



**IGE-SRH**  
Initiative for Gender Equality  
& Sexual Reproductive Health

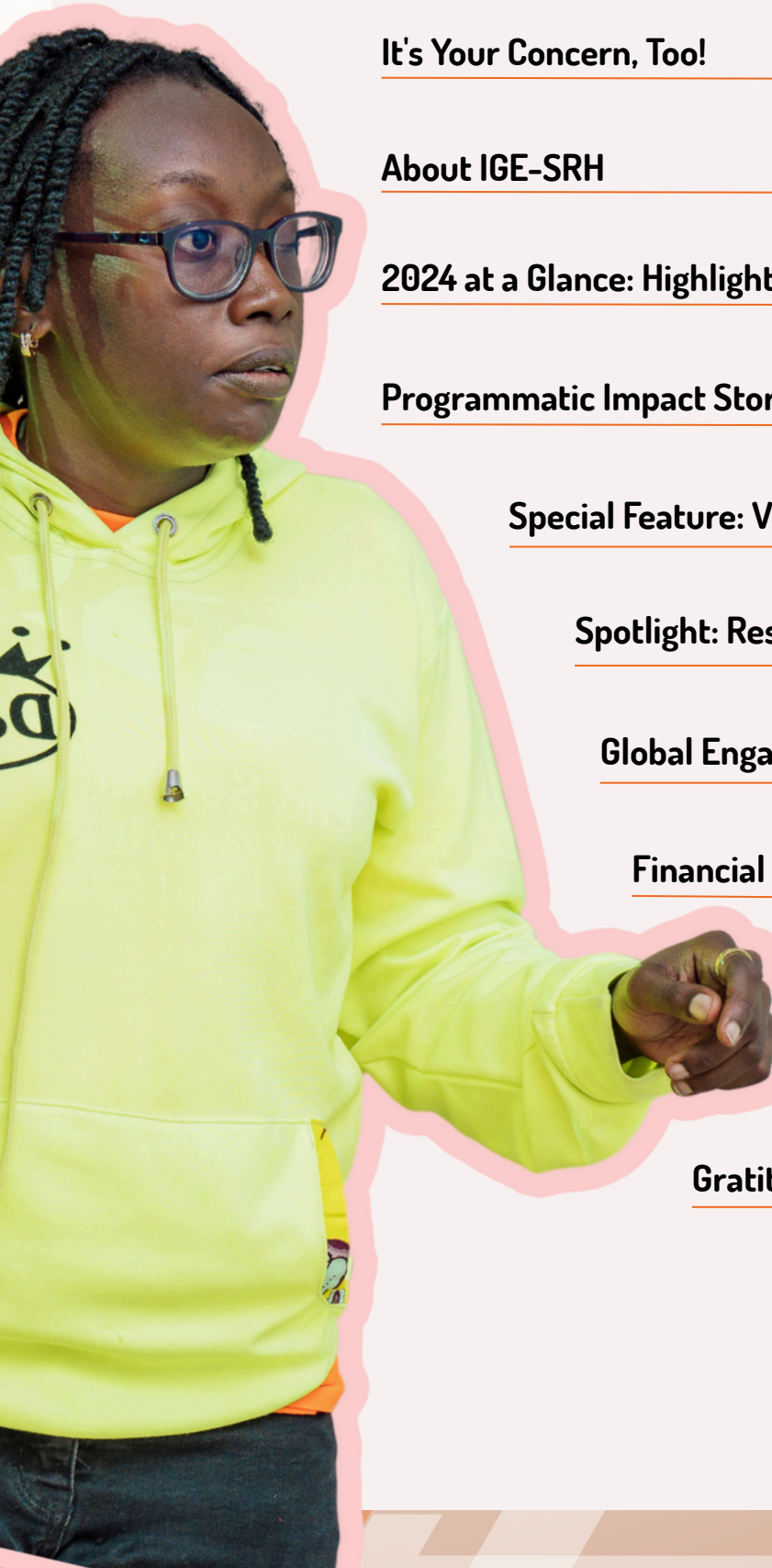
# TO WHOM IT MAY CONCERN!



# ANNUAL REPORT **2024**

Documenting Impact, Strengthening Movements, and Advancing Equality

# Table of Contents



<b><u>It's Your Concern, Too!</u></b>	<b>2</b>
<b><u>About IGE-SRH</u></b>	<b>5</b>
<b><u>2024 at a Glance: Highlights &amp; Key Achievements</u></b>	<b>4</b>
<b><u>Programmatic Impact Stories</u></b>	<b>11</b>
<b><u>Special Feature: Voices from the Margins</u></b>	<b>17</b>
<b><u>Spotlight: Research and Knowledge Generation</u></b>	<b>19</b>
<b><u>Global Engagement and Strategic Visibility</u></b>	<b>21</b>
<b><u>Financial Stewardship and Transparency</u></b>	<b>22</b>
<b><u>Challenges, Lessons Learned, and Strategic Priorities for 2025</u></b>	<b>24</b>
<b><u>Call to Action: Get Involved</u></b>	<b>27</b>
<b><u>Gratitude &amp; Acknowledgments</u></b>	<b>29</b>



# It's Your Concern, Too!



2024 has been a year of profound purpose, relentless advocacy, and meaningful impact for IGE-SRH. We deliberately titled our annual report **"TO WHOM IT MAY CONCERN!!!!!!"** as a clarion call to action; an intentional challenge directed at every individual, institution, and stakeholder who holds the power and responsibility to effect change. This phrase, often used generically, carries an urgent, personal relevance for us: our work truly concerns everyone committed to justice, equality, and human dignity.

