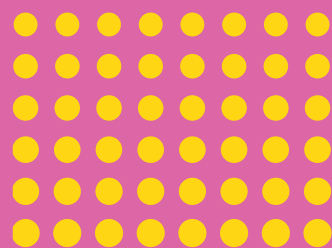


Organisation Intersex International Europe

ANNUAL REPORT 2023



oii
EUROPE



WE THANK OUR SUPPORTERS!

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We are also very grateful and thank
our anonymous funders and individual
donors for their generous support

We also thank our cooperation partner
 HEINRICH BÖLL STIFTUNG

Cover image: Participants of the OII Europe Community Event & Public Conference in Paris, France, May 2023

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Organisation Intersex International Europe

ANNUAL REPORT 2023

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Introduction

And just like that, it is time for another Annual Report. Last year was the year where, while still being careful about potential Covid-19 risks, OII Europe resumed its in-person activities to the full extent. Highlights you will find in this report include the first in-person *OII Europe Community Event & Public Conference* since 2019, as in 2021 and 2022 we were only able to bring the broader community together in an online format, due to Covid.

On Council of Europe-level, highlights included the launch of the work on a new forthcoming Committee of Ministers Draft Recommendation on the equality of rights of intersex people during the high-level conference “*Advancing the rights of intersex people*”. During the conference, the first ever exhibition on intersex people at the Council of Europe premiered. The exhibition was curated by OII Europe and included 22 posters from its campaign *#IntersexLives* and from the publication *#MyIntersexStory* as well as video screenings of documentaries from the European intersex community.

On EU-level, OII Europe’s relentless awareness raising throughout 2023 led the European Parliament to include an article criminalising IGM in their draft report of the *Directive on violence against women & domestic violence*. This is a milestone that was very unlikely to be achieved in the context of

this directive, but we believed that it could be possible. While the article, in the end, despite all ours and our allies’ efforts, did not survive the trilogue negotiations with Member State governments, the inclusion has set a new standard and we will continue to work for an inclusion in the future.

To end this small list of highlights, OII Europe was awarded the *2023 Alan Turing LGBTIQ+ Award* for its outstanding advocacy work. This came as a complete surprise to us and we are very thankful for the organisations that nominated us and for receiving this prize.

All these highlights aside, we know that this world is a difficult place, and certainly not only for intersex people. Not only was 2023 the year of an ongoing war in Ukraine, where we have continued to support the intersex community, but we are also very much aware of other conflicts and attacks continuing and emerging on a global scale. Our thoughts and hearts are with all persons who are suffering from their impact. Working for the advancement of human rights for all is as important as it has always been and will always be. We are thankful for our member organisations’ great work and support in 2023, for the excellent cooperation with old and new allies, and for our funders who stand by our side.

We wish you a good read!

The OII Europe Staff and Steering Board

2023 Alan Turing LGBTIQ+ Award



On 27th of July 2023 OII Europe received the 2023 **Alan Turing LGBTIQ+ Award** for International Organisations, in Santa Cruz, Tenerife. The Alan Turing LGBTIQ+ Award is a unique award in the world in its category that aims to recognize the work of national and international personalities as well as organisations and bodies who have contributed to the fight for equality and visibility of the LGBTIQ+ community.

Also we want to use the opportunity to thank *Caminar Intersex* for nominating us! 💜

The War in Ukraine

Support of community

With the ongoing war in Ukraine, OII Europe continued providing intersex people in and from Ukraine with help and support, as well as accepting donations for the cause. In 2023, OII Europe supported intersex people with funds for medicine and hormones, as well as connected them with activists able to organise the delivery of medication where inaccessible and unavailable to intersex community members where they live.



“Support of Intersex People From Ukraine” (Micro-Campaign) ongoing

- To give and share their support and solidarity with intersex persons that have been directly affected by the war in the Ukraine;
- to raise awareness & solidarity;
- to provide information to affected persons in three languages (English, Russian, Ukrainian) e.g. for getting access to funds, medications or hormones, and bringing them into contact with national intersex organisations;
- to collect donations to support intersex persons that have been directly impacted by the war in Ukraine.

🏠 <https://www.oii-europe.org/support-of-intersex-people-from-ukraine/>

📘 <https://www.facebook.com/oii-europe/>

🐦 <https://twitter.com/OIIEurope/status/1506206183752884229>



OII Europe Community Event & Conference 2023 in Paris, France

In 2023, four years and one pandemic later, we could finally hold the OII Europe Community Event & Public Conference in person again! This time, our local host was the wonderful *Collectif Intersexe Activiste - OII France*, who worked with us to ensure that this event would be a success!

The OII Europe Community Event & Public Conference was held from the 25th to the 27th of May, 2023 in Paris, France. Over 115 intersex people, families, allies & activists came together in Paris for the event, under the slogan „Building our future“. The participants came from 25 countries.

The sessions of the event covered a wide variety of topics, among others (3 tracks, 32 sessions in total):

- post pandemic intersex activism,
- legislative protection of intersex rights and IGM bans
- intersectional experiences of intersex experiences with additional backgrounds, like being racialized, assigned male at birth, trans
- aspects of raising awareness, including through comings out, media and activism
- working with other movements, working in different regions

Some of the event sessions were held in hybrid format, allowing community members who could not attend in person to join in and participate online. OII Europe and OII

France publications were available throughout the event in the Community space room. Participants were also encouraged to add their own publications and merch to the resources table. COVID-19 safety measures included quick tests, masks and sanitizers which were made available to all participants.

May 26th was the day of the OII Europe Public Conference. The program included panels with intersex experts, French and international politicians and policy makers, as well as researchers. Both the Council of Europe Commissioner for Human Rights, Dunja Mijatović, as well as the European Commissioner for Equality, Helena Dalli, delivered video messages to the participants, both of which are now available on the OII Europe website:

<https://www.oii-europe.org/dunja-mijatovic-paris-2023/>

<https://www.oii-europe.org/helena-dalli-paris-2023/>

♥ We express our heartfelt thanks and appreciation to the *Collectif Intersexe Activiste - OII France* and all their wonderful volunteers, the Welcome Team, the Awareness Team, the *AwA_stern* team, all our interpreters, the *BLA Collective*, the hotel staff and all of our participants! ♥

BUILDING OUR FUTURE

OII EUROPE COMMUNITY EVENT & CONFERENCE 2023 PARIS • FRANCE



POLICY & ADVOCACY I

In 2023, OII Europe steadily increased its policy and advocacy work at both the EU and Council of Europe level. The policy team's activities included monitoring policy developments at national and regional level, as well as working together with Council of Europe and European Union bodies and institutions. OII Europe continued to work to amplify the policy demands of the European intersex community, with the aim to ensure greater visibility at EU-level and to secure the rights of intersex people in various policy areas. We significantly increased our close collaboration with different partner organisations on a large variety of legislative initiatives and events, including an event at the European Parliament in April 2023. Our advocacy efforts included offering support and building the capacity of our national member organisations.

Advocacy at the European Union level



■ 1 – Advocating for intersex inclusion in the European Parliament's draft report on the Directive on combating violence against women and domestic violence

In 2023, OII Europe worked alongside numerous civil society organisations to advocate for a comprehensive EU Directive on combating violence against women and domestic violence. The historic Directive – the first binding EU legislation on the matter – seeks to advance the protection of women and girls in the EU from some forms of violence as well as domestic violence. However, the Directive, which was initially set to be a Directive combating gender-based violence, has a narrow legal basis which has resulted in some key groups, including intersex people, being left outside of its explicit scope of protection.

- In January 2023, OII Europe prepared a briefing for members of the European Parliament containing concerns about the European Commission's proposals

for amendments for a Directive on combating violence against women and domestic violence. Our briefing contained arguments about why intersex persons, as victims of gender-based violence such as intersex genital mutilation (IGM), as well as domestic violence, should be explicitly included in the text of the Directive.

