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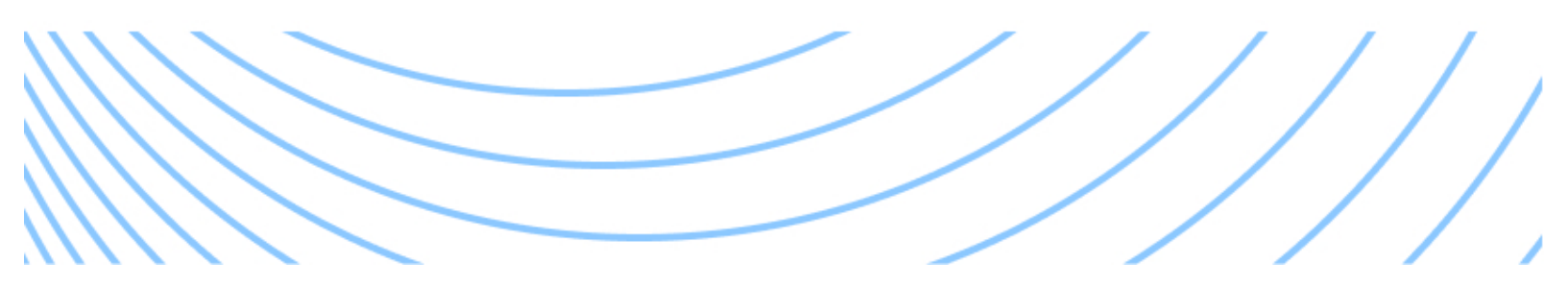
An LBQTI-Specific SRHR Programming Toolkit: A Comprehensive Guide for Nigeria

INITIATIVE FOR GENDER EQUALITY AND SEXUAL REPRODUCTIVE HEALTH

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LBQTI-Specific SRHR Programming Toolkit: A Comprehensive Guide for Nigeria

A Publication Of:
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Acknowledgement

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Acronyms

LBQTI	Lesbian, Bisexual, Queer, Transgender, and Intersex
SRHR	Sexual and Reproductive Health and Rights
M&E	Monitoring and Evaluation
SMART	Specific, Measurable, Achievable, Relevant, and Time-bound
LBQTI	Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex
STI	Sexually Transmitted Infection
HIV	Human Immunodeficiency Virus
AIDS	Acquired Immunodeficiency Syndrome
SSMPA	Same Sex Marriage Prohibition Act
FTM	Female to Male (Transgender)
MTF	Male to Female (Transgender)
HPV	Human Papillomavirus
HRT	Hormone Replacement Therapy

Introduction

Background and Context

Sexual and reproductive health and rights (SRHR) encompass a wide range of health services and human rights that enable individuals to have a satisfying and safe sex life, the freedom to decide if, when, and how often to reproduce, and the right to access appropriate healthcare services that support these choices. These rights are essential for the overall well-being and quality of life of all individuals, regardless of their sexual orientation or gender identity.

For lesbian, bisexual, queer, transgender, and intersex (LBQTI) persons, accessing SRHR services can be particularly challenging due to various factors. Stigma and discrimination against LBQTI individuals often create significant barriers to accessing healthcare services, as these individuals may be reluctant to disclose their sexual orientation or gender identity to healthcare providers. This reluctance can stem from fear of judgment, harassment, or even violence. Additionally, healthcare providers may lack understanding about the specific health needs and concerns of LBQTI individuals, leading to inadequate or inappropriate care.

In Nigeria, the legal environment further exacerbates these challenges. The country's laws criminalize same-sex relationships, and there is a lack of legal protections for LBQTI individuals. This legal context contributes to a culture of discrimination against LBQTI persons, further marginalizing them and creating barriers to accessing essential SRHR services.

Recognizing the unique challenges faced by LBQTI individuals in Nigeria, the Initiative For Gender Equality and Sexual Reproductive Health (IGE-SRH) was established to advocate for and facilitate access to LBQTI-specific SRHR programming. As a subnational, youth-led organization founded in 2020, IGE-SRH aims to improve the lives of LBQTI individuals who have faced discrimination and exclusion due to their sexual orientation, gender identity, expression, and sexual characteristics.

IGE-SRH was founded on the premise that the very spaces and programs intended to address the needs of young LBQTI individuals often do not involve them in strategic decision-making or

adequately respond to their specific needs. Motivated by this discrepancy, IGE-SRH seeks to create strong, connected young LBQTI rights holders in their diversity and bring their marginalized voices to the center of advocacy and programming efforts.

To achieve this goal, IGE-SRH has commissioned the development of a comprehensive toolkit to guide LBQTI organizations, allies, and government parastatals in implementing and advocating for inclusive and effective SRHR programming in Nigeria. This toolkit will provide practical guidance, resources, and tools to support the development, implementation, and evaluation of LBQTI-specific SRHR programming, ensuring that these individuals can access the services and support they need to enjoy the same rights and opportunities as their non-LBQTI counterparts.

By addressing the unique needs and challenges faced by LBQTI individuals in Nigeria, IGE-SRH aims to contribute to the overall improvement of public health outcomes and the realization of sexual and reproductive health and rights for all Nigerians, regardless of their sexual orientation or gender identity.

Purpose of the Toolkit

The LBQTI-Specific SRHR Programming Toolkit in Nigeria is a comprehensive guide designed to support young LBQTI activists, organization leaders, allies, and government parastatals in their

efforts to promote diversity and inclusion in SRHR programming in Nigeria. This toolkit will help its users to think through programmatic activities, communication, and advocacy strategies in a way that supports LBQTI-specific SRHR programming. It provides an exciting and practical guide to writing proposals, advocacy, and communication strategies, and reviews a number of tools and campaigns that can be used in organizing work. The toolkit utilizes the SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) approach when developing practical activities, guidance, and solutions.

Target Audience

The primary target audience for this toolkit includes:

- LBQTI organizations working on SRHR issues in Nigeria
- Allies supporting LBQTI persons and working on SRHR issues
- Government parastatals involved in SRHR programming and policy-making

How to Use the Toolkit

This toolkit is designed to be a user-friendly and adaptable resource that can be used in a variety of contexts and settings. Users are encouraged to:

- Read through the entire toolkit to gain an overall understanding of the content and structure.
- Use the Table of Contents to navigate to specific sections or topics of interest.
- Adapt the tools and resources provided to suit their specific needs and context.
- Share the toolkit with others working on LBQTI-specific SRHR programming in Nigeria.

Understanding LBQTI-Specific SRHR Programming

Key Concepts and Definitions

To promote a common understanding of the issues addressed in this toolkit, it is essential to define key terms and concepts related to LBQTI-specific SRHR programming:

Sexual and Reproductive Health and Rights (SRHR): The combination of rights and health services that enable individuals to have a satisfying and safe sex life, the freedom to decide if, when, and how often to reproduce, and the right to access appropriate healthcare services that support these choices.

LBQTI: An acronym representing lesbian, bisexual, queer, transgender, and intersex individuals.

SRHR Programming: A range of interventions and activities designed to improve the sexual and reproductive health of a specific population, including the provision of information, education, and services related to contraception, safe abortion, sexually transmitted infections (STIs), HIV/AIDS, and gender-based violence

Inclusivity: The practice of including and engaging all individuals, regardless of their sexual orientation, gender identity, or other personal characteristics, in the development, implementation, and evaluation of SRHR programming.

Lesbian: A term used to describe women who are attracted emotionally and/or sexually to other women. It is important to note that the term 'woman' here includes anyone who identifies as a woman, not just those assigned female at birth.

Bisexual: This refers to individuals who are attracted emotionally and/or sexually to both men and women, or to more than one gender. Bisexuality does not necessarily imply an equal attraction to all genders; a person who identifies as bisexual might be attracted to different genders in different ways or to different degrees.

Queer: This is a broad and inclusive term that is often used by people who do not identify with conventional categories around sex, gender, and sexuality. Queer can be an umbrella term for a wide range of identities, including but not limited to lesbian, gay, bisexual, and transgender. Some people use 'queer' as a way to reject the notion of rigid categories of gender and sexuality.

Transgender: Transgender is a term for people whose gender identity differs from the sex they were assigned at birth. For example, a person who is assigned male at birth but identifies and lives as a woman is a transgender woman. Similarly, a person who is assigned female at birth but identifies and lives as a man is a transgender man.

Intersex: Intersex is a term used for a variety of physical conditions in which an individual's reproductive or sexual anatomy doesn't fit typical definitions of female or male. Intersex variations can involve anomalies in the chromosomes, gonads, or anatomy. Intersex is a physical condition, not a gender identity. Intersex people can identify as male, female, both, neither, or may have a different gender identity.

Overview of LBQTI-specific SRHR issues in Nigeria

The Lesbian, Bisexual, Queer, Transgender, and Intersex (LBQTI) community in Nigeria faces numerous challenges related to their sexual and reproductive health and rights (SRHR). These challenges are primarily due to societal attitudes, discrimination, stigma, and a lack of understanding about the unique health needs of the LBQTI community. Some of the most common issues faced by LBQTI individuals in Nigeria include:

Limited access to sexual and reproductive health services:
Access to appropriate and inclusive SRHR services is a significant challenge for LBQTI individuals in Nigeria. Many healthcare providers lack the knowledge, training, and cultural sensitivity needed to address the unique health needs of the LBQTI community. Additionally, the fear of stigma and discrimination often discourages LBQTI individuals from seeking necessary care, further exacerbating health disparities.

High prevalence of sexually transmitted infections (STIs) and HIV/AIDS:
The LBQTI community in Nigeria is disproportionately affected by STIs and HIV/AIDS. This is due to a combination of factors, including limited access to prevention services, lack of targeted interventions, and high-risk behaviors often stemming from marginalization and discrimination. As a result, LBQTI individuals are at an increased risk of contracting and transmitting STIs, including HIV/AIDS.

Mental health challenges related to stigma and discrimination:
The stigma and discrimination faced by LBQTI individuals in Nigeria contribute to a range of mental health challenges, including depression, anxiety, and suicidal thoughts. The social isolation, rejection, and marginalization experienced by LBQTI individuals can lead to feelings of hopelessness, low self-esteem, and self-harm. Access to mental health services is limited, and many providers are not adequately trained to address the specific needs of the LBQTI community.

Gender-based violence, including intimate partner violence:

LBQTI individuals in Nigeria are at a heightened risk of experiencing various forms of gender-based violence, such as physical, sexual, and emotional abuse. This violence can occur within intimate relationships, families, and communities, and is often fueled by societal attitudes and norms that perpetuate negative stereotypes and discrimination against LBQTI individuals. The fear of being outed or further stigmatized often prevents survivors from seeking help or reporting incidents to authorities.

Legal barriers to accessing care and protection:

The legal framework in Nigeria poses significant barriers to the realization of SRHR for LBQTI individuals. The Same-Sex Marriage Prohibition Act (SSMPA) criminalizes same-sex relationships and support for LBQTI organizations, leading to increased discrimination, harassment, and violence against LBQTI individuals. Furthermore, the lack of legal recognition for transgender and intersex individuals often results in the denial of necessary healthcare services and protection from abuse.

SRHR–Specific Needs of LBQTI persons in Nigeria

In order to create truly inclusive and effective SRHR programming, it's vital to understand and address the specific needs of different groups within the LBQTI community. Some of these specific SRHR needs include:

▪ **Sexually Transmitted Infections (STIs) Prevention and Treatment:**
Sexually transmitted infections (STIs) are a significant public health issue affecting individuals of all genders, sexual orientations, and intersex status. Prevention of STIs involves educating intersex individuals about safe sex practices, including the use of condoms and dental dams during sexual activity. Regular testing for STIs is essential for individuals who are sexually active. This includes testing for infections such as chlamydia, gonorrhea, syphilis, and HIV, among others.

Lesbian	While the risk of transmitting some STIs between women is lower than in heterosexual or male homosexual relationships, lesbian women are not immune to STIs. They can contract and spread STIs, including herpes, bacterial vaginosis, and human papillomavirus (HPV), which can cause cervical cancer. SRHR programming should, therefore, include information and services related to STI prevention, testing, and treatment that are relevant and accessible for lesbian women.
Bisexual	Bisexual women can contract STIs from both male and female partners. It's important that they have access to comprehensive STI prevention, testing, and treatment services. Despite misconceptions, HPV, herpes, and other STIs can be transmitted between women, and bisexual women also face risks from male partners.

Transgender (FTM)	Transgender men can contract STIs, including those that are often associated with female anatomy such as HPV, which can cause cervical cancer. It's crucial for SRHR programming to include comprehensive STI prevention, testing, and treatment services for transgender men.
Transgender (MTF)	Transgender women may be at increased risk for certain STIs, including HIV, particularly among those involved in sex work. Comprehensive STI prevention, testing, and treatment services must be part of SRHR programming for transgender women.
Intersex	Intersex people can contract STIs and should have access to comprehensive prevention, testing, and treatment services. If an intersex individual contracts an STI, they should have access to prompt and effective treatment. Many STIs can be cured with antibiotics, while others can be managed to reduce symptoms and prevent transmission to others.

Cervical and Breast Cancer Screening:

Lesbian	Lesbian women need regular screenings for cervical and breast cancer, just like all women. However, misconceptions and stereotypes can lead to lower screening rates among lesbian women. For instance, some healthcare providers might assume that lesbian women don't need Pap tests, which can lead to delayed diagnosis and treatment of cervical cancer.
Bisexual	For Bisexual women, regular screenings for cervical and breast cancer are critical for bisexual women. Misconceptions about their sexual activity can lead to assumptions and result in less frequent screenings, so clear information and inclusive healthcare services are essential.

