A comprehensive report on the operations, significant events and financial analysis on executed projects in the year 2021.
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In spite of all the struggle, abuse, vulnerabilities and discrimination suffered by the LGBTQIA+ persons over the past years in Ghana, 2021 was the most intense and competitive year for the queer communities, advocates, activists, allies and their families to be faced with anti LGBTQIA+ Coalitions, conservative Christians and Islamic groups, journalists, the Ghana police and many others. The atmosphere was filled with mixed feelings for the organisation and its allies as they tested the possibilities of public advocacy, visibility and official opening of a safe space.

The year 2021 saw the first ever official launching of an LGBTQIA+ community center, the first of its kind dedicated to the support and defense of Queer rights. Soon after the launching, the organization received major backlash from the general public.
leading to its subsequent closure, attacks on community leaders, members, the executives, diplomatic allies and sympathizers, and eventually, the drafting of a bill to criminalize our identities, activities and advocacy. All this happened in the midst of a global pandemic but this did not break us. They closed the office but not our passion and dedication, our work went on despite the challenges.

However, the proposal of the anti LGBTQIA+ bill dubbed Promotion of Proper Human Sexual Rights and Ghanaian Family Values Bill has doubled up the violence against LGBTQIA+ persons across the country, recording several viral videos of mob attacks on suspected LGBTQIA+ persons without any justice for the victims.

Thanks to the determination and hard work of the team, we have made a lot of progress in continuing our work to protect and provide information, legal, medical and financial aid to assist many members of the community.

With more strategies and programmes ahead, we look forward to our vision and aims of the group coming into fruition.
EXECUTIVE SUMMARY
The year under review came with major setbacks for LGBT+ Rights Ghana and the community at large. The year began with the theme “Together we build”. The primary and most important activity in the year plan was to set up a community centre to provide services and resources to the community. This ambition was realized with the help and support from LGBTQ community in Ghana, individuals and organizations including the Healthy Black Community Incorporation along with other international communities in Ghana. The centre was launched on 31st January 2021 and in barely a month, the space got raided by the media, Ghana police and National security persons. The aftermath saw the insurgence in homophobic attacks and unlawful arrests of community.
members alongside the compromised security of the executives of LGBT+ Rights Ghana. These events exposed the vulnerabilities of the community, leading to the outpour of support from individuals, international communities in Ghana and organisations like RFSU in Sweden, POS Foundation, Lady Phyll from UK Black Pride, Celebrities with Ghana or African descents in the diaspora, COC Netherlands, Rainbow Railroad in Canada, Pan Africa ILGA etc.. and subsequently, the initiative of a couple of allies in Germany to enrol the organization on an European Union Protect Defenders Program. This program took part of the team to Germany to ensure their safety and further engage with other queer organizations and individuals.

Later on, an anti-LGBTQIA+ bill was introduced to Ghana’s Parliament to be passed into law. This bill is seeking to criminalize the activities and advocacies of LGBT+ Rights in Ghana. The organization, in attempt to mitigate this threat on their activities and the community, had to engage with other human rights organizations like the Humanist Association of Ghana, Drama Queens, Rightify Ghana amongst others to start an advocacy campaign named “We are all Ghana”. Global Platform, a subdivision for Action Aid Ghana also supported an artistic campaign to bring to light the vulnerabilities of the community. LGBT+ Rights Ghana run these two projects within the year alongside the Organizational Strengthening, Advocacy and Empowerment (OSAE) project funded by RFSU from the previous year.

The organization held intended monthly events:

1. “Here and Beyond” programs for most of the months in 2021
2. The “Colour Dialogue” in the month of June in celebration of pride month
3. The “Interfaith Dialogue” under the “We are all Ghana” campaign
4. Advocacy and Security workshops under the OSAE project.

The organization’s GoFundMe account accumulated a total of $58,845.00 of which management has allocated 20% to the community support fund and a 10% to the “We are all Ghana” campaign.

**INTRODUCTION**

This report seeks to extensively highlight, for the year 2021, the operations, activities and events that took place both internally and externally, and ultimately, impacts to the movement. The theme for the year under review was “Together We Build”. This theme was agreed on by the board and executives of the organization to direct the movement all throughout the year. “Together We Build” was to inspire Community empowerment and strengthening by expanding allies and support for the community, building the organization to an international level to further project the LGBTQIA+ community in Ghana to the world and challenge the status quo to redirect perceptions on issues relating to the community.

Community Space Cleanup
THE COMMUNITY SPACE OPENING
The primary activity under the “Together we build” initiative was to open a community space that could provide services and resources for the well-being of community members. The space was officially launched on January 31st 2021. It was a state of the art centre, well equipped to offer psycho-social counseling, paralegal and health services, economic and empowerment workshops and an avenue community members could turn to for general support.

The community space was also intended to serve as office spaces for LGBTQIA+ advocacy, where activists could have an official space for their work, meetings and conferences.

Unfortunately, things took a negative turn when the media reported on the launching of the community space as an LGBTQIA+ recruitment centre. This incited the uprising of anti-LGBTQIA+ groups, homophobes and religious bodies in the country. These groups and individuals called on the executive and judicial bodies of Ghana to act against the launching of an LGBTQIA+ resource centre. These groups successfully created a formidable force of opposition that promoted and united voices of dissent within the institutions and the general Ghanaian public, resulting in the raid and shut down of the community space.

Following the raid and closure of the space came constant attacks on executives of LGBT+ Rights Ghana and the community at large, leading to the temporary suspension of activities under the “Together we build” theme. The uproar of homophobia in Ghana placed the entire community in physical, mental and legal risks. As anticipated, there was a sudden rise in the unlawful arrest and detention of community members like the situation of the Ho 21 (LGBT+ advocates arrested during a paralegal training) amongst several others. In light of these arrests, the executives of LGBT+ Rights Ghana raised awareness about the unlawful arrest on its social media platforms with the #ReleaseThe21. The executives consulted Ashong Benjamin and
associates law firm. The firm put together lawyers to defend the Ho 21. They successfully secured the release and the subsequent discard of the case from court.

Moving forward, 8 members of Parliament sponsored a private member bill dubbed “The Promotion of Proper Human Sexual Rights and Ghanaian Family Value Bill” to further criminalize the activities and advocacies of LGBTQIA+ in the country.

In December 2019, the World Congress of Families (WCF) – an internationally noted racist and religious extremist group, in conjunction with the National Coalition of Proper Human Sexual Rights and Family Values, some religious and media persons collaborated with some members of Parliament to outline an anti-LGBTQIA+ strategy to criminalize the existence and advocacy for the rights of queer people in Ghana. This same strategy, which has been successfully implemented in Nigeria and Uganda, unveiled itself in a series of attacks on the Ghanaian LGBTQIA+ community including the unlawful arrest of over 40 activists and alleged community members. Active steps are being taken by Ghana’s staunchly homophobic parliament to pass this bill into law.

The bill was presented before the Committee of Legal, Constitutional and Parliamentary affairs for thorough assessment. Subsequently, there was a public call for memoranda on the bill and it received an overwhelming response to which we equally submitted a memorandum as part of the Human Rights Coalition coordinated by CDD Ghana and “We are all Ghana” team. The call also saw the support of the coalition of Professors, Legal minds and Human Right Activists against the anti-LGBTQIA+ bill, which consisted of learned professionals in the field of Law, Academia, Human Rights, African and Gender studies. Most of them have taken up the conversations in spaces like forums, the media and press conferences to redirect the narrative
Protest at the Ghana High Commission in London organized by LGBTQIA Ghana Solidarity UK
on the issues of LGBTQIA+ in the Ghanaian populace, namely Lawyer Akoto Ampaw, Professor Audrey Gadzekpo, Professor Emerita Takyiwire Manuh, Professor Kwasi Prempeh, Dr. Yao Graham, Prof. Kwame Karikari, Prof. Gyimah Boadi to mention a few. The committee is taking its time to conduct hearings from individuals and organizations that sent in memoranda to either validate or invalidate the bill.

ENGAGEMENTS, SUPPORT AND COLLABORATIONS WITH/FROM OTHER ORGANIZATIONS AND INDIVIDUALS
With the rising homophobic attacks came both local and international visibility and recognition of the struggles of the community to attain equality. Sympathetic individuals, human right organizations and diplomats reached out to the community to offer support and assistance needed.
First off, the board members of LGBT+ Rights Ghana played a vital role in ensuring the safety of the executives of the organization after the raid. The board consisting of Roslyn Mould and Va-Bene Elikem Fiatsi held an emergency meeting right after the raid to explore possible security measures to adopt and the way forward for the organization and its activities. The board arranged for a legal cover and initiated the plan for an immediate safe space for the executives of the organization.

Va Bene, hosted two of the executives in her residence at Kumasi for two weeks. The board made informed decisions on how the organization was going to operate strategically after the raid.

This strategy ensured the security of the executives and frontline activists while improving the organization’s visibility both locally and internationally.

POS foundation also came in with negotiating support for the executives of LGBT+ Rights Ghana and the international community to secure a temporary safe space.

Lady Phyll from the UK Black Pride, Debbie Owusu-Akyeeah from Canadian Centre for Gender & Sexual Diversity (CCGSD), Rainbow Railroad from Canada and House of Besher Poderosa from Sweden. Pan Africa ILGA in collaboration with COC Netherlands and a couple of celebrities of African decent (Naomi Campbell, Idris Elba, Edward Enninful, Bozoma Saint John and more spoke up with the #GhanaSupportsEquality and supported in monetary terms and had subsequent meetings with the team where most of them promised to be supportive in future activities of the organization.

There were social media campaigns by celebrities and a couple of media influencers creating hashtags, petitions and open letters to political leaders in the country. Wanlov Kubolor
and Sister Derby, Stephanie Benson, Panji Anoff, Nana Ama Agyemang Asante, Lydia Forson, Akosua Hanson, Nana Darkowaa Sekyiamah, Janice Acquah, Silent majority and Prof. Chinke Frankie Edozien, Director of New York University, Accra.

In ensuring the safety of executives from LGBT+ Rights Ghana, a German ally, Dirk Ludigs, got the executives in touch with the German Organisation called Schwulenberatung Berlin, who collaborated efforts with the Evangelischer Kirchenkreis Berlin-Mitte (Berlin Mission) church, Germany and the Queer Amnesty, Germany to enrol the team on an European Union Protect Defenders Program that offered them three months temporary stay in Germany. The team took advantage of their stay to increase network and engagements with organizations, potential allies and some government officials amongst others who facilitated training workshops for the team and also offered their support to the course.
Prior to the raid of the community space, LGBT+ Rights Ghana received donations and expert counsel from the Healthy Black Community Incorporation, Montee Jamal Evans and also sponsored the organizational website and offered their expertise in the area of Leadership, NGO Management and Organizational Strengthening.

The Humanist Association of Ghana (HAG) and the Socialist Students and Workers Network Movement and International Socialists Organization - Ghana, have also been long-time allies to the movement. They engaged with the organisation in advocacy activities and events pertaining to various struggles and oppressions that exist in Ghana and its connection to other countries. The Humanist Association of Ghana (HAG) in particular, served as the Public Relation Agent to the movement where they engaged the media to rectify misleading information perpetuated by homophobes on behalf of the organization. The community was given

Going further, there were inputs from Debbie Owusu of the Canadian Centre for Gender and Sexual Diversity, who kept connecting the organization to individuals and other organization that could be potential donors and resource persons to the organization.

One of the many advantages that came with the raiding of the community space was the abrupt increase in online donations to the organisation’s GoFundMe account.

The board and executives of the organization decided to allocate 20% towards the community support fund to cater for the needs and challenges of queer Ghanaians and 10% to the “We are all Ghana” campaign to counteract the current anti-LGBTQIA+ bill.