- We were excited to see a growing understanding of MEPs about the need to ensure protection from harmful practices like IGM, access to specialised support for intersex victims of violence as well as training of healthcare, judicial and law enforcement professionals as a result of this intervention.
- In February 2023, OII Europe attended a meeting organised by the European Parliament's LGBTI Intergroup and presented arguments to the FEMM and LIBE Committee shadow rapporteurs in favour of including intersex people and IGM as a form of gender-based violence in the Directive.



- On April 26th 2023, OII Europe co-organised and co-hosted an [event at the European Parliament](#)¹ with MEP Malin Bjork (The Left), MEP Marc Angel (S&D), End FGM European Network and ILGA Europe. The event focused on the need to include IGM in the Directive on combating violence against women and domestic violence, as well as the parallels between FGM and IGM as forms of gender-based violence. The [recording](#)² of the event can be found on the OII Europe website.
- In June 2023, ahead of the start of the inter-institutional negotiations of the Directive, OII Europe prepared a briefing for OII Europe member organisations, to support them in informing their national governments about the importance of banning IGM and of intersex people being included in the Directive.
- In July 2023, the European Parliament adopted as its mandate to enter into inter-institutional negotiations the European Parliament draft report on the proposal for this [Directive](#)³, which included an article criminalising intersex genital mutilation, among other important recitals and articles. Following this historic moment, OII Europe prepared a [FAQ on the Directive](#)⁴, with a strong focus on why intersex genital mutilation is a form of gender-based violence.

1 <https://www.oiiEurope.org/addressing-igm-directive-combating-violence-against-women-domestic-violence/>¹

2 <https://www.oiiEurope.org/video-event-directive-vaw-dv/>²

3 https://www.europarl.europa.eu/doceo/document/A-9-2023-0234_EN.html#_section1³

4 <https://www.oiiEurope.org/faqs-on-the-directive-on-combating-violence-against-women-and-domestic-violence/>⁴

- In September 2023, OII Europe prepared a [joint statement](#)⁵, in cooperation with numerous women's and human rights organisations, namely *Amnesty International*, *Center for Reproductive Rights*, *End FGM European Network*, *EuroCentralAsian Lesbian* Community (EL* C)*, *European Sex Workers' Rights Alliance (ESWA)*, *Human Rights Watch*, *IPPF European Network (IPPF EN)*, *La Strada International*, *Platform for International Cooperation on Undocumented Migrants (PICUM)*, *ILGA-Europe* and *TGEU*. The statement called on the European Commission, the European Parliament and the Council of the EU to find meaningful compromises, to ensure that the Directive truly serves the needs of all survivors/victims of violence against women and girls and domestic violence, advances the achievement of gender equality and the effective protection of victims' rights in the European Union.

- In December 2023, OII Europe participated in a [Twitter/X storm](#)⁶, along with the above mentioned 11 other civil society organisations, to raise awareness among the public and put pressure on the negotiating institutions to ensure a strong Directive text, that does not compromise on key asks, such as the inclusion of intersex genital mutilation and other forms of gender-based violence like forced sterilisation, forced marriage or sexual harassment in the workplace.

5 <https://www.amnesty.eu/news/joint-civil-society-position-on-the-eu-directive-on-combating-violence-against-women-and-domestic-violence/>⁵

6 <https://twitter.com/OIIEurope/status/1733058483551940845>⁶



POLICY & ADVOCACY II

While at the moment of writing this Annual Report it has already become clear that the IGM article, in the end, despite all ours and our allies' efforts, did not survive the trilogue negotiations between the European Parliament and the EU Member State governments, the inclusion of the article criminalising IGM in the European Parliament report has set a new standard and we will continue to work for an inclusion in a future revised version of this directive.

■ 2 – Submission to the European Commission's public consultation for the revision of the Victims' Rights Directive

- In November 2023, OII Europe prepared and sent a briefing to the European Parliament, namely the rapporteurs and shadow rapporteurs of the FEMM and LIBE Committees, who are leading the work on this file. The briefing was prepared in the context of amendments to the European Commission text for a revised Victims' Rights Directive⁷. The Directive aims to set minimum standards for measures to be implemented by Member States to ensure that all victims of crimes in the EU receive adequate support and protection throughout their interactions with competent authorities and support staff. Our briefing proposed arguments in favour of the addition of the ground of sex characteristics in various articles and recitals, with the aim to ensure that intersex victims of crime and bias motivated violence are explicitly included in the directive and are treated in a non-discriminatory manner.
- In December 2023, four intersex-inclusive proposals for amendments were tabled in the FEMM and LIBE Committee draft report, by three shadow rapporteurs.

7 https://ec.europa.eu/info/law/better-regulation/have-your-say/initiatives/13096-Criminal-justice-EU-rules-on-victims%E2%80%99-rights-update-/public-consultation_en¹²

■ 3 – Advocacy in the context of the European Commission's initiative on strengthening Equality Bodies

- In April 2023, OII Europe attended a meeting organised by Equinet, and subsequently co-wrote a joint statement with ILGA Europe, TGEU, EL*C and IGLYO, welcoming the European Commission's proposals for directives to strengthen equality bodies in the EU⁸ by setting minimum standards for their functioning. Among others, the joint briefing sought to underline the importance of equality bodies' mandate going beyond the limited grounds in the EU Treaties, and instead also ensuring the inclusion of other grounds of discrimination, such as gender identity, gender expression and sex characteristics.
- Over the summer months of June and July, OII Europe continued its advocacy with the rapporteurs and shadow rapporteurs on this file, to encourage inclusion of the grounds of gender identity, gender expression and sex characteristics. OII Europe equally prepared briefing documents containing data and arguments in favour of expanding the grounds of discrimination for representatives from Member States in the Council.
- In October 2023, the European Parliament published their draft report including compromised amendments. The co-rapporteurs on the file included multiple amendments mentioning the ground of sex characteristics.

■ 4 – Advocating for the inclusion of “sex characteristics” among the protected grounds in the European Parliament's proposal for the amendment of the Treaties

- In February 2023, the European Parliament's LIBE Committee adopted a position⁹ on the proposal for

8 https://ec.europa.eu/info/law/better-regulation/have-your-say/initiatives/13098-Equality-bodies-binding-standards/public-consultation_en¹³

9 https://www.europarl.europa.eu/doceo/document/LIBE-AD-736602_EN.pdf¹⁴

the Amendment of the Treaties which includes sex characteristics among the protected grounds, following advocacy by OII Europe on the importance of expanding the grounds

- In October 2023, OII Europe prepared a briefing focusing on the inclusion of “sex characteristics” as a ground among the protected grounds in the Treaties, in the context of the European Parliament proposal for the amendment of the EU Treaties. We shared our briefing with the rapporteurs leading the work on the file.
- In November 2023, OII Europe, together with Transgender Europe (TGEU) prepared a joint briefing ‘For EU Treaties that protect all trans and intersex people’ which it shared with allied Parliamentarians, and with the LGBTI Intergroup of the European Parliament.

5 – Input to the European Parliament’s LIBE Committee mid-term implementation evaluation report of the LGBTIQ Equality Strategy

- In November 2023, OII Europe was consulted by the LIBE Committee rapporteur in the context of the European Parliament mid-term implementation evaluation report of the LGBTIQ Equality Strategy. We participated and contributed to an online roundtable discussion regarding the implementation of the European Commission’s [LGBTIQ Equality Strategy 2020-](#)

[2025](#)¹⁰. We helped to point out the remaining gaps, shared our thoughts on best practices, and presented recommendations regarding the current strategy, as well as focusing on a call for a strong next Strategy.