Transgender (FTM)	Despite their male identity, transgender men may still have female reproductive organs and thus need regular screenings for cervical and breast cancer. However, these individuals may avoid these screenings due to discomfort with their bodies or fear of discrimination. It's important to ensure that these necessary health services are provided in a sensitive and respectful manner.
Transgender (MTF)	Transgender women on long-term HRT may have an increased risk of breast cancer compared to cisgender men. Regular screenings for breast cancer should, therefore, be a part of their health care.

🟨 Fertility and Reproductive Services:

Lesbian	Some lesbian women may wish to have children and need access to fertility services such as artificial insemination or in vitro fertilization (IVF). Information and services related to family planning and reproductive options should be inclusive of and accessible to lesbian women.
Bisexual	Bisexual women may require access to a range of fertility and reproductive services, depending on their individual circumstances and choices. This could include contraception, fertility treatments, abortion services, or prenatal and postnatal care.
Transgender (FTM)	Transgender men may wish to have biological children, which can involve complex decisions and procedures, such as fertility preservation before HRT or surgery, or pregnancy and childbirth. SRHR programming should, therefore, include fertility and reproductive services that are inclusive of and accessible to transgender men.

Transgender (MTF)	Transgender women may wish to have biological children, which can involve complex decisions and procedures, such as sperm banking before HRT or surgery. SRHR programming should include fertility and reproductive services that are inclusive and accessible to transgender women.
Intersex	Some intersex individuals may face challenges related to fertility due to their physical characteristics or the effects of early surgeries.
Queer	Queer individuals may have unique needs related to fertility and reproduction, depending on their specific identities and circumstances. For example, a queer woman might need access to sperm donation to conceive a child, or a queer man might need access to surrogacy services. Queer individuals should have access to a range of fertility and reproductive services that meet their needs.

■ **Intimate Partner Violence (IPV) Services:**

Lesbian	While IPV is often associated with heterosexual relationships, it also occurs in lesbian relationships. It's important for SRHR programming to include services that address IPV in lesbian relationships, such as counselling, safe spaces, and legal assistance.
Bisexual	Bisexual women experience high rates of IPV compared to both lesbian and heterosexual women. It's crucial that SRHR programming includes services that address IPV, such as crisis support, counselling, safe spaces, and legal assistance.
Transgender (FTM), (MTF), Intersex and Queer	These individuals experience high rates of IPV. SRHR programming should include services that address IPV in transgender relationships, such as crisis support, counseling, safe spaces, and legal assistance.

■ **Mental Health Services**

Lesbian	Lesbian women often face significant stress due to societal stigma and discrimination, which can negatively impact their mental health. SRHR programming for lesbian women should, therefore, include mental health services, such as counselling and support groups.
Bisexual	Bisexual individuals often face unique stressors, including biphobia and invisibility, which can lead to higher rates of mental health issues compared to their heterosexual and homosexual counterparts. Access to mental health services that acknowledge and address these unique challenges is critical.
Transgender	Transgender individuals face significant societal stigma and discrimination, which can lead to higher rates of mental health issues such as depression and anxiety. Access to mental health services that address these unique stressors is critical.
Intersex	Intersex people often face unique stressors and challenges related to their intersex status, which can have an impact on their mental health. Mental health services such as culturally competent care, informed consent and autonomy, support for identity exploration and development.

■ **Substance Abuse Services**

Substance abuse services are an essential component of comprehensive healthcare and should be readily available to all individuals, including those who identify as lesbian, bisexual, queer, transgender, and intersex (LBQTI). Several studies suggest that these populations have higher rates of substance use, including tobacco and alcohol, compared to heterosexuals. These behaviors can have significant impacts on their sexual and reproductive health, making it important to include substance abuse services in SRHR programming for lesbian women. bisexual women have higher rates of substance use and abuse compared to both heterosexual and lesbian women.

Gender- Affirming Care

Gender-affirming care is a critical aspect of healthcare for many transgender, queer, and intersex individuals. It involves offering medical interventions and psychological support that affirm a person's self-identified gender and help align their physical appearance with their gender identity. This form of care is grounded in respect for the individual's self-identified gender and a recognition that personal identity and gender can be diverse and fluid.

For transgender individuals, gender-affirming care may include:

Hormone Replacement Therapy (HRT): This involves the administration of hormones to help individuals develop secondary sexual characteristics that align with their gender identity. Transgender women (assigned male at birth but identifying as women) may take estrogen, while transgender men (assigned female at birth but identifying as men) may take testosterone.

Gender-affirming surgeries: These are procedures that alter an individual's body to align with their gender identity. For transgender women, this might include breast augmentation or genital reconstruction surgery (vaginoplasty). For transgender men, this could involve chest reconstruction (top surgery) or hysterectomy.

Voice and communication therapy: This helps individuals develop voice and communication patterns that align with their gender identity.

For queer individuals, the concept of gender-affirming care can be broad and varied, as 'queer' is an umbrella term that encompasses a wide range of identities. Some queer individuals may identify as transgender and thus require similar services as those listed above. Others may identify outside of the binary gender system entirely and may require different types of support, such as help navigating social and legal aspects of their identity or mental health support related to their queer identity.

For intersex individuals, gender-affirming care often involves a commitment to non-intervention and informed consent. Many intersex individuals are subjected to surgeries in infancy or childhood aimed at making their bodies fit within typical male or female categories. A key aspect of gender-affirming care for intersex individuals is the recognition of their right to make decisions about their own bodies. This includes the right to decide whether to undergo any surgeries or treatments, and the right to identify with the gender that feels most comfortable for them.

Across all of these groups, mental health support is a critical component of gender-affirming care. Many transgender, queer, and intersex individuals face significant societal stigma and discrimination, which can lead to mental health challenges. Access to counseling and mental health services that affirm their identities and offer support for these challenges is crucial.

It's important to note that not all transgender, queer, or intersex individuals will want or need all aspects of gender-affirming care. Each person's journey is unique, and their care should be tailored to their individual needs and goals. Providing inclusive, respectful, and patient-centered gender-affirming care is a crucial part of ensuring the sexual and reproductive health and rights of all individuals.

Sexual Health and Wellbeing

Sexual health and well-being are key aspects of overall health, and everyone, including lesbian, transmen, transwomen, bisexual, intersex, and queer individuals, has unique sexual health needs. Here are some specific sexual health needs and considerations for each group:

Lesbian and Bisexual Women: Lesbians need access to safe sex education that includes information relevant to their sexual behaviors. This might include education about the use of dental dams and finger condoms to prevent STIs during sex. Bisexual individuals need safe sex education that is relevant to their sexual behaviors with partners of all genders. They should also have access to fertility services if they wish to have children, which could include artificial insemination or in vitro fertilization.

Transmen: Transmen might use binders to flatten their chest and present a more traditionally masculine appearance. It's important that they have access to safe and comfortable binders and education on how to use them properly to avoid health problems such as skin issues or breathing difficulties. If they have not undergone surgery to remove the uterus, they also need access to gynecological care and may need contraception or fertility services.

Transwomen: Transwomen may require access to devices like breast forms or tucking garments to help present a more traditionally feminine appearance. If they are sexually active with partners who can become pregnant, they might need access to contraceptive services. Additionally, safe sex education that is relevant to their sexual behaviors is crucial.

Intersex: Intersex individuals may have unique sexual health needs depending on their specific intersex variation. They should have access to healthcare providers who are knowledgeable about intersex conditions and can provide tailored advice and treatment. This might include hormone therapy, surgeries, or other treatments, depending on the individual's needs and wishes.

Queer Individuals: As 'queer' is a broad term that can encompass a wide range of identities, the sexual health needs of queer individuals can vary greatly. They might need access to any of the services mentioned above, depending on their specific identities and circumstances.
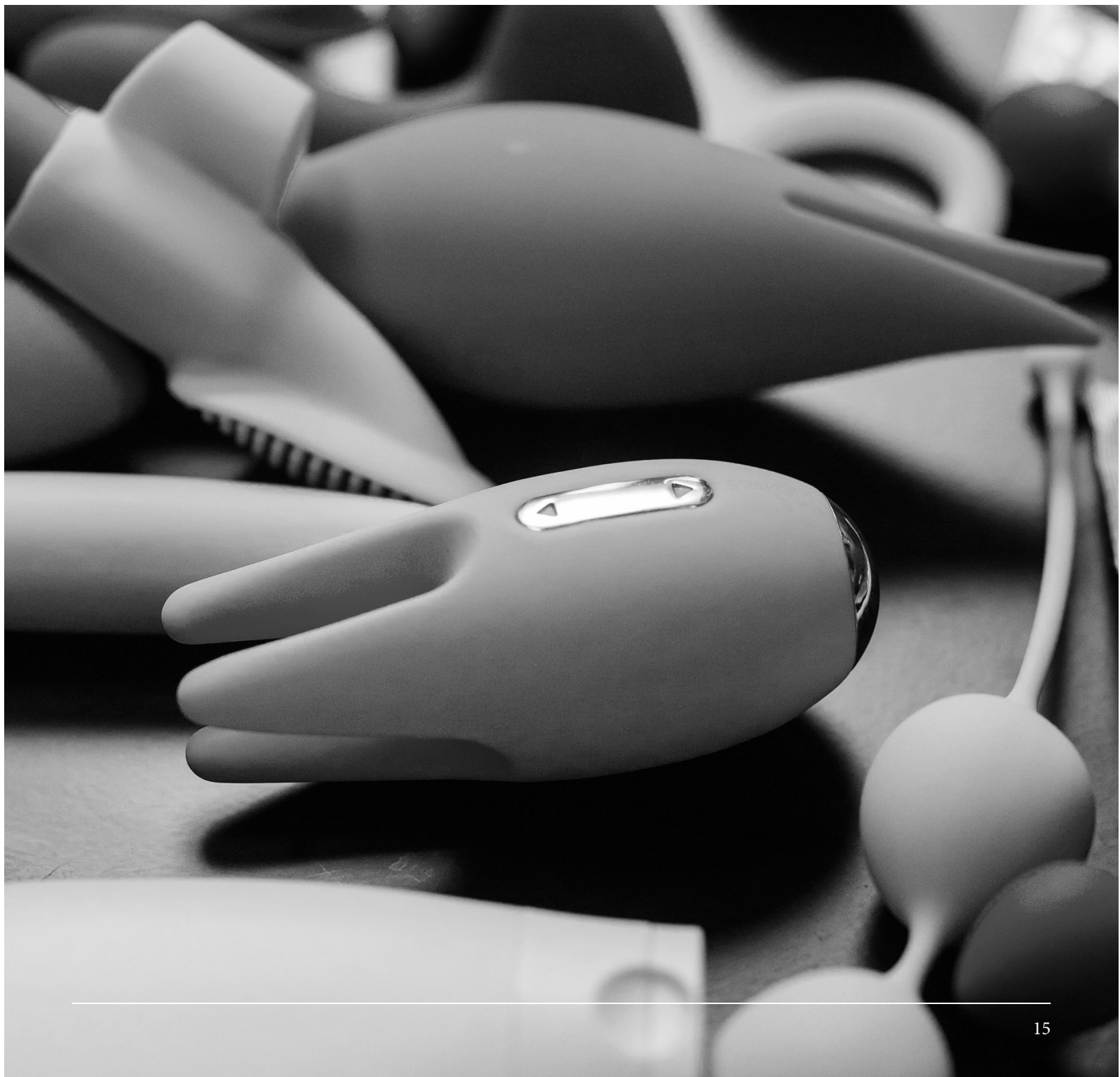
Legal And Policy Framework

The legal and policy framework in Nigeria plays a critical role in shaping the environment for LBQTI-specific SRHR programming. Several existing laws and policies contribute to the marginalization of the LBQTI community and create barriers to accessing essential sexual and reproductive health services.

Same-Sex Marriage Prohibition Act (SSMPA):
Enacted in 2014, the SSMPA criminalizes same-sex relationships and the formation, operation, or support of LBQTI organizations. The penalties under this law are severe, with imprisonment of up to 14 years for individuals in same-sex relationships and up to 10 years for those supporting LBQTI organizations. This law has contributed to an increase in discrimination, harassment, and violence against LBQTI individuals and has created a chilling effect on advocacy, support, and service provision for the community.

Lack of legal recognition for transgender and intersex individuals:
Nigeria's legal framework does not provide explicit recognition or protection for transgender and intersex individuals. This lack of legal recognition often results in the denial of necessary healthcare services, discrimination in accessing housing, education, and employment, and increased vulnerability to violence and abuse.

Inadequate health policies:
Existing health policies in Nigeria do not adequately address the unique SRHR needs of the LBQTI community. While some efforts have been to integrate HIV/AIDS and STI prevention and treatment services for key populations, including men who have sex with men and transgender women, these efforts are often limited in scope and do not address the broader SRHR needs of the LBQTI community. Additionally, the lack of comprehensive sexuality education in schools contributes to misinformation and stigma surrounding LBQTI issues.

To address these legal and policy challenges, advocacy efforts should focus on the following:

Repeal or amendment of the SSMPA:
Advocacy efforts should focus on the repeal or amendment of the SSMPA to decriminalize same-sex relationships and support for LBQTI organizations. This would create a more enabling environment for LBQTI-specific SRHR programming and reduce the risk of discrimination, harassment, and violence against the community.

Legal recognition and protection for transgender and intersex individuals:
Advocates should push for legal recognition and protection for transgender and intersex individuals, including the right to access gender-affirming healthcare services, protection from discrimination in accessing housing, education, and employment, and legal recourse for incidents of violence and abuse.