ONLINE DONATIONS
$58,845.00.
The organization used social media to manage public relations. There were open letters to dignitaries like the President and some communiques intended to reach community members, Ghanaians and global affiliates. The organization liaised with allies based in the diaspora to stage protests at the Ghanaian embassy in their respective country of residence to communicate their dissatisfaction with the introduction of the bill. Protests were held at the platforms by both local and international media like Class FM, Tv3, Metro TV, BBC, DW TV, CNN amongst others to address misinformation and redirect public narratives on LGBTQIA+ issues. The outcome of this was a nationwide discussion on the issue which saw people from all walks of life come out with different opinions and perspectives to properly map out potential allies to collaborate and consult with in the fight against the anti-LGBTQIA+ bill before Parliament.
Ghana embassies in Canada, England (London), Germany (Berlin) and the United States. During the latter part of 2021, the executives of LGBT+ Rights Ghana engaged with five UK MPs of African descent, Bell Ribeiro-Addy, Abena Oppong-Asare and colleagues to discuss the current situation of the LGBT+ community in Ghana, possible effects of the anti-LGBTQIA+ bill if passed into law and how they can possibly be of help to the course.

Steps have been taken to connect and collaborate with NETRIGHT Ghana, other feminist groups, individuals and organizations who submitted memoranda to the Committee on Legal, Constitutional and Parliamentary affairs requesting to invalidate the anti-LGBTQIA+ bill.
Protest in USA organized by Abena Hutch & Arthur Musah
There have been five in-person and four online executive meetings held in the year 2021 and an average of ten executives were present at each meeting. Some of the issues discussed were the Organisational Strengthening, Advocacy and Empowerment, Registration of the organisation.

The administration organised a leadership training for the executives at the beginning of the year. The curriculum for the training was developed by the programs and communications team. The objectives of the training were:

1. Increase capacity of the executives to allow them effectively manage operations and assist in building community infrastructure.
Executives’ capacity building programme
2. Enable leaders to identify operational needs and internal structures to prioritize areas that need strengthening and put them in line with the organization’s core values.

3. Brainstorm and develop solutions to both long and short-term analysis of the organization’s needs.

The training was facilitated by Montee Jamal Evans, the CEO/Founder of Healthy Black Communities, Inc and Mojaevans Consulting LLC

**MANAGEMENT OF OFFICE SPACE**

The community space was opened on 31st of January 2021 at Ashongman Estates in Accra by LGBT+ Rights Ghana. The space, unfortunately was raided and shut down by the police, national security, the media and some traditional leaders of that area on the 24th of February, 2021.

**MEMBERSHIP**

LGBT+ Rights Ghana is a membership organization. We have approximately 541 registered members in our organization. The members comprise of Gay men, Bisexuals, Lesbians, Pansexuals, Queers, Intersex, Allies and Asexuals.

**RESOURCES**

Resources being managed by administration are:
1. 10 laptops
2. Office supplies - Stationary shredder, Safe, Filing cabinet and Printers
3. Office and home furniture donated by international community
4. Chairs and a table donated by Montee Jamal Evans
5. LED desk lamps
6. Projector, projector screen and white board
7. Rainbow flags, Christmas lights and decor
The Communications department is responsible for developing advocacy strategies and promoting positive narratives of the LGBTQIA+ community in Ghana across multiple platforms; accomplished through web programming, multimedia development, public relations, media outreach and social media management.

The purpose of the department is to effectively share information about the organization, the community, projects, services and events with residents, visitors, community organizations and other stakeholders in order to promote an understanding of creating a safe and inclusive society for LGBTQIA+ persons.
In addition, the Communications department provides expertise and production resources to assist all departments, including the Director’s office, in achieving their communication goals. The department serves as a main point of contact for media inquiries. In an emergency, the Communications department works closely with the Welfare and Programs departments to disseminate and coordinate vital information to ensure public safety. Additionally, the department assists with the coordination and implementation of advocacy initiatives aimed at fostering civic pride, promoting positive experiences in LGBTQIA+ community, and increasing community engagement.

KEY ACTIVITIES

ADVOCACY
The Communications Department has been implementing various advocacy strategies including internal and external pieces that highlight the organization and the LGBTQIA+ community in a new strong and positive image. Throughout the year, various advocacy campaigns were launched and implemented by the communications Department. This includes a number of hashtags on social media and a virtual protest. The hashtags created and widely used include:

#KillTheBill
#WeAreAllGhana
#TogetherWeBuild
#OmayeAblaWo
#GhanaGetsBetter
#BornFreeAndEqual
#GhanaSupportsEquality
#QueerGhanaianLivesMatter

COMMUNITY ORGANIZING AND OUTREACH
The department collaborated with the Programs department and the Welfare department on various community organizing activities throughout the year. The department spearheaded the first virtual community town hall meeting which was an effort to meet with
the larger community to discuss matters that were arising and also find community-based solutions. This event happened on the 25th of July, 2021. This had over 200 community members in attendance.

The department collaborated with the Programs department to pass information and give technical assistance before, during and after the signature event “Here & Beyond” and other activities such as the virtual protest and Color Dialogue during PRIDE month. The department collaborated with the Welfare department to disseminate safety information and guidelines to the community within the year.

PROJECTS
The department successfully coordinated the Organizational Strengthening, Advocacy and Empowerment (OSAE) Project funded by RFSU throughout 2021. This project started in November 2020. The department collaborated with AllOut to develop the campaign “Voices of Ghana”. They also assisted in creating “We are All Ghana” campaign by the SPARTAGH (We Are All Ghana) Advocacy team. There was further collaboration with ActionAid Ghana to develop and implement the “Omanye Abla W)” campaign.

SOCIAL MEDIA MANAGEMENT
The department’s work has predominantly been done through social media. The organization depends on these platforms to disseminate information and also advocate for the rights of the LGBTQIA+ community in Ghana. The department is currently in charge of managing the Facebook, Twitter, Instagram, YouTube, TikTok and Linkedin accounts.

CRISES MANAGEMENT
The department played a significant role when the organization’s community center was raided in February, 2021. The department handled the press release, the communiqué and also coordinated the media interviews.
DEPARTMENT PERFORMANCE

WEBSITE
The official website for LGBT+ Rights Ghana (www.lgbtrightsgh.org) which was newly upgraded this year is yet to be fully utilized by the department and the organization. A team within the department will be created to monitor, create contents and maintain the website. The website will have featured stories, profiles, creative writings and other contents that seeks to make the website a stop for everything happening in the queer Ghanaian space. Users will also be able to send a complaint and also report cases of abuses and blackmails.

SOCIAL MEDIA PAGES AND GROUPS
We recorded the highest number of engagements across our social media pages and groups due to the events of 31st January, 2021 (Opening Night and Fundraiser). The immediate engagements happened after the raid on the 24th of February, 2021 and engagements have peaked since then. This report highlights the impressions of posts and engagements and will mainly focus on the last quarter of 2021.

TWITTER
Our post on the raid of the community center attracted 285,000 impressions which is our biggest of the year. Followed by our communique which had 205,000 impressions. The post with the least number of impressions is our post thanking the general public for donating to us which is 13,332. At the time of this report, our Twitter page had 9,965 followers.

INSTAGRAM
The Instagram page currently has a little over 16,800 followers and it is growing rapidly. Below are the analytics of the page engagements and reach based on the last 90 days of this report. The analytics is based on posts reach, posts likes, gender, age, countries and cities.
FACEBOOK
Facebook documents the analytics of the page based on the last 28 days. Below are the details of the reach of the page, the views and the posts. It can be seen that our post on 30th November, 2021 got up to 190,000 reach.

TIKTOK AND YOUTUBE
The TikTok account currently has 475 followers with a total page likes of 3050. The highest played video was uploaded on 2nd December and it got 4254 plays and 21 comments.
The YouTube channel has 336 subscribers and the post with the highest views was uploaded on the 6th October, 2021 which had 1093 views and 13 comments.
This end-of-year report is the first of its kind with the intent to provide a comprehensive document of programs, events and happenings within the programs department of LGBT+ Rights Ghana for the year 2021. This document also seeks to serve as a yardstick for the department in the coming years.

SUMMARY OF REPORT
The programs department has managed to stay steady and working despite the heavy blow dealt the organization and queer Ghanaian community at large this year; with the villainizing of the newly opened community space, its subsequent shutdown coupled with further harassment and state-backed discrimination. The main initiative of the programs department, “Here and Beyond”, run 7 times this year notwithstanding.
The programs department, as of September 2021, had one active and full-time volunteer worker with a program’s team consisting of 5 volunteers with work output rapidly declining. This has been attributed to various factors including the lack of physical workspace, the rise in homophobia and state-backed discrimination against queer Ghanaians, activists, and allies, and inconsistencies in executing community programs. The programs director hopes to rectify and foster the spirit of activism within its team through enticing volunteer programs, departmental training and workshops, providing digital tools, and internships with other prominent CBOs.

Finding safe spaces for community events has also been a challenge this year due to two major reasons; the introduction of an anti-LGBT bill to the Ghanaian parliament; an action that has drawn negative public attention to community events and gathering with such vigilantism resulting in the arrest of twenty-two (22) party-goers in the Ashanti region and twenty-one (21) activists in the Volta region; and secondly, inadequate funds.

The introduction of the anti-LGBT bill has also resulted in our programs and events characterized by classism; we are only able to share flyers of our events on social media and not to the general queer Ghanaian. Doing so provides us with the surety of the groups of people we are inviting to our space and further affords us security, but it also means that the grassroots queer Ghanaians are left out and do not benefit from the community spaces we carve out in such times. We have also had to alternate between online programs and physical programs, further increasing the divide between our members.

Moving forward, the department’s team has been conscientize to come up with initiatives, programs, and collaborations that will see to the involvement of all. We have also observed,
amidst growing complaints from community members in other parts of Ghana, the lack of community events and community empowerment initiatives in those regions. We look forward to addressing all these issues in the coming year; no one shall be left out. In 2022, the department hopes to keep on growing in experience and expertise whilst garnering knowledge to enable us to stay afloat and thrive in this fight. We are excited about the new working year and are pumped for what's ahead!

ACKNOWLEDGMENTS
Our greatest gratitude goes to Alex Kofi Donkor for providing us with the leverage to explore and continuously serve. Our biggest appreciation to Francis Kaye Essien, the Financial Director, and Moh Wadud, Communications Director both of LGBT+ Rights Ghana. It has been a tumultuous year, we look forward to a much better one. The department’s directorship is also grateful to all CBOS it has collaborated with this year, we look forward to more and rewarding collaborations.

PERSONNEL/HUMAN RESOURCE
The programs department is currently headed by Tracy Naa Kwaaley Owoo (former deputy director) who took over after Suhaidatu Dramani. The program’s team currently consists of five volunteer team members. Work turnout by volunteers is still minimal and can be attributed to various reasons; including most working day jobs, rise in homophobia and state backed violence leading to a disinterest in community work and fear for personal safety, the lack of a physical office, the lack of a comprehensive volunteer program and little to no educational/workshop resources and incentives for volunteers. The department head hopes to meet most of these needs for better outputs in the coming months. Find below names and brief introduction of current volunteers
Chikondi Agness Mlombwa (She/her) is a heterosexual spiritual radical black feminist and Human Rights activist. She lives in Malawi and believes that all persons are deserving of basic human rights, dignity, and respect. She joined the programs team in 2020 through a social media call for volunteers.

Raphaela M. Rockson (they/them) is a queer feminist residing in Ghana. They applied to be a part of the programs team for LGBT+ Rights Ghana because it is a combination of two things they love and appreciate: events and community among queer people. It is their hope that a sense of community remains throughout the organising that must be done to ensure the freedom and safety of all queer people in Ghana.