This year, our activities and achievements underscored the essence of collective responsibility. We documented significant impacts across health, human rights, economic empowerment, technology, and advocacy. We strengthened movements by partnering with diverse stakeholders, empowering communities, and amplifying marginalized voices. Above all, we tirelessly advanced equality, confronting discrimination, stigma, and injustice at every level.

**"TO WHOM IT MAY CONCERN!!!!!!"** captures both our urgency and our optimism. It reflects our determination to engage every sector of society in recognizing the rights and dignity of sexual minorities and marginalized communities. As you navigate through the stories, data, and testimonies in this report, I invite you, the reader, the advocate, the supporter, and even the skeptic, to consider that our mission indeed concerns you. Together, we move forward with renewed urgency and unyielding resolve, knowing that indeed, this work concerns us all.

With unwavering commitment and gratitude,

**GRACE ISONG AKPAN**  
Executive Director, IGE-SRH

# About IGE-SRH

The Initiative for Gender Equality and Sexual Reproductive Health (IGE-SRH) is a vibrant, youth-led non-profit organization based in Nigeria. Founded in 2020 and legally registered in 2021, we are dedicated to improving the lives of sexual minorities facing discrimination due to their sexual orientation, gender identity, expression, and sexual characteristics.

At the heart of our work is the mission to enhance the knowledge, skills, and agency of sexual minorities through targeted programs and strategic initiatives. Our efforts focus on crucial areas including health (HIV/AIDS, mental health, sexual and reproductive health rights, and STIs/STDs), economic empowerment, leveraging technology for development, human rights advocacy, and ensuring safety and security.

IGE-SRH envisions a world where young sexual minorities are free from discrimination and persecution and have equal opportunities in life. We believe deeply in involving marginalized voices in meaningful decision-making processes, driving positive change through advocacy, information sharing, knowledge generation, partnership, and comprehensive capacity building.

In 2024, IGE-SRH impacted **hundreds of beneficiaries** through its targeted programs, strengthened partnerships, and expanded its advocacy reach. The organization also maintained strong financial accountability, with **80% of its resources directed toward program implementation**.

As we move forward, IGE-SRH remains committed to **scaling its impact, securing long-term sustainability, and deepening its advocacy efforts to build a more inclusive, safe, and equitable society**.



# 2024 at a Glance: Highlights & Key Achievements

These achievements highlight IGE-SRH's unwavering commitment to documenting impact, strengthening movements, and advancing equality across all operational and programmatic areas in 2024.

## Advocacy and Policy Engagement

- ✦ Successfully advocated for the inclusion of sexually diverse individuals in the National Policy on Health and Development of Adolescents and Young Persons.
- ✦ Conducted high-level engagements with ministries, the Nigeria Police Force, and State Agencies for Control of AIDS, advancing inclusive policies and protections.
- ✦ Strengthened SRHR advocacy capacities, training over 410 youth advocates and representatives from 15 organizations.
- ✦ Led impactful campaigns including the GBV Road Walk during the 16 Days of Activism Against Gender-Based Violence, engaging over 800 individuals.





**410**

**YOUTH ADVOCATES  
& REPRESENTATIVES**



**15**

**NASCENT ORGANIZATIONS  
WERE TRAINED**



**800+**

**PEOPLE WALKED FOR  
16 DAYS OF ACTIVISM**



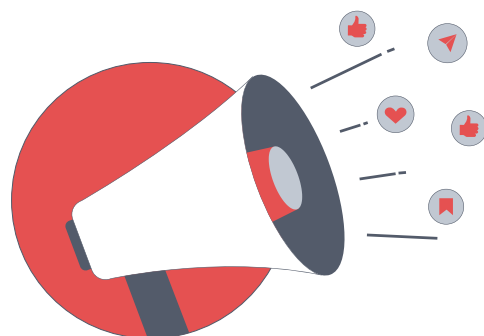
**165+**

**RIGHT HOLDERS, HEALTHCARE  
PROVIDERS, AND ADVOCATES**



**168**

**INDIVIDUALS RECEIVED  
EMERGENCY RELIEF SUPPORT**



**453**

**TOTAL INDIVIDUALS  
REACHED IN 2024**





## Programs and Community Impact

Reached over 165 rights holders, healthcare providers, and advocates through targeted SRHR educational workshops. ✦

Conducted Values Clarification and Attitude Transformation (VCAT) training for healthcare providers, significantly improving inclusive healthcare practices. ✦

Facilitated safe abortion advocacy training for LGBTQI+ advocates, addressing stigma and promoting reproductive autonomy. ✦

Launched mental health training workshops and introduced the innovative RainbowCare App, providing online therapy and mental health resources. ✦

Hosted vocational training programs in hairdressing, shoemaking, sewing, and nail technology, resulting in significant economic empowerment. ✦

# Emergency Support and Crisis Intervention

- ✦ Provided emergency relief to 168 individuals, in housing, food relief, medical assistance, legal aid, and school fees.
- ✦ Addressed critical and immediate needs including medical emergencies, food insecurity, housing stability, security-related relocation, and educational support.
- ✦ Supported beneficiaries across South-South, North-Central, and North-West regions, offering a safety net during times of heightened vulnerability.