6 – Input to the European Commission’s 2023 Rule of Law report

- In November 2023, OII Europe was consulted by the shadow rapporteur from the S&D group of the LIBE Committee in the European Parliament, to contribute to proposals of amendments to the report on the European Commission’s 2023 [Rule of Law report](#)¹¹. OII Europe’s proposals focused on calling for the inclusion of the grounds of sexual orientation, gender identity, gender expression and sex characteristics in EU anti-discrimination legislation, to guarantee legal certainty and comprehensiveness of protection. OII Europe also called for banning intersex genital mutilation (IGM) and reiterated the importance of respecting self-determination and autonomy and of promoting LGBTIQ+ people’s bodily and mental health. ■

10 https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combatting-discrimination/lesbian-gay-bi-trans-and-intersex-equality/lgbtiq-equality-strategy-2020-2025_en [↗]

11 <https://www.europarl.europa.eu/committees/en/rule-of-law/product-details/20190103CDT02661> [↗]

POLICY & ADVOCACY III

Advocacy at Council of Europe level



1 – Council of Europe Conference on the rights of intersex people

- Between 26 and 27 January 2023, the Council of Europe SOGI unit, in cooperation with the Permanent Representation of Iceland to the Council of Europe in the framework of Iceland's Presidency, hosted the conference "Advancing the Human Rights of intersex people"¹², in Strasbourg, France. The high-level conference brought together policy makers and representatives from Council of Europe Member State governments. High-level speakers included Marija Pejčinović Burić (Secretary General of the Council of Europe); Katrín Jakobsdóttir (Prime Minister of Iceland); Dunja Mijatović (Council of Europe Commissioner for Human Rights); Christophe Lacroix (Parliamentary Platform for the rights of LGBTI people in Europe); Sophie Élizéon (Chair of the Committee on Anti-Discrimination, Diversity and Inclusion) (CDADI), as

well as OII Europe's Executive Director, Dan Christian Ghattas. To see more about this event and some of the awareness raising measures OII Europe was able to conduct, see pp. 21. ▼

- The conference launched the work on a new forthcoming Committee of Ministers Draft Recommendation on equality of rights of intersex people that will be prepared by the Committee of Experts on Sexual Orientation, Gender Identity and Expression and Sex Characteristics (ADI-SOGIESC, formerly GT-ADI-SOGI) and will be up to review and adoption by the Committee on Anti-Discrimination, Diversity and Inclusion (CDADI), by 2025. OII Europe is a consultant to the process, see below.

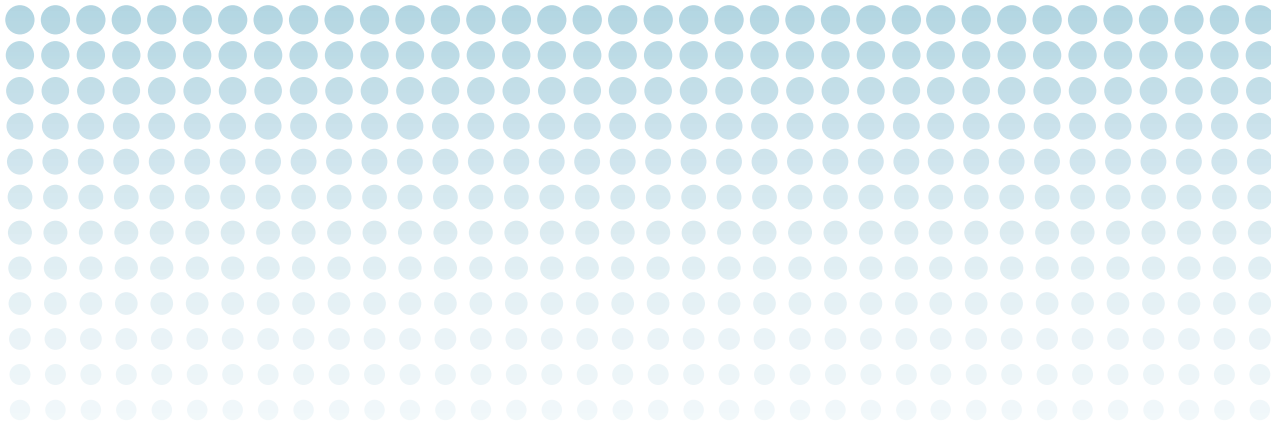
2 – Contributing to the process towards a Committee of Ministers (CM) Recommendation on the equality of rights for intersex persons

- In 2023, the work towards a Committee of Ministers (CM) Recommendation on the equality of rights for intersex persons advanced steadily. The aim of the Recommendation is to set standards for an adequate

12 <https://www.coe.int/en/web/sogi/-/conference-advancing-the-human-rights-of-intersex-people> ¹²



Conference at the Council of Europe - Advancing the human rights of intersex people (image source: CoE)



legal framework and policies needed to ensure the full enjoyment by intersex persons of their human rights, in relation to a wide range of areas, including: medical, psychological and social care; legal gender recognition; private and family life; protection from discrimination and hate speech, including preventive measures through education and awareness raising. The Steering Committee on Anti-Discrimination, Diversity, and Inclusion (CDADI) mandated the Committee of Experts on Sexual Orientation, Gender Identity and Expression and Sex Characteristics (ADI-SOGIESC, formerly GT-ADI-SOGI) to draft the text of the forthcoming Recommendation. OII Europe is a consultant to the process.

3 – Giving input to the revision of General Policy Recommendation (GPR) no. 17 on preventing and combating intolerance and discrimination against LGBTI people by ECRI

- In April, OII Europe gave input to the general policy recommendation (GPR) no.17 on preventing and combating intolerance and discrimination against LGBTI people, by the European Commission against Racism and Intolerance (ECRI).

- The final draft¹³ of GPR no.17 was published on September 28th and includes comprehensive and explicit mention of the discrimination and violence faced by intersex persons on the basis of their sex characteristics. It includes a specific recommendation to Council of Europe Member States on intersex people, focusing on the question of visibility and reliable data as a particularly pressing question in the context of intersex people and the continued challenges in preventing non-therapeutic medical or so-called “sex-normalising” procedures from being performed on intersex children without their free and informed consent, and without adequate information about the possible physical and mental effects on the persons concerned or their parents and guardians.

13 <https://www.coe.int/en/web/european-commission-against-racism-and-intolerance/-/stop-intolerance-and-discrimination-against-lgbti-persons-new-recommendation-published>¹³

Advocacy at United Nations level



In fall of 2023 OII Europe Steering Board member Kaisli Syrjänen, OII Europe's Executive Director Dan Christian Ghattas, and Capacity & Community Building Officer Irene Kuzemko, together with other intersex experts from around the globe, advocated in the context the statement delivered by Finland, Chile, South Africa and Australia during the 54th

session of the UN Human Rights Council on behalf of more than 56 States from all regions of the world. The statement called to “increase efforts to combat violence, harmful practices and discrimination on the basis of sex characteristics” and urging the United Nations to adopt a dedicated resolution on that topic.

POLICY & ADVOCACY IV

New: IGM Ban Indicator Checklist

In early 2023, OII Europe created an *IGM Ban Indicators Checklist*. The checklist is a list of indicators for the effective protection of the rights of intersex people, in particular protection from IGM. The indicators were prepared by OII Europe on the basis of extensive consultations and research, and were adopted by the OII Europe Steering Board representing OII Europe member organisations in 23 countries across Europe.

The indicators were born out of the joint demands that have been expressed by the European intersex community in the past 10 years (see [Malta Declaration](#)¹⁴, [Riga Statement](#)¹⁵, [Vienna Statement](#)¹⁶), and which have informed other OII Europe publications in the past, such as our legal toolkit [Protecting Intersex People in Europe: A toolkit for law and policy makers](#)¹⁷. An analysis of the IGM bans already in force, based on legal research and consultations with national intersex NGOs, intersex activists and allied NGOs of the countries who have established a ban, also fed into the work of creating the list of indicators. Finally, a consultation about the essential elements of an IGM ban with European intersex civil society took place at the intersex pre-meeting of the ILGA-Europe Conference 2022. The consultation took place in hybrid format to allow for maximum participation. This consultation was the basis upon which work on the indicators started in January 2023, with the final product being launched on the OII Europe website in May 2023.