Victoria Karin (They/she/he) is a non-binary feminist. They volunteered to be a part of the programs team for LGBT Rights Ghana because they believe in equal rights for all and the strength in community.

Tracy Owoo (they/she) is a queer Ghanaian activist who lives in Accra, Ghana. She works with LGBT+ Rights Ghana currently as director of programs and is dedicated to using her skill sets and available resources to support the queer/trans community. She was a part of the working group formed to cater for and eventually secure the freedom of the unlawfully detained Ho-21. She has participated in various panels and discussions around the queer and trans community and is always humbled to be in spaces where she can help.

As part of her job role, she runs monthly programs on an initiative by LGBT+ Rights Ghana titled Here and Beyond that focuses on fostering the spirit of community through discussions and engagement on various topics: art, health, self-care, community integration, etc. She believes in community, the spirit of humanity and the “leave no one behind” ethos.
Maame Akosua Agyemang, Accra, Ghana, holds a Bachelor's degree in Marketing and Chinese from the University of Ghana and is a member of the Chartered Institute of Marketing, UK. She speaks fluent German and is proficient in French and Chinese. She is also a member of the community; and is interested in activism and assisting the less privileged. She has volunteered with LGBT Rights Ghana and with the programs department for about a year now.

HERE AND BEYOND

MARCH, 2021
31st March: #GhanaGetsBetter Twitter protest
Following the closure of the LGBT+ Rights Ghana community safe space and the crackdown of violence on queer people, the Here and Beyond program for March featured a Twitter Protest to provide a venting space for queer Ghanaians and allies to safely register their displeasure. Online safety measures were promoted alongside the event fliers to provide extra security for participants. The digital protest which began at 6 pm, saw community members and allies change their Twitter Avi to a field of red as a sign of protest and solemnity. The event was successful beyond expectations with #GhanaGetsBetter and #LGBT trending for over 32 hours. Several users still maintained red avis even after the event and a huge awareness was raised on the plight of queer people in Ghana. Many tweets were later shared across LGBT+ Rights Social Media to spread solidarity.

APRIL, 2021
28th-30th April 2021: Acronym Visibility Week
In celebration of Lesbians and promoting visibility, a 3 day virtual Here and Beyond program dubbed Lesbians, Butterflies, Yellow, and Conversations was held. The event took place across our social media platforms with the program lineup consisting of informative polls, Instagram live conversations, and infographics on allyship.
PROTEST WITH US!

#GHANAGETSBETTER

TWEET WITH
@LGBTRIGHTSGHANA @WANLOV
@SIMAACKA @MSAFRACKOMAH
@FIIFIBRIGHT @SILENNTMAJORITYGH

AS WE PROTEST THE HOMOPHOBIA AND VIOLENCE BEING PERPETUATED AGAINST THE GHANAIAN LGBTQIA COMMUNITY

WED. 31ST MARCH + 6PM

LESBIANS,
Butterflies, Yellow & Conversations

Join us this week as we celebrate & amplify the beauty, resilience and realities of Ghanaian lesbians & Queer women!

Polls, quizzes & questions all week & a live conversation on
Sat. 1st May, 2021 | 3:30pm
MAY, 2021
16 May 2021: IDAHOT Celebration -
Together, resisting, supporting, Healing

17 May, 2021: Where do we go from here? A tale of two countries
In celebration of International Day Against Homophobia and Transphobia, Two separate events were held to commemorate the occasion. The “Memory Lane” exhibition was organized to provide an avenue where community members and interested people could revisit the tension and horrors the Queer Ghanaian community endured thus far in 2021. The exhibition also showcased the support, growth in allyship, and the cohesion of resistance that was beginning to form against the blatant discrimination of perceived Queer people. There was a nighttime movie screening of Stories of Our Lives which was made possible thanks to Rita Nketiah who liaised the Programs team with The Nest Collective: owners of the movie. The Collective allowed the screening free of charge.
**Exhibition**
Resisting, Supporting, Healing
IDAHOT 2021

**Down Memory Lane: A 2021 Recap**

The opening of our Community center sparked a series of hateful events leading up to the notice of a bipartisan bill to criminalize the existence of LGBTQIA Ghanaians. We invite you to walk through 2021 with us and help us reflect on making Ghana better for all queer people.

Sunday 16 May, 2021 | 6:00pm

DM @hereandbeyondgh to RSVP for Sunday

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**Together**
Resisting, Supporting, Healing

Sun. 16 May 2021
Down memory lane: Art Exhibition 11am - 6pm
Movie Night & Conversation 6pm - 9pm

Mon. 17 May 2021 - IDAHO
Virtual Discussion: Where Do We Go From Here?

DM @hereandbeyondgh to RSVP for Sunday

#GhanaGetsBetter
The following day, an online panel brought together Matthew Blaise- a celebrated Nigerian LGBTQIA activist and Gyekye Tanoh of the International Socialists Organization, Ghana to discuss the current state of affairs regarding the onslaught of abuse on Ghana’s queer community and to garner insights from Nigeria’s experience with the passage of the SSMPA act and what can be learned in order to overturn the emerging threat of an anti-LGBT bill being presented to Ghana’s parliament.

JUNE, 2021
Here and Beyond Event due to the arrest of 21 Activists in Ghana and its ramifications on the queer community.

JULY, 2021
The physical and mental strain of the continuous fight of homophobia and system-backed prejudice and injustice was evident in community activists and their work. Two retreats were held in serene spaces to provide a holistic break for reflection and relaxation. One for the 21 activists that were arrested and detained in Ho and the working group that pushed all efforts into their health and well-being while in police cells and securing their bail. And the second for volunteer workers of LGBT+ Rights Ghana. The retreats included a quiet time for reflection, group talks on strategizing and the way forward, and a safe space to vent in solidarity. Food and refreshment were provided at both retreats.

AUGUST, 2021
20th August 2021: Games Night

After three months of laying low, a games night was organized for community members to once again carve out a space within the homophobic climate to socialize and reconnect. 30 people were projected to attend but the actual attendance was well beyond 50. The event started at 7pm and lasted till 10pm.
Refreshments were provided and community members also came with snacks to share. There were a variety of games that kept everyone entertained.

SEPTEMBER & OCTOBER, 2021
September was slated for a Here and Beyond program dubbed “the plant swap”, a physical event with the aim to socialise and connect under the general theme of plants. The recent introduction of an anti-LGBT bill to parliament found all work resources directed at meetings, interviews, and media appearances to counteract, inform and form alliances. The introduction of such a bill also meant that the pool of safe spaces for community events was going to become less and less accessible to the majority of our community members. The here and beyond community program suffered a stall due to this. October was also met with the same fate.

NOVEMBER, 2021
6th November: Annual Here and Beyond Planning Meeting

An annual Here and Beyond planning meeting was held for volunteers of the programs team. The meeting provided the department with an opportunity to decide on activities and events for the upcoming year and measure their impact within the current homophobic climate. It also provided the programs department an opportunity to restructure and find links and positions that will allow for maximum execution of the department's mandates. New positions that were agreed on include liaisons, a departmental secretary, and a financial secretary.
12th November
Five individual tickets and three vendor spots were purchased from organisers of a self-care event dubbed Self Care Sunday Accra.

The event was scheduled to take place on the 5th of December at the Rehab beach club, Labadi. Previous ones had proved that it was a queer-friendly and safe space. A communique was sent out to community members to apply for the free tickets simply by sending a text message to register their names. Tickets were grabbed fast. Vendors who participated included a fruit and juice seller, a queer apparels dealer and, a flower Gardiner. Here are some remarks from individuals and vendors who got tickets for the event through us.

“The program was well organised and program schedules were duly attended to. It has helped in how to handle our mental health in order not to stress ourselves that much and yes I would love to attend again” - Counselor Joe

“It was a good avenue to test the market with my juices. I would love to participate next time. Thank you for the opportunity” - Naa, Vendor

DECEMBER, 2021
11th December 2021: Plant Swap and Workshops in collaboration with other organisations.

To mark the end of such a tumultuous year, to cap our here and beyond events for the year, and to make up for the loud silence from our here and beyond events, the programs team opted to organise a physical event to span the majority of the day with various workshops and aspects.

A collaboration with Drama Queens, a feminist queer pan African NPO based in Accra, brought onboard a consent workshop, a concept that needs many reiterations, especially in the queer community. Talks are ongoing with Drama
Queens Ghana to curate a workshop on consent solely for the various acronyms under the LGBT+ umbrella. A discussion on sexual orientation and gender identity held resulted in exceeded expectations. The session witnessed all present interact with the topic and show high levels of interest with questions and opinions coming from all sides of the room.

An agreement with CEPHERG Ghana provided this gathering with an STI booth for free status checking and freebies after tests are taken; including lubricants and condoms. The CEPHERG health team was also prepped and ready to give counseling and PrEP talks to all individuals who tested during the period of the event. A plant 101 session held by Tracy Owoo provided participants with the opportunity to ask basic plant questions on transplanting, pot size and types, and soil types for different species of plants. Subsidized plants were put on sale for community members to purchase. Card games were also provided to keep the guests entertained and refreshments were provided for all.
COLOR DIALOGUE
PRIDE 2021

INSTAGRAM LIVE

Language, a tool that unconsciously promotes ableism?

6PM
Thur. 17 June, 2021

Dede Ayeh
Queer Feminist

Tracy N.K. Owuo
LGBT+ Rights Ghana

COLOR DIALOGUE
PRIDE 2021

INSTAGRAM LIVE

Queer Joy: Staying Queer and Sane in Ghana

6PM
Wed. 16 June, 2021

Suhaidatu Dramani
LGBT+ Rights Ghana

Dennis O. Frimpong
Drama Queens
COLLABORATIONS WITH OTHER DEPARTMENTS
1-31st June 2021: Colour Dialogue Series with Communications Department

Daily Instagram live conversations were had with community members and allies throughout Pride Month. Conversation topics included Diversity and Inclusion Beyond Youth Tokenism and 2021 and A Queer Year in Retrospect. This series further served as a platform to continuously amplify the plights of 21 young Ghanaian activists who at the time had been arrested for attending a paralegal workshop in Ho and were continuously denied bail. They were slapped with a charge of unlawful gathering.

25th September - 4th December
Temporary safe house management and logistics with Welfare Department

Community allies Billie and Omon trusted their home to the organisation as they traveled for two months for work. Their space came at a critical time in Ghana’s queer history. Both the director and deputy for the Welfare team were out of the country on work assignments thus a collaboration was formed with the programs department to manage logistics for the temporary safe house as well as become stewards of the place. The space served as a temporary haven for two gay men and three trans women. The house has successfully been handed back to Billie and Omon.
BUDGET

The department has organised its main departmental initiative “Here and Beyond” with funds from the RFSU project and looks forward to doing so in the coming year.

Its directorship is also exploring various ways to raise funds including proposal writings for grants and calls for donations from queers and allies.

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<thead>
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<th>Projected Expenses</th>
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</table>
LIMITATIONS OF THE DEPARTMENT

Aside from the low productivity from the programs volunteer team which threatens to affect the quality of programs, other limitations of the department include:

1. Programs characterized by classism; this is, unfortunately, the case because, in the current homophobic climate, classism provides us and people who attend our event with the highest security possible. Moving forward, the department is strategizing on various ways to reach the grassroots through our proposed activities.
2. Departmental mandate; The only main event held by the programs team is the Here and Beyond community event. The department hopes to inculcate other integral programs to benefit its volunteers, the organisation, and the community at large.

3. No available incentives for volunteers.

4. Non-existing/undefined avenues for developing capacities of volunteer team.

5. Low churn out of Initiatives due to lack of team members and adequate funds

RECOMMENDATIONS

1. Setting up a holistic volunteers program for volunteers to reap the full benefits of community work.

2. Periodic, and if security safe, physical meetings for programs team volunteer to foster and promote work and activism to ensure maximum outputs.

