

## **Theory of Change (text version)**

Source: <https://ihra.org.au/40737/ihra-theory-of-change/>

### **THE PROBLEMS**

#### **Health and education needs**

- Biopsychosocial health needs
- Innate/iatrogenic
- Social, commercial and political determinants of health
- Intersectionalities including LGBT, disability, First Nations, cultural diversity, linguistic diversity, migration
- Developmental/neurodevelopmental
- Prenatal/genetic, birth, puberty, transition to adult care, ageing
- Individual plurality in values and preferences

#### **Harms**

- Stigma and discrimination
- Lack of agency
- Lack of bodily autonomy and integrity
- Inadequate information provision
- Inadequate support
- Human rights abuses in medical settings
- Lack of respect for plurality in population

#### **Impacts of harms**

- Shame, grief
- Epistemic harms, and adverse impact on self understanding
- Adverse impacts on family and intimate relationships
- Experiences of stigmatisation, discrimination and harm
- Disengagement, disassociation, isolation

## **BARRIERS**

### **Misinformation**

- Prevalence and reliance on tropes
- Intersex people as adults with marginalised identity/LGBT/homogeneous third sex
- LGBT, anti-LGBT, and clinical misinformation
- As babies with bodies or sex markers needing to change for social/familial integration

### **Disinformation**

- Wilful misinformation
- Politically motivated misinformation
- LGBT, anti-LGBT, and clinical disinformation
- Plausible deniability of medical practices
- “Practices have changed”
- “Intersex activists want to stop all medical care”

### **Inappropriate approaches and bad practices**

- Constructions of intersex as a third sex/gender
- Laws referring to indeterminate sex including as gender identity
- Laws facilitating harmful practices
- Institutional neglect, institutional practices
- Lack of resources/misdirected resources

## **METHODS**

### **Community development**

- Face to face events
- Online events
- Webinars, resources, and education
- Projects, e.g. YOUth&I
- Collaboration and consortia, Darlington consortium
- Referral networks and outreach with stakeholders

### **Evidence and research**

- Research on medicine and psychology, law, ethics, human rights, social policy
- Documentation of abuses
- Crossing silos: interdisciplinary practice

### **Capacity building**

- Psychosocial support
- Mentoring
- Education and training
- Fundraising
- Project development
- Storytelling

### **Advocacy**

- Advocating for coherent reforms
- Written submissions
- Engagement with diverse institutions and stakeholders

## **TOOLS**

### **Frameworks**

- Human rights
- Psychosocial model of health and wellbeing
- Social model of disability
- Respect for plurality (value pluralism) and intersectionality
- Lived experience, storytelling, documentation

### **Norms and standards**

Coherent, consistent understandings:

- 'Sex characteristics'
- 'Innate variations of sex characteristics'
- 'Harmful practices'

### **Institution-building**

- Employment of staff to deliver advocacy and services
- Resource and knowledge development
- Allies and partnerships, and champions of change

### **Darlington Statement**

- Common platform
- Coherent, consistent shared understanding
- Coherent, consistent, shared goals and commitments

### **Yellow Tick and resources**

- Consistent, high standard training
- High standard resources on IHRA and InterLink websites
- Communities of practice (academic, medicine, psychology and allied health)

## GOALS

### **New data models**

- Australian Bureau of Statistics (ABS) statistical standard for sex, gender, variations of sex characteristics, sexual orientation
- Extracting intersex from sex/ gender markers

### **Anti-discrimination, equality and equity**

- Anti-discrimination protections on grounds of 'sex characteristics', in work, social, sport and clinical settings
- Protections from genetic discrimination
- Redress for harmful practices

### **Affirmative education**

- Inclusive early learning, age appropriate education
- Inclusive school curricula
- Inclusive sex education
- Inclusive medical education
- Accreditation frameworks
- Improved research methodologies

### **Regulating medicine**

- Legislative protections
- Independent oversight for transparency and accountability
- Medicare Benefits Schedule and Pharmaceutical Benefits Schedule reform
- Standards and guidelines to ensure adherence to reforms
- Reform of World Health Organization International Classification of Diseases

### **New models of service provision**

- Consistent, high standard training
- Innate Variation of Sex Characteristics (IVSC) community-controlled psychosocial support
- Clinical psychosocial support
- IVSC community-designed healthcare pathways
- IVSC community-controlled healthcare (e.g. General Practitioners, allied health, endocrinology, genetic counselling)

## **OUTCOMES**

### **Improved health and wellbeing**

- Personal safety
- Personal agency
- Community connection and social support
- Improved mental health, timely access to mental health support
- Improved physical health, timely access to appropriate healthcare

### **Cultural change**

- Cultural change in social, legal and clinical settings
- Acceptance and social inclusion of people with diverse bodies
- Respect for pluralism and diverse personal values and preferences

### **Institutional change**

- Systemic reform in legal, academic, clinical, government and other institutional settings
- Comprehension and respect for pluralism and diverse personal values and preferences