The list is comprised of 14 indicators, namely: prohibition of non-vital, non-consensual interventions or treatments; comprehensive definition of prohibited treatments and interventions; inclusion of all variations of sex characteristics; accountability for healthcare professionals; effective monitoring mechanism; access to truth, justice and reparations; accessibility of medical records; provision of tailored support; human rights compliant access to health; provision of training for professionals; prohibition of other harmful practices; clarity about the scope of vital interventions or treatments; prior, free, explicit and fully informed consent; provision of



comprehensive information.

Our goal with the checklist is to give policymakers, lawmakers and intersex organisations a useful tool when preparing legislation to ensure legal protection of persons with variations of sex characteristics from intersex genital mutilation, the effective implementation of such legal protection, clarity and functionality of legislation prohibiting intersex genital mutilation, access to truth, justice and reparations, the right to health and that a human rights based and de-pathologizing perspective on persons with variations of sex characteristics is being mainstreamed among professionals.

The checklist is available on the OII Europe website: <https://www.oiiurope.org/igm-ban-indicators-checklist/> ¹⁸

¹⁴ <https://www.oiiurope.org/malta-declaration/> ¹⁸

¹⁵ <https://www.oiiurope.org/statement-of-riga/> ¹⁸

¹⁶ <https://www.oiiurope.org/statement-1st-european-intersex-community-event-vienna-30st-31st-march-2017/> ¹⁸

¹⁷ <https://www.oiiurope.org/protecting-intersex-people-in-europe-a-toolkit-for-law-and-policy-makers/> ¹⁸

New Collaborations

Over the course of 2023, OII Europe significantly strengthened its collaboration with partner organisations on various files as well as topics. Among others, we held trainings for (and received trainings from) End FGM European Network and the European Disability Forum, as well as organised a meeting with EuroChild to exchange on ideas for future collaboration.

In 2023, OII Europe took steps to significantly strengthen, and in some instances established for the first time, new working collaborations

with women's rights and human rights organisations such as Amnesty International, Center for Reproductive Rights, EuroCentralAsian Lesbian* Community (EL*C), European Sex Workers' Rights Alliance (ESWA), Human Rights Watch, IPPF European Network (IPPF EN), La Strada International, Platform for International Cooperation on Undocumented Migrants (PICUM), The European region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA-Europe) and Transgender Europe (TGEU) and IGLYO.

Support to advocacy on national level

In 2023, OII Europe continued to support its member organisations on a national level in relation to remaining challenges – as well as successes – in advancing intersex rights through our mentoring program for young intersex organisations and regular exchanges with our members

in the context of the different policy activities OII Europe pursued. Among other measures, OII Europe also held an online training about EU mechanisms for participants from our member organisations. For more information, you can visit the Research, Training & Education section on pp. 31.

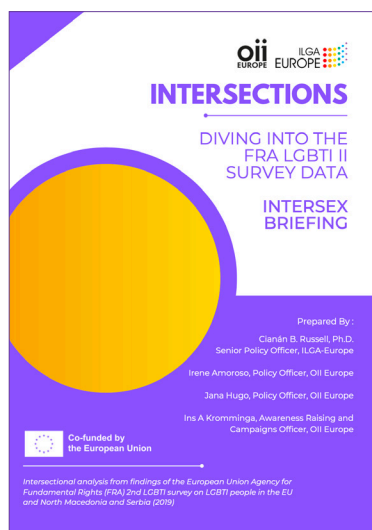
Consultancy for data collection & research

In 2023, OII Europe contributed to the European Commission Study on Intersex People in the EU, as a member of the Steering Committee set up for the project. The study is to be finalised and published in 2024. OII Europe, for a consecutive year, participated in consultations, meetings and regular email exchanges with the Committee and the institute commissioned with the research.

The Fundamental Rights Agency of the European Union (FRA) consulted OII Europe in the process of gathering inputs for the preparation of the latest FRA LGBTIQ III Survey (2023). The consultation process entailed participating in online meetings, responding to questionnaires and submitting written comments. Furthermore, OII Europe co-wrote a briefing document entitled *“Intersections. Diving into the FRA LGBTIQ III Survey Data Intersex”*¹⁸ prepared by

OII Europe in collaboration with ILGA-Europe. The briefing was published in May 2023, and does a “deep-dive” into the data that came out of the 2019 FRA LGBTIQ Survey II results. The findings are based on data analyses which disaggregate the responses of intersex people from the responses provided by all LGBTIQ respondents, in order to show the differences in their lived experiences.

Finally, in 2023, OII Europe continued its collaboration with the research network INIA (Intersex: New Interdisciplinary Approaches) funded by the European Union's Horizon 2020 research and innovation programme. It participated in advisory board meetings, provided input to various aspects of the network's work and hosted a researcher for their secondment.



¹⁸ <https://www.oii-europe.org/intersections-the-lgbti-iii-survey-intersex-analysis/>

POLICY & ADVOCACY IV

Advocacy Work & Awareness Raising events in 2023

OII Europe spoke at the following events:

- 11.01.2023, online, Meeting with the Greens/EFA group in the European Parliament's Gender Campaign group on the Directive on combating violence against women and domestic violence
- 11.01.2023, Brussels, in person and online, Directive on violence against women and domestic violence: making it work for LGBTI people, organised by the LGBTI Intergroup
- 11.01.2023, online, meeting on Standards for equality bodies legislative proposals, organised by EQUINET
- 8.01.2023, online, meeting on Guidance note on the collection and use of data for LGBTIQ equality, organised by the European Commission
- 26-27.01.2023, Strasbourg, in person, Council of Europe Conference on the rights of intersex people, organised by the SOGI Unit of the Council of Europe
- 11.02.2023, online, LGBTI Intergroup briefing with FEEM/LIBE Committee shadow rapporteurs on the Directive on combating violence against women and domestic violence
- 14.02.2023, online, The Power of Activism for Human Rights: The shared fight for bodily integrity and self-determination, organised by Heinrich Böll Stiftung
- 20-23.02.2023, online, Centring Intersex Conference, organised by the University of Huddersfield
- 01.03.2023 Sydney, in person, Intersex activist meeting with the US Special Envoy to Advance the Human Rights of LGBTIQ+ Persons Jessica Stern and Australian Assistant Health Minister Ged Kearney, during the Sydney WorldPride 2023
- 11.04.2023, online, ECRI exchange of views on GPR nr.17 on preventing and combating intolerance and discrimination against LGBTI people
- 11-13.04.2023, Stockholm, in person, EU Swedish Presidency Event on LGBTI, organised by the Swedish Presidency of the Council of the EU
- 26.04.2023, Brussels, in person, event on IGM in the Directive on combating VAW and DV at European Parliament co-hosted by MEP Malin Bjork, MEP Marc Angel and the LGBTI Intergroup, with End FGM and ILGA Europe
- 27-28.04.2023, Brussels, in person, Rainbow City Award Ceremony + Diversity in Business event
- 10-12.05.2023, Reykjavik, in person, IDAHOT+ Forum
- 08.06.2023, Berlin, in person, panel on Navigating the Changing Times of Gender, Sexuality, and Migration in Europe Conference, "Queer migration, war, and crisis", organised by Heinrich Böll Stiftung
- 19.06.2023, Bristol, in person, Legal gender recognition in Europe experts event, organised by the Bristol University Law School
- 05.07.2023, Madrid, in person, Advancing LGBTIQ rights in Europe, organised by the Spanish Presidency of the Council of the EU
- 12.07.2023, online, Equinet Work Plan 2024 Consultation & Standards for equality bodies discussion, organised by Equinet

■ 20.07.2023 online, workshop on the Recommendation on harmful practices against women and girls, organised by the European Commission

■ 27.07.2023 Tenerife, in person, Alan Turing LGBTQ+ Award Ceremony

■ 13-15.09.2023, La Valletta, in person, EuroPride LGBTQ+ Human Rights Conference

■ 20.10.2023, online, hearing on the implementation of the EU LGBTQ Equality Strategy, organised by The Left group in the European Parliament

■ 25.10.2023, Ljubljana, in person, Intersex Pre-conference at the ILGA-Europe Annual Conference

■ 27.10.2023, Milan, in person, Cosa significa essere intersex oggi, in Italia e in Europa?, organised by Intersex Esiste

■ 8.11.2023 online, Victims' Rights Directive stakeholder consultation meeting, organised by Greens/EFA shadows rapporteurs

■ 14.11.2023, Strasbourg, in person, GT-ADI-SOGI meeting, organised by the SOGI Unit of the Council of Europe

■ 15.11.2023, Strasbourg, in person, European Roundtable on LGBTI people's access to Healthcare, organised by the SOGI Unit of the Council of Europe

■ 30.11-1.12.2023 Malta, in person, EUAA Consultative Forum meeting and Vulnerable Groups network meeting.