3. Diversified community events to include all acronyms while also targeting in-community marginalisation and inboxing.

4. Periodic evaluations to access the quality of the department's work.

5. Hosting online events around international queer calendars to ensure the promotion of inclusivity.

CONCLUSION

In 2022, the programs department expect to equip themselves to execute its mandate. Through departmental training and workshops, the use of available and outsourced digital tools and collaborations with other CBOs, our team is prepping and gearing towards an uncertain future but with hope.
The welfare team comprises eight dedicated, intelligent and hardworking individuals committed to bringing social and political change to the LGBTQ+ community. Our primary goals are to make the community accessible to disabled people and people living in dangerously homophobic neighborhoods. We also want to open a safe house for youth that got evicted by their families. We want to reduce the exposure of LGBT+ youth to drugs and unsafe sexual interactions that put their lives and safety at risk. In a country where transgender folks are violently persecuted, we hope to provide them with safe living conditions to keep them off the streets. Ghana is experiencing state-sanctioned persecution against LGBTQ people. There is an increased risk of arrest, public humiliation, extortion, social isolation, and suicide.
For several years the LGBTQI+ community has been targeted by homophobic people, both from state institutions, religious groups and individuals. But there isn’t enough awareness on these issues due to the biased media reporting and pushing misinformation about the LGBTQ community to invite fear-mongering. There are frequent reports of attacks against LGBTQI+ people, including outing them, blackmailing, kidnapping for ransom and outright physical violence. This year’s attacks on our rights and freedom were heightened and severe compared to what we have been experiencing in the past years. Attacks came in quick succession and caught us off guard.

We started 2021 with the closure of a community centre established by LGBT+ Rights Ghana. On January 31 2021, LGBT+ Rights Ghana hosted a fundraiser to officially launch and promote its community space, which opens its doors to members of the Ghanaian LGBT+ community and allies as a safe space.

Unfortunately, this fund-raising activity sparked adverse reporting riddled with false narrations from the Ghanaian media and the public. Following the fund-raising night, Ghanaian media and influential opinion-makers picked up the news about the existence of the safe space. Also, in response to the event, anti-LGBT groups centred around the Executive Secretary of the National Coalition for Proper Human Sexual Rights and Family Values, Moses Foh-Amoaning, began their hateful crusade against LGBT+ Rights Ghana and the general queer community in Ghana.

On February 11, Moses Foh-Amoaning, a known violent homophobe advocating for the persecution of LGBTQ people, publicly called for the closure of the safe space and the arrest of the organization's members. On February 24, Ghana Police Service raided LGBT+ Rights Ghana safe space in Ashongman Estate-Accra. As a consequence of the raid, LGBT+ Rights Ghana lost access to the safe space. Fortunately, none of the members got arrested.
Media was also present during the raid; pictures of LGBTQ+ Rights Ghana Activists were all over social media, leading to them receiving threats, all forms of abuse and even curses on their social media pages and personal inbox, including some from family members. Activists and community members went into hiding, and it doesn't seem like it is getting better anytime soon. The welfare department released an emergency relief support fund which seeks to provide temporary relief to the LGBTQ+ community in Ghana who have been affected by the situation in the country (Ghana). Fifteen (15) people benefitted from this fund with the help of RFSU.

An alleged lesbian wedding on March 28 2021, which attendees claim was a birthday party, was stormed and denounced by the traditional ruler of Kwahu Obomeng with his elders, police and media. Twenty-two people were arrested, some of the attackers were heard chanting, "We go burn them, we go burn all of them" in the video, Ghana LGBTQ+ Activist and the community launched an online campaign on social media to push for the and recognition of rights of community members and later they were released.

May 2021 came with the case of the Ho 21; Ghanaian police arrested 21 human defenders (16 women and five men) who were conducting paralegal training to protect the human rights of sexual minorities in Ho, Ghana. They were remanded in police custody by the Ho circuit and charged with unlawful assembly. This nearly brought the whole movement down as other organizations closed their offices out of fear, and activists went into hiding; there was too much uncertainty, and most people fell silent. They were released on bail on their fourth application with further pending court proceedings to follow later with the help of our legal team. We also provided them with emotional support to enable them to continue to deal and understand with the situation, challenges and also feel love and belonging.
Most recently, the so-called Proper Human Sexual Rights and Ghana Family Values Bill – the 'anti-gay bill' – was officially introduced to parliament and is now open to contributions from the public. The bill prescribes up to 10 years for anyone who advocates for LGBTQ+ people, forced medical procedures for intersex children, a requirement for families and teachers to report queer relatives and students or be subjected to jail time, and even an extradition clause that allows for Ghanaian LGBTQ folks abroad to be brought back to Ghana for prosecution. The bill's implications reach even beyond those who identify as part of the LGBTQI+ community and are already being felt, even before it has been passed. Blackmail has become more rampant against the LGBTQI+ community. We used to see two or three cases a week, but now we see upwards of three cases per day.

Homophobes are infiltrating queer dating sites, and social media pose as gay to lure gay men into their homes, where they subject them to group violence. In one particular case, the victim was blackmailed and threatened with death. If the bill is passed, people like these will have free rein to harm LGBTQ people or people perceived to be a part of the community because the law will condone their behaviour. Ghanaians give much importance to the value of sympathy, but this bill will also criminalize the exercise of this value. If an LGBTQI+ person is subjected to violence in public, nobody will come to their rescue because you can be prosecuted for that. The implications are grave in the area of public health. According to the bill, if you know or suspect that someone is an LGBTQI+ person, you must report them to the police. This applies to nurses and other health workers, which will lead to fewer people seeking health services. HIV programmes targeting key populations are run by community-based organizations that are primarily peer-led. If the bill bans them from operating and bans others from registering, people will not be able
to access healthcare, which is a constitutional right, making it much harder to fight HIV/AIDS and other sexually transmitted diseases.

While our constitution prohibits censorship, this bill will ban the publication of LGBTQI+ content, including reports of crimes against the LGBTQI+ community. This also applies to social media. It will take away our constitutional rights to freedom of speech and expression, as well as our Right to dignity and privacy. While the constitution speaks against discrimination of all forms, this bill will legalize discrimination against LGBTQI+ people.

SAFETY AND SECURITY

LGBT+ persons in Ghana continue to suffer physical, psychological, emotional, socio-economic, and other forms of abuse/violence daily due to their sexual orientation or gender identity. This is primarily due to a lack of awareness and information on LGBT+ within the general Ghanaian environment causing many Ghanaians to be homophobic, thereby creating an unsafe environment for LGBT persons. Many LGBT persons are blackmailed sometimes by non-LGBT and LGBT persons, assaulted by homophobic crowds, family or friends, and emotionally and psychologically abused by people they sometimes trust. The police, health professionals and other professionals also contribute to the unsafe environment for LGBT persons making them insecure. Some LGBT persons also do contribute to the insecurity of the larger LGBT community. They blackmail, extort and physically abuse other LGBT people. LGBT persons in the closet, effeminate and perceived LGBT persons due to their relationship with the LGBT community mostly fall victim. Fear of violence is part of LGBTQ people's daily lives throughout the country. LGBTQ+ Rights Ghana activists now have the added burden of protecting themselves and the communities they serve.
LIVING CONDITIONS

"As a queer peer educator, I went to Shama in Takoradi to work and met this guy who was ready for education on STIs and safe sex. After our conversation, the guy told me he liked how I talked and wanted us to become friends, which I said OKAY to it. He invited me over for a walk, we met up and had a small conversation; he later suggested we move around the area which I agreed. On our way, I saw six guys approaching our direction. Five of them were young boys, and one was an older man. They asked what are we doing here on this night of the day. I was confused, so I said to them, "when you came here, we just had our conversation, so why would you ask us such a question?" One of the guys slapped me for being interrogative, then forcefully pulled me to an uncompleted building. They said they were about to ask me a series of questions, and I should respond yes to it, or else they will beat me up, kill me and leave my body in the uncompleted building. I was scared and afraid for my life, so I decided to comply. They videotaped me, beat me up and took off my clothes and dragged me to a park, and I saw a crowd gathering around. They also used my phone to call my friends to come, when my friends came, they started beating them, one of my friends lost consciousness and collapsed. Yet still, they were beating us till the district assemblyman came over and video-taped us, slapped me, and said they should cut off our sexual organs and beat us more. They later called the police to come to arrest us because we are gays and advocating for gay rights in the country".

On October 19 2021, four men were brutally beaten and banished for being gay in Chogu Tamale, Ghana. Ghana police in central region Kasoa arrested two suspected gay lovers on the October 14 2021. The two whose names were given as Prince Nyator and Evans Amoah. The two had suffered emotional and physical abuse by the media and society.
The family of 32-year-old Kamel Anas Bello banished him from home over his sexual orientation; Bello has been warned not to step foot into the family house as his conduct was forbidden in Islam.

Police arrested suspected gays in Akatsi, Accra. Two foreigners, a Nigerien and a Sierra Leonean, aged 32 and 27 respectively, were picked up in their residence by the police.

A gay man was assaulted, videotaped and video released online at Nkawie in the Ashanti region by a gang of homophobia. They stripped him naked, beat and verbally abused and cursed him. They heated a pressing iron, nearly burnt him with it and also picked up a machete to cut him.

Each time we hear of people being arrested, the welfare team rush to police stations to get them out. We are paying for our freedom. Although bail in Ghana is free, the police won't let them go. Under Section 104 of the current Criminal Offences Act, they cannot arrest you because someone told them you are gay, but they still do. They know they cannot prosecute you, but they make you pay if you want to recover your freedom fast. In Ghana, LGBTQ+ Person's face difficulties finding jobs, whether they are searching for a willing employer or trying to start their own business. Due to these injustices, high poverty rates plaque the LGBTQ community, where people suffer from hunger and insecurity. Poverty has a complex impact on LGBTQ communities in Ghana. It makes them more vulnerable to homelessness and violence, makes it more difficult to express their sexuality safely, undermines their health, and compromises access to healthcare.

DISCRIMINATION OF HEALTHCARE

Also, by denying a large part of healthcare access to LGBTQ+, the rate of HIV/AIDS continues to climb among the LGBTQ+
community, especially among men who have sex with other men. In Ghana, HIV prevalence is high among MSM. To avoid discrimination, these men avoid seeking medical care and discussing their health issues with health care professionals. This delay in seeking treatment is detrimental, and without proper care and education, infected individuals may spread the disease. The incidence of HIV/AIDS has a strong foothold in Ghana with the overall prevalence being 18 per cent.

**HOMELESSNESS**

Widespread family rejection (especially of youth) creates a need for emergency housing, but there is no system in place in Ghana. There are no organizations with a safe house, especially since the introduction of the Anti-LGBT Bill in parliament. People are evicted not just by their own families but also by their landlords under suspicion of homosexuality. We receive many desperate messages from people who are temporarily staying with friends but urgently need a more stable arrangement. Some of these people are at very high risk.

In Ghana, LGBTQ+ Rights Ghana (Welfare Teams) make arrangements for LGBTQ+ person who have been ostracized by hosting them, providing them with a temporary relocation in a guest house or Airbnb, for example, we found ourselves off the office converted into a temporary bedroom for young people who had been thrown out of their families. Instead of an emergency housing, activists sometimes collect donations to support homeless youth.

**LACK OF FAMILY ACCEPTANCE**

Religious fundamentalism is on the rise in Ghana, fueled by poverty and illiteracy. It promotes a redefinition of "Ghanaians values" that are hostile to individual rights, usually
beginning in the family with pressure to change or marry, restriction of movement, or outright rejection and disownment. There are even reports of family-organized gang rape of girls and women believed to be lesbians. Family bullying and violence are usually the first homophobic experiences LGBTQ persons face in the community.

