



2022



CHAMPIONING CHANGE REPORT

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About us

WHER at a Glance

Women's Health and Equal Rights Initiative is a Women-led and award-winning social enterprise advancing gender equality, Human rights and wellbeing by advocating an end to violence and discrimination of minority women; providing support to survivors of violence, creating awareness and rights education on dominant, recurring and emerging issues on SRHR through sensitization programmes; pushing for policy reforms and working with communities to generate holistic and sustainable homegrown solutions.

In essence, WHER challenges and seeks to change the norm around sexual and gender-based violence through proactive measures which involves prevention education, survivor-centered programmatic training, sharing of learning resources, insightful research studies on gaps in the justice system, policy advocacy, improving legal and health systems, and facilitating access to justice for women.

Vision Statement

A Nigerian society free from all forms of discrimination and violence against women.

Mission Statement

WHER Initiative provides a platform for the promotion of a healthy well-being of lesbian, bisexual and queer women, and the protection of our human rights through advocacy, education, empowerment, psychosocial and research.

WHER's Programming Road Map

Advocacy:
Enable the inclusion of LBQ Women in policy making and programming.

Education:
Contribute to an improved knowledge on sexual orientation and gender identity as well as sexual reproductive health and rights of LBQ Women.

Empowerment:
Contribute to the empowerment of LBQ Women, in professional and other life building skills.

Psychosocial support:
Ensure a healthy psychosocial wellbeing of LBQ Women who are victims of violence based on perceived or real sexual orientation or gender identity/expression.

Research and Documentation
Facilitate the provision of evidence-based data on issues affecting LBQ Women.

Wading the waters of Women's Activism - From The Executive Director's Desk



Dear Colleagues,

I am delighted to welcome you to the annual report for 2022. As the Executive Director of Women's Health and Equal Rights Initiative, it is my privilege to present to you a comprehensive overview of our accomplishments and the impact we have made over the past year.

2022 has been a remarkable journey for us, marked by resilience, innovation, and a shared commitment to our mission. Despite the unprecedented challenges posed by the Anti-gender movement, Shrinking resources and civic space, inflation, political instability and heightened hate-crimes, our team has demonstrated unwavering dedication and adaptability, ensuring that we not only weathered the storm but also emerged stronger and more focused on our goals.

In this annual report, you will find detailed insights into our key achievements, financial performance, and strategic initiatives. It is a testament to the hard work and dedication of our talented staff, the support of our valued partners, and the trust that you, our stakeholders, have placed in us.

Throughout the pages of this report, you will discover stories of impact, stories of empowerment, and stories of transformation. From our initiatives in Leadership Development for LGBTIQ+ persons to our ongoing commitment to sustainability and corporate social responsibility, each section of this report reflects our unwavering dedication to making a positive difference in the world.

As we navigate the challenges and opportunities that lie ahead, we remain steadfast in our commitment to our mission and our vision for a better future. We understand that our success is intrinsically linked to the support and collaboration of our stakeholders, and we are deeply grateful for your trust in us.

I encourage you to explore this annual report thoroughly, as it provides a comprehensive overview of our journey over the past year. Your feedback and insights are invaluable to us, and we look forward to your continued partnership as we embark on another year of growth, impact, and transformation.

Thank you for being a part of our journey, and I invite you to reach out to us with any questions, feedback, or opportunities for collaboration. Together, we can continue to build a brighter future for all.

Sincerely,

Akudo Oguaghamba
Executive Director
Women's Health and Equal Rights Initiative

2022 Summary of Activities

Empowerment (Training)

The Not Only on Paper Paralegal Training

Leadership Development Training (LEDI)

Power Up (LBQ organisation capacity development training)

Values Clarification/First Responders Training (For Health Care Providers)

Stakeholders Engagement Training on the Violence Against Persons Prohibition Act

Skills Acquisitions Training.

WHER Fitness Centre

WHER set up a fitness centre as part of activities to ensure community wellbeing, health and bonding.

Empowerment (Structures)

Built the capacity of the young LBQT+ activists/organisations; Provided quick overview of financial/grant management and resource mobilisation, proposal development, project management, feminist leadership and mentorship, human resources, and holistic security.

WHER provided capacity building support to 217 community members and independent activists, we provided training to 79 primary healthcare providers in Abuja, trained 113 police officers on the Violence Against Persons Prohibition Act and 37 community members where provided with skills Acquisition training.

