



Annual Report 2024

NEW DAWN & SHARED PATHS

A stronger intersex movement through
connection, collaboration, and community



Intersex Asia (IA) is an autonomous regional network of intersex-led organizations and individuals from Asian countries that work to support, educate and advocate for the rights and lives of intersex individuals and raise awareness on human rights violations and discrimination faced by intersex communities.

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Acknowledgement

We would also like to acknowledge the invaluable contributions of our staff members: **Andrew Chiu**, Finance and Admin Officer; **Eli Rubashkyn**, Cross Movement Officer; and **Prashant Singh**, Research and Advocacy Officer. Thanks to **Selvan Antony**, our program manager, for consolidating and drafting the report.

Additionally, we extend our thanks to **Andrey Tran**, our Communication Officer, for his skillful design and layout of the report. His creativity has made the information not only accessible but visually engaging.

Furthermore, we would like to express our sincere gratitude to **Hiker Chiu**, the Executive Director; **Jeff B Cagadahan**, Co Chair of Intersex Asia; **Esan Regmi and Asa Senja**, Board Members of Intersex Asia. Their diligent and comprehensive reviews as well as thoughtful revisions of the report have played a crucial role in refining its content. Thanks to their expertise and attention to detail.







ABOUT US

- Message from our Co-Chair: Jeff B.Cagandahan
- Message from the Executive Director
- Our Leadership
- Our Staff
- Our Reach in Asia

● A letter from our Co-Chair, Jeff B. Cagandahan



As the Co-Chair of Intersex Asia, I would like to take this opportunity to express my heartfelt gratitude to all our generous donors, dedicated funders, and committed stakeholders. Your unwavering support has been instrumental in enabling us to better serve and advocate for the rights and well-being of our intersex community. Your contributions not only make our work possible but also empower intersex individuals to live authentically and with dignity. Thank you for standing with us in this important journey.

Moreover, I would like to extend my deepest gratitude to the exceptional members of the IA staff. Their hard work, expertise, and relentless dedication have played a crucial role in 2024. I truly appreciate the countless hours they have invested and the collaborative spirit they bring to our projects. Each team member has demonstrated an unwavering commitment to excellence, consistently going above and beyond in their roles.

In 2024, I had the opportunity to meet with all staff members in person. This face-to-face interaction allowed me to gain a deeper understanding of their perspectives and insights. Engaging directly with the team enabled me to appreciate their diverse experiences and viewpoints, fostering better communication and collaboration moving forward. The meetings also provided a platform for open dialogue, where we could discuss challenges and brainstorm solutions collectively to contribute to IA's mission. Overall, this experience has been instrumental in strengthening our professional relationships and enhancing our shared goals.

"2025 will be a big year for us as we will launch the new Strategic plan for the period from 2025 to 2029. This comprehensive roadmap is designed to guide our initiatives and aspirations over the next 5 years, laying a strong foundation for growth and innovation."

The main highlight for me was the incredible opportunity to witness the remarkable efforts of IA during the September 2024 International Intersex Summit held in Bangkok. We created a welcoming environment for 30 intersex individuals from around the globe, allowing them to come together and engage in meaningful discussions about the ongoing challenges and issues they face. This gathering served as a vital platform for sharing experiences, advocating for rights, and fostering solidarity among intersex communities worldwide. It was inspiring to see such a diverse group united in their commitment to advancing intersex rights and improving lives worldwide.

2025 will be a big year for us as we will launch the new Strategic plan for the period from 2025 to 2029. This comprehensive roadmap is designed to guide our initiatives and aspirations over the next 5 years, laying a strong foundation for growth and innovation. As we embark on this journey, we are excited about the potential impact it will have on our stakeholders, partnerships, and overall mission.

● A letter from our Executive Director, Hiker Chiu



Intersex Asia turned six years old in 2024 and is on the verge of transitioning from a fledgling network to a mature regional network. It was a fruitful year; we have been able to achieve a lot. Our most significant development has been our ongoing effort to revise our strategic plan for 2025-29, host the first Global Intersex Summit, launch the 8 research intersex legal in Southeast Asia, initiate cross-movement collaboration with our member organization, Intersex Philippines, to address the medication access issue for intersex children with CAH (Congenital Adrenal Hyperplasia), and expand our IA team by adding two more staff members.

The IA Strategic Plan has served as a guiding force in our work from the very beginning. It has been shaped by input from the intersex community through both online and in-person consultations, as well as several in-depth discussion meetings with new IA staff and the IA board, creating a clear and solid path for aligning our work with our vision and mission.

In September 2025, IA hosted the first-ever Global Intersex Summit in Bangkok, elevating IA's movement to a global level and successfully creating a safe space for intersex activists from around the world to meet, discuss, and collaboratively shape the future of the movement. This includes planning the first International Intersex Forum in Asia, organized independently by the global intersex community, which will welcome 150 participants in 2026. Although it has been postponed due to funding cuts in early 2025, the solidarity actions of the global intersex movement remain remarkable.

After nearly three years conducting evidence-based research on intersex justice in South Asia and Southeast Asia. Last November, we released eight reports of Southeast Asian countries: Cambodia, Laos, India, Indonesia, the Philippines, Singapore, Thailand, and Vietnam. Along with the four South Asia research reports launched in 2023, these research will significantly aid intersex activists as they advocate for their rights at the national level.

Cross-movement building is a new highlight of 2024. IA collaborated with Intersex Philippines to co-host a consultation meeting with parents of intersex Children with CAH and key doctors in the Philippines to learn and address the massive lack of medication access issues for intersex Children with CAH. A survey and a webinar has been done, aiming to show the gaps and push the government to address it.

We are pleased to have five dedicated staff members, including a Research and Advocacy Officer, a Program Manager, a Communication Officer, and a Cross-Movement Building Officer. Our increased capacity allows us to better meet the growing demands of our community and the movement in Asia. I would like to join Co-Chair Jeff in expressing deep appreciation to the IA staff for their hard work.

In terms of organizational development, IA and external consultants evaluated our regional program and overall organization, identifying areas for improvement and setting goals. We developed operational, financial, and HR policies to support our growing team. At the end of 2024, the IA board re-elected Esan Regmi, the ED of CFC Nepal, as IA's Chair for the next three years, ensuring continued focus on grassroots needs in Asia, which are vital to the intersex movement.