**HOMOPHOBIA IN THE MEDIA**

Many media use sensational reporting to reinforce myths about LGBTQ people, stir up moral panics around LGBTQ issues, and provide a platform for those in power to attack LGBTQ identities. Moderate or progressive voices are silenced or pushed to the margins. On the other hand, it tends to reinforce simplistic contrasts in highlighting cases of homophobia that occur in Ghana.

**ACHIEVEMENTS OF THE DEPARTMENT**

1. Increasing awareness of sexuality, sexual health and rights, and gender identity

2. Increasing awareness of the safety and security of community members by sharing security measures on all our social media pages and also having a platform that exposes notorious who steal, abuse and blackmail LGBTQ+ persons in Ghana and where people can report all forms of abuse cases. *(ghanagayblackmailers@gmail.com)*

3. Increasing awareness of sexuality and sexual health through counseling and accessing psycho-social and emotional health services and necessary medical treatment by helping LGBTQ+ persons locate friendly health centres and also support those who cannot afford hospital bills.
4. LGBTQ+ welfare team also focused on education and skill-building support to those who have been shunned or denied access to education by their family because of their sexuality or cannot pay for their school fees.

5. Provided social and political spaces where community members could gather safely without any harm. Identified and established temporary refuge centres and safe spaces for at risk LGBT persons and supporters (safe, accessible and affordable places for LGBTQ+ persons.

6. We have also addressed psycho-social, economic, discrimination and emigration problems among LGBTQ+ persons in our community. Vocational and University education programs, discriminated people are allowed to continue studying or take training by recommending them to queer persons who are already in the skills they want to acquire to develop skills and knowledge that can empower them and prepare them for the future.

7. Empowered the community members to speak out and participate in decision-making spaces.

8. We held an online security training for 30 activists to teach them ways of safely carrying out their activism with minimal risks online and in physical situations.

The table below gives a summary of the reported cases and how many were successfully resolved.

Below is the link for reporting incidents https://www.lgbtrightsgh.org/report-a-case/
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**RECOMMENDATION AND STRATEGIES**

Security and safety are significant issues in Ghana, particularly as it exacerbates gender-based violence, and these issues are more severe for marginalized and oppressed populations such as LGBT. The welfare team is planning to establish safe houses to tackle long-term problems of crisis centres to help LGBT persons in need of a comprehensive system solution. The primary objective of the welfare team is to find a safe house for LGBT persons, which will provide help, support and services to those at risk of violence, sacked from home or experiencing violence from both the families of the society.

Specific funding will be needed in developing programs and addressing Sexual and Gender-based Violence (SGBV) against LGBT persons in Ghana. The program needs to be sustainable and must cover vast areas in Ghana to enable LGBT persons from all over the country to access it. Allies in the security forces, lawyers
human rights advocates and activists will need technical and periodical expertise. Security Allies, LGBT Activists/paralegals need to be empowered to support their colleagues when they face issues with security or violence against them because of their sexual orientation or gender identity.

Most people from the community face discrimination when visiting most health centres in Ghana due to their sexual/gender orientation or perceived sexual/gender orientation. This has worsened due to the state and religious backed homophobic rhetoric ongoing in the country. Most community members fear for their safety and thus cannot get the needed treatments they require. To ensure all community members can safely gain access to physical, sexual, emotional and mental care and treatment without fear of being outed, blackmailed or abused. They provide mental health services and counseling to community members, minors navigating sexual and gender identities.

Providing safe spaces for people going through treatments and have no one to care for them. Develop a good point of contact and protocols in case of emergencies.

We are hoping to start a social entrepreneurial initiative to provide training and support to members of the LGBTQIA+ community in Ghana. This initiative will help recognize and resourcefully pursue opportunities to create social value and craft innovative sustainable approaches to addressing critical social needs. With the number of cases we receive at the welfare team at LGBT+ Rights Ghana, we cannot provide much-needed support due to limited funds. We needed a sustainable approach to creating social change that depended on NGOs and non-profits.

This initiative will equip people with:

1. The needed skills and resources to start a career.
2. Provide jobs and employment for people.

3. Create a market for people to sell their products and skills. Build an E-commerce site to leverage global markets.

4. Empower people to live better and healthy lives. Remove people abusive and exploitative situations.

The emergency response team should also provide across the cities of Ghana to ensure easy and smooth work in terms of abuse cases.

We should provide training on sensitivity and effective response to LGBT discrimination and hate crime for police, security services and the criminal justice system, or support those already providing such training. Build the capacity of police and LGBT groups to document instances of hate crime against LGBT people.

Conduct research to better understand how LGBT people are discriminated against economically.

We should also support LGBT people to set up their businesses.

This year came with a lot of unknowns that put a strain on the welfare team but also allowed us to find gaps in our existing processes to make our work more efficient, we hope to be able to increase our reach across the country in terms of physical safe houses in major regions to provide readily available aide to all members of the community in Ghana.
On the 5th of November 2021, LGBT+ Rights Ghana submitted a project proposal entailing the concept and goal of the project to GLOBAL PLATFORM. This project was prospectively spearheaded by Kellison Benjamine as project coordinator and Francis Kaye-Essien as project account officer.

“OMANYE ABLA Wɔ” ‘(Let Peace, Love and Tolerance Reign)’ is a digital initiative mainly centered around queer advocacy through creative avenues like artistic painting, poetry, graphic design, write ups and notable historical quotes by queer activists/human rights advocates as one of the mechanisms to create awareness for violence and discrimination against Ghanaians who identify as Lesbian, Gay, Bisexual, Transgender and Queer.
“OMANYE ABLA WỌ” is from the GA language which denotes attracting or wishing good tidings, success, peace, love, tolerance for one's self. This phrase was chosen for this initiative to project our call to the Ghanaian society to end violence and discrimination against the Ghanaian LGBT+ community.

The theme of this project is “Creatively Writing Our Way to Queer Liberation.” The duration of the project’s execution was one (1) month, i.e. from 25th November to 30th December 2021 on the LGBT+ Rights Ghana social media pages (Twitter, Instagram, Facebook, YouTube and TikTok).

The project team received support for execution on 12th November 2021 which made it possible to design and accumulate fliers, art works and literary pieces (both audio and visual) for the smooth implementation of the project with queer Ghanaians.

The team staff consisted of:
1. Project Coordinator (1)
2. Project Accountant (1)
3. Writers (2)
4. Graphic Designers/Animators (2)
5. Spoken Word/Voice-Over Artist (1)

ESTIMATED BUDGET PLUS LOGISTICS

$500.83
$2,950.00

The execution of the “OMANYE ABLA WỌ” project commenced on the 25th of November with a promotional montage summarizing what the project entails, both on Twitter and Instagram, garnering over 1000 views in total. Below is the link to the promo montage on Instagram; https://www.instagram.com/p/CWrl4dKqwH9/?utm_medium=copy_link
On the 26th of November 2021, a designed flyer with an inscription speaking of the richness, beauty and depths of love in a climate accepting of complete openess and diversity was posted. A poem titled ‘UNAPOLOGETIC’ by a queer poet, Abraham Mills, in a graphic designed flyer followed two days after the first post.

The project tied in with the ‘International Day of Persons with Disabilities’ and LGBT+ Rights Ghana generated social media post on 3rd December 2021 in celebration and support of queer persons living with disabilities all over the world.

Designed graphics with acceptance and self worth themed captions made by the likes of Lawyer Akoto Ampaw, a poem by one of the young queer Ghanaian poets on flyers and a montage of a spoken word piece titled ‘Every Part of Me,’ and similar posts were posted chronologically from 6th December 2021 through to 24th December 2021.

A still-animated montage displaying two queer men and a caption speaking about loving genuinely and practicing the act of giving in the Yuletide season was posted on 25th December, wishing followers and everyone who has engaged with the project’s posts or LGBT+ Rights Ghana social media pages, a Merry Christmas. A post commemorating and celebrating the life of South African notable Humanist and Religious Leader, Late Desmond Tutu was also made on the 30th of December. The project officially ended on the 31st December 2021 with a designed flyer captioned “STOP VIOLENCE AGAINST QUEER MEN”.

This was inspired by the numerous violent attacks meted out on effeminate cisgender men and crossdressers in Ghana. This garnered notable organic engagements and reposts on Instagram and Twitter.
STOP VIOLENCE AGAINST QUEER MEN IN GHANA

“VIOLENCE IS JUST WHEN KINDNESS IS VAIN”
#OMANYEABLAW

31ST JANUARY 2022
OUR COMMUNITY CENTER ONE YEAR DOWN

And it’s only the beginning of more initiatives. Calling back, we celebrate our zeal to the accomplishment of the dream. After this mark, the subsequent years will be a testament to our strength in unity as a community.

I would refuse to go to a homophobic heaven. No, I would say sorry, I mean I would much rather go to the other place.

Desmond Tutu | 1931-2021

WE ARE WHO WE ARE AND THAT SELF ACCEPTANCE AND EXPRESSION SHOULDN’T CALL FOR OUR ERASURE.

CHRISTMAS IS ALL ABOUT GIVING AND LOVING GENUINELY, IN THE SPIRIT OF LOVING. LGBT+GHANA WISHES EVERYONE A MERRY CHRISTMAS

LGBT+ Rights Ghana | 2021 Annual Report
Anti-LGBT Bill Resistance

Project Title: “We Are All Ghana”

Project Team Name: SPARTAGH

Name of Implementing Agent(s): LGBT+ Rights Ghana

Project Location: Ghana

Proposed Starting Date: July 2021

Project duration: 2 Years

Amount Requested from Voluntary Fund (US$): 1000

Implementing agent inputs: $3,800
The Project Proposal has five sections:

I. Background and justification of the project
II. Objectives of the project
III. Expected results of the project
IV. Project implementation and management
V. Project budget
VI. Risk assessment

I. BACKGROUND AND JUSTIFICATION
Ghana still criminalizes same-sex relations. It has not prosecuted anyone for same-sex relations in recent years, but LGBT+ people still face frequent abuse and discrimination, including blackmail and violent. Religion and culture are relied on mostly to promote a culture of hate and attacks against the LGBTQ community. Most Ghanaians believe that homosexuality and gender diversity are un-African and have destructive impact across Africa.

In December 2019, the World Congress of Families - an internationally noted racist and religiously extremist group; in conjunction with the National Coalition for Proper Human Sexual Rights and Family Values and some religious, political, and media persons outlined an anti-LGBT strategy to criminalize the existence and advocacy of queer people in Ghana. The strategy which has been successfully implemented in Nigeria and Uganda has unveiled itself in a series of attacks on the Ghanaian LGBTQIA community including the unlawful arrests of over 40 activists and alleged community members as well as the raid and shut down of the LGBT+ Rights Ghana safe space. Active steps have been taken to present an anti-LGBT bill to Ghana’s staunchly homophobic parliament. The passing of this bill will further incense hate and attacks on the queer community. It will also greatly compromise the fundamental human rights of all Ghanaians.
To derail the progress of this bill and actively work towards its demise in parliament, LGBT+ Rights Ghana in collaboration with other Ghanaian human rights groups aim to create a formidable force of opposition in order to promote and unite voices of dissent within the institutions and the general Ghanaian public in influencing parliament against the bill. We also seek to educate ourselves and increase LGBTQIA awareness while ensuring the security of the community and the Ghanaian populace during this tense period.
PROGRESS REPORT ON ADVOCACY

The advocacy team led by Ed Hanson is the main focus of the project being an advocacy initiative. The proponents of this project allocated a lot of resources into this sub group to ensure maximum effectiveness. The brunt of the project looks at engaging various social actors and community members as well as collaborations with like minded organizations in order to build a united force of dissent against the bill. Through advocacy for the rights of the queer community, mass education and forming an allyship base, the project was expected to grow and establish a sizeable opposition to prevailing homophobic narrative to cause a paradigm shift.