# Monitoring, Evaluation, and Learning

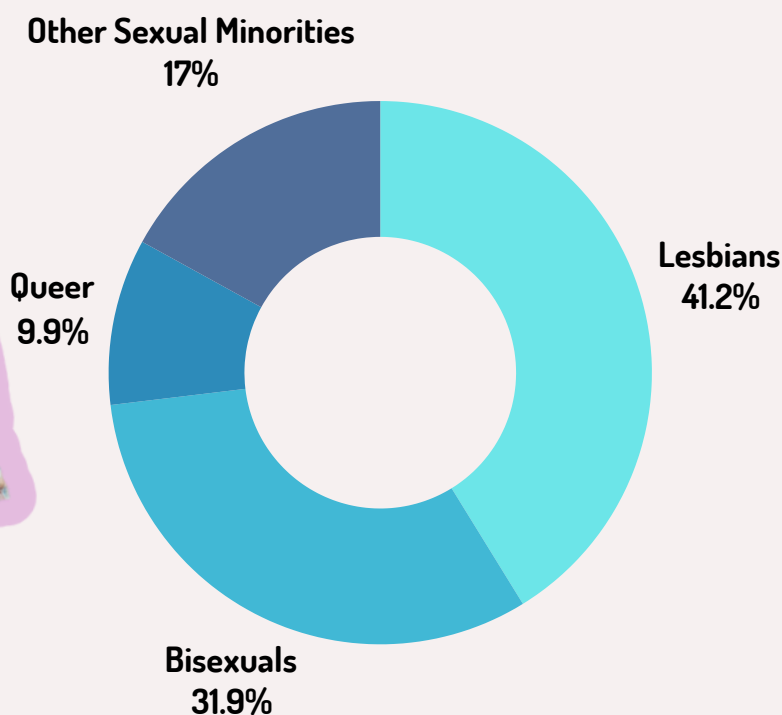
Effectively utilized a robust MERL framework focusing on Health, Economic Empowerment, Human Rights, GBV, and Technology.

Recorded substantial improvements in knowledge and access to SRHR services, with significant engagement from marginalized communities.

Implemented both qualitative and quantitative methods, enhancing evidence-based advocacy and informing strategic directions for future interventions.

Collected data demonstrating a broad demographic reach including lesbian (41.2%), bisexual (31.9%), queer (9.9%), and other sexual minorities.

## Demographic Reach



# Financial Stewardship



**2024:**  
**\$431,912**

**2024**

**\$431,912**

**2023**

**\$199,451**

**2022**

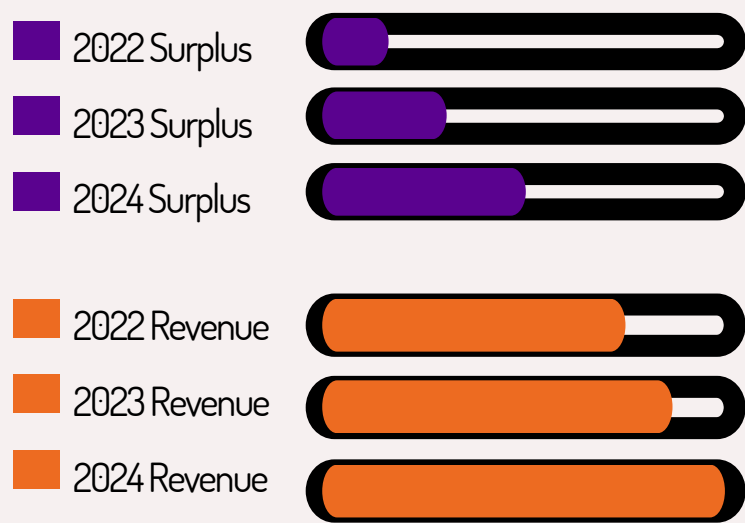
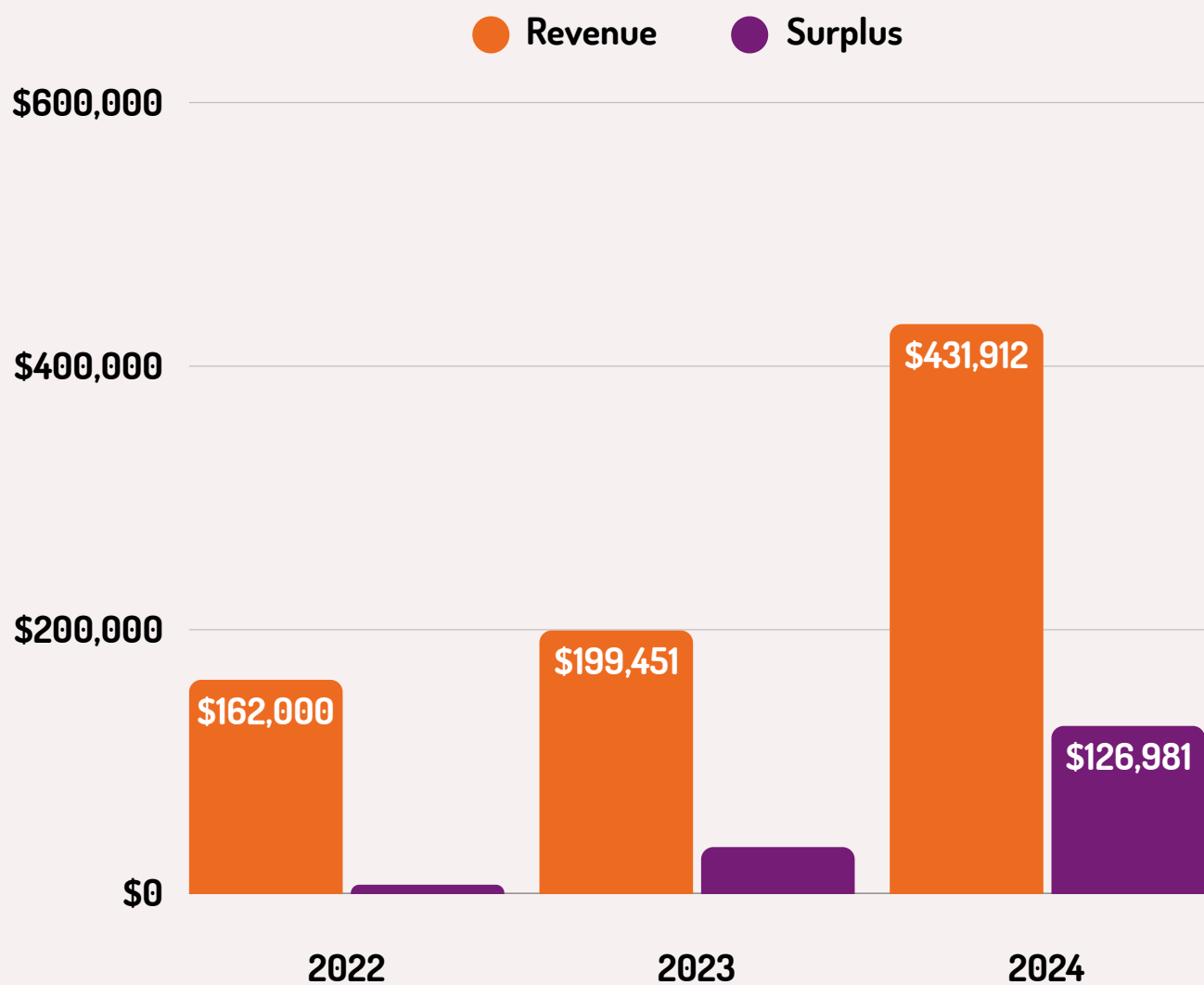
**\$162,000**