● Our Leadership

Intersex Asia operates under a well-structured governance model led by a committed board, Co Chaired by **Jeff B. Cagandahan**. The board also includes two dedicated members, **Esan Regmi** and **Asa Senja** each bringing unique skills and perspectives to the organization. This governance framework has been carefully crafted to foster effective leadership and inclusivity, enabling a comprehensive approach to the diverse needs of intersex individuals across the region.

The board members come from varied backgrounds, which significantly enhances the strategic direction of Intersex Asia. Their collective expertise spans areas such as human rights advocacy, legal reform, medical ethics, and social justice. This variety not only informs the organization's initiatives but also ensures that a broad spectrum of intersex experiences is represented and addressed within their advocacy efforts.



From left: Hiker Chiu (Executive Director), Selvan Anthony (Program Manager), Esan Regmi (Chair) and Jeff Cagandahan (Board Member)

Engagement among the board members is characterized by open and thoughtful dialogue, which is essential for informed decision-making processes. Regular meetings allow for deep discussions on pressing issues affecting intersex individuals, culminating in innovative advocacy and awareness campaigns tailored to tackle these challenges head-on.

The board is deeply committed to creating a supportive environment that empowers intersex individuals. They aim to amplify the voices of those who are often marginalized, ensuring that their concerns and rights are prioritized. By actively addressing the unique challenges faced by intersex individuals, the board seeks not only to improve their visibility but also to foster a sense of community and solidarity.

● Our Staff

In 2024, Intersex Asia Network increased its staff from 2 to 6 members. This expansion is a testament to the organization's ongoing commitment to recruiting highly qualified personnel passionate about its mission. This growth reflects IA's unwavering commitment to improving the lives of intersex individuals across Asia and enhancing its operational capabilities. The organization recruited a talented and passionate workforce through focused recruitment efforts, each contributing unique expertise to the mission. The current team composition includes:

1. **Executive Director** reports to the board and is responsible for setting the strategic direction for the IA, overseeing day-to-day operations, and ensuring the organization's goals and objectives are met.
2. **Program Manager** coordinates multiple projects to achieve its objectives. Furthermore, it is responsible for aligning project outcomes with strategic goals, thereby ensuring that all efforts contribute to the organization's success.
3. **Research and Advocacy Officer** is responsible for conducting comprehensive research on issues impacting intersex individuals across the Asian region, analyzing data, and producing insightful reports that inform advocacy efforts. Also, this position involves developing and implementing strategic advocacy initiatives aimed at raising awareness about intersex issues, challenging discrimination, and influencing policy changes that protect the rights of intersex persons.
4. **Cross-Movement Building Officer** is responsible for fostering collaboration and strengthening relationships among various human rights movements. Also, will engage with diverse stakeholders, advocating for shared goals, and facilitating dialogue to promote understanding and solidarity to build connections across different human rights movements.
5. **Communication Officer**, is responsible for planning, developing, and implementing communication strategies to promote IA's program/ initiatives/ activities. This officer will also be responsible for disseminating materials or information to raise awareness about issues affecting the intersex community.
6. **Finance and Administration Officer** ensures the smooth operation of IA and is responsible for managing financial activities and overseeing administrative functions.

With this diverse and motivated team, the Intersex Asia Network is well-positioned to advocate for the rights of intersex individuals and drive meaningful change across the region, empowering voices that have historically been marginalized. Each team member plays an integral role in moving the organization forward, fostering a supportive environment where intersex lives are celebrated and protected.

● Our Reach in Asia

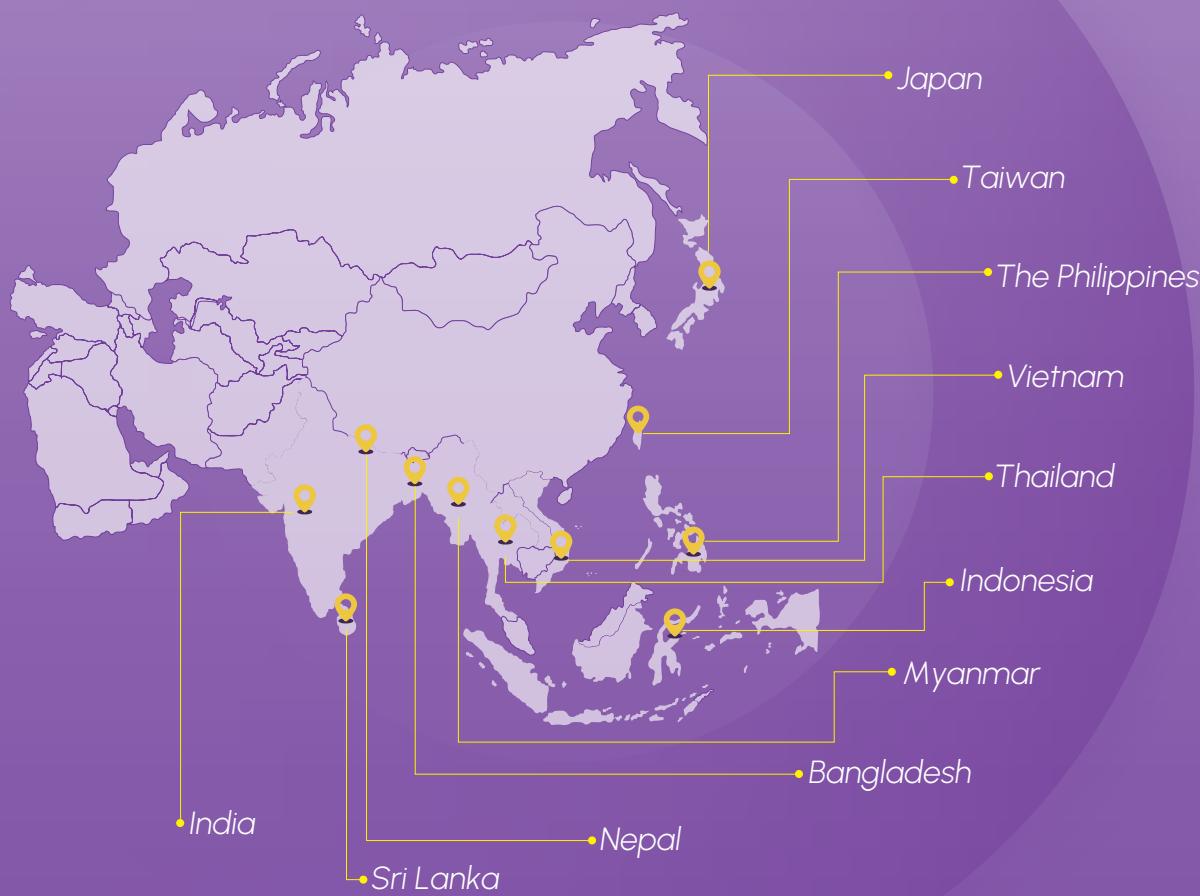
Intersex Asia has a reach of almost 11 countries within the Asia region, making a significant impact on the intersex community. These countries include Bangladesh; India; Indonesia; Japan; Nepal; Myanmar; Philippines; Sri Lanka; Taiwan; Thailand; and Vietnam.