Capacity strengthening for 7 young feminists LBQT organizations in sub-Saharan Africa.

Education/Awareness

Valentine Dinner For LBQ women

Sip and Paint (Lesbian Visibility Week)

Children's Day Party/Adult Games Day

Community Outreached To Nyanya, Kuje, Apo, Katampe, Kado Kuchi and Karu Community

WHER hosted 37 LBQ women on Valentines day to spark conversations around violence in queer relation which culminated to having the SGBV workshop in December as part of activities to mark 16days of Activism, On lesbian visibility week WHER hosted 33 LBQ women and spoke about the importance of visibility in the work that we do. We continued our community awareness on SRHR and security tips across the country and we reached a total 1006 community members.



Advocacy

Advocacy Visits to - Nigerian Police, Federal Ministry of Health, Women Affairs, Education, National Human Rights Commission and Ministry of Justice as part of measures to drive implementation of laws such as the VAPP Law which gives little protection to everyone from violence.

WHER worked with consortium partners to repeal a section of the SSMPA

Research and Documentation

Mapping LGBTIQ Persons With Disability in 6 geopolitical zones and conducting needs assessment with LGBTIQ PWDs to understand their programmatic needs and gaps in intervention.

SRHR needs assessment for LBQ women.

WHER launched information centres to ensure information for LGBTIQ persons are readily available for knowledge sharing and intention.



Safe Housing, Psychosocial Support and Emergency Funding

WHER provided 61 LBQ women with safe shelter in 2022

47 with emergency funding

112 LGBTIQ persons with psychosocial support at no cost.



Conferences and Summits

In our bid to ensure a united front and a stronger movement, WHER spearheaded African Pride Accelerated; a convergence of LGBTIQ+ community members, activists and organisations to a relaxed atmosphere to discuss issues affecting our community while unburdening our hearts from all the external push backs. This 3 day event assembled 176 community members in one auditorium, the largest gathering of LGBTIQ+ persons in Nigeria.

International Human Rights Day - In 2022 WHER gather 97 community members on the 10th of December speaking around issues about being "Vulnerable and Outside the Margins", "Resourcing the LGBTIQ+ Movement", Self Care and Wellness as a form of resilience"



2022 Achievements

446 Trained (Comprising of community members, state actors and healthcare providers)

61 LBQ women provided with shelter

47 LGBTIQ+ persons provided with emergency funding

112 LGBTIQ persons with psychosocial support

1006 Community members reached with SRHR and Security Information.

2 Research Publications

12 Blog Posts

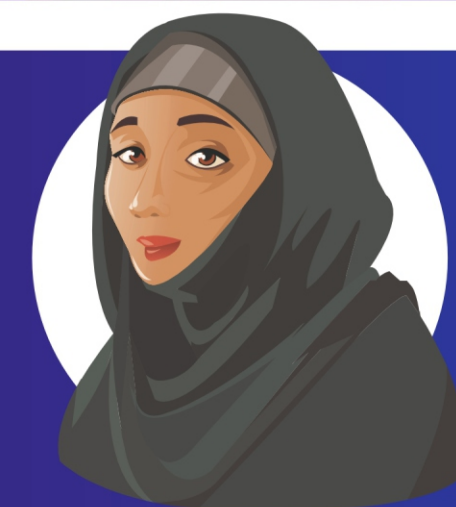
3 Awards

11 Commitments to Action on Women Issues



Social Impact Stories

As a queer muslim woman, After attending LEDI with WHER Initiative I channelled my energy into advocacy for LBQ rights. Despite facing discrimination and bias, I decided to run for a local political office. My campaign was met with resistance from some quarters, but I persevered, fueled by my belief in a more inclusive society. **Aisha**



I have always felt a deep connection to my creativity, but I struggled to express her true self as a queer woman in a conservative town like Awka. I have kept my identity a secret for years, fearing backlash from my community. Attending LGBTQ+ support groups with WHER Initiative, where I met other LBQ women who shared her experiences and made me feel more confident in my skin. - **Alexandra**

In a bustling and patriarchal city like Onitsha where live, as a masculine presenting woman working as a mechanic with a passion for fixing cars and motorcycles. I had faced prejudice and stereotypes in the male-dominated automotive industry but was determined to break the glass ceiling.