- ✦ Achieved strong financial growth, generating a total revenue of \$431,912 with a surplus of \$126,981.
- ✦ Allocated 45% of expenditures to direct program implementation, demonstrating strategic prioritization of community impact.
- ✦ Secured grants from reputable international donors including AmplifyChange, HIVOS, Elton John AIDS Foundation, and others, underscoring donor trust and fiscal accountability.

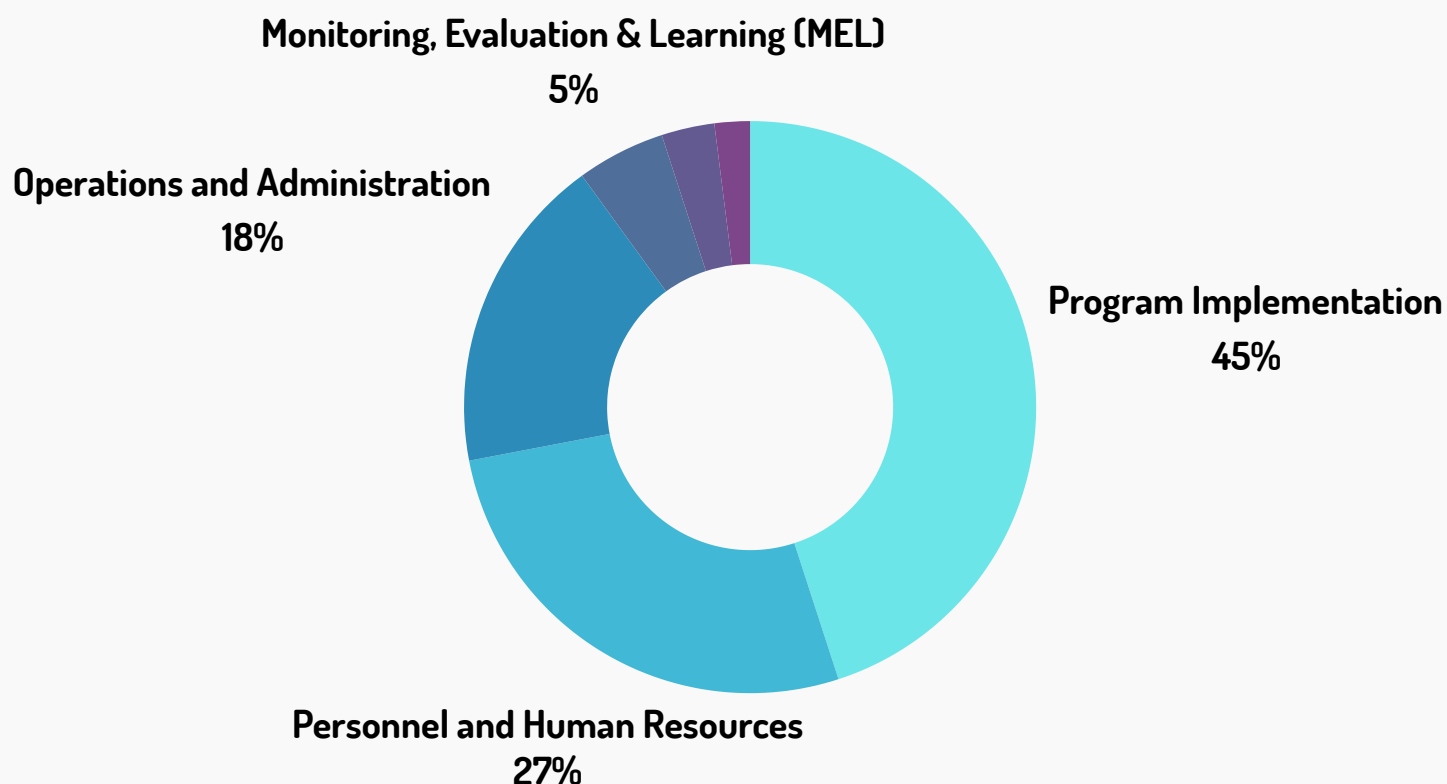




# Financial Stewardship



## Expenditure Breakdown




### Expenditure Breakdown:

- **Program Implementation:** 45%
- **Personnel and Human Resources:** 27%
- **Operations and Administration:** 18%
- **Monitoring, Evaluation & Learning (MEL):** 5%
- **Communications and Visibility:** 3%
- **Audit and Compliance:** 2%

This surplus reflects IGE-SRH's strong budgeting practices, prudent expenditure, and ability to meet project deliverables while maintaining financial resilience.

# Human Resources and Operational Efficiency



Enhanced organizational capacity by recruiting key roles including MEL Associate, Communications Associate, and Advocacy Associate.

Implemented structured performance management systems, conducting regular evaluations and capacity-strengthening initiatives.

Facilitated professional development and employee satisfaction through targeted training programs in finance, security, and MEL.



# Media and Communications



Total Impressions

**16,100**



Total Impressions

**99,100**



Total Impressions

**47,600**



Total Impressions

**47,600**

Total Impressions:



**188,685**



- ✦ Significantly increased digital engagement across social media platforms with notable growth: Facebook (99.1K reach), Instagram (47.6K impressions), YouTube (25,885 impressions), and LinkedIn (16.1K impressions).
- ✦ Optimized digital strategies resulting in higher follower growth, increased interactions, and stronger community outreach efforts.
- ✦ Launched popular podcast content such as "The Talk No One Talks About," driving public discourse around SRHR and LGBTQI rights.



# Programmatic Impact Stories

## Health and Wellness: Championing Inclusive Care



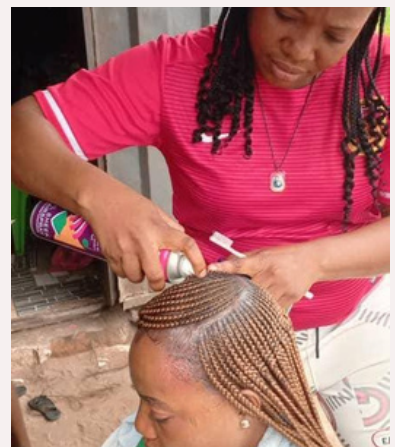