■ 01.12.2023, online, Elevating Mental Healthcare for LGBTI people in Europe, organised by the SOGI Unit of the Council of Europe

Attendance and dissemination of information at the following events:

■ 16.03.2023, Berlin, in person, event about legal gender recognition and self determination, organised by the Embassy of the Netherlands in Germany

■ 23.03.2023, online, EU Health Policy Platform Webinar on the importance of Equality Data.

■ 21.04.2023, online, stakeholder event on an EU Comprehensive Approach to Mental Health, organised by the European Commission.

■ 15.06.2023 online, OII Europe training on intersex rights for EndFGM European Network

■ 22.06.2023, online, OII Europe Training on intersex rights for the European Disability Forum

■ 21.06.2023, Zagreb, in person, OII Europe Intersex 101 in Professional Healthcare System Training with Luan Pertl

■ 22.06.2023, Zagreb, in person, OII Europe Intersex Ally Empowering Session with Luan Pertl

■ 28.06.2023, Brussels, in person, LGBTI Intergroup Queer Summit

■ 13.09.2023, Orlando, in person, Out & Equal 2023 Workplace Summit, Global Leadership – Where the Path is Uncertain panel

■ 11.11.2023, online, Intersex Greece National Meeting 2023, Presentation of the History of Intersex Movement together with Mer Gómez, intersex activist from Spain

AWARENESS RAISING & CAMPAIGNS

Raising awareness is one of OII Europe's key measures to sensitise policy makers, stakeholders, professionals, the media and the general public about the situation of intersex people living in Europe. Similarly to previous years, in 2023, OII Europe continued to place great importance on promoting a fundamental rights-based perspective and language to speak about intersex in all communication activities. This included paying attention to continuously using and promoting a form of communication that is inclusive, destigmatizing, depathologizing, non-discriminatory, positive and affirmative in all our publications, materials and communications, including gender and bodily diverse representations of intersex people.

Good Practice Map 2022

The Good Practice Map 2022 assembles good practice examples of the respective previous year (2022) as a means to inform EU and national policy makers and politicians about national and regional developments. In the 2022 Good Practice Map, we focused on best practices in the areas of local actions, reparations, research, human rights bodies, hate crime & hate speech legislation, arts & culture and funding. The 2022 Map, for a second year in a row, included a special section entitled: IN THE MAKING: that this year focused specifically on the IGM ban in Greece, including its strengths and missing points.

Statistics:

Almost 50% of printed Good Practice maps (2000 copies) were disseminated during high level in-person events and on the national level by OII Europe member organisations. It has been accessed as a digital PDF several 100 times in 2023. The webpage¹⁹ for the Good Practice Map 2022 has been visited over 2000 times in the three months following the launch.



Front and back sides of the unfolded Good Practice Map 2022

¹⁹ Link to the website posting: <https://www.oii-europe.org/good-practice-map-2022/>

Download as PDF available under: <https://www.oii-europe.org/good-practice-map-2022/>

2023 IAD Campaign



With our 2023 Intersex Awareness Day Campaign “Depath Intersex” we aim to promote an understanding of what pathologizing intersex means, why it has to stop and how we all can start depathologizing intersex. Pathologizing intersex bodies has had and continues to have severely negative impacts on the lives and the health of intersex people and is one of the root causes of the human rights violations we face.

During the 14 days of the Intersex Awareness Weeks between Intersex Awareness Day (October 26th) through Intersex Solidarity Day / Intersex Day of Remembrance (November 8th) we launched our campaign with hashtags such as #DepathIntersex and #IAD2023 via our Social Media channels.

For our campaign to raise awareness on depathologizing intersex people we created “DEPATH” stickers with simple yet powerful messages: While the topic of pathologization is quite challenging and has very few positive aspects (if any), the graphics created for the campaign contain visuals that are positive, funny, cute, and could function as stickers or memes that are easily shareable. The messages are simple yet hinting at intersex demands and hopefully make people curious to learn more about depathologizing intersex people.

On the [campaign web page](https://campaigns.oii-europe.org/depath/)²⁰ under our campaigns. oii-europe.org subdomain, we provide resources and look into

the following questions:

- What is the meaning of the term Pathologization? Is it the same as Medicalization?
- How is the current pathologizing paradigm impacting the health, access to health, and wellbeing of intersex people?
- What other aspects of pathologizing intersex bodies are there?
- How can we depath intersex?
- What else can you do?

During the Community Event in 2023 in Paris (see also pp. 6) we held a workshop on intersex health campaigning that was part of the first steps taken in the preparation of the creation of the OII Europe 2023 Depath Intersex Intersex Awareness Weeks (IAW) Campaign.

The goal of this workshop was to brainstorm on the bases of the gained knowledge together with the European intersex community to identify the needs, topics, and ways to create a health campaign with a focus on depathologizing intersex people.

OII Europe stayed in touch with the session participants in the months following the session, sharing the ongoing work on the campaign and giving intersex activists the opportunity to translate the campaign materials into their own languages. In the end, the session allowed for active contribution and participation of the intersex community in the creation of the OII Europe 2023 Depath Intersex IAW Campaign.



²⁰ <https://campaigns.oii-europe.org/depath/>

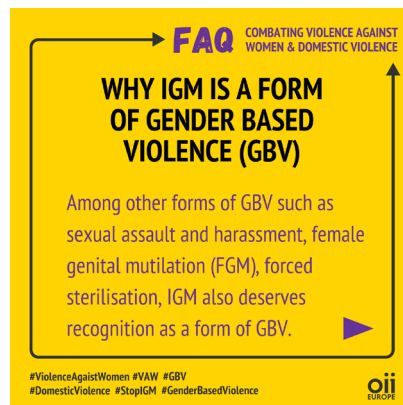
AWARENESS RAISING & CAMPAIGNS II

Micro Campaign of FAQs

In July 2023 OII Europe launched a micro campaign following the European Parliament's position on the proposal for a Directive on combating violence against women and domestic violence. With the website post and [social media slides](#)²¹ we wanted to answer some frequently asked questions (FAQs) that people may have.

Read more about OII Europe's work on this topic in the POLICY section on *pp. 8 ff.*

21 <https://www.oiiurope.org/faqs-on-the-directive-on-combating-violence-against-women-and-domestic-violence/>



Awareness Raising Events

During the Conference **ADVANCING THE HUMAN RIGHTS OF INTERSEX PEOPLE** that took place on January 26th 2023 in Strasbourg, France at the Council of Europe and via [online stream](#)²², OII Europe was invited to hold a reception and exhibition of 22 posters from its campaign #IntersexLives and of the publication #MyIntersexStory as well as video screenings of documentaries from the European intersex community and a display of informational materials at the ante-room of the Committee of Ministers Room, Palais de l'Europe, Council of Europe.

The event also included a film screening of the documentary *Entre Deux Sexes* followed by a discussion with protagonists.

The Conference was hosted in the framework of Iceland's Presidency of the Committee of Ministers of the Council of Europe, organised by the SOGI Unit in co-operation with the Permanent Representation of Iceland to the Council of Europe.

To read more about the high level conference at which this event took place, *see on pp. 12*.