With support from WHER, I gathered resources and started my own auto repair shop, focusing on creating an inclusive environment where LBQ women felt comfortable bringing in their vehicles. Now I am known for my mechanical skills but also I am committed to challenging gender norms through my craft. - **Jay**



Good Governance and Accountability

Our Board



Olusegun Sangowawa - Board Chairperson

Olusegun Sangowawa is the Business Development and Program Manager, Population Council, Abuja Nigeria.



Joseph Sowede - Board Member

Joseph Sewedo is the President du Centre pour le renforcement de la capacité des cadres associatifs (RenfoCap Centre) Nigeria



Nicolette Ojemhen - Board Secretary

Nicolette Ojemhen is the Chief Executive Officer of XXIV Nigeria LTD

STAFF BIO



Akudo Oguaghamba - Executive Director

I am a feminist human rights educator, defender and activist. She is passionate and committed to the advancement of social justice including sexual and reproductive rights and gender equality, women economic empowerment and development. She is the founder and Executive Director of Women's Health and Equal Rights (WHER) Initiative, a non-profit organization focused on promoting the well-being and protecting the rights of lesbian, bisexual and queer women in Nigeria.

She serves on the Steering Committee of the Solidarity Alliance for Human Rights (SAHR), Nigeria; a coalition of organizations and individuals working to advance the rights and promote the well-being of LGBT and other sexual minorities in Nigeria. Akudo served as the Co-Chair (Female) of PAN-AFRICAN ILGA (International Lesbian, Gay, Bisexual, Trans and Intersex Association) from 2013 to 2018. She holds a Bachelor of Arts degree in French Language and Culture from Imo State University Owerri, Imo State Nigeria, an online certificate in grant writing and fundraising, and in Gender and Development. She holds a Master's Degree in project Management from University of Roehampton, London.

She is an EQUITAS Alumni – International human Rights Training Program. Over the years, she has garnered leadership, people and project management experience and skills working as Operations and Human Resources Officer in an ICT firm, as a Research Officer under Macro-Economic Policy and Economic Research at the Economic Community of West African States (ECOWAS) and from founding WHER in 2011 and leading the organization till date as the Executive Director.



Akom Nya - Director of Programs

Akom is a Human rights and gender equality advocate with over nine years of experience in deploying effective solutions to challenge systemic social barriers that promote violence against women and sexual minorities, utilising social and behaviour change communication to improve SGBV knowledge, attitudes and practices in order to achieve equality and Inclusion. He is a Young Leader for the Sustainable Development Goals.

Akom holds a Bsc in Political Science and a Msc Degree in International Relations and Diplomacy, Akom works to foster systemic change by providing capacity-building support on violence and discrimination prevention and intervention initiatives to governmental and

non-governmental institutions as well as supporting policy advocacy to enjoin the Nigerian Government for the passage of gender-centred and non-discriminatory Laws. Akom is passionate about policy advocacy, equality, diversity and inclusion. He works at the intersectionality of programming, advocacy and human rights.

In recognition of his work, Akom was named a 2020 ISIBINDI Change-Maker by Gateway Health Institute South Africa and 2021 Activist of The Year by Sanitise Africa Initiative - Kenya. When Akom is not working, he enjoys cooking, making cocktails and spending time with loved ones.



Blessing Nwafor - Human Resource Lead

Blessing is a Human Resource Practitioner and an Administrator with over nine years experience. She coordinates all office activities and operations to secure efficiency and compliance with the organisation's standard operating procedures, policies and end to end administration.

Blessing has expertise in developing policies, recruitment strategies, implementing systems for managing staff benefits, people management, conflict resolution and on-boarding process. Blessing is passionate and has various training and Diploma certificate in human resources, Effective Human Resource Administration, Office and Administrative Management, Collective Leadership, Equity, Diversity and Inclusion, Understanding your Role, Working with People who Self Harm and more.

She spends her free hours reading, shopping, trying out new recipes and she is a good coiffeuse. She holds a Masters Degree in Leadership and Administration, University of Nicosia, Cyprus.



Tamunoseimieibi Stanley - Communications Lead

Tamunoseimieibi Stanley is a dynamic and accomplished professional in the field of Information and Communication Technology (ICT). With a strong educational background, he holds a degree from Middlesex University, where he honed his skills and knowledge in the ever-evolving world of technology.

Currently, Tamunoseimieibi serves as the Head of ICT for WHER Initiative, a role in which he has demonstrated exceptional leadership and innovation. WHER Initiative is a forward-thinking organisation that focuses on making a positive impact through technology, and under Tamunoseimieibi's guidance, the ICT department has thrived, implementing cutting-edge solutions and strategies to further the organisation's mission.