Intersex Asia is crucial in empowering its member organizations, networks, and informal groups by offering robust support to help them establish and enhance their initiatives. This support includes providing *vital resources*, *facilitating capacity training sessions*, and *sharing successful strategies* that foster collaboration among various groups/stakeholders.

Through these efforts, Intersex Asia is dedicated to raising awareness, advocating for the rights of intersex individuals, and driving meaningful policy changes that prioritize the health, safety, and dignity of the intersex community across the region.

Intersex Asia's works in Asia

Our engagements has reached 11 countries across Asia, including research, advocacy, community building, capacity building and resource mobilization



02

NEW DAWN

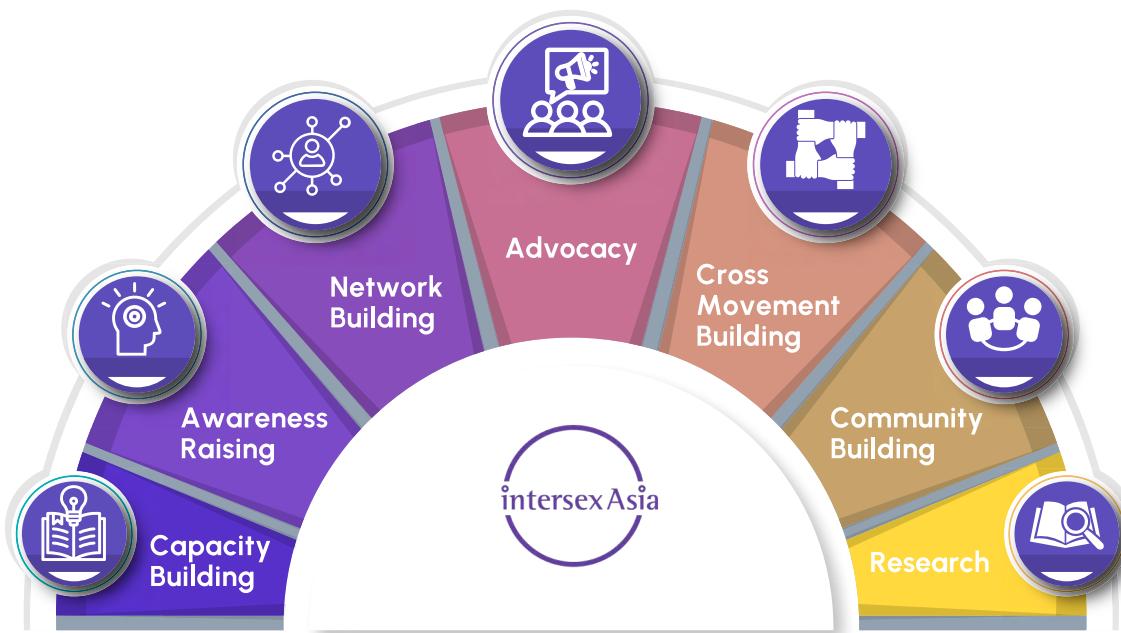
- Concluding the Current Strategic Plan & Embarking on a New Strategy Development
- Our Achievements in Numbers in 2024

● Concluding the Current Strategic Plan and Embarking on a New Strategy Development

As we approach the conclusion of our current Strategic Plan in 2024, we are gearing up to embark on an exciting journey of drafting our next Strategic Plan, which will guide us from 2025 to 2029.

In light of the evolving needs and aspirations of Intersex communities, we are committed to developing a robust and forward-looking strategy that not only aligns seamlessly with our long-term objectives but also effectively addresses the unique challenges faced by Intersex communities. This new plan will be born from a comprehensive analysis, actively seeking input and insights from Intersex communities and stakeholders.

The forthcoming Strategic Plan for the period spanning 2025 to 2029 will be structured around seven core areas:



Each of these components has been strategically chosen to ensure that our efforts are holistic and impactful.

Understanding the emerging needs of Intersex communities, we are dedicated to crafting a robust and forward-looking strategy that aligns seamlessly with our overarching long-term goals and meets the needs of our Intersex community in Asia. The new plan will be a result of a thorough analysis that reflects on our past performance, evaluates the present situation, and identifies emerging needs of Intersex communities.

We anticipate finalizing and officially launching this new Strategic Plan in the first quarter of 2025, marking an important milestone in our continued dedication to fostering an inclusive and supportive environment for Intersex communities.

● Our Achievements in Numbers in 2024

4

major documents/statements was released in 2024, covering the status of children with CAH, the response to Brussels Collaboration statement, and an outcome report with doctors in the Philippines

Throughout 2024, Intersex Asia has actively participated in total of 11 major events and conference across Asia

12

research publications was released in 2024, covering the legal landscape of intersex rights in South and South East Asian countries

Increase of interaction on Intersex Asia's Facebook page compared to 2023

358,8%

1000%

increase reach of Intersex Asia's Instagram page compared to 2023

Publications and Materials

<p>Research Publications (12 reports)</p>	<ul style="list-style-type: none"> · Intersex Justice in Thailand · Intersex Justice in Malaysia · Intersex Justice in Philippines · Intersex Justice in Laos · Intersex Justice in Cambodia · Intersex Justice in Indonesia · Intersex Justice in Singapore · Intersex Justice in Vietnam · Intersex Justice in India · Intersex Justice in Nepal · Intersex Justice in Pakistan · Intersex Justice in Bangladesh
<p>Other Materials or Resources (4 documents/statement)</p>	<ul style="list-style-type: none"> · Survey evaluating the status of children and families living with children with CAH in the Philippines. July 2024 · Call for solidarity statement addressed to the Department of Health of the Philippines. November 2024 · Engagement, consultation and participation in the principles outlined in the Brussels Collaboration for Bodily Integrity 2024 · Bridging the gaps, a report outlining the outcomes of the gathering with Doctors, CAHSAPI, CAH communities, and families of children living with CAH