Development and implementation of inclusive health policies:
Advocacy efforts should focus on developing and implementing health policies that explicitly address the unique SRHR needs of the LBQTI community. This includes the integration of comprehensive sexuality education in schools, expansion of HIV/AIDS and STI prevention and treatment services for all LBQTI individuals, and the provision of gender-affirming healthcare services for transgender and intersex individuals.

Sociocultural Context

The sociocultural context in Nigeria plays a significant role in shaping the experiences and challenges LBQTI individuals face, particularly concerning their sexual and reproductive health and rights (SRHR). Nigeria is a diverse country with a complex mix of ethnic groups, languages, and religions, all of which contribute to the shaping of cultural norms and values. In many instances, these traditional and religious beliefs perpetuate negative attitudes towards LBQTI individuals, which can have serious implications for their health and well-being.

Traditional and religious beliefs:
Many traditional and religious beliefs in Nigeria view non-heteronormative relationships and gender identities as deviant or immoral. These beliefs can result in negative attitudes towards LBQTI individuals, leading to stigma, discrimination, and even violence. Religious institutions often hold significant influence in Nigerian society, further amplifying these negative attitudes and making it challenging to address LBQTI-specific SRHR issues.

Stigma and discrimination:

The societal stigma attached to being an LBQTI individual in Nigeria can manifest in various ways, including verbal abuse, social exclusion, and discrimination in accessing education, employment, housing, and healthcare services. This stigma affects the mental health of LBQTI individuals and limits their ability to access essential SRHR services, as they may fear being outed or further stigmatized.

Gender norms and expectations:

Rigid gender norms and expectations often underpin discrimination and violence against LBQTI individuals. For example, transgender and non-binary individuals may face heightened levels of violence or discrimination for not conforming to societal expectations around gender roles and appearance. Additionally, gender norms may perpetuate harmful practices such as "corrective rape," which is the coerced sexual assault of a person to "correct" their sexual orientation or gender identity.

Family and community pressure:

LBQTI individuals in Nigeria may experience significant pressure from their families and communities to conform to traditional and religious norms. This pressure can lead to forced marriages, disownment, or even so-called "honor killings." Such experiences can result in severe mental health challenges, social isolation, and limited access to support and resources.

Efforts to promote LBQTI-specific SRHR programming in Nigeria should take the sociocultural context into consideration and focus on the following strategies:

Challenging harmful beliefs and practices:

Advocacy and awareness-raising efforts should work to challenge and change the traditional and religious beliefs that perpetuate negative attitudes towards LBQTI individuals. This may involve partnering with progressive religious leaders, engaging in community dialogues, and utilizing various communication channels to disseminate positive messages about LBQTI individuals and their rights.

Promoting acceptance and inclusion:

Programs should aim to promote social inclusion and acceptance of LBQTI individuals, by engaging family members, community leaders, and other key stakeholders in conversations about diversity, human rights, and the unique experiences and needs of the LBQTI community.

Addressing stigma and discrimination:

Initiatives should focus on reducing stigma and discrimination against LBQTI individuals, both within healthcare settings and more broadly in society. This may involve training healthcare providers on LBQTI-specific health needs and cultural sensitivity, implementing anti-discrimination policies, and raising awareness about the negative consequences of stigma and discrimination.
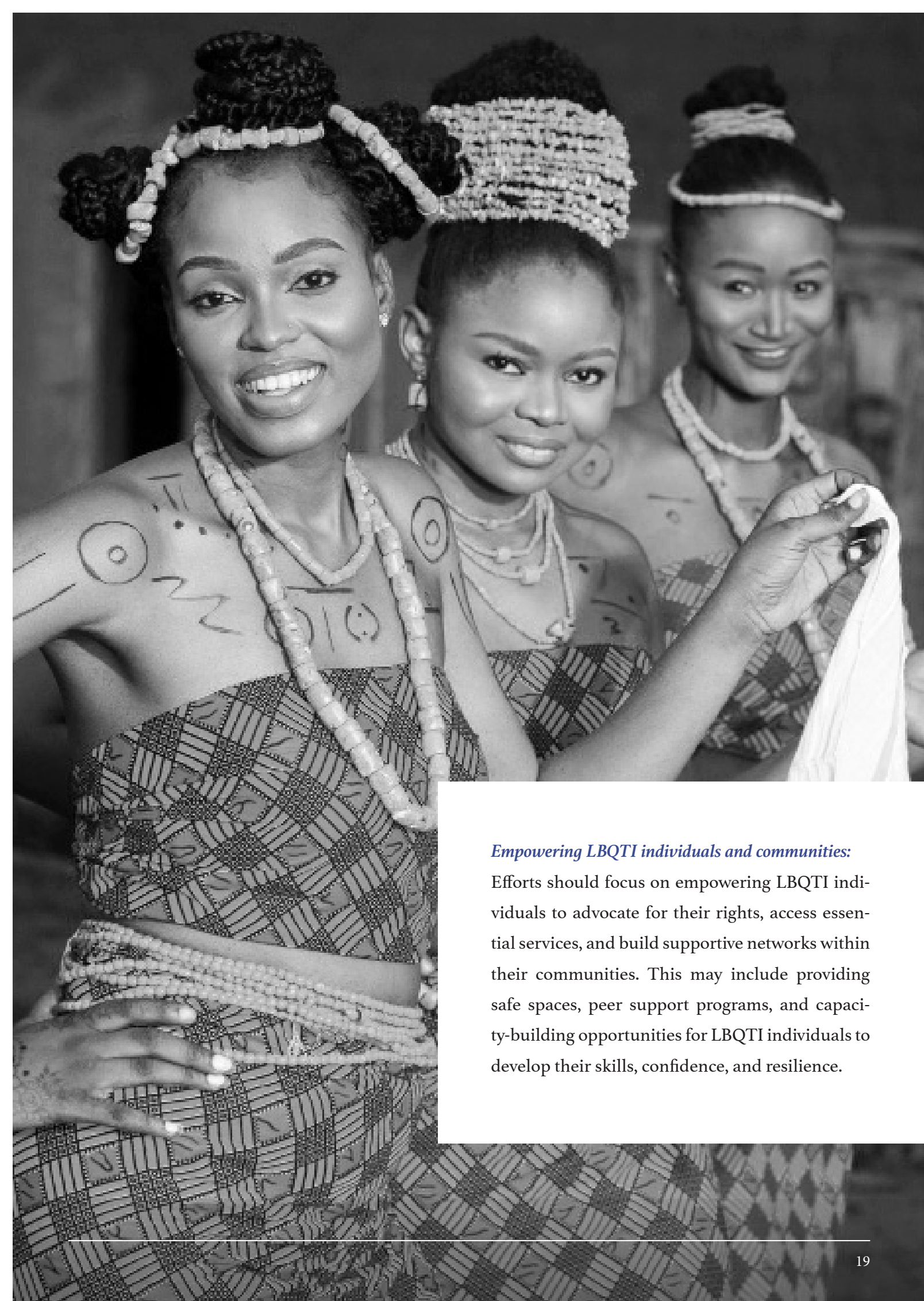
Empowering LBQTI individuals and communities:
Efforts should focus on empowering LBQTI individuals to advocate for their rights, access essential services, and build supportive networks within their communities. This may include providing safe spaces, peer support programs, and capacity-building opportunities for LBQTI individuals to develop their skills, confidence, and resilience.

Health System Barriers

The health system in Nigeria presents several barriers that hinder access to and the quality of LBQTI-specific SRHR programming. Addressing these barriers is essential for ensuring that LBQTI individuals can access appropriate and comprehensive sexual and reproductive health services. Key health system barriers include:

Lack of trained and sensitized healthcare providers:
Many healthcare providers in Nigeria lack the necessary training and knowledge to effectively address the unique sexual and reproductive health needs of LBQTI individuals. This knowledge gap can lead to inadequate care, misdiagnoses, and missed opportunities for prevention and treatment. Moreover, healthcare providers who are not sensitized to the specific needs and experiences of the LBQTI community may inadvertently contribute to stigma, discrimination, and reluctance among LBQTI individuals to seek care.

Inadequate funding for LBQTI-specific services:
Limited funding for LBQTI-specific sexual and reproductive health services presents a significant barrier to the provision and expansion of these services. The lack of targeted funding can result in fewer available services, limited geographic coverage, and insufficient resources to address the complex and diverse health needs of the LBQTI community. Additionally, inadequate funding may limit healthcare providers' capacity to receive training and support in providing LBQTI-specific care.
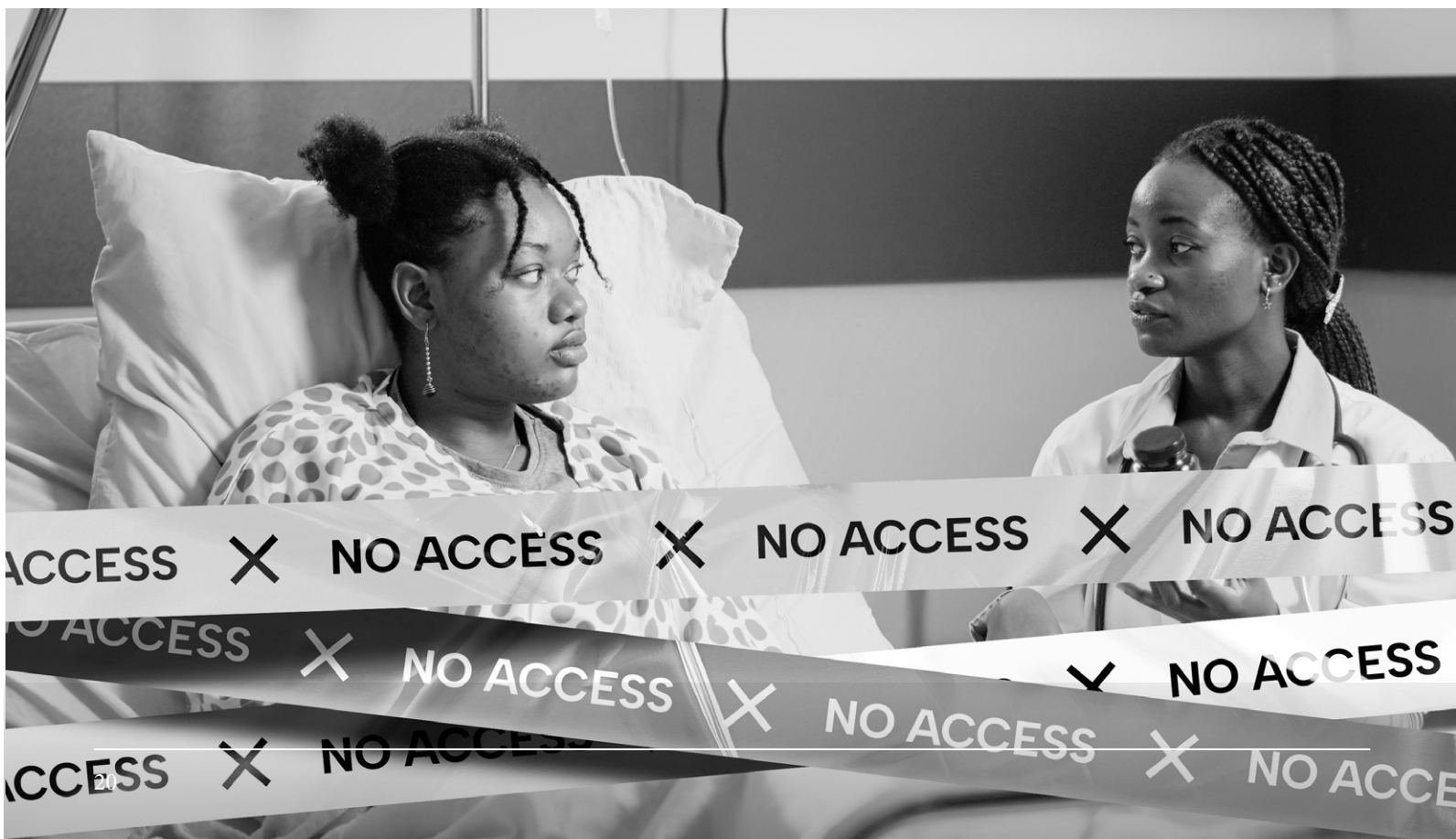
Limited availability of LBQTI-friendly health facilities:

The lack of LBQTI-friendly health facilities in Nigeria is a major barrier to accessing quality SRHR services for LBQTI individuals. These facilities should be welcoming, inclusive, and non-discriminatory environments, where LBQTI individuals feel comfortable seeking care and discussing their health needs openly. The absence of such facilities can discourage LBQTI individuals from seeking care, resulting in unmet health needs and exacerbating existing health disparities.

Discrimination and prejudice within the health system:

Discrimination and prejudice within the health system, both from healthcare providers and other staff, can significantly impede access to SRHR services for LBQTI individuals. Experiences of discrimination can range from overt hostility and refusal of care to more subtle forms of differential treatment or judgment. This discrimination can create a hostile environment that deters LBQTI individuals from seeking care, further limiting their access to essential health services.

To address these health system barriers, the following strategies should be considered:

◆ **Training and sensitization of healthcare providers:**

Implementing comprehensive training programs for healthcare providers to improve their understanding of the unique health needs of the LBQTI community and enhance their cultural sensitivity. This training should also address the importance of providing non-discriminatory, patient-centered care to all individuals, regardless of their sexual orientation or gender identity.