Oniyide Oluwaseun Olutoni - Programs Officer Empowerment and Wellbeing

Oniyide Oluwaseun Olutoni is a human rights activist, photovoice advocate, wellness coach, and community paralegal with years of experience as a developmental worker.

She is passionate about social justice and gender equality, focusing on Women and LGBTQI+ rights.

In her work for social change, she worked with diverse organizations and groups (Persons who inject drugs, persons with disabilities, Female sex workers, persons living with HIV, LGBTQI+, minority girls, and young women) which has enabled her to contribute to creating an enabling environment for expanded access to sexual and reproductive health information and services and the promotion of the human rights of women and other minority groups.

She is presently the Programs Officer Empowerment and Wellbeing where she continues to amplify the voices of LGBTQI+ persons in all their diversity.

**Benedicta Oyedayo - Programs Officer Inclusion and Diversity**

Benedicta Oyedayo is an intersectional feminist passionate about Disability and Women's rights. She works and lives at the nexus of multiple identities, and is interested in the interconnectedness of sexuality, disability, climate and gender justice. She currently works as a Program Officer (Diversity and Inclusion) at Women's Health and Equal Rights Initiative. She is a Magaret Ekpo Youth fellow, a fellow of the Disability Justice Project and a graduate of Crea Disability, Sexuality and Rights Online Institute (DSROI).

Her dream is to travel the world, document her experiences while introducing folks to the popular Nigerian jollof rice.

**Miriam Olofu - Accounting and Finance Officer**

Miriam Olofu is the Accounting and Finance Officer at WHER Initiative. She is passionate about ensuring she creates, implements and maintains strong financial systems, processes and controls that ensure accurate and transparent record keeping and transaction processes.

**Omigie Samuel Abiodun - Communications Officer**

Omigie Samuel Abiodun, a creative enthusiast with a passion for capturing moments, creating visually stunning designs, and fostering meaningful connections. Samuel thrives on creativity, constantly seeking innovative ways to express myself through visual media and design.

Samuel's strong communication skills enable him to connect with people from all walks of life and convey ideas effectively. Building genuine connections is his forte, and he values the bonds he forms with others. High Proficiency in Photography and Videography: he has a keen eye for detail and a talent for capturing life's beautiful moments.

Sam holds a Bachelor of Arts in Business Administration, Diploma in Graphic Design, Diploma in Communication. When he is not behind the lens or immersed in design projects, you'll find him exploring new places and cultures which fuels his curiosity and creativity. He is an avid reader, always seeking knowledge and inspiration in the pages of a good book.

**Emmanuella Nduonofit - Administrative Assistant**

Ella provides financial, administrative and clerical services in order to ensure effective, efficient and accurate financial and administrative operations in WHER Initiative