Online Engagement

Newsletter released	6
Social media indicator	
Facebook followers	2700
Facebook reach	56,100 (+243.5 % compared to 2023)
Facebook Content interaction (shares, comments, saves, likes)	7000 (+358.8% compared to 2023)
Instagram follower	1740
Instagram reach	15,900 (+1000% compared to 2023)
Instagram content interaction	1300 (+100% compared to 2023)



Intersex Asia Executive Director and Board Member at the Link and Learn event

Regional Events and Online Webinars

<p>Regional Events/ Meetings</p> <p>(11 events: 2 organized and 9 participated)</p>	<ul style="list-style-type: none"> Event # 1: Bridging Gaps: A Consultative Meeting with Doctors, and 31 Parents of Intersex Children, Event # 2: <u>Capacity Building and Regional Meeting</u> Asia Centre Conference on Shrinking Civic Space International Conferences ADB: GMS Gender Equality and Inclusion Forum, Bangkok LGBTQI + Health Asia Pacific Conference, Chandigarh Indi DRL Conference ILGA World conference APCOM 2024 Community Summit APCOM 2024 Hero Award AWID Bangkok ADB Learning meeting
<p>Online Webinars</p> <p>(1 webinar organized)</p>	<p><u>Webinar # 1 Intersex Day of Solidarity</u></p>



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SHARED PATHS

- Our Performance in 2024
 - a. Advocacy Work
 - b. Research Work
 - c. Organizational Development
 - d. Webinars and online meetings
 - e. Fellowship programme
- Strengthening Resilience
- Partnership and Expansion
- Amplifying Voices
- Communication and Innovation
- Finance

● Our performance

a. Advocacy Work

IA's Submission for OHCHR's Report pursuant to Human Rights Council's Historic Resolution

November 2024, Intersex Asia made a detailed submission responding to the call for inputs for the preparation of the Report of the Office of High Commissioner for Human Rights (OHCHR) pursuant to the Human Rights Council Resolution A/HRC/RES/55/14 on **"Combating discrimination, violence and harmful practices against intersex persons."**

As mentioned in the first-ever UN Human Rights Council Resolution on intersex issues passed in 2024, the OHCHR report aims to examine discriminatory laws and policies, acts of violence and harmful practices against persons with innate variations in sex characteristics (also known as intersex persons), in all regions of the world, and their root causes, and also examining best practices, including legal protection and remedies, especially when addressing the realization of the right to the enjoyment of the highest attainable standard of physical and mental health.

Intersex Asia's submission highlighted the issues faced by the Asian intersex community as documented in the country reports published for 12 countries. It was prepared after conducting a detailed consultation with intersex activists from Nepal, Philippines, Thailand, India, Bangladesh, Japan, Indonesia and Vietnam. The organisation invited feedback from the Asian intersex community on the final version before submission to ensure that the community voice was reflected in the document.



General Highlights

- ◊ Intersex Asia made a detailed submission responding to the call for inputs for the preparation of OHCHR report
- ◊ Intersex contributed valuable insights and data that highlight the ongoing challenges faced by intersex individuals, thereby fostering greater awareness and prompting necessary action within international human rights frameworks.

Capacity Building and Regional Meeting

Staff Capacity Building and Annual Retreat

Intersex Asia organised its first-ever capacity-building training for team members, annual planning session, and retreat meeting, held in Bali, Indonesia. This historic event took place over the course of a week, **from July 13 to July 17, 2024**, and gathered dedicated secretariat staff 4 (staff) alongside esteemed board members of IA (3 members).

The first part of the meeting, spanning from July 13 to July 15, focused on essential training sessions centered around organizational development (OD) and financial management. Staff engaged in discussions and workshops aimed at enhancing their skills and strategic

planning capabilities, which are essential for the smooth functioning and progression of the organization. Following this intensive training, the team transitioned into the annual planning meeting, where they collaboratively reviewed previous achievements, outlined future goals, and strategized on the best approaches to advance IA's mission.



The final two days, July 16 and 17, were dedicated to a staff retreat, providing an opportunity for team bonding and reflection. This retreat not only allowed staff to unwind but also fostered a sense of community and shared purpose, as they engaged in team-building activities and discussions aimed at strengthening their collaborative efforts for the upcoming year. The overall gathering was a significant step in enhancing the capabilities and unity of the Intersex Asia team, setting a positive tone for future initiatives.



General Highlights

- ◊ 4 staff, including the Executive Director, Programme Manager, Cross Movement Building Officer, Research and Advocacy Officer, and Communication Officer, attended this event.
- ◊ 2 board members, including 1 Co-chair and 1 Board Member, attended and shared their strategic ideas
- ◊ Team identified significant activities/ initiatives that have contributed to drafting the new strategic plan 2025 -2029

Strategic Summit of the Global Intersex Movement, Bangkok

Intersex Asia hosted the Strategic Summit of the Global Intersex Movement in Bangkok from **September 16th to 19th, 2024**, which brought together 30+ Intersex activists from various countries across the globe. This event had a series of discussions centered around emerging challenges, advocacy priorities, and goals pertaining to Intersex individuals. Some key discussed points from the event:

- Concern raised was the sustainability of the organization due to a decrease in funding. This has posed significant challenges for the group's efforts and future plans;
- Capacity building remains a crucial issue among members of the intersex community, with limited resources available;

- Lack of awareness about Intersex Individuals within society;
- Lack of resources poses setbacks for the organization and hinders progress towards achieving national movement goals;
- There is also a growing disconnect with the International organizations that had previously provided support.
- Dissemination of information relating to Intersex was highlighted as a crucial step towards raising awareness and promoting advocacy efforts.
- Exploring partnerships with new funders and donors was identified as a necessary strategy to sustain the work of supporting Intersex rights.

The event served as a platform for sharing experiences, insights, and strategies while highlighting pressing advocacy priorities. Attendees collaboratively explored goals aimed at advancing the rights and well-being of Intersex individuals globally, fostering a stronger network of support and activism within the community.