In 2024, IGE-SRH conducted groundbreaking Values Clarification and Attitude Transformation (VCAT) workshops that challenged healthcare providers' biases and fundamentally changed their approaches to patient care. Providers emerged committed to offering respectful, affirming, and stigma-free healthcare services. Beneficiaries across communities reported greater trust and improved access to health services, emphasizing the transformative potential of inclusive healthcare advocacy.





# Economic Empowerment: Unlocking Potential through Vocational Training

The South South Rise Project empowered marginalized youths by providing specialized vocational training in hairdressing, shoemaking, sewing, and nail technology. Participants, equipped with essential business skills and start-up kits, transitioned from vulnerability to thriving entrepreneurs. Personal success stories, such as that of Silverline from Port Harcourt, underscore the tangible impact of vocational empowerment initiatives.





# Technology and Innovation: The RainbowCare Revolution Begins



In 2024, IGE-SRH developed the RainbowCare App, Nigeria's first LGBTQI-centered digital health platform designed to provide mental health support, therapy access, and affirming health information. While full public launch is scheduled for 2025, community demo sessions held in 2024 provided valuable feedback and validated the app's relevance. RainbowCare is set to transform access to inclusive digital healthcare for marginalized communities.



# Human Rights and Advocacy: Driving Policy Change

IGE-SRH's targeted advocacy campaigns in 2024 led to the historic inclusion of sexually diverse populations in national health policies. Through the "Project Sabi" initiative, IGE-SRH conducted a comprehensive policy analysis to identify gaps and areas for improvement in the National Policy on the Health and Development of Adolescent and Young People in Nigeria (November 2022) concerning LBQTI individuals. Based on the findings, IGE-SRH developed evidence-based policy inputs and recommendations, contributing to the ongoing review and implementation processes of the policy.



Furthering this effort, IGE-SRH organized a 3-day leadership and advocacy training for 15 LBQTI-led organizations, including nascent and emerging ones, across the South-South and North-Central zones. The training focused on leadership development and effective advocacy strategies for engaging with the National Policy. To deepen local action, IGE-SRH sub-granted these organizations to implement state-level advocacy activities aligned with the policy recommendations.