**Joyce Makama - Front Desk Officer**

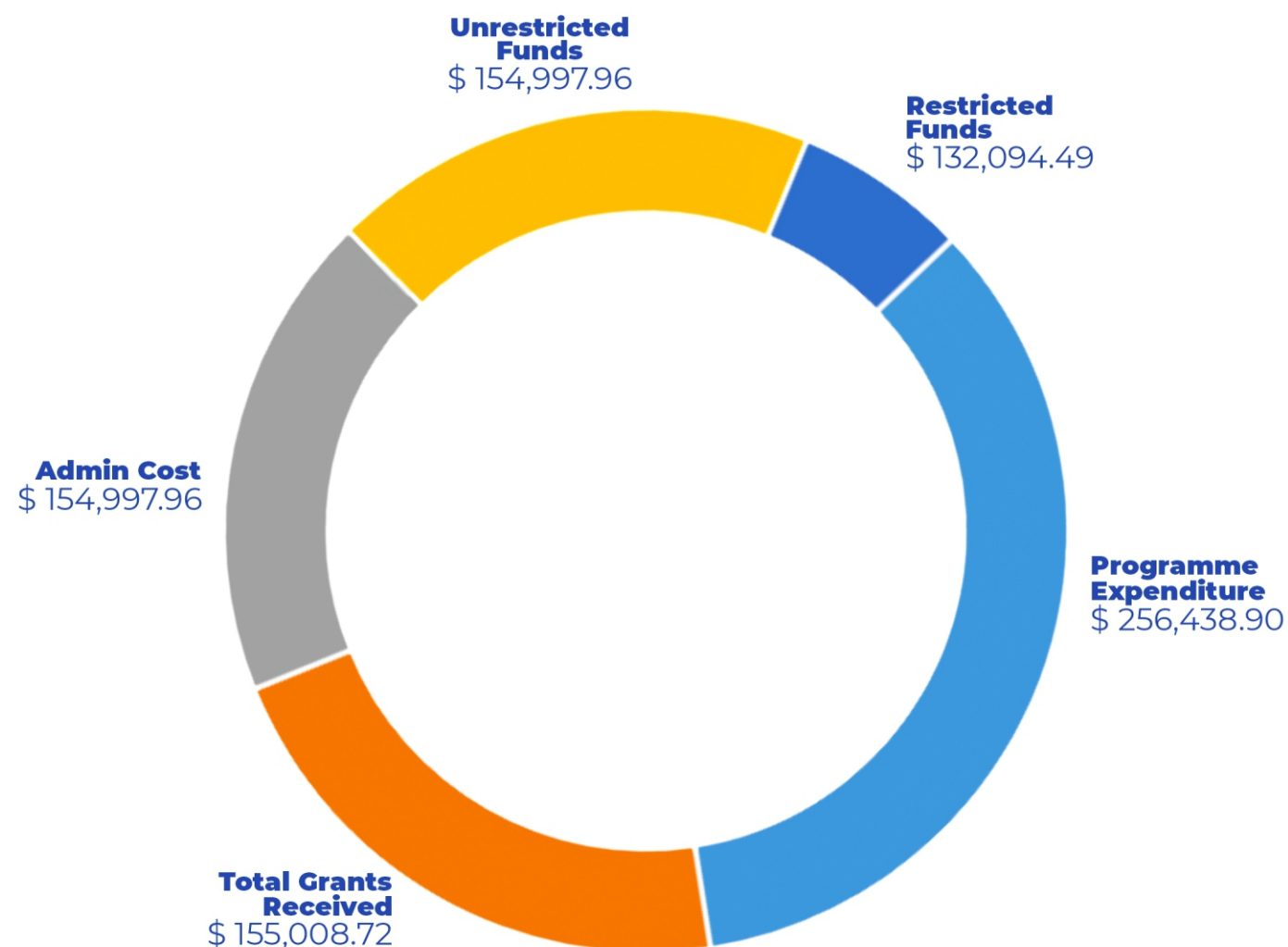
Joyce is the first point of contact of the organisation, she is dedicated to providing exceptional client service and administrative support. She welcomes guests, responds to inquiries, manages appointments, and assists with check-ins or registrations.

**Ugo Okolo - Communications Volunteer**

Ugo is a Volunteer in communications for Women's Health and Equal Rights Initiative (WHER) Nigeria, she works as a virtual assistant, podcast presenter, freelance copywriter, and audio reader.

Ugo is devoted to the task at hand with zeal and is passionate about the cause.

Financial Report 2022



Funders and Partners

List of Funders and Major Partners

Mama Cash
COC Netherlands
Astraea Lesbian Foundation
Kaleidoscope Diversity Trust
Disability Right Fund INC
Initiative Sankofa d'Afrique de L'Ouest (ISDAO)
Global Fund for Women
FRIDA-Comic Relief
WE LEAD
FREE TO BE ME
Urgent Action Fund-Africa
Astraea Fund



How to engage with WHER

By supporting the WHER Initiative, you'll be supporting the next generation of LBQ women driving CHANGE in Africa. Your support will help us to provide a range of services to the promising young LBQ women we support.

Individuals

To donate, please www.whernigeria.org and click on the donate button.

Strategic Partners

WHER is always looking to partner with organisations and institutions with complementary values and visions. Partners can represent any sector, including, but not limited to:

- (1) Communication and media partners (e.g., newspapers, radio channels)
- (2) Civil society partners (including local and international NGOs);
- (3) Industry partners (including impact investors);
- (4) Research and innovation partners;
- (5) Government and public policy actors; and
- (6) Universities and higher education institutions.

You can reach us via communications@whernigeria.org

Donors

The WHER Initiative has been fortunate enough to have had support from a range of international donors and philanthropic organisations. We are always looking to forge new relationships with other donors and philanthropic organisations whose strategies align with WHER's mission and vision.

Please reach out to WHER through communications@whernigeria.org to speak with a member of our team and see how you can join us and support our journey to create a sustainable and holistic future.