The team began active work by designing a logo for the project. The logo has three hands together in the Ghana colours forming a heart, holding the heart of Ghana's black star. The colours illustrate Ghana's rich diversity, the hands in common purpose show the country's richness in inclusiveness, the heart representing the respect that Ghanaians hold for every person's right and our collective humanity. The black star represents Ghana's founding clarion call for freedom and justice for all, not just within the borders but for liberation throughout the continent and beyond.

A manifesto about the project was drafted and made public to convey the core values of the campaign, which are, Peace and Love, Freedom and Justice, Growth and Prosperity. The goal was to re-frame the current Ghanaian narrative and make clear to all that the bill is a distraction from what truly matters and encourage leaders in all spaces to unit as one and focus our talents and resources in the service of solving the serious developmental challenges facing Ghana. While building networks within Ghana for those who stand for human rights and against homophobia, the group aimed at connecting with those throughout the continent and in the diaspora asserting their rights.
The Interfaith Dialogue

This is an ongoing initiative of the campaign - the first part of a larger advocacy strategy to kill the bill and change the Ghanaian attitude towards gender and sexual diversity post colonization.

The coordinators of this series reach out to people of faith from the continent and within the African diaspora to stand in solidarity with the Ghanaian LGBT+ persons during this critical time in light of explicit religious support for the bill.

The Interfaith Dialogue is an hour program airing every Sunday at 5pm GMT on LGBT+ Rights Ghana instagram page @lgbtrightsghana. The speakers are expected to prepare a 30min message around the theme, “How your faith and queerness intersects or how your faith inspires you to be an ally within your faith community.
LGBT+ Rights Ghana in collaboration with other Ghanaian human rights groups aim to create a formidable force of opposition through uniting voices of dissent within the institutions and the general Ghanaian public to influence parliament against the bill. In an attempt to achieve these, security is very paramount. The security of the project is headed by Mr. Moses Eze in Nigeria. He is tasked to provide security measures for activists presently working on the ground in Ghana and the community members at large. He reports directly to one of the three project coordinators based in Ghana.

The objective for this dialogue is to help religious queer individuals or allies reconcile their faith with their identities or beliefs respectively. Also, it is targeted at debunking false religious doctrines concerning LGBT+ issues.

PROGRESS REPORT ON SECURITY, LEGAL AND FUNDRAISING

Security
“We are all Ghana” project started off as Sparta project. This project is aimed at derailing the progress of the anti-LGBTQIA+ bill and actively work towards its demise in parliament.

Over the months, The Interfaith Dialogue has been graced with guest speakers like Theophilius Afrotist, a spiritual public speaker and author, Rev. Jide R. Macaulay, the founder of House of Rainbow, Davis Mac-Lyalla, Interfaith Diversity of West Africa, Dr. Lulu, a life coach for parents of LGBTQIA+ children, Evangelist Hailord amongst others.

The project coordinator responsible for security liaised with Destiny Security - a security agency to provide security for all in-person meetings and workshops. This alliance ensured the security for the first town hall meeting organized by LGBT+ Rights Ghana by which this project was initiated.
Also, the security for the project’s first workshop at the Centre for Democratic Development (CDD Ghana) was handled by the same security agency despite the centre already having a general security. These measures were put in place to curb anticipated risks associated with the working groups’ activities like intrusion from the media or uninvited persons, vandalism or any activity from outsiders to hinder the progress of the working group’s activities.

Prior to the first working meeting, the security team put together some security measures attached to a non-conformity report template to be shared amongst all sub coordinators and circled back to the security team in the event of a risk exposure associated with breach of any security protocol. The working group is geographically dispersed hence there was the need to include online security measures as well.
The figures below show a table of security measures with a non-conformity report template.

“IKE ARE ALL GHANA” EMERGENCY PROJECT SECURITY MEASURES

<table>
<thead>
<tr>
<th>Security Measure No.</th>
<th>Security Detail</th>
<th>Non-Conformity Report (Attach Department)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SM.01</td>
<td>Everyone will be working remotely, no street protest for now. Team members will work virtually from home.</td>
<td></td>
</tr>
<tr>
<td>SM.02</td>
<td>The use of VPNs and digital accounts (blockchain) to receive funding, keeping project accounts untrackable.</td>
<td></td>
</tr>
<tr>
<td>SM.03</td>
<td>While we are yet to outsource a data security personnel, team members should avoid clicking on any unfamiliar links or free coupons to ensure data security.</td>
<td></td>
</tr>
<tr>
<td>SM.04</td>
<td>Confidential accounts and documents that need to be secured should be passworded and stored in a cloud account.</td>
<td></td>
</tr>
<tr>
<td>SM.05</td>
<td>Mask applications should be installed on any work device.</td>
<td></td>
</tr>
<tr>
<td>SM.06</td>
<td>Project Social Media accounts should be managed by authorised persons only</td>
<td></td>
</tr>
<tr>
<td>SM.07</td>
<td>Social Media managers should not participate in any sort of online “game or quiz”</td>
<td></td>
</tr>
<tr>
<td>SM.08</td>
<td>Update accounts and document passwords as and when handlers are changed</td>
<td></td>
</tr>
<tr>
<td>SM.09</td>
<td>Sub-project leaders should verify authenticity of participants and volunteers</td>
<td></td>
</tr>
<tr>
<td>SM.10</td>
<td>Locations of any in-person meetings regarding the project should be shared to project coordinators prior to the commence of the meeting</td>
<td></td>
</tr>
<tr>
<td>SM.11</td>
<td>On no account should photographs or videos of any project team member be shared on any platform (internal or external) without seeking authorization.</td>
<td></td>
</tr>
<tr>
<td>SM.12</td>
<td>On no account should personal or contact details of any team member be shared on any platform (internal or external) without seeking authorization.</td>
<td></td>
</tr>
<tr>
<td>SM.13</td>
<td>Any form of abuse coming from either internal or external should be reported to Project coordinators/Security head.</td>
<td></td>
</tr>
<tr>
<td>-------</td>
<td>-------------------------------------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>SM.14</td>
<td>Sensitive information (documented or not) should be accorded the necessary confidentiality.</td>
<td></td>
</tr>
</tbody>
</table>
Fundraising
This project was envisioned to be very resource intensive. The strategy developed is human resource intensive. It actively requires the skills, expertise and courage of several community members and allies if it is to be effectively implemented. As such, there was the need to create a department responsible for securing monetary resources for the project. The proponents of this project proposed a salaried team of 30 who will earn entry-level remuneration for their full-time engagement over the next 6 months. These salaries were to be derived from online funding and as such, the team deemed it fit to departmentalize fundraising.

Suhaïda Dramani was in charge of fundraising but currently the position lies vacant. During her tenure, she gave a presentation on the strategy plan for fundraising at the working group’s workshop at Centre for Democratic Development. She launched the first website of the project which consisted of donation links from paystack, both to individual activists and the project at large, blogs containing articles about the community and its struggles to equality, fundraising for Vee foundation and a wall of shame - where influential homophobes in Ghana are called out.

Within the span of three months, the online donations amounted to 1,260 USD. These donations went into the payment of stipend for some working group members and some strategy implementation costs like security consultancy, website building, town hall organisations and a month's payment to Suhaïda Dramani.

Subsequently, there was the need for a new website as the previous one was temporary and unpaid. In addition, there has been some changes within the projects including the project name and improved website content to reflect the projects’ new identity.
Integration payment gateways
Blog/News
About us and team pages
Gallery
Subscription to newsletter page
Partnership page

The development strategy is to use a CMS platform (WordPress/Squarespace) as recommended for the blog feature. Unfortunately, because most CMS do not accommodate server side languages, integrating payment gateway can only be done through third party plugins like WooCommerce and Ecwid which may come at an extra cost.

The team figured the most effective method would be to use paystack's API to create a separate domain that will contain the payment links. Using this approach will also allow for easy accessibility to data for creating charts and progress bars incorporated into the website. It will also allow the creation of a separate ledger of donations on the websites domains.

The team reviewed these web building software based on how secure it is, the cost, ease to use and the most importantly the ability to integrate the payment gateways.

A budget for the website was prepared but it's yet to be presented to the coordinators of the project for consideration.

Below is the budget for new website:
### Legal

The legal sub group of “We are all Ghana”, led by Alex Kofi Donkor was tasked with creating and managing a legal team. This was one of the security measures the proponents of this project put in place to ensure the well-being of frontline activists, affected community members and the overall success of the project. Ghana’s homophobic climate places LGBTQIA+ activists at physical, mental and legal risk. In light of the arrests and attacks on community members, it became necessary to create legally sound strategies and an effective legal cover.

The legal head presented a strategy plan detailing how the team was going to provide legal counsel and action for activists and community members, build a legal team to fight the current anti-LGBTQIA+ bill from a legal perspective and finally, roadmap to plan B should the bill be passed.

#### Building a Legal Team

The team mapped out/identified individual lawyers, legal experts and firms who would be interested in helping the course. After these assessments were made, the team came to the conclusion on fighting the bill both locally,

<table>
<thead>
<tr>
<th>Item</th>
<th>Description</th>
<th>Pricing Links</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paystack</td>
<td>Payment gateway</td>
<td>paystack.com/gh/pricing</td>
<td>1.95% on transactions</td>
</tr>
<tr>
<td>Mailchimp</td>
<td>Newsletter platform</td>
<td>mailchimp.com/pricing/free-details/</td>
<td>Free</td>
</tr>
<tr>
<td>Squarespace</td>
<td>Website builder</td>
<td>squarespace.com/pricing</td>
<td>12 USD monthly</td>
</tr>
</tbody>
</table>
(Supreme Court) and internationally, (United Nations Court and African Court) hence there was the need to build an international legal team as well.

During the latter part of 2021, the team met with some Ghanaian lawyers to discuss the bill and solicit their support. Some firms seemed enthusiastic about the course, however, they asked to be given sometime to consult their partners before fully committing to this course. While engaging with some Ghanaian law firms, the team was in constant communication with a couple legal experts in the United Kingdom. This initiative comes with a huge budget, and as such, the legal team liaised with the fundraising team to put together applications to a couple to Grants/Funding organizations to fund this initiative. Below is the legal budget yet to be officially presented to the coordinators of the project.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Budget Unit</th>
<th>Number of Units</th>
<th>Budget (USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity 1. Identifying lawyers and legal experts both locally and internationally</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conference package for 10 participants</td>
<td>100.00</td>
<td>10.00</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Honorariums for resource persons</td>
<td>400.00</td>
<td>2.00</td>
<td>800.00</td>
</tr>
<tr>
<td>Transport and allowances for participants</td>
<td>100.00</td>
<td>10.00</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Venue rental cost</td>
<td>2,000.00</td>
<td>1.00</td>
<td>2,000.00</td>
</tr>
<tr>
<td>Security for venue</td>
<td>500.00</td>
<td>1.00</td>
<td>500.00</td>
</tr>
</tbody>
</table>
Activity 2. Connect and collaborate with these experts to build a legal team to pursue the bill from a legal perspective

<table>
<thead>
<tr>
<th></th>
<th>Consultation cost</th>
<th>Transportation</th>
<th>Lawyers fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total (USD)</td>
<td>10,000.00</td>
<td>1,000.00</td>
<td>10,000.00</td>
</tr>
</tbody>
</table>

Activity 3. Contesting the bill when passed locally

| Court filing and process costs | 10,000.00 | 12.00 | 120,000.00 |
| Total (USD)                   |           |       | 256,300.00 |

PROGRESS REPORT ON HEALTH, COMMUNITY EMPOWERMENT AND STRENGTHENING

Community Empowerment and Strengthening

A WhatsApp group was created as the primary means of communication on 13/09/2021 with 3 participants.