◆ **Advocating for increased funding for LBQTI-specific services:**

Advocacy efforts should focus on securing increased funding and resources for LBQTI-specific sexual and reproductive health services, both from government sources and international donors. This funding should support expanding services, training for healthcare providers, and developing innovative approaches to address the unique health needs of the LBQTI community.

◆ **Establishing LBQTI-friendly health facilities:**

Working with existing health facilities to establish LBQTI-friendly services, or creating new facilities specifically designed to cater to the needs of the LBQTI community. These facilities should provide a welcoming, inclusive,

The Importance of LBQTI-Specific SRHR Programming in Nigeria

The importance of LBQTI-specific Sexual and Reproductive Health and Rights (SRHR) programming in Nigeria cannot be overstated. Addressing the unique health and rights needs of lesbian, bisexual, queer, transgender, and intersex (LBQTI) individuals is essential for several reasons:

Health disparities:
LBQTI individuals often face significant health disparities compared to their cisgender and heterosexual counterparts. These disparities can result from a lack of access to appropriate healthcare services, discrimination, and stigma. LBQTI-specific SRHR programming is crucial to bridge these gaps and ensure that all individuals have equitable access to healthcare services.

Addressing unique health needs:
LBQTI individuals have unique health needs that are often not addressed in mainstream SRHR programs. For example, transgender individuals may require specialized care for gender-affirming treatments and hormone therapy, while queer women might need tailored services for cervical cancer screening and contraceptive counseling. By implementing LBQTI-specific programming, organizations can better cater to these unique needs and ensure the well-being of these individuals.

Reducing stigma and discrimination:
LBQTI individuals in Nigeria often face significant social stigma, discrimination, and violence due to their sexual orientation, gender identity, or sex characteristics. LBQTI-specific SRHR programming can help raise awareness about these issues, promote acceptance and understanding, and create more inclusive and supportive environments for LBQTI individuals.

Legal and human rights:
LBQTI individuals in Nigeria face significant legal barriers and human rights violations, including criminalization of same-sex relationships, lack of legal recognition for transgender and intersex individuals, and discrimination in accessing basic rights, such as education, housing, and employment. By advocating for legal and policy changes that protect and promote the SRHR of LBQTI individuals, organizations can contribute to a more equitable and just society.

Intersectionality:

LBQTI individuals in Nigeria may also experience multiple forms of marginalization based on factors such as race, ethnicity, socio-economic status, and disability. LBQTI-specific SRHR programming that recognizes and addresses these intersecting forms of discrimination can help ensure that all individuals have access to the services and support they need.

Strengthening civil society:

LBQTI-specific SRHR programming can help strengthen civil society and promote the development of a more inclusive and diverse range of voices and perspectives. By supporting LBQTI organizations, activists, and allies, SRHR programming can contribute to a more vibrant and resilient civil society in Nigeria.

Programmatic Activities for LBQTI-Specific SRHR

Capacity Building and Training

Capacity building and training are crucial components of effective LBQTI-specific SRHR programming in Nigeria. By developing the skills, knowledge, and competencies of healthcare providers, LBQTI organizations, activists, allies, and government parastatals, we can ensure that the unique needs of the LBQTI community are met and that a supportive and inclusive environment is fostered. Key aspects of capacity building and training include:

Training healthcare providers on LBQTI-specific SRHR issues and culturally competent care	Developing and implementing training programs for healthcare providers that cover a range of LBQTI-specific SRHR issues, such as HIV/AIDS and STI prevention and treatment, gender-affirming care, mental health, and family planning. These programs should also emphasize the importance of culturally competent care, which includes demonstrating respect for patients' sexual orientation and gender identity, using appropriate language, and maintaining confidentiality. Ongoing training and support should be provided to ensure healthcare providers stay up-to-date with best practices and emerging issues in LBQTI-specific SRHR care.

Capacity building for LBQTI organizations and activists	Offering workshops, seminars, and other learning opportunities for LBQTI organizations and activists on various topics relevant to their work, such as fundraising, grant writing, project management, monitoring and evaluation, advocacy, and community mobilization. These capacity-building initiatives should aim to empower LBQTI organizations and activists to effectively design, implement, and evaluate their programs and campaigns and secure funding and resources to sustain their work.
Collaborating with allies and government parastatals	Engaging with allies and government parastatals, such as national and local health departments, to enhance their understanding of LBQTI-specific SRHR issues and develop inclusive policies and programs. This collaboration could involve joint training sessions, workshops, or seminars on LBQTI-specific SRHR topics and ongoing technical support and guidance to ensure the successful implementation of inclusive initiatives.
Establishing mentorship and peer support networks	Facilitating the development of mentorship and peer support networks among LBQTI organizations, activists, and healthcare providers to share knowledge, experiences, and best practices. These networks can provide valuable opportunities for learning and collaboration, as well as emotional support and encouragement in navigating the challenges and barriers faced by the LBQTI community.

Community Outreach and Mobilization

Community outreach and mobilization are essential components of a comprehensive strategy to address LBQTI-specific SRHR issues in Nigeria. By engaging with local communities and raising awareness of the unique needs and challenges faced by LBQTI individuals, activists and organizations can foster a more inclusive and supportive environment. Key community outreach and mobilization strategies include:

Organizing community events	Hosting workshops, support groups, health fairs, and other community events to increase awareness of LBQTI-specific SRHR issues and available services. These events provide a platform for dialogue, education, and engagement with LBQTI individuals, their families, and the wider community, helping to break down barriers and reduce stigma. Community events can be tailored to address specific needs and concerns, such as workshops on sexual health, support groups for transgender individuals, and health fairs showcasing local LBQTI-friendly healthcare providers.
Developing targeted information, education, and communication materials	Creating and disseminating culturally appropriate and accessible materials for LBQTI individuals, their families, and community members. These materials should cover a range of SRHR topics, including HIV/AIDS and STI prevention, mental health, family planning, gender-affirming care, and information on where to access LBQTI-friendly services. Materials can be developed in various formats, such as brochures, posters, videos, and social media campaigns, to reach diverse audiences and maximize impact.

Engaging community leaders, religious leaders, and influencers	Working with local community leaders, religious leaders, and influencers to promote acceptance and understanding of LBQTI individuals and their SRHR needs. These influential figures can help challenge harmful beliefs and practices and foster a more inclusive environment for LBQTI individuals to access SRHR services and support. Strategies for engaging community leaders may include organizing sensitization workshops, inviting them to participate in community events, and involving them in advocacy efforts.

Service Provision and Referrals

Effective service provision and referrals are vital to ensuring that LBQTI individuals in Nigeria have access to the sexual and reproductive health services they need. By developing and maintaining a network of LBTQI-friendly health facilities and service providers, and implementing targeted programs, activists and organizations can help address the unique SRHR needs of the LBQTI community. Key strategies for service provision and referrals include:

Establishing and maintaining a directory of LBQTI-friendly health facilities and service providers	Developing a comprehensive directory of health facilities and service providers that offer LBQTI-friendly SRHR services, which can be used for referrals and shared with the LBQTI community. This directory should be regularly updated to ensure accurate information is available. It should include information on the types of services provided, locations, hours of operation, and contact information. The directory can be disseminated through community events, workshops, support groups, and online platforms to maximize its reach and accessibility.
Developing partnerships with healthcare providers and organizations	Building strong relationships with healthcare providers and organizations to offer a range of SRHR services tailored to the needs of the LBQTI community. These partnerships can help ensure the availability and accessibility of high-quality, culturally competent care

for LBQTI individuals. Collaborations may involve joint training sessions, capacity-building initiatives, and resource sharing to enhance the delivery of SRHR services. In addition, these partnerships can help promote the integration of LBQTI-specific SRHR services into existing healthcare systems, making them more inclusive and responsive to the needs of the community.

Implementing mental health programs	Developing and implementing programs to address the unique mental health challenges faced by LBQTI individuals, such as counseling, support groups, and peer-led initiatives. These programs should be sensitive to the experiences of stigma, discrimination, and violence that many LBQTI individuals face and aim to promote resilience, well-being, and social support. Counseling services may include individual or group sessions, offered by trained mental health professionals who are knowledgeable about LBQTI-specific issues. Support groups can provide a safe and supportive space for individuals to share their experiences, learn from others, and build connections within the community. Peer-led initiatives, such as mentorship programs or online forums, can offer additional avenues for support and empowerment.

Legal and Policy Advocacy

Legal and policy advocacy is a critical component of promoting and protecting the sexual and reproductive health and rights (SRHR) of LBQTI individuals in Nigeria. By advocating for legal and policy changes, engaging with policymakers and government officials, and collaborating with other organizations and coalitions, activists and organizations can work towards creating a more inclusive and supportive environment for LBQTI individuals to access SRHR services. Key strategies for legal and policy advocacy include:

Advocating for legal and policy changes

Developing a comprehensive directory of health facilities and service providers that offer LBQ-TI-friendly SRHR services, which can be used for referrals and shared with the LBQTI community. This directory should be regularly updated to ensure accurate information is available. It should include information on the types of services provided, locations, hours of operation, and contact information. The directory can be disseminated through community events, workshops, support groups, and online platforms to maximize its reach and accessibility.

Engaging with policymakers and government

Building relationships with policymakers and government officials to raise awareness of LBQ-TI-specific SRHR issues and advocate for developing and implementing inclusive policies and programs. This engagement may involve conducting sensitization workshops, organizing roundtable discussions, and participating in public consultations to ensure that the voices and experiences of LBQTI individuals are heard and considered in policy development. It may also include ongoing monitoring and evaluation of policies and programs to ensure they are effective and responsive to the needs of the LBQTI community.

Collaborating with other organizations and coalitions officials

Partnering with other organizations, networks, and coalitions to amplify advocacy efforts, increase the visibility of LBQTI-specific SRHR issues, and build a stronger, more unified voice for change. This collaboration can involve sharing resources, knowledge, and expertise, as well as coordinating joint campaigns, events, and initiatives to maximize impact.

By working together, activists and organizations can create a powerful advocacy movement that drives meaningful change in the legal and policy landscape for LBQTI individuals in Nigeria.

Communication and Advocacy Strategies

To support LBQTI-specific SRHR programming in Nigeria, it is essential to develop a comprehensive advocacy and communication strategy that takes into account the unique challenges and barriers faced by this population. This section provides guidance on developing such a strategy using the SMART approach.

Developing a Communication Strategy

A well-designed communication strategy is essential for organizations working on LBQTI-specific SRHR programming in Nigeria, as it helps to effectively convey key messages, engage target audiences, and ultimately achieve the organization's mission and goals. Developing a communication strategy involves several key steps, including identifying key messages and objectives, determining target audiences, and selecting appropriate communication channels.

Identifying key messages and communication objectives:
Begin by defining the key messages and communication objectives that align with your organization's mission and goals. These messages should be clear, concise, and compelling, and should communicate the unique value and impact of your organization's work. Communication objectives can include raising awareness of LBQTI-specific SRHR issues, promoting your organization's

programs and services, or advocating for policy changes. These objectives should be SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) to ensure they are focused and actionable.

Determining target audiences:

Next, identify the target audiences for your communication efforts. These audiences may include policymakers, healthcare providers, community members, donors, or other stakeholders who have a role to play in advancing LBQTI-specific SRHR in Nigeria. Consider each target audience's specific interests, concerns, and potential influence, and tailor your messages accordingly. This may involve using different languages, tones, or examples to make your messages more relevant and persuasive for each audience segment.

Selecting appropriate communication channels:

Once you have identified your key messages and target audiences, choose the most effective communication channels to reach them. This may include traditional media, such as newspapers, radio, and television, as well as digital platforms, such as social media, websites, and email newsletters. Community events, such as workshops, conferences, and health fairs, can also provide valuable opportunities to engage with target audiences in person. Consider your target audiences' preferences, habits, and access to information when selecting communication channels, and use a mix of channels to maximize your reach and impact.

Monitoring and evaluating the communication strategy:

Regularly monitor and evaluate the effectiveness of your communication efforts to ensure they are achieving your objectives and reaching your target audiences. This can involve tracking key performance indicators, such as website traffic, social media engagement, and media coverage, as well as gathering feedback from target audiences through surveys or focus groups. Use this information to refine your communication strategy, messages, and channels as needed, and to continually improve your organization's communication efforts.

Framing Messages For Different Audiences

To support LBQTI-specific SRHR programming in Nigeria, it is essential to develop a comprehensive advocacy and communication strategy that takes into account the unique challenges and barriers faced by this population. This section provides guidance on developing such a strategy using the SMART approach.

Use data and research findings:
Support your messages with data and research findings to provide a strong evidence base for the need for LBQTI-specific SRHR programming. This can involve citing statistics on the prevalence of STIs, the rates of access to services, and the barriers faced by LBQTI individuals in accessing care. By presenting this evidence, you can demonstrate the urgency and importance of your organization's work to audiences such as policymakers, healthcare providers, and donors.

Highlight the positive impact:
Emphasize the positive impact of inclusive SRHR programs on public health, social cohesion, and economic development. For example, you can highlight how improving access to SRHR services for LBQTI individuals can lead to better health outcomes, reduced healthcare costs, and increased productivity. This framing can appeal to a wide range of audiences, including government officials, community leaders, and the general public, by demonstrating the broader benefits of LBQTI-specific SRHR programming.

Share personal stories and testimonials:
Use personal stories and testimonials to humanize LBQTI-specific SRHR issues and build empathy among target audiences. By sharing the experiences and challenges faced by real people, you can create a more emotional connection with your audience and help them understand the impact of your organization's work on individual lives. This approach can be particularly effective when engaging with audiences who may not have direct experience with LBQTI-specific SRHR issues, such as community members, religious leaders, and influencers.