General Highlights

- ◊ 30 Intersex activists from different countries from the Globe joined the Summit in Bangkok.
- ◊ Drafted the way forward/ strategy to advance the rights of Intersex Individuals.

b. Research Work

Research Reports

Intersex Asia has intensified its research work/ initiative in 2024. With the funding support from Voice Global and EGALE Canada, Intersex Asia embarked on a significant research initiative aimed at producing comprehensive country reports focused on Intersex Justice across twelve countries in Asia region. This initiative consists of a total of 12 reports, with 4 countries selected from South Asia and 8 from Southeast Asia.

South Asia

1. India,
2. Nepal,
3. Pakistan,
4. Bangladesh

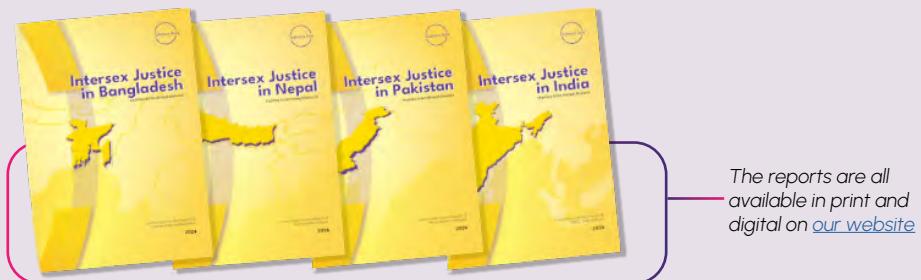
Southeast Asia

1. Philippines,
2. Indonesia,
3. Thailand,
4. Malaysia,
5. Vietnam,
6. Singapore,
7. Cambodia
8. Laos.

These country reports provide a comprehensive overview of the current landscape of intersex rights and services within each nation, examining how these issues fit into the broader spectrum of LGBTQI+ rights and activism. By analyzing the narratives and lived experiences of intersex individuals, the reports assess the influence of established laws

and recent legislative changes concerning LGBTQI+ rights on their daily lives.

The findings reveal significant milestones achieved in advocacy efforts while also highlighting enduring gaps and challenges faced by the intersex community. These insights not only document progress but also serve as a crucial resource for informing future strategies aimed at enhancing legislation and advocacy work focused on intersex rights. Through this holistic approach, the reports aim to foster a deeper understanding of both triumphs and ongoing struggles, ultimately contributing to more effective advocacy initiatives in support of intersex individuals worldwide.



Ongoing research in the Philippines continues to explore the intersection of healthcare access, biopsychosocial realities, and human rights for families affected by Congenital Adrenal Hyperplasia (CAH). A comprehensive survey involving 31 parents assessed access to medications, psychosocial stressors, and barriers to specialized care, forming a key evidence base. Concurrently, risk and vulnerability assessments are underway in the context of an emergency adrenal kit distribution initiative. These efforts built upon the *Bridging Gaps* consultative meeting held in Makati on June 23, 2024, co-organized by Intersex Asia and Intersex Philippines. The outcomes will inform both national advocacy and the *Vital Connections* cross-movement building strategy with CLAN and MATES4Kids, which now guides regional action to further advance access to life-saving medicines, affirming care, and rights protections for intersex individuals and families living with CAH.



General Highlights

- ◊ 12 Country-specific research reports released; 4 countries from South Asia and 8 from Southeast Asia.
- ◊ The reports outline intersex rights and services in various countries, linking them to broader LGBTQI+ rights and activism. Also, it highlights the experiences of intersex individuals and how current laws and recent changes affect their daily lives.
- ◊ In the Philippines, a pioneering survey involving more than 30 families of children with CAH identified urgent gaps in healthcare access, including medication availability, psychosocial support, and specialized care, shaping both national and regional advocacy strategies.
- ◊ A collaborative emergency response initiative was launched, distributing adrenal crisis kits and conducting risk assessments, reinforcing a new model of cross-movement action connecting intersex rights, rare disease advocacy, and disability-inclusive healthcare.

c. Organizational Development

In the year 2024, Intersex Asia embarked on an extensive Organizational Development Assessment report, a vital initiative aimed at evaluating the organization's operational effectiveness and strategic direction.

The process was marked by the enthusiastic involvement of both staff, board members, community members and other stakeholders who contributed their unique perspectives and experiences. Through brainstorming sessions, workshops, and surveys, the team explored various dimensions of the organization, examining its strengths, challenges, and areas ripe for growth. This collaborative approach fostered an environment of open dialogue and reflection, allowing participants to voice their thoughts on the current organizational structure and practices. The assessment sought to identify strategic opportunities that align with Intersex Asia's mission to advocate for intersex rights and promote inclusivity.

By engaging in this thorough evaluation, the organization demonstrated its commitment to creating a responsive and adaptable framework that can better serve its community and stakeholders. This report serves as both a reflective tool and a roadmap for future growth and development within Intersex Asia.



General Highlights

- ◊ Finalized the comprehensive Organizational Development Assessment Report
- ◊ Plans were laid out based on the findings from this assessment report. (For Example: Advocacy Strategy; Stakeholder mapping and etc)
- ◊ Enhanced the skills and capabilities of both staff and board members by actively engaging them in the report development process.

d. Webinars and online meetings

Webinar # 1 Advancing Intersex Rights in Southeast Asia: Insights from the Launch of Intersex Asia's Research Publications

On October 25, 2024, Intersex Asia organized a remarkable webinar dedicated to raising awareness and fostering understanding of intersex issues in the Southeast Asian region. The event marked the official launch of eight comprehensive country reports that examined the status and experiences of intersex individuals in Cambodia, Indonesia, Malaysia, the Philippines, Thailand, Singapore, Laos, and Vietnam. These reports serve not only as invaluable resources for stakeholders but also as pivotal instruments in addressing and dismantling harmful narratives surrounding intersex identities.

The webinar provided a platform for critical discussions that underscored the vital role that research plays in advocating for the rights of intersex individuals. Participants engaged in meaningful dialogue regarding how evidence-based findings can challenge

stereotypes and promote greater acceptance and inclusion within society.

Attendees included over 30 participants from diverse backgrounds such as intersex activists who are on the frontline advocating for change, researchers committed to advancing knowledge on intersex matters, representatives from civil society organizations (CSOs) focused on human rights issues including health and well being.



General Highlights

- ◊ Event attended by more than 30 Intersex Individuals from different countries from Asia Region.
- ◊ Participants engaged in meaningful dialogue regarding how evidence-based findings can challenge stereotypes and promote greater acceptance and inclusion within society.