Community-centered initiatives galvanized broad support and facilitated meaningful dialogues with policymakers, reinforcing the effectiveness of informed, collective advocacy.





# Emergency Support: Compassionate Response in Times of Crisis

IGE-SRH's emergency response efforts provided critical lifelines to 168 individuals facing urgent situations, such as medical emergencies, food insecurity, and housing crises. Stories like Stephanie's journey towards critical medical treatment and Lilian's heartfelt gratitude for unexpected financial support highlight the powerful, personal impact of responsive emergency programs.



Lilian

7 Nov 2024, 17:38

Dear IGE-SRH, to be honest, I'm speechless and my eyes are filled with tears, coming back to where I went to borrow money! whooping 50k in my account.  
You guys didn't know what you have done for me 😭😭, but the Almighty God will continue to bless and uphold you.  
Thank you one million and one times, I'm more than grateful 😭😭😭.

Chai, God works in a mysterious way



Stephanie

Fri, 25 Oct 2024, 07:27

Hello Vanessa,

I hope this email finds you well.

This is to acknowledge that I have been credited with the sum of a hundred thousand naira. (100,000.00)

My appreciation to the entire team.

I will proceed to get my medication and medical treatment and revert back as soon as possible.

Warm regards,  
Stephanie



# Movement Building: Strengthening National Networks

2024 was marked by significant advancements in national movement building. IGE-SRH, as the new secretariat for MenEngage Nigeria and fiscal host for the Economic Empowerment Pathway under the Free To Be Me program, amplified national advocacy networks and economic resilience. Capacity-building workshops strengthened grassroots organizations, equipping them to engage effectively in policy dialogues and advocacy efforts.

These impact stories highlight how IGE-SRH's dedicated, community-focused programs are driving significant change and fostering a more equitable, inclusive society.





# Special Feature: Voices from the Margins

“

## Stephanie's Story: A Lifeline for Health

"I have been credited with the sum of ₦100,000. My appreciation to the entire team. I will proceed to get my medication and medical treatment," said Stephanie, a beneficiary of IGE-SRH's Emergency Support Program. Facing significant barriers to accessing necessary medical treatment, this assistance was more than financial, it was life-changing, allowing Stephanie the dignity and ability to prioritize her health.

”

“

## Lilian's Moment of Hope

"To be honest, I'm speechless, and my eyes are filled with tears. You guys don't know what you have done for me... the Almighty God will continue to bless and uphold you," Lilian wrote, reflecting the deep emotional and practical impact of emergency financial support. Lilian's story represents countless others who found renewed hope through timely assistance, demonstrating the profound human impact of targeted support programs.

”

“

## Silverline's Path to Entrepreneurship

Thanks to vocational training under the South South Rise Project, Silverline successfully launched her own business in hairdressing and sewing. "The skills and startup kits provided made it possible for me to not only earn a living but also empower others in my community," she shared. Her journey showcases the powerful ripple effect of economic empowerment initiatives.

”

“

### **Voices of Transformation from VCAT Training**

Healthcare providers trained through IGE-SRH's VCAT workshops shared compelling reflections on confronting personal biases. One participant stated, "I never realized how my unconscious bias impacted patient care. Now, I pledge to provide respectful and inclusive care for every individual." Such reflections highlight the transformative potential of intentional education and advocacy in healthcare settings.

These narratives from the margins illustrate the critical importance and powerful impact of IGE-SRH's work, highlighting the voices and stories of those directly benefiting from dedicated advocacy, support, and empowerment initiatives.

”



# Spotlight: Research and Knowledge Generation

In 2024, IGE-SRH deepened its commitment to evidence-based advocacy and inclusive health policy through impactful research and strategic knowledge development. One of the standout initiatives that commenced in 2024 and is scheduled for completion and dissemination in 2025 is the:

## **Scoping Review of the Access to Safe Abortion Services for LBQTI Individuals in Nigeria**

This pioneering research seeks to understand the structural, legal, and societal barriers that limit safe abortion access for LBQTI individuals in Nigeria. The review explores lived experiences, healthcare provider attitudes, and institutional gaps within the current reproductive health system.

### **Key Objectives:**

- Examine the intersection of sexual orientation, gender identity, and abortion rights.
- Identify the stigma and discrimination embedded in abortion care for LBQTI individuals.

- Inform inclusive and rights-based policy recommendations for SRHR reform.