Address misconceptions and stereotypes:
Address common misconceptions and stereotypes about LBQTI individuals and their SRHR needs to challenge harmful beliefs and promote a more accurate understanding of the issues. This can involve debunking myths about the causes of sexual orientation or gender identity, explaining the diverse range of SRHR needs within the LBQTI community, and highlighting the importance of culturally competent care. This framing can be especially useful when engaging with audiences who may hold conservative views or be resistant to LBQTI-specific SRHR programming.

Collaborate with trusted messengers:

Partner with trusted messengers, such as community leaders, religious leaders, or influential individuals, to communicate your messages to their respective networks. These messengers can lend credibility to your messages and help to bridge any gaps in understanding or trust that may exist between your organization and your target audience.

Engaging With The Media

Engaging with the media is an important aspect of promoting LBQTI-specific SRHR programming in Nigeria. By establishing relationships with journalists and media outlets, organizations can effectively communicate their key messages, raise awareness of the issues, and influence public opinion and policy. Here are some strategies for engaging with the media:

Establish relationships with journalists and media outlets:

Begin by identifying journalists and media outlets that cover health and social issues, including those with a specific interest in LBQTI-specific SRHR topics. Reach out to these journalists and outlets to introduce your organization and its work, and offer to provide information, resources, and expert commentary on relevant issues. By building relationships with key media contacts, you can increase the likelihood of receiving coverage and amplifying your organization's messages.

Prepare press releases and media kits:

Develop press releases and media kits to share information about your organization's activities, achievements, and upcoming events. Press releases should be concise, well-written, and newsworthy, and should include essential details such as the who, what, when, where, and why of the story. Media kits can contain additional background information on your organization, its mission and goals, and the broader context of LBQTI-specific SRHR issues in Nigeria. These materials can be shared with your media contacts to generate interest in your organization's work and secure coverage.

Offer expert commentary and analysis:

Position your organization as a trusted source of information on LBQTI-specific SRHR issues by offering expert commentary and analysis to journalists and media outlets. This can involve providing quotes, interviews, or opinion pieces on relevant topics and responding to requests for comment on breaking news or emerging trends. By demonstrating your organization's expertise and credibility, you can increase the chances of being cited in media coverage and help shape public discourse on LBQTI-specific SRHR issues.

Monitor media coverage:

Keep track of media coverage related to LBQTI-specific SRHR issues and your organization's work by setting up news alerts and monitoring relevant hashtags on social media. Use this information to identify opportunities for engagement, such as responding to inaccuracies, offering additional context, or providing expert commentary on current events. Monitoring media coverage can also help you evaluate the effectiveness of your media engagement efforts and refine your strategies as needed.

Leverage social media:

Utilize social media platforms, such as Twitter, Facebook, and Instagram, to engage with journalists, media outlets, and influencers who cover LBQTI-specific SRHR issues. Share your organization's content, resources, and perspectives, and participate in relevant online conversations to build your organization's visibility and credibility. Social media can also be used to amplify your media coverage by sharing links to articles, interviews, and other features that mention your organization or its work.

Utilizing Social Media Platforms

Social media platforms can play a crucial role in raising awareness of LBQTI-specific SRHR issues and engaging target audiences in Nigeria. By developing a social media strategy, organizations can increase their online presence, share engaging content, and foster dialogue with their followers. Here are some steps to effectively utilize social media platforms:

Develop a social media strategy:

Start by creating a social media strategy that outlines your organization's goals, target audiences, key messages, and preferred platforms. Consider the unique features and user demographics of each platform, such as Facebook, Twitter, Instagram, and LinkedIn, and select those that are most relevant to your target audiences and communication objectives. Establish a content calendar to plan and schedule your social media posts, ensuring a consistent and cohesive online presence.

Share engaging and relevant content:

Curate and create content that is engaging, relevant, and informative to raise awareness of LBQTI-specific SRHR issues and promote your organization's work. This can include blog posts, articles, infographics, videos, and photos that showcase your organization's activities, achievements, and perspectives. Use storytelling techniques, such as personal narratives and testimonials, to humanize the issues and evoke an emotional response from your followers.

Use hashtags and keywords:

Utilize relevant hashtags and keywords to increase the visibility of your content and reach a broader audience. By including popular and trending hashtags related to LBQTI-specific SRHR issues, your posts will be more easily discoverable by users who are interested in these topics. Additionally, incorporate keywords in your captions and descriptions to optimize your content for search engine results.

Monitor social media conversations:

Keep track of social media conversations related to LBQTI-specific SRHR issues and your organization's work by setting up alerts, monitoring relevant hashtags, and using social listening tools. This will allow you to identify trending topics, join relevant discussions, and respond to comments and messages from your followers. Engaging with your audience in this way fosters dialogue, builds relationships, and helps establish your organization as a trusted and approachable source of information.

Measure and analyze your impact:

Regularly assess the effectiveness of your social media efforts by tracking key performance indicators, such as engagement, reach, and follower growth. Analyze this data to identify patterns and trends, and use these insights to refine your social media strategy and improve your content. This will help ensure that your organization's social media presence remains relevant, engaging, and impactful.

Collaborate with influencers and partners:

Partner with influencers, community leaders, and other organizations working on LBQTI-specific SRHR issues to amplify your messages and extend your reach. By collaborating on joint campaigns, sharing each other's content, and engaging in online conversations together, you can increase the visibility of your organization and its work and foster a sense of community and solidarity around
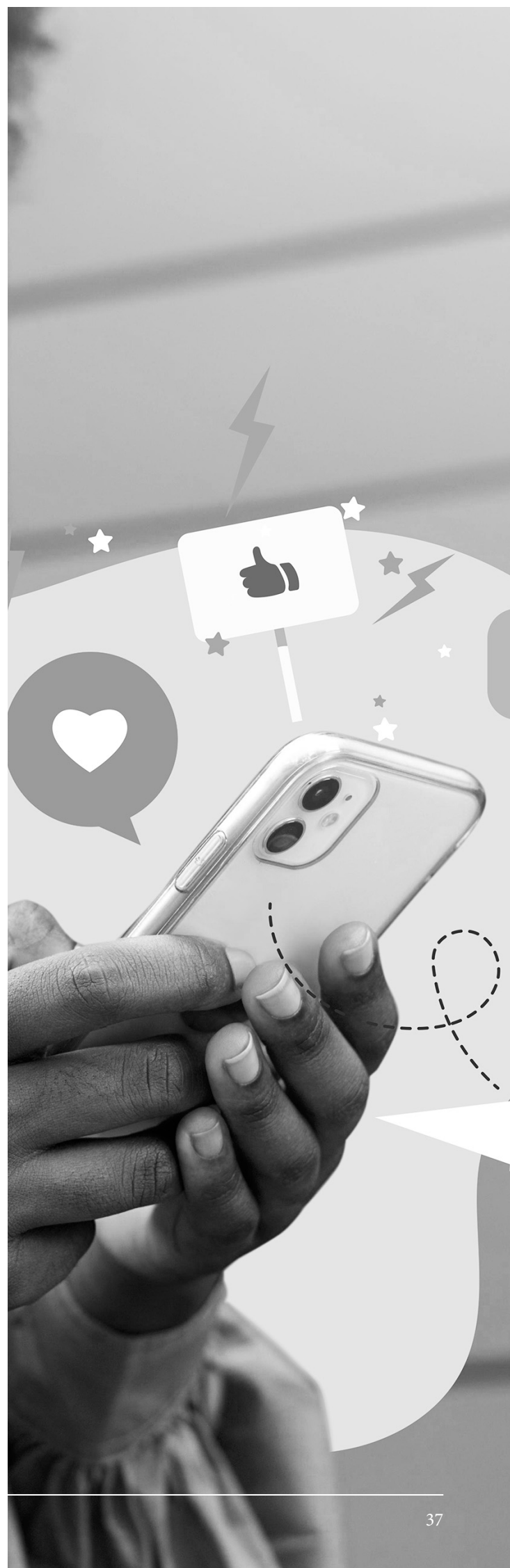
Building Alliances and Coalitions

Building alliances and coalitions is essential for organizations working on LBQTI-specific SRHR programming in Nigeria. By collaborating with other stakeholders, organizations can strengthen their advocacy efforts, share resources and expertise, and amplify their impact. Here are some strategies for building alliances and coalitions:

Collaborate with other LBQTI organizations, allies, and government parastatals:
Identify and reach out to other organizations and entities working on LBQTI-specific SRHR issues, gender equality, human rights, and related areas. Establish partnerships and collaborations to share resources, expertise, and best practices, and to jointly advocate for policy changes and increased support for LBQTI-specific SRHR programming. Collaboration with government parastatals can help promote inclusive policies and programs that address the unique needs of the LBQTI community.

Participate in networks and coalitions focused on SRHR, gender equality, and human rights:
Join and actively participate in networks and coalitions that align with your organization's mission and goals. These networks can provide valuable opportunities for capacity building, resource sharing, and joint advocacy efforts. By participating in these groups, your organization can amplify its voice and impact, while also learning from and

contributing to the broader movement for SRHR, gender equality, and human rights.

Engage with international organizations and donors:
Connect with international organizations, such as UN agencies, global NGOs, and donor organizations, to leverage resources and support for LBQTI-specific SRHR programming in Nigeria. International organizations can provide funding, technical assistance, and access to global networks and partnerships. By engaging with these entities, your organization can gain valuable resources and support, while also contributing to global efforts to promote LBQTI-specific SRHR.

Foster open communication and trust:
Encourage open communication, trust, and transparency within your alliances and coalitions. Regularly share updates on your organization's activities and progress, and invite feedback and input from your partners. By fostering a collaborative and supportive environment, your organization can strengthen its relationships with partners and maximize the impact of your collective efforts.

Organize joint events and campaigns:
Collaborate with your partners to organize joint events, campaigns, and initiatives that promote LBQTI-specific SRHR programming and raise awareness of the issues. By pooling resources and expertise, your organization can increase the visibility and impact of these events and campaigns, while also demonstrating the power of collective action.

Build capacity and share expertise:
Offer capacity-building opportunities and share your organization's expertise with your partners to strengthen their ability to address LBQTI-specific SRHR issues effectively. This could include training workshops, webinars, or mentorship programs that focus on topics such as advocacy, fundraising, and program development. By building the capacity of your partners, your organization can contribute to the overall effectiveness and impact of the broader movement for LBQTI-specific SRHR.

Proposal Writing Guide

Identifying Funding Opportunities

Securing funding is crucial for organizations working on LBQTI-specific SRHR programming in Nigeria. By identifying appropriate funding opportunities, organizations can access the resources needed to implement their programs, expand their reach, and achieve their goals. Here are some strategies for identifying funding opportunities:

Research potential funding sources

Conduct thorough research to identify potential funding sources that align with your organization's mission and goals. These sources may include international organizations, government agencies, private foundations, and corporate social responsibility programs. Make a comprehensive list of potential funders and gather information about their funding priorities, application processes, and deadlines to better understand their requirements and eligibility criteria.

Subscribe to newsletters and funding alerts

Stay informed about upcoming grant opportunities and deadlines by subscribing to newsletters and funding alerts from funding organizations, networks, and platforms. This will help ensure you are aware of new funding opportunities as they arise and can plan your application submissions accordingly.

Network with other organizations

Connect with other organizations working on LBQTI-specific SRHR issues or related areas to learn about their funding sources and strategies. By sharing experiences and insights, your organization can benefit from the knowledge and expertise of others in the field. Networking can also lead to potential collaborations or partnerships, which may open up additional funding opportunities.

Attend conferences and work-

Participate in conferences, workshops, and training events related to LBQTI-specific SRHR programming, fundraising, and grant writing. These events provide valuable opportunities to learn about new funding sources, best practices in proposal writing, and successful strategies for securing funding. They also offer a chance to network with other organizations and potential funders, which can lead to future funding opportunities.

Develop a funding database

Create a centralized database to track and manage information about potential funding sources, application deadlines, and the status of submitted proposals. This will help your organization stay organized, prioritize funding opportunities, and ensure that you don't miss important deadlines.

Diversify your funding sources

Seek funding from a variety of sources, including international organizations, local government agencies, private foundations, and individual donors. By diversifying your funding sources, your organization can reduce its reliance on any single funder, increase its financial stability, and be better prepared to adapt to changes in the funding landscape.

Build relationships with funders

Cultivate relationships with potential and existing funders by maintaining open communication, providing regular updates on your organization's activities and progress, and demonstrating your organization's impact and value. By building strong relationships with funders, your organization can increase its chances of securing funding and sustaining long-term support.

Writing a Strong and Compelling Proposal

A well-written proposal is essential for securing funding and support for LBQTI-specific SRHR programming. By presenting a clear and persuasive case for your project, you can increase your chances of winning grants and other forms of financial assistance. Here are some strategies for writing a strong and compelling proposal:

Clearly articulate your organization's mission, objectives, and target population:
Start by providing a concise and compelling overview of your organization's mission, objectives, and target population. This will help funders understand the context and purpose of your work and its relevance to LBQTI-specific SRHR issues in Nigeria.

Use data and evidence to demonstrate the need and potential impact:
Include relevant data and research findings to support your proposal and demonstrate the need for your project. Present evidence of the prevalence and impact of SRHR issues on the LBQTI community in Nigeria, and explain how your proposed activities will address these issues and contribute to positive outcomes.

