

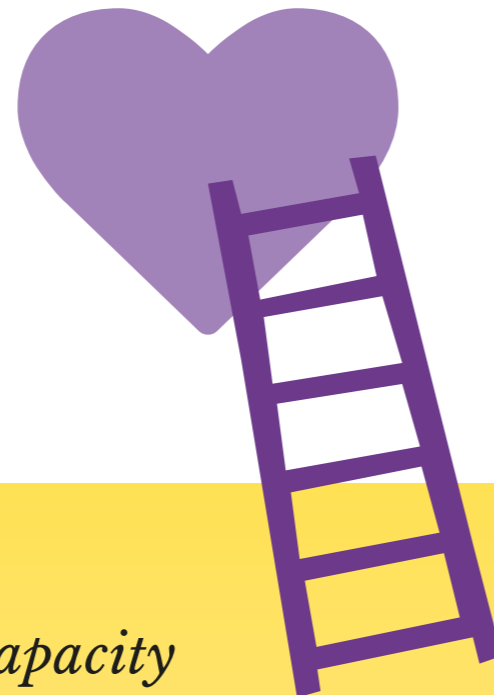
## *Additional information*

If you do not know about any contacts of intersex people in your country, reach out to neighbouring countries or OII Europe at [info@oiieurope.org](mailto:info@oiieurope.org)

Does the OII Europe Intervisibility website exist in your language?  
Visit [www.intervisibility.eu](http://www.intervisibility.eu)

Want to help and stand up for the human rights of intersex people? Please also read our allies toolkit:  
[www.oiieurope.org/tag/allies-toolkit/](http://www.oiieurope.org/tag/allies-toolkit/)

For more information and materials on intersex human rights and advocacy, please visit our website:  
[www.oiieurope.org](http://www.oiieurope.org)



## *Capacity & Workload*

- ✚ The majority of intersex human rights work is still done on a volunteer basis, and many intersex activists are overworked and might have limited resources for collaborating and consulting
- ✚ Please keep this in mind when reaching out and meet intersex activists where they are and understand when they temporarily have no capacity to participate

- ✚ In some places there are very few intersex people “out” or public or working as activists. If you decide to invite intersex persons to become active in your organisation, please be aware that being a minority within a minority creates additional stress and challenges:
  - Respect and acknowledge the expertise and lived experience of intersex persons
  - Being one or a small group of intersex activists in a larger non-intersex group often requires a higher need for knowledge transfers to non-intersex colleagues. These are additional workloads on top of their actual work
  - Intersex persons should be involved in the leadership, in the decision-making and in prioritising when the work is about intersex, this also prevents the danger of tokenism and burn-out
- ✚ Provide sustainable payment and burnout prevention support to intersex activists for their contributions, which will help support the long term work of the movement

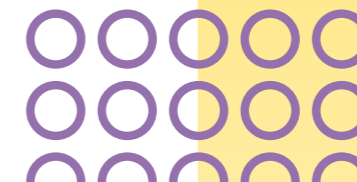
## *Making LGBTQ(I) Organisations Intersex Inclusive*



**Are you an LGBTQ organisation that is thinking of including the topic of intersex rights in your work?**

**Do you want to support your local intersex movement? Include the topic of intersex human rights in your organisation’s portfolio?**

**This flyer provides some guidelines to help you start the process.**



## *Establishing contact with the local intersex community*

### **Do you have contacts with intersex communities and/or activists in your country?**

#### **Reach out to local intersex activists to:**

- ✚ Learn about up-to-date human rights-based intersex terminology to use
- ✚ Learn about whether the local intersex activists want you to share their publications and materials
- ✚ Learn about whether the local intersex activists want to collaborate and for you to actively include the topic of intersex rights in your work
- ✚ Learn about ways you can support the work by local activists

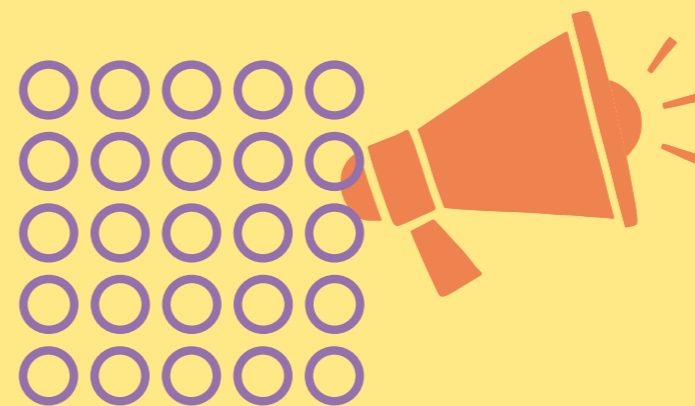
#### **You can support the local intersex community with:**

- ✚ Safe space for meetings
- ✚ Option to add input when writing UN shadow and UPR reports
- ✚ When contacted by journalists regarding intersex topics refer them to the community
- ✚ Helping establish contact with the international intersex movement
- ✚ Letting intersex people know they are welcome



## *Active inclusion*

- ✚ Educate yourself on the topic of intersex using the existing human rights-based materials available, instead of making intersex activists do additional work
- ✚ Only include the “I” in the LGBTIQ umbrella in the name of the organisation and/or event when it is done with active involvement of intersex activists and with their approval
- ✚ Discuss the risks for the safety of the local intersex movement joining the LGBTQ movement
- ✚ If you do not know any intersex people in your country reach out to intersex activists in neighbouring countries or to OII Europe
- ✚ Only apply for funding for intersex-related projects and use resources intended for serving intersex issues when intersex organisations are actively involved from the start and are going to be paid for their work
- ✚ If included, intersex topics and people should be visible and given adequate dedication, and not taken as an “afterthought”
- ✚ Do not forget that intersex persons are everywhere and they might already be a member of your organisation but may have not found the space to come out yet – create an inclusive environment before starting anything else



## *Nothing about us without us!*

### *Speak up but not over*

- ✚ Don't forget about the rule “Nothing about us without us!”
- ✚ Invite intersex activists as speakers when covering intersex-related topics during events
- ✚ Ask input from intersex activists when writing on intersex-related matters
- ✚ If you plan to include intersex into your organisations portfolio, make sure you include intersex expertise from the beginning of the planning stage in a sustainable way
- ✚ Only apply for funding for intersex-related projects and use resources intended for serving intersex issues when intersex organisations are actively involved and are going to be paid for their work
- ✚ Value and respect the expertise and lived experience of intersex persons
- ✚ Honour and recognize the knowledge generated by the international intersex human rights movement
- ✚ Reflect and assess your own knowledge, understanding and potential biases on the topic of intersex rights before interacting with intersex individuals
- ✚ Gain a better understanding of this topic by exploring the resources provided by the intersex human rights movement and by consulting with intersex experts