22 Link to the announcement post: <https://www.oiiurope.org/advancing-the-human-rights-of-intersex-people-conference-council-of-europe/>²³



Prime Minister of Iceland Katrín Jakobsdóttir in conversation with OII Europe Executive Director Dan Christian Ghattas, during the viewing of the conference exhibition.

Image source: CoE



Pride Season: We also provided the posters from the event in Strasbourg as templates to our Greek member organisation *Intersex Greece* who were showing a translated in Greek edition for an exhibition during **Athens Pride** in June 2023.



Pride Season II: We were also invited to participate as guests of our member organisation *Intersex Greece* for a film screening and discussion during **Thessaloniki Pride** in June 2023.

AWARENESS RAISING III

New Publication and translation of publications

In 2023 the *OII Europe Strategic Plan 2023-2027* was adopted unanimously by OII Europe member organisations at the association's Extraordinary General Assembly. This new strategic plan will guide OII Europe for the next five years towards making the vision of a world reality, where the human rights of intersex people are fully implemented, and where bodily autonomy, physical integrity, and self-determination of all people, including but not limited to intersex individuals, is guaranteed and intersex people are respected and celebrated as being part of human diversity and society.

Furthermore we created and published a new flyer on how to make LGBTQ(I) organisations intersex inclusive. It highlights the importance of capacity building and respectful collaboration of LGBT organisations with the intersex communities. The flyer emphasises that intersex people should be involved in the leadership and decision-making of intersex-related work and provides practical tips on how to establish contact with the local intersex community and how to actively include intersex people in the work of non-intersex organisations.



You can find our flyer as a [digital download](#)²³ on our website and it is also available in print. OII Europe also presented its new OII Europe Strategic Plan 2023-2027 that can be found on our [website](#)²⁴.

This year we were excited to present translations of our publications into various languages:

- Our Testimonial Book *#MyIntersexStory* was finally launched in the [Turkish](#)²⁵ translation;
- The [German](#)²⁶ edition of our *Parents Toolkit*

- We launched our Legal Toolkit [Checklists](#)²⁷ translated into **Flemish, Romanian, Finnish, Swedish, Slovenian, French, and Czech;**

See also our section on our *Intersex Resources Translation Program* on pp. 29.

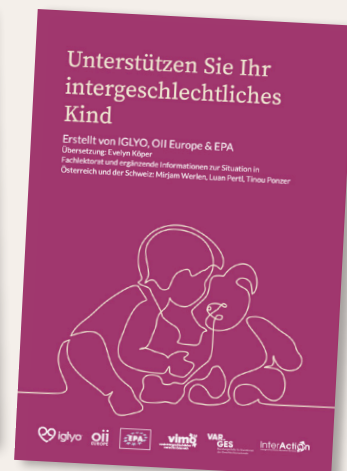
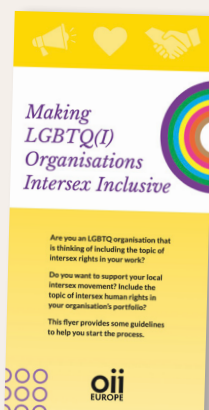
23 <https://www.oii-europe.org/making-lgbtqi-organisations-intersex-inclusive-flyer/>²³

24 <https://www.oii-europe.org/oii-europe-strategic-plan-2023-2027/>²⁴

25 <https://www.oii-europe.org/myintersexstory-turkish/>²⁵

26 <https://www.oii-europe.org/unterstutzen-sie-ihr-intergeschlechtliches-kind/>²⁶

27 <https://www.oii-europe.org/protecting-intersex-people-in-europe-a-toolkit-for-law-and-policy-makers/#checklist>²⁷



Statistics

■ Outreach through website and our Social Media

In 2023 OII Europe's Social Media reach on Facebook gained over 20.000, Instagram over 5.000, and on Twitter we gained over 35.000 impressions. We continue to grow our followers in 2023 on Instagram with currently over 1.800 followers, on Facebook over 3.500 followers and on Twitter/X with over 2.400 followers.



The dissemination of information and OII Europe material via the OII Europe website continued to reach more new visitors in 2023: visits of OII Europe's website www.oiiEurope.org increased by 64.366 from the previous year to a total of 414.685 visits, and our community website intervisibility.eu had a total of over 81.000 visits.

The newest addition to the OII Europe web-presence is our dedicated website for the Intersex Awareness Week campaigns. It has become yet another important resource since its launch in 2022 for disseminating primary knowledge about intersex people and the challenges they face.

■ IAW Campaign 2023 DEPATH INTERSEX

Based on our provider data the campaign page for our current DEPATH INTERSEX IAW Campaign had received over 27.000 Hits / 3.500 Visits in October 2023 alone. By the end of the year 2023 the campaign website had around 8.500 visits and over 66.000 hits in the first three months.

The materials created by OII Europe now serve member organisations and countries throughout the EU and continental Europe, while our websites are being visited from beyond this region by visitors from around the globe.

OII Europe Newsletter

Launched in 2022, the OII Europe Newsletter updates subscribers on latest news from OII Europe. The newsletter is sent out every 6 months.

➦ Sign up here: <https://www.oiiEurope.org/newsletter/> ↗



COMMUNITY & MOVEMENT BUILDING

Oii Europe Community Event in Paris, France

In 2023, four years and one pandemic later, we could finally hold the Oii Europe Community Event & Public Conference in person again! This time, our local host was the wonderful *Collectif Intersexe Activiste - Oii France*, who worked with us to ensure that this event would be a success!

Read more on the in-person community event on pp. 6.

■ Intersex Art Session

During the Community event 2023 we offered again the Intersex Art Session: It is meant as a space for creativity and

contemplation, in contrast to the high intensity, content-filled and focused exchanges and discussions that define the overall Oii Europe Community Event & Public Conference.

The art session space offered a low-threshold communal environment similar to an artist studio and also served as a sanctuary, a refuge from the pressures of the conference, where participants can reconnect with their inner selves and rediscover the joy of artistic exploration. It was a space to relax, to wind down, to contemplate, and to regain the energy for the remaining conference.





Zagreb Member Organisation Visit

In June OII Europe member *kol-ekTIRV* invited us to come to Croatia and hold a **training** for medical professionals and allies of the intersex movement. OII Europe's CCBO Irene Kuzemko along with the OII Europe consultant Luan Pertl travelled to Zagreb at the end of June.

On June 21st we held a 101 in **Professional Healthcare System Training** and on June 22nd an **Intersex Ally Empowering Session**. We were excited to meet new allies, spend time with the local intersex community and support our member organisation, and we're excited to continue this practice, visiting more of our member organisations in their countries in the future to support their work.



COMMUNITY & MOVEMENT BUILDING II

Europride 2023



LGBTQI+ Human Rights Conference during the 2023 Europride March in Valetta, Malta.
Panel discussion with our Executive Director Dan Christian Ghattas (center)
Source: Dan Christian Ghattas

Ljubljana Intersex Pre-conference

The **Intersex Pre-Conference** at the **Annual ILGA-Europe Conference 2023**, held on 25th of October, was dedicated to the topics of *Growing Intersex Organisations*. The session was hosted by Luan Pertl and focused on the structure of existing human resources, structure of the organisation, fighting the anti-gender movement and overall taking the next step in growing your intersex organisation. 19 participants attended the Pre-conference.