For the first activity, Awareness of Human rights and Security was selected. A draft of the chosen activity was presented to the group by Emmanuel for deliberation, edited by Mirco and submitted to Tray for feedback. As stated in the draft, the Legal team would be contacted for a template on the current provisions of human rights and freedoms available to the target audience within the constitution of Ghana.

A second activity was initiated in creating an infograph about the bill. A meeting was held online tackling the bill clause by clause,
highlighting the rights and freedoms of the constitution affected by the bill.

The subsequent positions were brought up to handle the initiative:

**Roles**

1. *Research and Content Creation*: One volunteer to research on the time and summarize the violations it has.
   - The content creation will express the outlook of the research data in partnership with the designer’s visualization.

2. *Graphic Design*: Another volunteer to translate information and story concept into infographics, presenting options to the work group of Com. Empo for review and selection.

Owuraku and Mirco volunteered to take up the Research and Content Creation roles. They presented their findings on 8th November 2021 with the next stage being the breakdown of various clauses, then presenting it to the graphic designer to package and disseminate via the various media platforms.

**Health**

**Introduction**

This report covers the strategies, objectives and activities of the sub-group under the year of review. It will also highlight what was undertaken and the challenges faced in implementing set targets and objectives.
<table>
<thead>
<tr>
<th>Activity</th>
<th>Create a network of queer-friendly healthcare professionals and centres to refer community members.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Details</td>
<td>In order to ensure holistic healthcare for community members, a network of professionals and centres were identified and handpicked to provide both physical and mental health services at affordable fee or no fee at all.</td>
</tr>
</tbody>
</table>
| Results  | ■ We were able to recruit 3 mental health professionals; a psychiatrist and 2 clinical psychologists.  
■ For physical health, leveraging on the Welfare system of LGBT+ Rights Ghana, queer friendly physical health related issued were referred through their network. |
| Point Person | Zeeyah & Halil |

<table>
<thead>
<tr>
<th>Activity</th>
<th>Provide safe and confidential facilities for the treatment of STDs such as Chlamydia, gonorrhea, genital warts etc. through safe medication delivery system for queer people on HRT (Hormone Replacement Therapy), PrEP, ARVs and other medications.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Details</td>
<td>Securing holistic healthcare for community members by utilizing the network of professionals and centres identified and handpicked to provide physical health services at affordable fee or no fee at all.</td>
</tr>
<tr>
<td>Results</td>
<td>Under the period of review, we received no such cases and hence, couldn’t make any referrals.</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Point Person</td>
<td>Zeeyah &amp; Halil</td>
</tr>
<tr>
<td>Activity</td>
<td>Develop queer friendly and gold standard basic counseling services for community members, project volunteers and activists.</td>
</tr>
<tr>
<td>Details</td>
<td>The maintenance of health and well-being of project volunteers, activists and affected community members are essential to the success of the Sparta initiative and hence, the focus priority of developing a queer friendly gold standard basic counseling service.</td>
</tr>
<tr>
<td>Results</td>
<td>A document was produced reflecting the above objective of developing a gold standard basic counseling service.</td>
</tr>
<tr>
<td>Point Person</td>
<td>Ezekiel</td>
</tr>
<tr>
<td>Activity</td>
<td>Implement a queer-friendly, confidential, inclusive and time-sensitive therapeutic interventions for community members, project volunteers and activists.</td>
</tr>
<tr>
<td>Details</td>
<td>Mental health is a very sensitive and private sphere for many people and layering of one's sexuality makes it very difficult to provide optimal care and intervention. However, with this objective, we are able to bridge the gap and provide care when needed without fear of discrimination.</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Results</td>
<td>■ A document was produced reflecting the above objective of developing a gold standard basic counseling service.</td>
</tr>
<tr>
<td>Point Person</td>
<td>Zeeyah &amp; Ezekiel</td>
</tr>
<tr>
<td>Activity</td>
<td>Promote the development of a ‘Self Care’ culture to increase health maintenance and wellbeing of targeted population.</td>
</tr>
<tr>
<td>Details</td>
<td>In order to ensure a holistic healthcare for community members, the active promotion of a ‘Self Care’ culture was made an objective to help community members, project volunteers and activists have an improved mental well-being all year round.</td>
</tr>
<tr>
<td>Results</td>
<td>■ A ‘Self Care’ guide was developed to teach beneficiaries basic techniques to deal with daily stressors and effectively take care of their mental health.</td>
</tr>
<tr>
<td>Point Person</td>
<td>Ezekiel</td>
</tr>
<tr>
<td>Activity</td>
<td>Manage a dedicated internal helpline or support channel for community members, project volunteers and activists seeking personalized or specialized assistance or care.</td>
</tr>
<tr>
<td>----------</td>
<td>---------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Details</td>
<td>A check-in system was created to constantly weigh in on the mental health state of beneficiaries from time to time in order to identify early signs or symptoms of mental distress as well as also reassure and provide support through basic talk therapy.</td>
</tr>
<tr>
<td>Results</td>
<td>■ A dedicated number was set aside to run this objective through weekly checkups.</td>
</tr>
<tr>
<td>Point Person</td>
<td>Ezekiel</td>
</tr>
</tbody>
</table>

There were other objectives set to be achieved for the period under review but couldn’t do so due to lack of personnel such as volunteers and community members with mental health training or background. Moving forward, we aspire to reach community members with the above mentioned skill-sets or expertise to help expand the implementation of existing and new strategies.
INTRODUCTION
This report intended to describe the activities of the finance department and resources managed in the year under review.

GENERAL OVERVIEW OF THE DEPARTMENT
Finance department plays a pivotal role in the running of an organization when it comes to the management of income and expenses from the day to day activities. The year started smoothly with plans to diversify and strategize the operations of the department by recruiting more volunteers to help manage the department. The unfortunate happened as the opening of our safe house which housed both our office and center that will cater for the needs the LGBTQ Ghanaian community was closed down by national security operatives, subsequently our bank...
account got closed by our bankers without prior notice. Since the closure of the space, although our work got distorted, we managed to streamline our effort effectively and efficiently to stay afloat as a team with the core mandate to protect the financial purse of the organization.

In October 2021 a call for volunteers was sent out on our social media handles for community members to apply for the position of:
1. Deputy Finance Director
2. Procurement and Logistics Manager
3. Internal Auditor.

Successful applicants were taken through an interview session with the Director, Administrator and the Finance Director as head of the panel. Three successful volunteers in the names of Bridget Emba Dadzie, Albert Ankamah and Wilfred Osei Bonsu were selected to fill up the capacities listed above. On the 27th of November 2021, the Finance department held its first meeting, at the meeting amendment to the financial reference manual was made, new policy manuals (procurement and audit) were introduced. These manuals are being worked on and will be forwarded to the Director and the board for consideration and adoption.

Plans were also made to position the department in a way in which accountability and effective stewardship will be its hallmark. The necessary books, logistics and software systems will be put in place effective 1st January 2022.

PROJECT BUDGET AND EXPENDITURE

1. ORGANIZATIONAL STRENGTHENING, ADVOCACY AND EMPOWERMENT PROJECT (OSAE Project)

Project Background
The Organizational Strengthening, Advocacy and Empowerment (OSAE) Project is a
fourteen-month project which commenced in November 2020 and ended in December 2021. The overall objective of the project is to the strengthening and empowerment LGBT+ Rights Ghana for advocacy and to build the institutional capacity of the organization. Funded by RFSU.

Project Budget
The project had an intervention budget of Four Hundred and Eighty-Five Thousand Krona (SEK 485,000). Additional funding of One Hundred Thousand Krona (SEK 100,000) was allocated to 2021. Out of the total budget of Five Hundred and Eighty-Five Thousand Krona (SEK 585,000), One Hundred and Three Thousand Krona (SEK 103,000) was committed to 2020 intervention programmes and Four Hundred and Eighty-Two Thousand Krona (SEK 482,000) was committed to 2021 intervention programmes. As at the period end 2021, RFSU has disbursed Five Hundred and Eighty-Five Thousand Krona (SEK 585,000).

<table>
<thead>
<tr>
<th>Original Contract (SEK)</th>
<th>Additional Funds (SEK)</th>
<th>Total Funding (SEK)</th>
<th>Total Disbursement (SEK)</th>
<th>Amount yet to be Disbursed (SEK)</th>
</tr>
</thead>
<tbody>
<tr>
<td>485,000 for 14 months</td>
<td>100,000</td>
<td>585,000</td>
<td>585,000</td>
<td>-</td>
</tr>
</tbody>
</table>
2021 year income

Gh¢381,896

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>GH¢</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity Cost</td>
<td>182,926</td>
</tr>
<tr>
<td>Capital Equipment</td>
<td>23,260</td>
</tr>
<tr>
<td>Staff Cost</td>
<td>107,831</td>
</tr>
<tr>
<td>Administrative Cost</td>
<td>57,879</td>
</tr>
<tr>
<td>Project Audit</td>
<td>10,000</td>
</tr>
<tr>
<td>Total</td>
<td><strong>381,896</strong></td>
</tr>
</tbody>
</table>

*Surplus transfer to accumulated fund*

---

**ACCUMULATED FUNDS FOR 14 MONTH PERIOD ENDED 31st DECEMBER 2021**

- Balance as at 1st November 2020
- Surplus for the period
- Balance as at 31st December 2021
2. “WE ARE ALL GHANA” PROJECT

Project Background
Currently, Ghana’s Parliament is considering an anti-LGBTQIA+ bill dubbed the Proper Human Sexual Right and Ghanaian Family Value Bill 2021 that seeks to criminalise LGBTQIA+ identities and advocacy. This bill, when passed, will infringe on the fundamental human rights of LGBTQIA+ people and trample on their dignity by subjecting them to either a jail term of up to 5 years or torturous conversion therapy. After the publicity of the bill, concerned citizens from various human rights movements joined forces with LGBT+ Rights Ghana under the theme “We are all Ghana” to derail the progress of the bill and actively work towards its demise in Parliament.

The team sought to embark on a strategic advocacy as the bill has gained a lot of public acceptance in the Ghanaian society.

Project Budget
The strategy was human resource intensive and actively required the skills, expertise, and courage of several community members and allies if it is to be effectively implemented.

The team came out with a budget with zero funds to begin with.