Webinar # 2 Enhancing Access to Life-Saving Healthcare for Intersex Children with CAH in the Philippines

On November 8, 2024, in observance of International Intersex Day of Solidarity, Intersex Asia organized a groundbreaking webinar aimed at addressing the pressing healthcare needs of intersex children diagnosed with Congenital Adrenal Hyperplasia (CAH) in the Philippines. This significant event attracted over 30 participants, including healthcare professionals, activists, advocates, and family members who convened to confront critical gaps in access to essential life-saving medications, diagnostic tools, and comprehensive support systems. The diverse backgrounds of the attendees enriched discussions that focused on advancing inclusive policies, mobilizing community resources, and developing sustainable healthcare strategies to improve the well-being of intersex individuals throughout Asia.

Some key points from the Webinar

- *Call for Inclusive Healthcare Policies:* Advocacy for policies that acknowledge intersex healthcare needs, ensuring equitable access to CAH treatments, Universal implementation of New Born Screening and essential diagnostic tools (17 OHP) across the country
- *Global Multi-Sector Collaboration:* Inspired by CLAN's model, Intersex Asia and its partners aim to transform knowledge into actionable strategies for sustainable healthcare access solutions in Asia with the power of our communities.

This webinar emphasized that meaningful and sustainable change in the healthcare sector cannot occur in isolation; rather, it requires the active involvement and partnership of diverse groups.



General Highlights

- ◊ 30 + participants attended this webinar.

- ◊ Provided a regional platform for Intersex individuals to discuss the pressing issues surrounding access to life saving health care.
- ◊ Strengthened relationship with medical organizations providing access to health resources, Caring and Living as Neighbours (CLAN), MATES4Kids, medical communities working in areas of humanitarian relief and supply of medical resources in LMIC, Cancer Warriors Foundation, and the Philippine Society of Pediatric Metabolism and Endocrinology.

e. Fellowship programme

The Intersex Fellowship Program is a flagship initiative of Intersex Asia, supported by the Foundation for Just Society. This program is meticulously designed to empower and build the capacity of a new generation of intersex activists from different countries in the Asia region.

The objective of the program is to cultivate young intersex individuals into leaders who can effectively advocate for their communities at both regional and national levels. This endeavor is particularly vital in tackling the persistent challenges faced by intersex individuals, who frequently encounter stigma, discrimination, and a stark lack of representation in society.

We supported 13 young Intersex Individuals from different countries within the Asia region. Throughout the program from 2022 to 2024, the young fellows engaged in an extensive and enriching learning experience. The curriculum covered an array of crucial topics, including advocacy strategies tailored to the unique context of intersex issues, effective community engagement practices, and comprehensive leadership development techniques aimed at fostering empowerment.

These initiatives represent an essential foundation that IA is proud to have cultivated, ensuring the ongoing growth and momentum of our movement for intersex rights. Through these grassroots efforts, awareness around intersex issues has significantly increased, providing a vital platform for intersex individuals to share their personal experiences and connect with others facing similar struggles.

The program has not only equipped fellows with essential skills but has also instilled a sense of community and solidarity among intersex activists, ensuring their voices are heard and respected in the broader dialogue on human rights and equality.



General Highlights

- ◊ 13 young Intersex individuals benefited from this fellowship program.
- ◊ Many fellows are empowered to address the needs and concerns of the intersex community within their localities.

● Strengthening Resilience

Emergency Support

Intersex Asia remains steadfast in its commitment to support the intersex community & networks that have been adversely affected by health care challenges & natural disasters.

In the Philippines, Intersex Asia responded to healthcare emergencies affecting children with Congenital Adrenal Hyperplasia (CAH), a life-threatening condition requiring consistent access to medications and crisis preparedness. In 2024, recognizing the risk posed by natural disasters and healthcare access barriers, Intersex Asia mobilized emergency support efforts tailored to the needs of intersex children and their families.

In 2024, Intersex Asia provided funds to the local network in Bangladesh, focused specifically on aiding intersex individuals who have faced significant hardships due to floods. Through this initiative, Intersex Asia has supported around 12 intersex individuals, providing them with vital resources to address their immediate day-to-day needs during this challenging period. The support encompasses a range of essential items, including nutritious food, temporary shelter, and access to healthcare services, all of which are crucial for their well-being and recovery.

By addressing these fundamental needs, Intersex Asia aims to help these individuals regain a sense of stability and security in the aftermath of the disaster. This initiative not only underscores the pressing need for targeted assistance for marginalized communities in times of crisis but also reflects a compassionate response to the unique challenges faced by intersex individuals in these circumstances.



General Highlight

- ◊ 12 Intersex individuals were supported to meet their day-to-day needs (Food, shelter, and health care services)

● Partnership and Expansion

IA's Participation in the ADB Meeting, Manila, Philippines

Intersex Asia participated in the meeting titled '2nd Learning Week: Learning Sessions on Inclusive Development for Sexual and Gender Minorities in Asian Development Bank (ADB) Operations' from 21 Oct to 23 Oct 2024 in Manila to showcase the organization's dedicated efforts and ongoing projects throughout Asia.

The primary objective of IA's participation in this meeting is to showcase the organization's dedicated efforts and ongoing projects throughout Asia, where it has been actively working to support various communities. In particular, IA intends to spotlight the challenges faced by intersex individuals, who often endure discrimination and lack societal awareness. This is vital for developing the "Road Map for Inclusive Development of Sexual and Gender Minorities in ADB Operations, 2025–2030," aimed at creating a SOGIESC Inclusion Reference Group.



GREATER MEKONG SUBREGION PROGRAM

GMS GENDER EQUALITY AND INCLUSION FORUM



Some key points from the meeting

- Challenges in accessing life-saving medicines and health care for Intersex Individuals.
- The lack of public awareness surrounding intersex conditions poses a significant challenge that affects not only the individuals who identify as intersex but also the systems and communities around them.
- Intersex individuals, those born with biological characteristics that do not fit typical definitions of male or female bodies, often face unique challenges that can significantly impact their mental health.

Overall, this 3-day meeting provided an opportunity for Intersex Asia to highlight the ongoing issues faced by intersex individuals, particularly the political challenges in Asia.