Our Executive Director Dan Christian Ghattas (center yellow t-shirt) with colleagues and friends during the 2023 Europride March in Valetta, Malta

In September 2023 OII Europe joined the **Europride** in Valetta, Malta to support intersex visibility in a country where intersex people still are quite invisible in and to the public despite the protection that Malta established in 2015. At the Europride's *LGBTIQ+ Human Rights Conference*, OII

Europe's Executive Director elaborated on key actions needed to ensure intersex persons' access to rights and freedoms across Europe, especially within medical and legal contexts and on how to create safe spaces for intersex persons. ◀▲

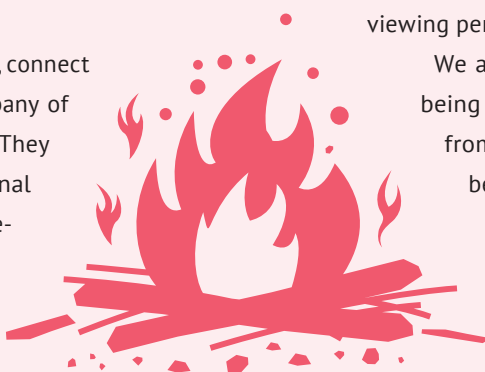
Virtual Campfires

The “Campfire” calls began in 2020 as regular bi-weekly community online call and a way to support the community during the challenging pandemic times, and quickly became a tradition and were held all throughout consecutive years.

These calls provide space to share, connect and to spend time in the warm company of intersex peers and their loves ones. They serve to strengthen the cross-national bonds between members of the European Intersex Community and allow for networking in a relaxed atmosphere. During the calls participants spend

time together talking on an endless list of subjects, hanging out, making new connections, watching publicly available videos, movies and documentaries on various subjects (while communicating via chat during) and discussing after the viewing per video chat.

We are happy to see the Campfires are still being attended by our community members from across Europe even after 4 years of being held!



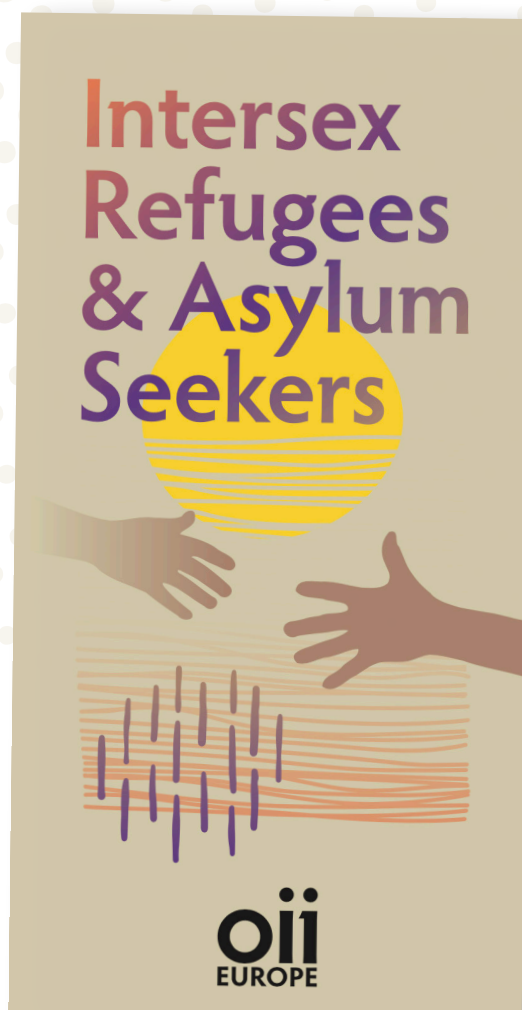
OUR PROGRAMS

Refugees & Asylum Seekers Program

In 2023, OII Europe's work to raise awareness about and advocate for the better protection of intersex refugees and asylum seekers' rights continued. Most notably, work on the *OII Europe Intersex Refugees and Asylum Seekers Toolkit* steadily advanced over the year. The toolkit focuses on outlining the needs and challenges of intersex refugees and asylum seekers, as well as issuing concrete recommendations for a diverse range of actors working in the sphere of LGBTIQ asylum. The final draft of the toolkit was submitted to our funder – Heinrich Böll Stiftung – at the end of the year. Work on this toolkit has been ongoing for 2 years, and ensuring its completion has been a huge accomplishment for OII Europe.

At the end of November, OII Europe joined the EUAA's (European Agency for Asylum) Annual Consultative Forum in Malta, for the second year in a row, as well as participated in the half-day vulnerable groups network meeting. This opportunity allowed OII Europe to highlight the continued barriers faced by intersex asylum seekers who flee their country of origin and seek international protection within the European Union. Furthermore, throughout the year, OII Europe contributed to and submitted comments about training modules developed by the EUAA on *Practical Guidance on SOGIESC*, the *2022 Asylum Report*, and the *Practical guide for applicants with diverse SOGIESC in Reception*.

As of 2023 our Intersex Refugees & Asylum Seekers flyer is now also available in print. The digital version is available for download here: <https://www.oii-europe.org/oii-europe-intersex-refugees-asylum-seekers-flyer/>



Intersex Resources Translation Program

Making our resources available in multiple languages

OEII Europe is dedicated to making its policy work and empowering material available to intersex communities who can use it for their advocacy work across the Council of Europe region. In the light of limited funding for intersex organisations it is crucial to share materials among intersex activists and organisations. In order to make the content available in more languages, we work with translators from the intersex community to ensure the quality of terminologies, a human rights-based and depathologizing approach, as well as sensitivity.

In 2023, we continued to provide translations of our materials, sometimes in collaboration with our member organisations and based on their initiative.

One current ongoing objective is the translation of the legal toolkit checklists, a simplified but complete list of the recommendations from the Toolkit *Protecting Intersex People in Europe*. It is designed as a quick reference guide for policy makers, lawmakers and public servants working to protect the rights of intersex people. Making the checklist available

in more EU Member State languages allows national intersex NGOs and their allies to better raise awareness about intersex protection gaps with national law and policy makers and allows the latter to increase their understanding and enhance their efforts to implement protection of intersex people as laid out in the EU LGBTIQ Equality Strategy. In 2023, it was translated into **Flemish, Romanian, Finnish, Swedish, Slovenian, French, and Czech**.

Other translations and launches of publications in 2023 included:

- The testimonial book #MyIntersexStory into **Bosnian and Mandarin Chinese** (both are being launched in early 2024)
- The testimonial Book #MyIntersexStory in **Turkish**
- The **German** edition of our Parents Toolkit

See also pp. 22



Three new translations of our testimonial book #MyIntersexStory into Bosnian, Chinese and Turkish

Our Parents Toolkit in German "Unterstützen Sie Ihr intergeschlechtliches Kind"

OUR PROGRAMS II

European Intersex Strategic Litigation (EISL) Network

The European Intersex Strategic Litigation Network, established in 2020, continued its activities in 2023. It comprises intersex experts/activists and legal experts and lawyers from different parts of the European region.

In 2023, the EISL Network held two meetings that mainly focused on: a) reflecting on the concept of a project proposal on strategic litigation, which would use the EU legislative framework to advance intersex fundamental rights; b) build-

ing the capacity of the members about the ECtHR decision in the *Semenya vs. Switzerland* case and its potential impact.

Furthermore, the 2023 meetings included exchanges and discussions on current case law developments in Europe. In 2023, OII Europe also developed measures and activities to advance Strategic Litigation on European level and knowledge of legal experts on IGM further, which will be carried out in 2024.



Research, Training & Education

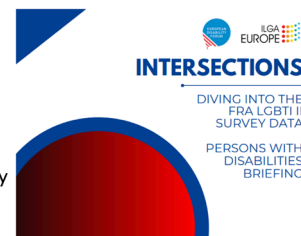
- On 15 June 2023, OII Europe provided an online training for one of our partner organisations, *End FGM European Network*²⁸. Over the course of the year, we had deepened our collaboration with the organisation, and wanted to ensure a solid foundation for future collaboration. The training, held by OII Europe staff members, to EndFGM staff members focused on the history of the intersex human rights movement in Europe, the history and structure of OII Europe, its goals and policy priorities, its awareness raising measures as well as OII Europe's campaigns and publications.
- On 22 June 2023, OII Europe provided and hosted an online training for the *European Disability Forum*²⁹ (EDF). This training was a first step in establishing a future collaboration with EDF, whom OII Europe plans to work with in the future on overlapping topics. OII Europe shared about the history of OII Europe and the European intersex human rights movement, we spoke about who intersex people are, about our policy objectives and priorities, our awareness raising measures and campaigns, as well as the overlapping barriers faced by intersex communities and persons with disabilities.
- On 4 December 2023, OII Europe hosted an online training for OII Europe member organisations on EU Mechanisms. The beginner-friendly training was attended by representatives from OII Europe's member organisations, and provided an overview of the way in which the 3 main European Union institutions, namely

HUMAN RIGHTS APPROACH



How do we address issues faced by intersex people with disabilities?