***“LBQTI individuals often experience heightened stigma and invisibility when accessing abortion care.”***

### **Preliminary Findings:**

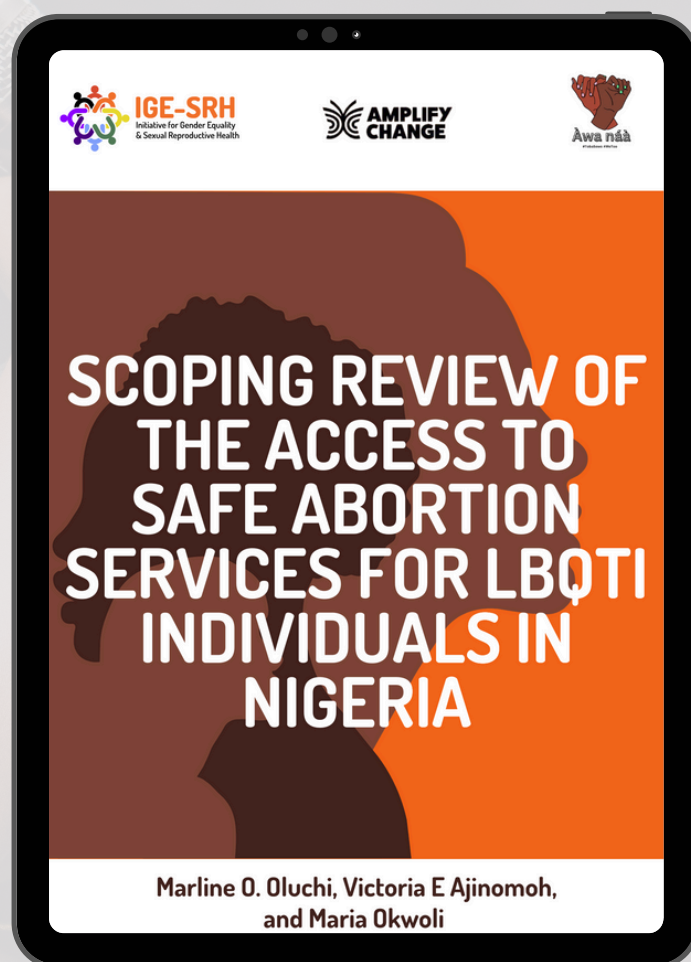
- LBQTI individuals often experience heightened stigma and invisibility when accessing abortion care.
- Legal ambiguity and fear of arrest or exposure discourage individuals from seeking services.
- A lack of provider training on inclusive SRHR exacerbates harmful biases and health disparities.

## Planned Recommendations:

- Integrate LBQTI-specific considerations into national SRHR frameworks.
- Build healthcare provider capacity through inclusive SRHR and abortion care training.
- Expand community-led, harm reduction approaches to safe abortion.
- Amplify LBQTI voices in national and regional reproductive justice movements.

Although the final report and dissemination are scheduled for 2025, this research already influenced IGE-SRH's 2024 advocacy strategy, particularly under the Pamoja project. It has laid a foundational knowledge base for ongoing and future interventions and continues to guide our efforts to challenge discriminatory norms, transform health systems, and advance reproductive justice.

IGE-SRH remains committed to producing community-informed, intersectional research that drives systemic change and informs inclusive policy development.





# Global Engagement and Strategic Visibility

## Positioning IGE-SRH on the Global Stage

In 2024, IGE-SRH elevated its presence and influence beyond national borders by actively participating in high-level international conferences and forums. These engagements served as platforms to amplify the voices of LBQTI individuals in Nigeria, share best practices, and shape global conversations on gender equality, reproductive justice, and social inclusion.

### Key International Conferences Attended:

- **Commission on the Status of Women (CSW)** – Contributed to dialogues on intersectional feminism and adolescent SRHR.



- **ILGA World Conference** – Shared national-level insights on economic inclusion and rights-based advocacy for sexual minorities.



- **SVRI Forum** – Participated in panel sessions on gender-based violence prevention and mental health interventions for LBQTI communities.

These participations reinforced IGE-SRH's credibility as a thought leader, expanded strategic partnerships, and facilitated knowledge exchange critical for refining the organization's programming and advocacy approach.

# Challenges, Lessons Learned, and Strategic Priorities for 2025

## Challenges Faced in 2024

While 2024 was a year of growth and achievement, IGE-SRH encountered several challenges that tested its resilience and adaptability:

### **1. Funding Limitations vs. Community Demand:**

- The demand for emergency support and programmatic intervention outpaced available funding.
- Over 435 emergency requests were received, but only 168 individuals could be supported due to financial constraints.

### **2. Security and Legal Barriers:**

- Operating in a context of increasing anti-rights sentiment and surveillance made delivering services—especially to LBQTI communities—more challenging.
- Safety concerns affected visibility, outreach, and the physical mobility of staff and rights holders.

### **3. Mental Health Service Gaps:**

- Despite rising demand for mental health services, there was a limited pool of trained LBQTI-affirming professionals and culturally competent care providers.

### **4. Capacity Gaps Among Nascent Organizations:**

- Many emerging LBQTI-led organizations faced challenges with donor compliance, MEL systems, and strategic advocacy skills despite subgrant support.

### **5. Donor Limitations in Emergency Funding:**

- Several donors did not have flexible mechanisms to support rapid response efforts, delaying critical assistance.



# Lessons Learned



## 1. Community-Led Solutions Work Best:

- Programs were most impactful when co-created with communities. This was evident in the success of the RainbowCare app, advocacy trainings, and vocational programs.

## 2. Mental Health Cannot Be Secondary:

- The psychological toll of violence and discrimination requires mental health services to be a core part of all interventions, not an add-on.

## 3. Sustainability Requires Diversification:

- Over-reliance on grant funding exposed operational vulnerabilities. There is a need to explore alternate revenue-generating initiatives.

## 4. Flexible Partnerships Enhance Response:

- The most effective donor relationships were those allowing for adaptive programming and real-time adjustments.

## 5. Investing in Emerging Leaders Yields Impact:

- Subgranting and mentoring nascent organizations contributed to local-level movement-building and state-specific advocacy wins.