General Highlights

- ◊ Intersex Asia's staff attended and highlighted the Intersex issues at the ADB meeting.
- ◊ Intersex Asia has broadened its collaboration with ADB

IA's participation at the LGBTQI+ Conference, Chandigarh, India

Intersex Asia participated in the LGBTQI+ Conference held from September 26 to September 28, 2024, hosted by The Humsafar Trust. This significant event convened a wide array of voices and perspectives from various segments of the LGBTQI+ community, creating an enriching environment for meaningful discussions on critical issues affecting individuals within this spectrum.

IA's staff hosted a session on the second day (27 September 2024) of the conference titled '*Building bridges – Understanding and addressing challenges for Intersex people in Asia*'. This session revolved around discussing Intersex issues and challenges and advancing their rights.

Some key points from the session

- Access to essential services remains a significant barrier, further compounded by prevalent social stigma that often marginalizes intersex individuals within their communities.
- The landmark case of NALSA vs Union of India, where the Supreme Court of India made a pivotal decision that recognized transgender rights and extended its acknowledgment to intersex individuals.
- Fundamental rights that are essential for Intersex Individuals include: 1. The right to bodily integrity; 2. The right to physical autonomy; 3. The right to self-determination

Intersex Asia's participation at this event highlighted its unwavering dedication to raising awareness about intersex issues and fostering acceptance while advocating for the rights of intersex individuals alongside other sexual and gender minorities.



General Highlights

- Intersex Asia's team members - Chair; Executive Director; Programme Manager joined this regional conference.
- Intersex Asia's collaboration with The Humsafar Trust is poised to enhance community engagement, promote awareness, and drive collective action on a range of critical topics impacting the intersex community.

● Amplifying Voices

Leave no child behind: Bridging the gaps in health care and human rights of intersex children in the Philippines

On June 23, 2024, members of Intersex Asia's team joined as experts (and also to advocate) in a significant consultative meeting organized by IXPI. This event took place in Makati City, Philippines, bringing together over 50 participants, including parents, healthcare professionals, and members of congenital adrenal hyperplasia (CAH) communities.

The meeting aimed to achieve several crucial objectives, including ensuring affordable and ongoing access to necessary medications, improving healthcare infrastructure, and



advocating for meaningful policy changes that can benefit individuals affected by CAH.

During the discussions, parents of children diagnosed with CAH shared heartfelt testimonies about the challenges they face, notably their struggles to secure consistent access to essential medications. Their stories underscored the urgent needs of families dealing with this condition.

Health professionals in attendance also emphasized the importance of mental health for both parents and children, recognizing the emotional toll that navigating healthcare systems and managing chronic conditions can take on families.

At the conclusion of the meeting, participants collectively crafted a demand letter that encapsulated the key issues discussed, highlighting the urgent need for systemic changes in healthcare access and support for CAH communities. To learn more about the demand letter, please [click here](#)

ILGA World Conference 2024 in Cape Town, South Africa

From November 11 - 15, 2024, Intersex Asia team has actively participated in the ILGA World Conference 2024, which took place in Cape Town, South Africa. At this conference, IA team members took part in the plenary session titled "**Building Solidarity Beyond Identities**". Some key highlights:

- It brought to light the alarming marginalization that intersex people experience despite their inclusion in the acronym. Although intersex individuals are represented in the LGBTQIA+ community, they frequently find themselves absent from vital discussions surrounding their rights and equality.
- The IA member also stressed that achieving true equality extends far beyond mere visibility. "It's about ensuring that everyone, regardless of their gender or sex, has the right to live authentically and without fear."
- Also, this session emphasized the importance of building bridges between different factions within the LGBTQIA+ movement. Such efforts are crucial for creating a more inclusive and equitable future for all individuals, regardless of their identity.

In addition, the IA team member also attended another important session, "**Examining the state of the global intersex movement**". Some key highlights:

- Intersex movement should be visible everywhere as much as possible to show that we are one with all.
- There is a need to develop strategies to sustain our global movement.

Overall, our participation at the ILGA World Conference has served as a crucial platform for discussing the unique challenges faced by intersex individuals and the collective responsibility to forge paths toward greater equality and representation within the LGBTQIA+ movement.

AWID Conference 2024 in Bangkok, Thailand

From December 2-5, 2024, the Intersex Asia team members participated in the AWID Forum 2024, a significant gathering for feminist human rights activists and allies. Our engagement included co-hosting panel sessions and building partnerships to advance feminist ideals and intersex rights globally.

The first day fostered reconnection within the intersex community and explored new activism areas, including funding, Indigenous rights, and technology representation.

On the second day, Board members Jeff Cagandahan and Esan Regmi led impactful sessions, including "My body, my superpower," which highlighted the strength of intersex individuals despite challenges. The interactive workshop on "Bodily Integrity & Autonomy" further showcased the struggles faced by intersex persons in controlling their bodies.

On day three, we focused on building alliances with other vulnerable communities, participating in the session "Choice Matters: Navigating Autonomy and Decision Making." The final day culminated in a call for solidarity for intersex communities in Asia and beyond. Despite the short conference, we gained valuable partnerships and inspiration for our mission to empower intersex individuals to live fully.



Intersex Asia team at AWID Conference 2024 along with allies from ILGA Asia

Intersex Asia team met with representatives of Ondede



Overall, the 3-day conference provided a significant platform to Intersex Asia to foster collaboration among various stakeholders. It served as an opportunity to amplify the voices of Intersex individuals and communities, facilitating vital discussions around their rights and needs. Through workshops, panels, and networking sessions, Intersex Asia was able to engage with a diverse audience, sharing expertise and building alliances that can effect meaningful change in advocacy efforts moving forward.

● Communication and Innovation

In 2024, Intersex Asia started our strategic communication journey, establishing a roadmap to amplify the voices and human rights of intersex individuals across Asia and within the broader intersex movement. Our communication roadmap is envisioned as a five-stage process: raising awareness, educating through factual information, connecting through emotion, building trust, and ultimately calling for acceptance.

As the inaugural year of this focused approach, our communication efforts in 2024 concentrated on the critical initial stages of raising awareness and providing factual information. We strategically leveraged key international days, including **IDAHOBIT** and **Intersex Awareness Month**, to launch impactful campaigns and engage wider audiences. A cornerstone of this initial phase was the introduction of our "**Intersex 101**" series. This initiative served as a vital resource, providing clear, concise, and evidence-based data and information to directly counter the pervasive misinformation surrounding intersex variations on social media and the internet.