Present a detailed work plan, budget, and timeline:
Develop a comprehensive work plan that outlines the specific activities, tasks, and milestones of your project. Include a detailed budget that itemizes all project expenses, such as personnel, equipment, and travel costs, and provide a clear and realistic timeline for project implementation. Ensure that your work plan, budget, and timeline align with the funder's requirements and expectations.

Demonstrate your organization's capacity and expertise:

Highlight your organization's experience and expertise in LBQTI-specific SRHR programming and show how your team's skills and knowledge will contribute to the project's success. Provide information about past projects, partnerships, and achievements to demonstrate your organization's track record and credibility.

Emphasize sustainability and scalability:

Explain how your project will have a lasting impact and how its results can be sustained beyond the funding period. Describe potential strategies for scaling up your project and extending its reach to other communities or regions, if applicable.

Address potential challenges and risks:

Acknowledge any potential challenges, risks, or obstacles that your project may encounter and explain how your organization plans to address and mitigate them. This demonstrates your organization's proactive approach and preparedness to tackle any unforeseen issues.

Include clear and measurable indicators of success:

Define specific, measurable, achievable, relevant, and time-bound (SMART) indicators to track your project's progress and evaluate its success. This will help funders understand how you plan to measure the impact of your project and demonstrate accountability for the results.

Follow the funder's guidelines and requirements:

Carefully review the funder's guidelines and requirements for proposal submissions and ensure that your proposal adheres to these specifications. This may include formatting, word or page limits, and any additional supporting documents or attachments that must be submitted with the proposal.

Aligning Proposals with Donor Requirements

To increase the likelihood of securing funding, it is crucial to align your proposal with the specific requirements and priorities of the donor. By demonstrating that your project is a good fit for their interests and criteria, you can create a strong impression and improve your chances of winning their support. Here are some strategies for aligning your proposal with donor requirements:

Review the funder's guidelines and priorities carefully:

Before you start writing your proposal, carefully review the funder's guidelines, priorities, and criteria for funding. This will help you understand their expectations and ensure that your project aligns with their interests. Make note of any specific themes, issues, or populations that the funder is particularly focused on, and try to incorporate these into your proposal.

Address the funder's specific interests and criteria:

As you develop your project's objectives, activities, and outcomes, ensure that they directly address the funder's specific interests and criteria. For example, if the funder prioritizes projects that focus on gender equality or community engagement, ensure that your proposal demonstrates how your project will address these issues.

Use clear and concise language:

When writing your proposal, use clear and concise language that is easily understandable by the funder. Avoid jargon and technical terms that may be unfamiliar to the reader. Instead, focus on presenting your ideas in a straightforward and accessible manner.

Highlight the impact and relevance of your project:

Emphasize the impact and relevance of your project to the funder's priorities and interests. Explain how your project will contribute to the achievement of the funder's goals and objectives, and highlight any unique or innovative aspects of your approach that distinguish it from other projects.

Provide accurate and complete contact information:

Ensure that you provide accurate and complete contact information for your organization, including your address, phone number, and email address. This will make it easy for the funder to get in touch with you if they have any questions or require additional information.

Include any required supporting documents:

Ensure that you provide accurate and complete contact information for your organization, including your address, phone number, and email address. This will make it easy for the funder to get in touch with you if they have any questions or require additional information.

Follow the funder's formatting and submission requirements:

Pay close attention to the funder's formatting and submission requirements, such as word or page limits, font size, and spacing. Adhering to these guidelines demonstrates your attention to detail and professionalism, which can create a positive impression on the funder.

Budgeting and Financial Management

Effective budgeting and financial management are essential components of any successful project, particularly when working with external funders. By carefully planning your financial resources and implementing systems to manage expenses and revenue, you can ensure the sustainability and impact of your LBQTI-specific SRHR programming. Here are some key aspects of budgeting and financial management to consider:

Develop a detailed budget:

Begin by developing a detailed budget that includes all projected expenses and revenue sources. This should cover costs related to personnel, materials, equipment, travel, and other project-related expenses, as well as contingencies for unexpected costs. Be as realistic and accurate as possible in estimating your expenses and revenue to avoid financial shortfalls or overspending.

Align the budget with funder's financial guidelines and restrictions:

When developing your budget, ensure that it aligns with the financial guidelines and restrictions of the funder, such as limits on overhead costs or specific funding categories. This will help ensure that your project complies with the funder's requirements and demonstrate your ability to manage resources effectively.

Implement financial management systems and controls:

Establish financial management systems and controls to track expenses, manage cash flow, and ensure accountability to donors and stakeholders. This may include using accounting software, implementing internal controls to prevent fraud or misuse of funds, and conducting regular financial audits or reviews.

Monitor and update the budget regularly:

Regularly monitor your project's financial performance and update the budget as needed to reflect changes in expenses or revenue. This will help you identify any potential financial issues early and make adjustments as necessary to stay on track and achieve your project objectives.

Report financial information to donors and stakeholders:

Provide regular financial reports to donors and stakeholders, detailing your project's expenses, revenue, and progress towards its objectives. This demonstrates transparency and accountability, which can help build trust and confidence in your organization and its work.

Develop financial management skills and capacity within your organization:

Invest in building the financial management skills and capacity of your staff, particularly those responsible for managing budgets and financial resources. This may include providing training, mentoring, or other professional development opportunities to enhance their financial management capabilities.

Plan for sustainability:

Consider strategies to ensure the financial sustainability of your LBQTI-specific SRHR programming beyond the initial funding period. This may include diversifying your funding sources, developing income-generating activities, or building partnerships with other organizations or stakeholders to share resources and expertise.

Tools and Campaigns for Organizing Work

Reporting and Accountability

Effective reporting and accountability are critical components of successful LBQTI-specific SRHR programming. By regularly monitoring and communicating your organization's progress, challenges, and achievements, you can build trust with funders, beneficiaries, and other stakeholders, and ensure that your programming remains responsive and impactful. Here are some key aspects of reporting and accountability to consider:

Establish a reporting schedule and format::
Work with your funder to establish a reporting schedule and format that aligns with their requirements and expectations. This may include submitting periodic progress reports, financial statements, or other documentation that demonstrates your organization's progress towards its objectives and outcomes.

Monitor progress towards objectives and outcomes:
Implement monitoring and evaluation systems to track your organization's progress towards its objectives and outcomes. This should include both quantitative indicators, such as the number of beneficiaries served or services provided, and qualitative information, such as the experiences and feedback of beneficiaries and stakeholders.

Regularly update the funder on achievements and challenges:
Maintain open lines of communication with your funder, and provide regular updates on your organization's achievements and challenges. This can help foster a collaborative relationship and enable your funder to provide guidance, support, or additional resources as needed.

Foster a culture of transparency and accountability:
Encourage transparency and accountability within your organization by sharing financial and programmatic information with staff, beneficiaries, and other stakeholders. This may include holding regular staff meetings, publishing annual reports or financial statements, or engaging in participatory decision-making processes that involve beneficiaries and stakeholders in planning and evaluating your programming.

Learn from successes and failures:
Use the information gathered through your monitoring and evaluation efforts to identify successes and failures, and adapt your programming accordingly. This may involve scaling up successful interventions, addressing identified challenges, or refining your organization's strategies and objectives to better meet the needs of LBQTI individuals in Nigeria.

Share best practices and lessons learned:
Collaborate with other organizations, networks, and coalitions to share best practices and lessons learned from your LBQTI-specific SRHR programming. This can help to inform and improve the work of others in the field and contribute to the broader knowledge base on effective LBQTI-specific SRHR interventions.

Prepare for external evaluations or audits:
Depending on the requirements of your funder or your organization's internal policies, you may need to participate in external evaluations or audits.

Ensure that your organization maintains accurate and up-to-date records, and be prepared to provide access to relevant documentation, staff, and beneficiaries as needed.

Digital Security and Data Protection

In an increasingly connected world, digital security and data protection are essential components of any organization, particularly those working with sensitive information and vulnerable populations. For LBQTI-specific SRHR programming in Nigeria, ensuring the security of digital communications and personal data is critical to protecting the privacy, safety, and well-being of beneficiaries, staff, and volunteers. Here are some key aspects of digital security and data protection to consider:

Implement digital security measures:

Utilize encryption tools and secure file storage solutions to protect sensitive information and communications. This may include using encrypted email services, secure messaging apps, and virtual private networks (VPNs) to safeguard online communications, as well as storing sensitive files on encrypted drives or cloud storage platforms.

Train staff and volunteers on digital security best practices:

Provide training and resources to staff and volunteers on digital security best practices, such as creating strong passwords, recognizing and avoiding phishing scams, and securing personal devices and accounts. Regularly update staff and volunteers on emerging threats and new security tools and techniques.

Develop policies and procedures for data protection:

Create clear and comprehensive data protection policies and procedures that outline how your organization collects, stores, and shares personal and sensitive information. These guidelines should address issues such as data minimization, data retention, data sharing with third parties, and procedures for obtaining informed consent from beneficiaries.

Conduct regular risk assessments:

Regularly assess the digital security risks facing your organization and identify potential

vulnerabilities or threats. Use these assessments to inform the development and implementation of appropriate security measures and to update your organization's digital security policies and practices as needed.

Establish incident response protocols:

Develop and implement protocols for responding to digital security incidents, such as data breaches or cyberattacks. These protocols should include steps for identifying, containing, and mitigating the impact of incidents, as well as procedures for reporting incidents to relevant authorities and communicating with affected parties.

Encourage a culture of security awareness:

Foster a culture of security awareness within your organization by promoting open dialogue and information-sharing about digital security issues. Encourage staff and volunteers to report any security concerns or incidents and to actively participate in the development and implementation of digital security measures.

Collaborate with other organizations and experts:

Work with other organizations, networks, and experts in the field of digital security to share resources, best practices, and lessons learned. By collaborating with others, you can leverage collective expertise and resources to improve your organization's digital security and data protection efforts.

Resource Mobilization

Resource mobilization is the process of securing the financial, human, and material resources necessary to achieve an organization's goals and objectives. In the context of LBQTI-specific SRHR programming in Nigeria, resource mobilization is crucial for ensuring the sustainability and effectiveness of your organization's activities. Here are some key aspects of resource mobilization to consider:

Develop a resource mobilization strategy:
Create a comprehensive strategy that outlines your organization's funding needs and identifies potential sources of support. This strategy should include diverse funding sources, such as grants from international organizations and government agencies, donations from individuals and businesses, and income-generating activities, such as social enterprises or fundraising events.

Create compelling fundraising materials:
Develop a range of fundraising materials, such as brochures, videos, and presentations, that effectively communicate your organization's mission, goals, and impact. These materials should be tailored to different audiences, such as institutional donors, individual supporters, and local businesses, to ensure that they resonate with their interests and priorities.

Engage with local businesses, community groups, and individuals:
Build a network of supporters within your community by engaging with local businesses, community groups, and individuals. This may involve presenting at community meetings, participating in local events, or partnering with businesses on joint initiatives. By building strong relationships with local stakeholders, you can generate in-kind resources, such as volunteer time, donated materials, or discounted services, which can complement your organization's financial resources.
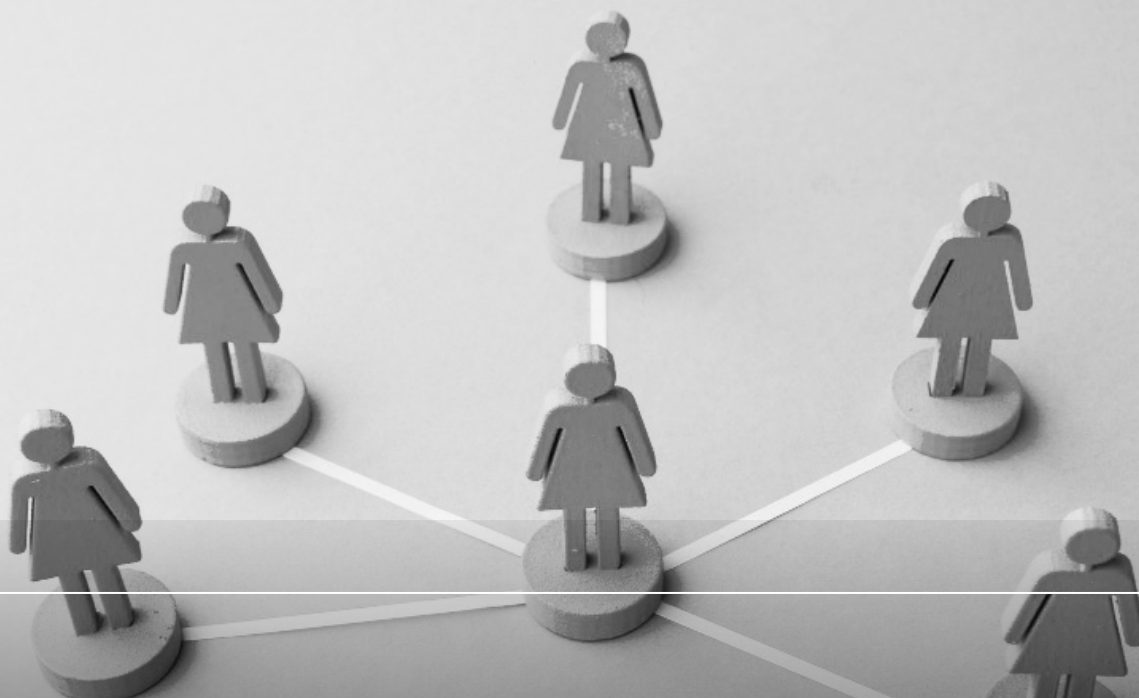
Develop a donor stewardship plan:

Create a plan for maintaining and strengthening relationships with existing donors and supporters. This may involve regular communication through newsletters, updates, and personal contacts, as well as acknowledging and celebrating donor contributions through public recognition or special events. By nurturing these relationships, you can increase the likelihood of ongoing support and encourage donors to become advocates for your organization.

