THEORY OF CHANGE

Outcomes

Improved health & 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

Goals

New data models

Australian Bureau of Statistics statistical standard for sex, gender, variations of sex characteristics, sexual orientation

Extracting intersex from sex/gender markers

Anti-discrimination, equality & 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 and Pharmaceutical Benefits Scheme 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 variations of sex characteristics community-controlled psychosocial support

Clinical psychosocial support

IVSC community-designed healthcare pathways

IVSC community-controlled healthcare (e.g. GPs, allied health, endocrinology, genetic counselling)

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 & 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 & resources

Consistent, high standard training

High standard resources on Intersex Human Rights Australia and InterLink websites

Communities of practice (academic, medicine, psychology and allied health)

Methods

Community development

Face to face events

Online events

Webinars, resources, and education

Collaboration and consortia, Darlington consortium

Projects, e.g. YOUth&I

Referral networks and outreach with stakeholders

Evidence & 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

Barriers

Misinformation

Prevalence and reliance on tropes

Intersex people as adults with marginalised identity/lesbian/gay/bisexual/transgender/homogeneous third sex

Lesbian/Gay/Bisexual/Transgender, 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

Lesbian/Gay/Bisexual/Transgender, anti-LGBT, and clinical disinformation

Plausible deniability of medical practices

"Practices have changed"

"Intersex activists want to stop all medical care"

Inappropriate approaches & 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

The Problems

Health & education needs

Biopsychosocial health needs

Innate/iatrogenic

Social, commercial and political determinants of health

Intersectionalities including lesbian, gay, bisexual, transgender, 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