Exposure

In 2024, Visibility and Exposure emerged as pivotal achievements for Intersex Asia. Intersex Asia actively sought opportunities to present our organization and its mission on prominent platforms, ensuring that our voice was heard loud and clear within the global discourse on Intersex rights. Our participation in essential events such as the **ILGA World** conference held in South Africa and the **AWID conference** in Bangkok was particularly notable. At these gatherings, we leveraged dedicated branding efforts alongside informative materials, aimed at engaging with diverse audiences and stakeholders.



Furthermore, we elevated the lived experiences of intersex individuals by featuring compelling personal stories through articles on our **website**, **social media channels**, and **newsletter**, fostering connection and understanding. We fostered a deeper connection with our audience while promoting understanding of intersex experiences. This multifaceted approach not only raised awareness but also reinforced the importance of elevating lived experiences in discussions around intersex issues globally.

Materials

Recognizing the power of accessible and engaging resources in combating misinformation, our team dedicated significant effort to creating key educational materials in 2024. These included a series of **Intersex Fact articles**, a thoughtfully designed **Children's Day booklet** aimed at promoting intersex inclusivity from a child's perspective, and most notably, a powerful comic illustrating an intersex individual's journey of self-discovery and understanding through a symbolic maze. These materials were met with overwhelmingly positive feedback from the intersex community and allies alike, highlighting their effectiveness in conveying complex information in an accessible manner. Demonstrating their value and reach, these resources were also translated into multiple languages, including Traditional Chinese and Thai, expanding their impact across the region.



2024 laid a crucial foundation for Intersex Asia's communication work. Through strategic awareness campaigns, the provision of factual information, increased visibility, and the creation of impactful educational materials, we took significant strides in shaping a more informed and accepting landscape for intersex individuals in Asia. We look forward to building upon this momentum in the years to come.

● Finance

This section provides an overview of our financial performance for the 2023 fiscal year, highlighting key activities, strategic investments, and the overall health of the company. We aim to offer a clear and transparent account of our financial position, reflecting our commitment to sustainable growth and long-term value creation for our stakeholders.

Revenue	TWD
Grants	15,845,354
Interest	136,145
Membership fee	1,230
Total Revenue	15,982,729

Expenditure	TWD
Human Resource	7,283,568
Activities Expenses	5,764,615
Operation Cost	1,802,248
Foreign Exchange Loss	692,057
Total Expenditure	15,542,488

04

STEPS FORWARD

- Strategic Insights: Charting a Path Forward 2025 and Beyond
- Honoring Our Donors: Acknowledging the Funders, Donors, and Supporters who Empower and Support Us
- Partners we worked with

● Strategic Insights: Charting a Path Forward 2025 and Beyond

Assessing Intersex Organizations/Networks or Groups

IA is committed to assessing the country partner organization/ member organization/ network using the capacity assessment tool. The purpose of this assessment is to identify strengths and weaknesses within various operational areas, enabling a comprehensive understanding of the organization's capabilities. The results from this assessment will serve as a vital resource for IA to enhance the capacity of the country partner organization.

Fostering Well-Being

The IAs Annual Planning Meeting in 2025 and beyond will integrate psychosocial wellness for IA team members. This initiative aims to promote holistic well-being among participants while also enhancing their skills and capacities. By prioritizing psychosocial health, we hope to create a supportive environment that fosters collaboration and growth within our IA team members.

Ongoing Support for Our Intersex Communities

IA is dedicated to advancing the rights and well-being of intersex individuals through comprehensive efforts in seven key focus areas: **1. Capacity Building; 2. Awareness Raising; 3. Network Building; 4. Research; 5. Advocacy; 6. Community Building; and 7. Cross Movement Building.** Through these focused areas of work, Intersex Asia is dedicated to building empowered intersex communities that engage meaningfully in advocating for their rights and well-being.

Partnership and Expansion

We at IA are committed to strengthening our partnerships with both traditional and non-traditional stakeholders (For Example: Private Sectors). Our goal is to enhance the support available to our intersex communities at both the national and regional levels. By fostering collaboration and engagement, we aim to create an inclusive environment that respects and promotes the rights of intersex individuals.

Education and Innovation

Intersex Asia is committed to the ongoing creation and development of innovative materials aimed at raising awareness about intersex issues. Our organization will engage in comprehensive online campaigns designed to educate the public, foster understanding, and promote inclusivity for intersex individuals. Through these efforts, we aim to stimulate dialogue and inspire positive change within communities across Asia and beyond. We recognize the importance of using creative approaches to effectively communicate our message and reach diverse audiences.

●Honoring Our Donors: Acknowledging the Funders, Donors, and Supporters who Empower and Support Us

We would like to express our sincere gratitude to the donors and funders who have generously supported our efforts in advancing the Intersex Asia's initiative. Your contributions have played a crucial role in enabling us to pursue our mission and make a meaningful impact within the intersex community.

We recognize that your commitment and resources are invaluable to our work, and we deeply appreciate your partnership in this important cause.

Thank you for standing with us as we strive for equality, understanding, and visibility for intersex individuals across Asia.

Donors and Sponsors



Partners we worked with



Community Partners



● References

- Research Reports: <https://intersexasia.org/research-report/>
- Survey evaluating the status of children and families living with children with CAH in the Philippines: https://docs.google.com/document/d/1GAV4zyrbafnFo9HAfqBsb5KFs_UOEpjG/edit
- Brussels Collaboration of Bodily Intergrity: <https://www.tandfonline.com/doi/epdf/10.1080/15265161.2024.2353823?needAccess=true>
- Bridging the gaps: https://drive.google.com/file/d/11mAOgrowuMY58d4ItkrRM3oFYqU_4Ad/view
- Capacity Building and Regional Meeting: <https://intersexasia.org/annual-planning-meeting-and-annual-staff-retreat-of-intersex-asia/>
- Webinar # 1 Intersex Day of Solidarity: <https://intersexasia.org/enhancing-access-to-life-saving-healthcare-for-intersex-children-with-cah-in-the-philippines/>
- Demand Letter to the Department of Health of the Philippines: <https://intersexasia.org/a-call-for-solidarity-addressed-to-the-department-of-health-of-the-phillippines/>

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Our Quarterly newsletter keep you updated with the newest activities from Intersex Asia & our member organizations, stories of successful intersex individuals and intersex-related legal development around the world.



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