Monitor and evaluate your resource mobilization efforts:

Regularly assess the effectiveness of your resource mobilization activities and use this information to inform your strategy and approach. This may involve tracking fundraising metrics, such as the number of new donors, the average donation size, and the conversion rate of fundraising appeals, as well as collecting feedback from donors and supporters on their experience and satisfaction.

Implement effective financial management systems:

Ensure that your organization has robust financial management systems in place to track income and expenditure, manage cash flow, and demonstrate accountability to donors and stakeholders. This may involve investing in accounting software, developing financial policies and procedures, and training staff and volunteers in financial management.

Collaborate with other organizations and networks:

Join forces with other LBQTI organizations, allies, and networks to share resources, expertise, and fundraising opportunities. This may involve participating in joint fundraising campaigns, collaborating on grant applications, or sharing information about funding opportunities and best practices.

Event Planning and Execution

Organizing events can be an effective way to raise awareness of LBQTI-specific SRHR issues, generate support for your organization's activities, and engage with your target audience. Successful event planning and execution involve several key steps:

Define event objectives:
Begin by clearly outlining the objectives of your event, such as raising awareness, generating funds, building partnerships, or providing education and training. This will help guide your planning process and ensure that your event aligns with your organization's overall goals and mission.

Develop a budget and timeline:
Create a detailed budget that includes all anticipated expenses, such as venue rental, catering, marketing, and speaker fees, as well as any potential revenue sources, such as ticket sales or sponsorships. Additionally, establish a timeline that includes important milestones and deadlines, such as securing a venue, sending invitations, and finalizing your event program.

Choose an appropriate event format:
Depending on your objectives and target audience, select an event format that best meets your needs. This may include workshops, conferences, panel discussions, fundraisers, or community gatherings. Consider factors such as accessibility, inclusivity, and cultural appropriateness when making your decision.

Identify and secure speakers or facilitators:
If your event involves presentations or discussions, identify and invite speakers or facilitators who have expertise in LBQTI-specific SRHR issues and can effectively engage your target audience. Ensure that they are aware of your event objectives and can tailor their content accordingly.

Collaborate with partners, sponsors, and volunteers:
Engage with other organizations, businesses, and individuals who can support your event through sponsorships, in-kind donations, or volunteer time. This can help reduce costs, increase your event's visibility, and create a sense of shared ownership and commitment among stakeholders.

Market and promote your event:
Develop a marketing and promotion plan that uses a mix of traditional and digital channels, such as press releases, social media, email marketing, and community outreach, to reach your target audience and generate interest in your event. Be sure to highlight the benefits of attending, such as the opportunity to learn about LBQTI-specific SRHR issues, network with like-minded individuals, or support a worthy cause.

Plan event logistics:

Coordinate the logistical aspects of your event, such as venue setup, audiovisual equipment, registration, and catering, to ensure a smooth and professional experience for attendees. Consider accessibility needs, such as sign language interpreters, wheelchair access, or gender-neutral restrooms, to create an inclusive and welcoming environment.

Monitor and evaluate your event:

Collect feedback from attendees, speakers, and partners to assess the success of your event and identify areas for improvement. This may involve distributing post-event surveys, conducting interviews, or analyzing social media engagement. Use this information to inform future event planning and enhance the effectiveness of your organization's activities.

Developing and Implementing Campaigns

Campaigns can play a crucial role in raising awareness, changing attitudes, and influencing policies related to LBQTI-specific SRHR issues. To develop and implement effective campaigns, consider the following steps:

Define campaign objectives:
Begin by identifying the specific objectives of your campaign, such as raising awareness, changing public opinion, or influencing policy decisions. Clearly defined objectives will help guide your campaign strategy and ensure alignment with your organization's mission and goals.

Identify target audiences:
Determine the key audiences you need to engage to achieve your campaign objectives. This may include policymakers, healthcare providers, community members, or LBQTI individuals themselves. Understanding your target audience will help you tailor your messages and materials to their specific interests and concerns.

Develop campaign messages and materials:
Based on your objectives and target audiences, create compelling messages and materials that effectively communicate the importance of LBQTI-specific SRHR issues. This may involve developing fact sheets, infographics, posters, or video content. Ensure that your materials are culturally sensitive, visually appealing, and easy to understand.

Select communication channels:
Identify the most appropriate communication channels for reaching your target audiences. This may include traditional media outlets, such as newspapers, radio, and television, as well as digital channels, such as social media platforms, email marketing, and websites. Consider the accessibility and reach of each channel to ensure maximum impact and engagement.

Develop a campaign timeline and budget:
Create a detailed timeline that outlines the various stages of your campaign, including planning, development, implementation, and evaluation. Additionally, develop a budget that includes all projected expenses, such as marketing, materials production, and event costs, as well as any potential revenue sources, such as sponsorships or donations.

Engage partners and supporters:
Collaborate with other organizations, allies, and community groups to strengthen your campaign's reach and impact. This may involve forming coalitions, sharing resources, or co-hosting events. Engaging partners can also help build credibility and enhance the legitimacy of your campaign.

Implement the campaign:

Execute your campaign according to your timeline and budget, ensuring that all materials are disseminated effectively and that events are well-organized and attended. Monitor your campaign's progress regularly and make adjustments as needed to maximize its impact.

Evaluate campaign success:

Assess the success of your campaign by measuring its impact on your target audience and its contribution to your overall objectives. This may involve tracking media coverage, social media engagement, policy changes, or shifts in public opinion. Use this information to inform future campaign planning and enhance the effectiveness of your organization's activities.

Monitoring, Evaluation and Learning

Monitoring and Evaluation

Monitoring and evaluation (M&E) are essential components of any successful program or intervention, as they help organizations measure progress, assess impact, and adapt strategies to maximize effectiveness. To implement robust M&E processes, consider the following steps:

Develop an M&E framework

Begin by designing a comprehensive M&E framework that outlines the key indicators, targets, and data collection methods needed to track progress and measure the impact of your programs. The framework should be closely aligned with your organization's goals and objectives, and should clearly define the short-term, intermediate, and long-term outcomes you aim to achieve.

Identify appropriate M&E tools

Select the most appropriate M&E tools for collecting data on your program's implementation and outcomes. These tools may include surveys, interviews, focus groups, or observational studies, and should be tailored to the specific needs and context of your program. When selecting M&E tools, consider factors such as the target population, cultural context, and available resources.

Train staff and volunteers in M&E techniques

Provide training and support for staff and volunteers responsible for implementing M&E activities. This may involve teaching them how to design and administer surveys, conduct interviews, or facilitate focus groups. Ensure that staff and volunteers are familiar with your organization's M&E framework and understand the importance of data collection and analysis.

Implement data collection processes

Carry out regular data collection activities using your chosen M&E tools. This may involve administering surveys to program participants, conducting interviews with stakeholders, or observing program activities. Be sure to follow ethical guidelines and data protection principles when collecting and handling data.

Analyze and interpret data

Regularly analyze the data collected through your M&E activities to assess your program's progress and impact. This may involve comparing actual results with expected targets, identifying trends and patterns, or exploring the factors that contribute to success or challenges. Qualitative data, such as interview transcripts or focus group discussions, can provide valuable insights into participants' experiences and perspectives.

Share the results of your M&E activities with relevant stakeholders, including staff, donors, partners, and program participants. This may involve preparing reports, presentations, or other communication materials that highlight key findings and recommendations. Be transparent about both your successes and challenges, and use the information to inform decision-making and improve program effectiveness.

Use the insights gained from your M&E activities to make informed decisions about program design, implementation, and resource allocation. This may involve adapting strategies, introducing new interventions, or scaling up successful activities. Regularly review and update your M&E framework to ensure that it remains relevant and responsive to the evolving needs and priorities of your organization and its beneficiaries.

Developing a Monitoring and Evaluation Framework

A monitoring and evaluation (M&E) framework is an essential tool for tracking progress, assessing impact, and ensuring the effectiveness of programs and interventions. To develop a robust M&E framework, consider the following steps:

Collaborate with stakeholders:
Engage staff, beneficiaries, donors, and other relevant stakeholders in the development of your M&E framework. Their input and expertise will help ensure that the framework is comprehensive, relevant, and responsive to the needs and priorities of your organization and its target population. Collaboration also fosters a sense of ownership and commitment among stakeholders, which is crucial for the successful implementation of M&E activities.

Identify key indicators and targets:
Work with stakeholders to identify the key indicators and targets that will be used to measure program effectiveness and impact. Indicators should

be specific, measurable, achievable, relevant, and time-bound (SMART), and should cover both process (e.g., number of workshops conducted) and outcome (e.g., changes in knowledge or attitudes) measures. Targets should be realistic and based on a clear understanding of your program's context, resources, and constraints.

Establish a data collection plan:

Develop a detailed plan for collecting and analyzing data on program implementation and outcomes. This should outline the methods (e.g., surveys, interviews, focus groups) and tools (e.g., questionnaires, interview guides) that will be used to gather data, as well as the resources (e.g., staff time, budget) required for data collection activities. The plan should also specify the frequency and timing of data collection, as well as the roles and responsibilities of staff and volunteers involved in M&E activities.

Develop a reporting schedule and format:

Establish a reporting schedule that meets the needs and expectations of different stakeholders, such as internal staff, donors, and partners. This may involve preparing regular progress reports, annual evaluations, or ad-hoc updates on specific program activities or outcomes. The reporting format should be clear, concise, and visually appealing, making it easy for stakeholders to understand and engage with the information presented.

Create a system for data management and analysis:

Implement a system for storing, managing, and analyzing the data collected through your M&E activities. This may involve the use of software programs, spreadsheets, or databases, as well as the development of standard operating procedures for data entry, quality assurance, and analysis. Ensure that staff and volunteers are trained in the use of these tools and systems, and that data protection and privacy protocols are in place to safeguard sensitive information.

Review and update the M&E framework:

Regularly review and update your M&E framework to ensure that it remains relevant and responsive to the evolving needs and priorities of your organization and its beneficiaries. This may involve refining indicators and targets, introducing new data collection methods or tools, or revising reporting schedules and formats. Encourage ongoing feedback and learning among stakeholders to inform the continuous improvement of your M&E processes and practices.

Indicators and Targets

Indicators and targets play a crucial role in the monitoring and evaluation process, helping organizations track progress and measure the effectiveness of their programs and interventions. To develop meaningful indicators and targets, consider the following steps:

Select SMART indicators:
Choose indicators that are Specific, Measurable, Achievable, Relevant, and Time-bound. Specific indicators are well-defined and focused, while measurable indicators can be quantified or observed. Achievable indicators should be realistic, given the available resources and time frame, and relevant indicators should align with your organization's objectives and the specific needs of the LBQTI community. Time-bound indicators include a specific time frame for achievement.

Align indicators with objectives:
Ensure that selected indicators are directly linked to your organization's goals and objectives, as well as the intended outcomes of the program or intervention. This alignment will help you demonstrate the impact of your work and communicate its value to donors, partners, and beneficiaries.

Set realistic and achievable targets:
Establish targets for each indicator based on baseline data and a thorough understanding of the local context and resources available. Setting realistic and achievable targets will help ensure that your organization's goals are attainable, while also promoting accountability and transparency in your work.

Use a mix of process and outcome indicators:
Include both process indicators (e.g., number of workshops conducted, participants reached) and outcome indicators (e.g., changes in knowledge, attitudes, or behaviors) in your monitoring and evaluation framework. This will enable you to capture the full range of program activities and their impact on the target population.

Regularly review and update indicators and targets:
Monitor your program's progress and performance regularly, and update indicators and targets as needed to ensure they remain relevant and responsive to changes in the program or external environment. This may involve refining existing indicators, adding new ones, or adjusting targets based on lessons learned and emerging priorities.

Involve stakeholders in the development of indicators and targets:
Collaborate with other organizations, allies, and community groups to strengthen your campaign's reach and impact. This may involve forming coalitions, sharing resources, or co-hosting events. Engaging partners can also help build credibility and enhance the legitimacy of your campaign.

Data Collection and Analysis

Effective data collection and analysis are essential for monitoring and evaluating the impact of programs and interventions, as well as for informing decision-making and resource allocation. Here are some key steps to consider when collecting and analyzing data:

Utilize diverse data collection methods

Employ a mix of quantitative (e.g., surveys) and qualitative (e.g., interviews, focus groups) data collection methods to gather comprehensive and nuanced information on program implementation and outcomes. This can help you capture different perspectives, experiences, and dimensions of the issues being addressed.

Tailor data collection tools

Customize data collection instruments, such as questionnaires or interview guides, to the specific context, target population, and objectives of your program. This will help ensure that the data collected is relevant, accurate, and meaningful for your organization and its stakeholders.

Train data collectors

Provide training and support to staff and volunteers responsible for data collection. This should include instruction on the use of data collection tools and techniques, as well as ethical considerations for research involving LBQTI individuals and sensitive topics, such as confidentiality and informed consent.

Ensure data quality

Establish data quality assurance procedures to ensure that the data collected is accurate, reliable, and consistent. This may involve regular supervision and feedback, cross-checking of data, or the use of data validation techniques, such as double entry or spot checks.