# Strategic Priorities for 2025

## 1. Expand Emergency Support Fund and Access Mechanisms

- Build a diversified donor pool and explore endowment funding to sustain emergency response capacity.

## 2. Launch RainbowCare Nationwide

- Roll out the RainbowCare app formally with mental health services, referral directories, and safe access tools.

## 3. Advance Economic Empowerment Through the Pink Chamber

- Develop and formalize the Pink Chamber of Commerce to support queer entrepreneurs and provide economic safety nets.

## 4. Scale Movement-Building at the State Level

- Deepen engagement with subgranted organizations to strengthen state-level advocacy using Project Sabi outcomes.

## 5. Prioritize Institutional Sustainability

- Design and test new social enterprise models and fee-based services to diversify funding sources and reduce reliance on restricted grants.

## 6. Strengthen Data and Learning Systems

- Enhance MEL frameworks to include more real-time learning, beneficiary feedback loops, and digital data collection tools.

## 7. Increase Visibility in Regional and Global Advocacy Spaces

- Strategically position IGE-SRH in Africa-wide and global policy dialogues to influence inclusive development discourse.

Through these strategies, IGE-SRH aims to build on 2024's progress while responding more effectively to the complex and evolving needs of LBQTI communities in Nigeria and beyond.





# Call to Action: Get Involved

At IGE-SRH, our work is grounded in the lived realities of sexual and gender minorities who continue to face systemic exclusion, discrimination, and violence. Our vision of equality, safety, and opportunity is bold, but it is possible. And it requires more than our organization alone. It demands collective commitment.

As we reflect on the strides made in 2024 and look ahead to even more transformative impact in 2025, we invite you to be part of this journey.

## Here's How You Can Get Involved:

### 1. Support Our Programs

Make a one-time or recurring donation to directly fund our initiatives in mental health, economic empowerment, emergency response, and human rights advocacy. Every contribution helps us reach more lives and build stronger communities.

### 2. Partner With Us

Are you an organization, donor, business, or community group? Join forces with us to scale impactful interventions. We welcome strategic partnerships in research, implementation, funding, technology, and training.

### 3. Amplify Our Voice

Follow us on social media. Share our campaigns. Use your platform to raise awareness about the issues facing LBQTI persons in Nigeria. Visibility is a powerful form of advocacy.

### 4. Volunteer Your Expertise

We're always looking for passionate people with skills in legal aid, communications, mental health, fundraising, translation, technology, and more. Get in touch to support our work.

### 5. Join Our Advocacy Network

Become part of the growing movement. Participate in our policy campaigns, attend training sessions, and help shape Nigeria's future from the grassroots to the national level.

# This Is Your Concern Too.

The title of this report, "**To Whom It May Concern!!!!!!**", is not just a statement. It is a demand for action. It is a recognition that the fight for equality, dignity, and justice belongs to all of us. Whether you're an ally, a policymaker, a donor, or a community member, your voice, your action, your support matters.

Join us in making the change we want to see.

 [www.ige-srh.org](http://www.ige-srh.org)

 [info@ige-srh.org](mailto:info@ige-srh.org)

 @ige\_srh

 @ige\_srh

 @ige\_srh

**Together, we can build a future where no one is left behind.**



# Gratitude & Acknowledgments

At IGE-SRH, we recognize that progress is never achieved in isolation. Every milestone in 2024 was made possible through the unwavering support, partnership, and trust of individuals and institutions committed to equality, justice, and dignity for all.

## To Our Donors:

Your belief in our mission turned bold ideas into action. Thank you for entrusting us with the resources to lead inclusive, community-driven programs. We are especially grateful to:



Your support empowered us to reach more lives, drive deeper advocacy, and strengthen grassroots movements.

## To Our Partners and Collaborators:

Thank you for standing beside us—whether as research allies, program co-implementers, technical advisors, or movement-builders. Your collaboration helped deepen our reach and broaden our vision.

## To Our Sub-Grantee Organizations:

We salute your courage and dedication. Your work in the South-South and North-Central zones is proof that localized leadership creates powerful ripples of change. Together, we are shaping a stronger movement.

### **To Our Board of Directors:**

Thank you for your strategic leadership, governance oversight, and unwavering belief in the potential of this organization. Your guidance has kept us grounded and accountable.

### **To Our Staff, Interns, and Volunteers:**

Every late night, every field visit, every training session facilitated, every form completed—it all mattered. Your dedication is the heartbeat of IGE-SRH.

### **To Our Communities:**

To the LGBTQI individuals and sexual minorities who trust us with their stories, their hopes, and their advocacy—we exist because of you. Your resilience fuels our purpose.

### **To Everyone Reading This Report:**

Thank you for caring. Thank you for being concerned. You are part of this movement, and we invite you to stay involved, informed, and inspired.

**In Solidarity,  
The Entire IGE-SRH Team**









# TO WHOM IT MAY CONCERN!

This report is more than a summary of programs—it's a declaration. It is a mirror held up to society, reflecting both our progress and the urgent work that remains. It is a message for all who believe in equity, justice, dignity, and freedom.

At IGE-SRH, we believe that the fight for inclusive health, economic opportunity, and human rights is not the responsibility of a few—it concerns us all. Whether you're a policymaker, donor, activist, ally, or community member, this work is yours too.

So to whom it may concern: This is your call. Your invitation. Your responsibility.

Join us in shaping a world where no one is left behind.

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