- Intersectional briefing with ILGA Europe on LGBTI+ people with disabilities
- Joint briefing on equality and intersectionality for the EU evaluation by the UN Disability Committee



Screenshots from the powerpoint presentation by presenters of EDF

the European Parliament, the European Commission and the Council, are structured and which roles and duties they hold. Once these elements were clarified, the training provided participants with an understanding of the various decision-making processes involving the different institutions, and where they fit within the 'bigger picture' of the legislative process.

²⁸ <https://www.endfgm.eu/>

²⁹ <https://www.edf-feph.org/>

ORGANISATIONAL DEVELOPMENT & FUNDING

Staff & Board Meetings

With the move to our new, bright and spacious **office** in January 2023, we could finally hold our weekly team meetings in person again. It's an even nicer working atmosphere and exchange of ideas when we sit together instead of individually in the home office. ►





In addition to the regular online meetings, our **Steering Board** also met in person twice again this year. One of the meetings took place in the run-up to this year's Community Event & Public Conference in Paris in May and the second in Berlin in December.

▲ OII Europe Steering Board Winter 2023 meeting in Berlin, Germany

Staff Development

2023 was a year in which we said both “hello” and, unfortunately, “goodbye”. We were delighted to welcome **Urs Vanessa Sager** as **Consultant for Intersex & Sports**. But the only constant in life is change. We would like to say a big thank you to our dear colleague **Irene Amoroso**, who has embarked on a new path in life. We will miss her and wish her all the very best. ❤️



Irene Amoroso (right) with her OII Europe colleagues Jana Hugo (center) and Irene Kuzemko (left).

Organisational Development & Funding II

Staff & SB trainings

OII Europe carried out various training measures in 2023. For example, we received **training on asexuality** from an external trainer in January 2023. In June, OII Europe hosted a mutual training session with **EndFGM** in which we provided information on the history of the intersex human rights movement in Europe, and on OII Europe's structure, areas of work, goals and policy priorities. Mutual training sessions were also held with the **European Disability Forum (EDF)** in June and December. There was a lively exchange on the life situation of intersex people and people with disabilities. Among other things, we discussed which specific measures and actions are used to communicate individual needs and demands to political decision-makers and to demand compliance with fundamental human rights. We also held our **annual staff evaluation retreat** in September 2023 and finally, in December, we held a two-day, moderated



internal evaluation workshop in which we exchanged views on the key factors of OII Europe's successes and on OII Europe as a learning and collaborative organisation.

Organisational Development

The new **Strategic Plan 2023-2027** was approved by the members during the Extraordinary General Assembly on February 18, 2023. Last year, we also revised another internal policy document, namely our "**Health and Safety**

at the workplace Policy". As we mentioned in last year's annual report, after a long search we have finally managed to find a **new office space** for OII Europe. In mid-January 2023, the time had finally come and we moved!

Funding

In 2023, we were able to find a new funder in the form of the American Jewish World Service (AJWS) to support our work financially. This came at just the right time. Unfortunately, we also have to report the unexpected loss of one of our major funders, Sigrid Rausing Trust (SRT). The loss is due to a refocusing of SRT on other regions and priorities. We would like to thank the Sigrid Rausing Trust for their years of support. Our thanks also go out to our remaining funders who helped us to navigate the situation.

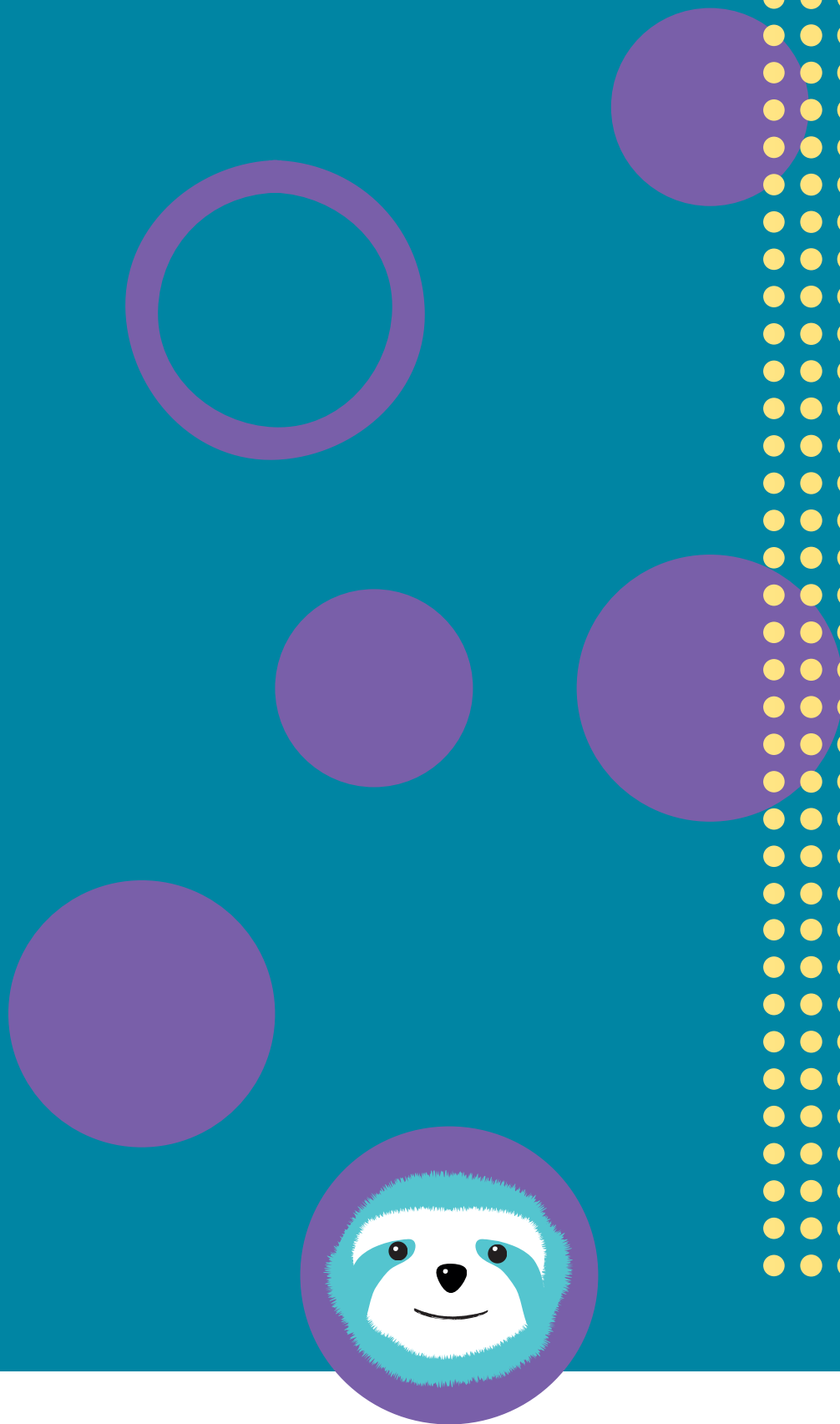
We are thankful for the support, the trust and the appreciation of OII Europe's work expressed through these grants by the following donors:

American Jewish World Service / Astraea / Dreilinden / European Commission / Sigrid Rausing Trust / Wellspring

For OII Europe's Fiscal Year 2023 we can report a funding income of 544.895,26 €.

We also thank our cooperation partner Heinrich-Böll-Stiftung.





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