Analyze data regularly

Conduct regular data analysis to identify trends, gaps, and opportunities for improvement. This can help you track progress towards program objectives, understand the factors that contribute to success or challenges, and inform decision-making and resource allocation.

Involve stakeholders in data analysis

Engage staff, beneficiaries, and other relevant stakeholders in the data analysis process. Their insights and perspectives can help enrich the analysis, ensure its relevance and accuracy, and promote a sense of ownership and shared learning.

Utilize data visualization techniques

Use data visualization tools, such as graphs, charts, or maps, to present data in a clear, engaging, and accessible manner. This can help stakeholders better understand the findings and their implications for the program and target population.

Share and use data for decision-making

Disseminate data and analysis findings to staff, beneficiaries, donors, and other stakeholders, and use this information to inform program planning, implementation, and improvement. This can help foster a culture of evidence-based decision-making, learning, and accountability within your

Reporting and Dissemination

Effective reporting and dissemination of monitoring and evaluation (M&E) findings are crucial for promoting transparency, accountability, and learning within your organization and among stakeholders. Here are some key steps to consider when reporting and disseminating M&E findings:

Prepare clear and concise reports:
Develop M&E reports that highlight key findings, achievements, challenges, and recommendations for future action. Use clear language, logical structure, and relevant data visualizations to ensure that the information is accessible and easy to understand for various stakeholders.

Tailor reports to different audiences:
Customize the content, format, and language of your reports to meet the specific needs and interests of different stakeholders, such as donors, partners, beneficiaries, or policymakers. This can help ensure that your messages are effectively communicated and resonate with the intended audience.

Share reports with stakeholders:
Distribute M&E reports to relevant stakeholders, including donors, partners, and beneficiaries, to demonstrate your organization's commitment to accountability and transparency. This can help foster trust and credibility, as well as stimulate dialogue and feedback on your organization's activities and impact.

Utilize various communication channels:
Disseminate M&E findings through a range of communication channels, such as websites, social media, newsletters, and conferences, to reach diverse audiences and promote learning and knowledge exchange among peers and partners. This can help raise awareness of your organization's activities and achievements, as well as contribute to the broader evidence base on LBQTI-specific SRHR issues.

Engage in dialogue and reflection:
Encourage staff, beneficiaries, and other stakeholders to discuss and reflect on M&E findings, and use these insights to inform program planning, implementation, and improvement. This can help create a culture of learning and continuous improvement within your organization and among partners.

Monitor the impact of dissemination efforts:
Track the reach and impact of your M&E dissemination activities, such as the number of report downloads, social media engagements, or conference presentations, to understand their effectiveness and inform future communication strategies.

Update stakeholders on progress:
Regularly update stakeholders on your organization's progress towards addressing the recommendations and lessons learned from M&E reports. This can help demonstrate your commitment to continuous improvement and accountability.

Learning and Adaptation

Learning and adaptation are essential components of effective program management, particularly in the context of LBQTI-specific SRHR programming, where the needs of the community and the external environment may evolve over time. Here are some key steps to fostering learning and adaptation within your organization:

Foster a culture of learning:

Encourage a culture of learning and continuous improvement within your organization by promoting reflection, feedback, and innovation. This can involve regular team meetings, debriefs, and workshops to discuss challenges, successes, and lessons learned from program implementation.

Utilize M&E findings:

Use the insights generated through monitoring and evaluation (M&E) activities to inform program adjustments and adaptations. This ensures that your organization's activities remain relevant, effective, and responsive to the needs of the LBQTI community, as well as to any changes in the external environment, such as shifting policy contexts or emerging health issues.

Encourage feedback and collaboration:

Create channels for staff, beneficiaries, and partners to provide feedback and share their perspectives on program activities and outcomes. This can help identify areas for improvement and generate new ideas for more effective and inclusive programming.

Develop a learning agenda:

Establish a learning agenda that outlines key questions, priorities, and activities for enhancing knowledge and understanding of LBQTI-specific SRHR issues and interventions. This can help guide your organization's research, M&E, and capacity-building efforts and ensure that learning and adaptation are integrated throughout the program cycle.

Engage in capacity-building activities:

Participate in capacity-building activities, such as workshops, webinars, and conferences, to enhance staff skills and knowledge in M&E, LBQTI-specific SRHR issues, and other relevant areas. This can help ensure that your organization remains up-to-date with best practices and emerging trends and is equipped to respond to new challenges and opportunities.

Document and share learnings:

Document the lessons learned and best practices identified through M&E and learning activities, and disseminate this information to staff, partners, and other stakeholders. This can help promote knowledge exchange, inform future programming and advocacy efforts, and contribute to the broader evidence base on LBQTI-specific SRHR issues.

Institutionalize learning and adaptation:

Integrate learning and adaptation processes into your organization's policies, procedures, and planning frameworks, to ensure that they are embedded in day-to-day operations and decision-making. This can help create a culture of continuous improvement and responsiveness, and ensure that your organization remains agile and adaptive to the evolving needs of the LBQTI community.

Conclusion

This extensive toolkit serves as a valuable resource for individuals and organizations working to advance LBQTI-specific SRHR programming in Nigeria. By implementing the recommended activities, guidance, and solutions provided in the toolkit, various stakeholders – including young LBQTI activists, organization leaders, allies, and government parastatals – can collaborate to create a more inclusive and supportive environment for LBQTI individuals in Nigeria.

The toolkit emphasizes the importance of understanding the unique challenges faced by the LBQTI community and adopting a holistic approach that addresses various aspects of SRHR programming. These aspects include community outreach and mobilization, service provision and referrals, legal and policy advocacy, research and documentation, communication strategies, and building alliances and coalitions, among others.

By engaging with different stakeholders and employing diverse strategies, activists and organizations can work towards breaking down barriers to accessing SRHR services, fostering a more inclusive society, and ultimately improving the overall health and well-being of LBQTI individuals in Nigeria.

Moreover, the toolkit highlights the need for ongoing learning and adaptation, as well as the importance of monitoring and evaluating the impact of SRHR programs. This ensures that activities remain relevant and effective in addressing the evolving needs of the LBQTI community.

In conclusion, this comprehensive toolkit serves as a foundation for individuals and organizations to promote diversity and inclusion in SRHR programming in Nigeria. By following the recommendations and strategies outlined in this toolkit, stakeholders can work together to create a more equitable and supportive environment for LBQTI individuals, ultimately contributing to improved health outcomes and the overall well-being of the community.

References & Resources

This comprehensive list of sources and materials includes research, guidelines, policy documents, and best practices that were consulted during the development of the toolkit for LBQTI-specific SRHR programming in Nigeria. By reviewing these resources, you can gain a deeper understanding of the issues addressed in the toolkit and explore additional perspectives, strategies, and interventions to support the health and well-being of LBQTI individuals.

World Health Organization (WHO). (2015). Sexual health, human rights and the law. Retrieved from https://apps.who.int/iris/bitstream/handle/10665/175556/9789241564984_eng.pdf

United Nations Development Programme (UNDP). (2016). Sexual and reproductive health and rights for all: A toolkit for enhancing commitment and action. Retrieved from https://www.undp.org/content/dam/undp/library/HIV-AIDS/UNDP_SRHR-Toolkit-Full-version-2016.pdf

International Planned Parenthood Federation (IPPF). (2017). Understanding sexual and reproductive health and rights: An introduction for IPPF volunteers, staff, and partners. Retrieved from https://www.ippf.org/sites/default/files/2018-03/Understanding%20SRHR%20An%20introduction%20for%20IPPF%20volunteers%20staff%20and%20partners.pdf

Amnesty International. (2016). The state decides who I am: Lack of legal gender recognition for transgender people in Europe. Retrieved from https://www.amnesty.org/download/Documents/EUR0120162014ENGLISH.PDF

Human Rights Watch (HRW). (2016). "Tell me where I can be safe": The impact of Nigeria's same-sex marriage (prohibition) act. Retrieved from https://www.hrw.org/report/2016/10/20/tell-me-where-i-can-be-safe/impact-nigerias-same-sex-marriage-prohibition-act

International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA). (2021). State-sponsored homophobia report. Retrieved from https://ilga.org/downloads/ILGA_World_State_Sponsored_Homophobia_report_global_legislation_overview_update_December_2021.pdf

The Global Fund. (2020). Breaking down barriers to access: A toolkit for improving access to sexual and reproductive health services for women and girls. Retrieved from https://www.theglobalfund.org/media/9838/core_breakingdownbarriers_toolkit_en.pdf

Advocates for Youth. (n.d.). Best practices for serving LGBTQ youth: A toolkit for youth-serving professionals. Retrieved from https://www.advocatesforyouth.org/wp-content/uploads/storage//advfy/documents/best_practices_for_serving_lgbtq_youth.pdf

International HIV/AIDS Alliance. (2016). Making it work: A toolkit on integrating human rights-based approaches in monitoring and evaluation of health programmes. Retrieved from https://frontlineaids.org/wp-content/uploads/2019/10/Making-it-Work_ENG_2016.pdf

World Health Organization (WHO). (2017). Monitoring human rights in contraceptive services and programmes. Retrieved from https://apps.who.int/iris/bitstream/handle/10665/259274/9789241513029-eng.pdf

Please note that the development of this toolkit also involved reviewing various academic articles, reports from non-governmental organizations, and policy documents from Nigerian government agencies. It is essential to continually update the references and resources listed to ensure that the toolkit remains current and reflects the most recent evidence, guidelines, and best practices in LBQTI-specific SRHR programming.

Suggested Reading

Here are some suggested readings and resources related to the toolkit, focusing on LBQTI-specific SRHR programming in Nigeria and general SRHR topics:

Human Rights Watch - The Impact of Nigeria's Same-Sex Marriage Prohibition Act
URL: https://www.hrw.org/report/2016/10/20/tell-me-where-i-can-be-safe/impact-nigerias-same-sex-marriage-pro-hibition-act

International Lesbian, Gay, Bisexual, Trans, and Intersex Association (ILGA) - Annual Report on State-Sponsored Homophobia
URL: https://ilga.org/downloads/ILGA_World_State_Sponsored_Homophobia_report_global_legislation_overview_update_December_2020.pdf

United Nations Population Fund (UNFPA) - Sexual and Reproductive Health and Rights: An Essential Element of Universal Health Coverage
URL: https://www.unfpa.org/resources/sexual-and-reproductive-health-and-rights-essential-element-univer-sal-health-coverage

World Health Organization (WHO) - Sexual Health, Human Rights, and the Law
URL: https://apps.who.int/iris/bitstream/handle/10665/175556/9789241564984_eng.pdf

The Global Fund - Focus on Key Populations: LBQTI and HIV
URL: https://www.theglobalfund.org/en/key-populations/

Appendices

The appendices provide additional resources, templates, and tools that may be helpful for users of the tool-kit. These materials are designed to support the implementation of LBQTI-specific SRHR programming in Nigeria by offering practical examples, guidance, and inspiration.

For M&E frameworks, proposal templates, and data collection tools:

MEASURE Evaluation: https://www.measureevaluation.org/

The Global Fund: https://www.theglobalfund.org/en/monitoring-evaluation/

For campaign materials and digital security resources:

The Trevor Project: https://www.thetrevorproject.org/

Access Now: https://www.accessnow.org/

Front Line Defenders: https://www.frontlinedefenders.org/en/digital-security

For budget templates and financial management resources:

The Global Fund: https://www.theglobalfund.org/en/finance/

Nonprofit Finance Fund: https://nff.org/

For reporting templates and guidance:

The Global Fund: https://www.theglobalfund.org/en/progress-reporting/

The United Nations Development Programme (UNDP): https://www.undp.org/content/undp/en/home/accountability/evaluation.html

Sharing Lessons Learned Form

Organization/Individual Name: _____

Toolkit Title: _____

Date of Submission: _____

Contact Information:_____

Email: _____

Phone: _____

Section 1: Background Information

1.1 Briefly describe your organization and its mission:

_____

1.2 Describe the context in which you implemented the toolkit (e.g., geographic location, target population, specific SRHR issue):

_____
_____
_____
_____

_____

Section 2: Implementation of the Toolkit

2.1 Which components of the toolkit were implemented? (Select all that apply)

- ☐ Capacity building and training
- ☐ Community outreach and mobilization
- ☐ Service provision and referrals
- ☐ Mental health support
- ☐ Legal and policy advocacy
- ☐ Research and documentation
- ☐ Peer education and support
- ☐ Comprehensive sexuality education
- ☐ Addressing stigma and discrimination
- ☐ Strengthening community-based organizations

2.2 Briefly describe the activities you implemented as part of the toolkit:

_____

_____

_____

_____

2.3 What resources (e.g., financial, human, material) were required to implement the toolkit?

_____

_____

_____

_____

_____

Section 3: Lessons Learned

3.1 What were the key successes and achievements of implementing the toolkit?

_____

_____

_____

_____

3.1 What were the key successes and achievements of implementing the toolkit?

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3.2 What challenges or barriers did you encounter during the implementation, and how were they addressed?

_____

_____

_____

_____

3.3 What recommendations or advice would you give to others who plan to use the toolkit?

_____

_____

_____

_____

Section 4: Additional Information

4.1 Please share any additional comments, feedback, or insights about the toolkit and its implementation:

_____

_____

_____

_____

4.2 If applicable, please provide any relevant documents, such as reports, evaluations, or case studies, related to the implementation of the toolkit.

_____

_____

_____

_____

Thank you for sharing your lessons learned! Your insights will help inform the ongoing development and improvement of the toolkit and support other organizations and individuals in their efforts to address SRHR issues for LBQTI persons in Nigeria.