Below is the budget.
## Health & Security

<table>
<thead>
<tr>
<th>Type</th>
<th>Qty</th>
<th>Unit Gh¢</th>
<th>Total Gh¢</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly Community Health intervention</td>
<td>6</td>
<td>5000</td>
<td>30,000</td>
</tr>
<tr>
<td>Community Health Outreaches</td>
<td>2</td>
<td>5000</td>
<td>10,000</td>
</tr>
<tr>
<td>Therapy and psychological services</td>
<td>6</td>
<td>3000</td>
<td>18,000</td>
</tr>
<tr>
<td>Legal team of 3</td>
<td>6</td>
<td>15000</td>
<td>90,000</td>
</tr>
<tr>
<td>Legal consultancy and other service fees</td>
<td>2</td>
<td>20,000</td>
<td>40,000</td>
</tr>
<tr>
<td>Security protocol consultancy</td>
<td>1</td>
<td>5000</td>
<td>5000</td>
</tr>
<tr>
<td>Security agency</td>
<td>6</td>
<td>1000</td>
<td>6000</td>
</tr>
<tr>
<td>Security detail for public engagements</td>
<td>12</td>
<td>500</td>
<td>6000</td>
</tr>
<tr>
<td>3 Safe-houses</td>
<td>6</td>
<td>5400</td>
<td>32,400</td>
</tr>
<tr>
<td>Utilities</td>
<td>6</td>
<td>3000</td>
<td>18,000</td>
</tr>
<tr>
<td>Groceries</td>
<td>6</td>
<td>3000</td>
<td>18,000</td>
</tr>
<tr>
<td>Furnishing</td>
<td>1</td>
<td>20000</td>
<td>20000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>85,900</td>
<td><strong>293,400</strong></td>
</tr>
</tbody>
</table>
## Advocacy, Empowerment, Collaboration

<table>
<thead>
<tr>
<th>Type</th>
<th>Qty</th>
<th>Unit Gh¢</th>
<th>Total Gh¢</th>
</tr>
</thead>
<tbody>
<tr>
<td>Town Hall Meetings</td>
<td>6</td>
<td>1500</td>
<td>9000</td>
</tr>
<tr>
<td>Religious Gatherings</td>
<td>3</td>
<td>3000</td>
<td>9000</td>
</tr>
<tr>
<td>Public Engagements</td>
<td>10</td>
<td>1000</td>
<td>10,000</td>
</tr>
<tr>
<td>Community Awareness and Empowerment Workshops</td>
<td>10</td>
<td>2000</td>
<td>20,000</td>
</tr>
<tr>
<td>Social Media Management</td>
<td>6</td>
<td>1500</td>
<td>9000</td>
</tr>
<tr>
<td>Local Media Adverts and Publications</td>
<td>6</td>
<td>1000</td>
<td>6000</td>
</tr>
<tr>
<td>Press Conferences</td>
<td>3</td>
<td>3000</td>
<td>9000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td><strong>72,000</strong></td>
</tr>
</tbody>
</table>
### Operational and Administrative Costs

<table>
<thead>
<tr>
<th>Type</th>
<th>Qty</th>
<th>Unit Gh¢</th>
<th>Total Gh¢</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries for 30 full-time frontline activists (transport, upkeep, internet, food, misc.)</td>
<td>6</td>
<td>60,000</td>
<td>360,000</td>
</tr>
<tr>
<td>Internet Data Protection</td>
<td>6</td>
<td>600</td>
<td>3600</td>
</tr>
<tr>
<td>Capacity building and training workshops</td>
<td>10</td>
<td>1000</td>
<td>10,000</td>
</tr>
<tr>
<td>Facilitator/resource person stipend</td>
<td>10</td>
<td>500</td>
<td>5000</td>
</tr>
<tr>
<td>Monitoring and evaluation reports</td>
<td>2</td>
<td>5000</td>
<td>10,000</td>
</tr>
<tr>
<td>Miscellaneous eg: Financial transaction charges</td>
<td>1</td>
<td>2000</td>
<td>2000</td>
</tr>
<tr>
<td>Strategy &amp; framework formulation and monitoring</td>
<td>6</td>
<td>1000</td>
<td>6000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td><strong>396,600</strong></td>
</tr>
</tbody>
</table>

**FUNDS RECEIVED**

With a total budget estimate of GH¢762,000 and GH¢0 funds to kick start the project, the executives of LGBT+ Rights Ghana agreed to give 10% (USD 3800) of its crowd funding on GOFUNDME as implementing partners input to support the project. However, the funds allocation too effect in December 2021 due to
technical challenges during bank transfers and funds liquidation. The team also sauced for donation and received **GH₵6,900 (USD 1000)** in total.

Initial funds received at the beginning of the project was **GH₵6,900**

Find below Breakdown of Expenditure

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>First in person meeting</td>
<td>1300.00</td>
</tr>
<tr>
<td>Implementing project strategy meeting</td>
<td>1,273.00</td>
</tr>
<tr>
<td>Allowance for project personnel</td>
<td>800.00</td>
</tr>
<tr>
<td>Salary for lead project coordinator</td>
<td>1500.00</td>
</tr>
<tr>
<td>Third town hall meeting</td>
<td>1000.00</td>
</tr>
<tr>
<td>Balance on transportation of logistics</td>
<td>25.00</td>
</tr>
<tr>
<td>Proposal writing meeting including Internet</td>
<td>600.00</td>
</tr>
<tr>
<td>Salary of account officer</td>
<td>400.00</td>
</tr>
<tr>
<td>Charges on MoMo transactions</td>
<td>2.00</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>6,900.00</strong></td>
</tr>
</tbody>
</table>
3. Omanyé Ablawo

**Project Background**

OMANYE ABLAWO (Let Peace, Love and Tolerance Reign)’ was a month project coordinated by Kellison Benjamine with support from GLOBAL PLATFORM, a sub-division of ActionAid Ghana. The project is a digital initiative mainly centered around queer advocacy through creative means such as artistic painting, poetry, graphic designing, write-ups and notable historical quotes by Queer activists/human rights advocates as one of the mechanisms to create awareness for violence and discrimination against Ghanaians who identify as Lesbian, Gay, Bisexual, Transgender and Queer. The phrase 'OMANYE ABLAWO' follows the GA language which denotes attracting or wishing good tidings, success, peace, love, tolerance for one's self. This phrase was chosen for this initiative to project our call to the Ghanaian society to end Violence and Discrimination against the Ghanaian LGBT+ community. The theme of this project is 'Creatively Writing Our Way To Queer Liberation.' The duration of the project's execution was one (1) month, i.e from 25th November to 30th December 2021 on the LGBT+ Rights Ghana social media pages (Twitter, Instagram, Facebook, YouTube and TikTok).

**Project Budget**

The project has an intervention budget of GH2,950.00 (USD 500)

Below is the estimated budget and expenditure table for the for the project.

**Estimated Budget**
<table>
<thead>
<tr>
<th>Type</th>
<th>Qty</th>
<th>Unit</th>
<th>Total</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Gh¢</td>
<td>Gh¢</td>
<td>USD</td>
</tr>
<tr>
<td>Graphic Designers</td>
<td>2</td>
<td>200</td>
<td>200</td>
<td>67.91</td>
</tr>
<tr>
<td>Writers</td>
<td>2</td>
<td>200</td>
<td>200</td>
<td>67.91</td>
</tr>
<tr>
<td>Spoken Word Artist/Voice-Over</td>
<td>2</td>
<td>200</td>
<td>200</td>
<td>67.91</td>
</tr>
<tr>
<td>Camera Rental</td>
<td>1</td>
<td>200</td>
<td>200</td>
<td>33.95</td>
</tr>
<tr>
<td><strong>SUB TOTAL</strong></td>
<td></td>
<td></td>
<td><strong>1400.00</strong></td>
<td><strong>237.68</strong></td>
</tr>
<tr>
<td>Internet</td>
<td></td>
<td>300</td>
<td>300</td>
<td>50.93</td>
</tr>
<tr>
<td>Boosting on Social Media handles</td>
<td></td>
<td>450</td>
<td>450</td>
<td>76.40</td>
</tr>
<tr>
<td><strong>SUB TOTAL</strong></td>
<td></td>
<td></td>
<td><strong>750.00</strong></td>
<td><strong>127.33</strong></td>
</tr>
<tr>
<td>Project Coordinator Allowance</td>
<td>1</td>
<td>400</td>
<td>400</td>
<td>67.91</td>
</tr>
<tr>
<td>Project Accountant Allowance</td>
<td>1</td>
<td>400</td>
<td>400</td>
<td>67.91</td>
</tr>
<tr>
<td><strong>SUB TOTAL</strong></td>
<td></td>
<td></td>
<td><strong>800.00</strong></td>
<td><strong>135.82</strong></td>
</tr>
<tr>
<td><strong>GRAND TOTAL</strong></td>
<td></td>
<td></td>
<td><strong>2,950.00</strong></td>
<td><strong>500.83</strong></td>
</tr>
</tbody>
</table>

Bank Rate 1 USD = GH¢5.89
DONATIONS AND ONLINE CROWD FUNDING

On 24th February, 2021, LGBT+ Rights Ghana's safe space was raided by the landlord, Ghana Police Service along with members of the media and officers from the National Security. As a result, the movement has had to seek new beginnings. We are hoping to build our very own community center to continue in supporting the Ghanaian LGBTQ+ community. In the midst of the challenges the LGBTQ+ community is facing, we have set the goal of creating an LGBT+ Safe Space Community Center. As a collective and autonomous project, our plan is to foster a much more cooperative approach, bringing together individuals, efforts and ideas.

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
<th>Amount GH₵</th>
</tr>
</thead>
<tbody>
<tr>
<td>28/11/21</td>
<td>Graphic Designers</td>
<td>400.00</td>
</tr>
<tr>
<td>06/12/21</td>
<td>Payment of Writers</td>
<td>400.00</td>
</tr>
<tr>
<td>06/12/21</td>
<td>Payment made to Spoken Word Artiste</td>
<td>400.00</td>
</tr>
<tr>
<td>06/12/21</td>
<td>Social media account boosting</td>
<td>450.00</td>
</tr>
<tr>
<td>06/12/21</td>
<td>Internet purchased</td>
<td>300.00</td>
</tr>
<tr>
<td>06/12/21</td>
<td>Camera Rental</td>
<td>200.00</td>
</tr>
<tr>
<td>29/12/21</td>
<td>Allowance to Project Coordinator and Accountant</td>
<td>800.00</td>
</tr>
<tr>
<td><strong>Grand Total GH₵</strong></td>
<td></td>
<td><strong>2,950.00</strong></td>
</tr>
</tbody>
</table>
towards making a greater impact and bring dignity to and for our community. Our aim is to raise $100,000 USD to secure a well-equipped facility with high-tech security installed and will support the programs, initiatives and operations of the movement and the Ghanaian LGBTQ+ Community in general.

As at the time of this report, we had successfully raised through GOFUNDME an amount of USD58,490, Paypal USD 5,700. A Total of 64,190 have been received through crowd funding.

HOW THIS MONEY HAS BEEN ALLOCATED

It was agreed in an emergency executive meeting held in July 2021 to allocate 20% of the crowd funding to the Community Support Fund in support of victims of abuse as a result of the current Anti-LGBTQ Bill. Again 10% was agreed on to support the “We Are All Ghana” team strategy in fighting the bill. A team is to be set in 2022 to begin the process of creating an 

LGBT+ Safe Space Community Center with the rest of the 70%.

Funds Allocation

- Community Center
- Community Support Fund
- We Are All Ghana
CONCLUSION AND RECOMMENDATIONS

The year under review has seen the development and implementation of effective accounting systems that will be resourceful in the subsequent years. With the volunteering systems and policies being improved within the organization, the department foresee an increase in human resource capacity and innovation. Investments made into projects will be closely monitored and accounted for to ensure value for money.

The finance department will indulge all other departments to submit a budget that will serve as a spending guideline. The department will also research and propose viable investment opportunities the organization could venture into for extra source of funding for future project implementation.

The department will also move from manual means of working to a well-structured digital platform that will make work easier and faster in the next budgetary year.
MEET THE TEAM

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Suhaidatu Dramani  
Former Programs Director
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Roslyn Mould  
Board Member

Va-Bene Elikem Fiatsi  
Board Member
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Zakaria Yahaya
Edem Robby Abbeyquaye
Bridget Dadzie Frimpong
Ezekiel Addy
Kwame Boateng
Moses Eze
Dennis Frimpong
Nana Akua Boahene
Micro Gyan
Eibhlin Ni Chleirigh
Albert Anakmah
Wilfred Osei Bonsu
Emmanuel Baah
Francis Robert Kwakye
Zeeyyah Mudasir
Tamara Brown
Michaela Gyatsen
Dennis Agyemang
Judith Yaa Aidoo-Saltus
Fiifi Bright
Kwabena Antwi Boasiako
Angela Adzo Adatsi
Justice Okai-Allotey
Christoph Ilg
Ibrahim Abdulai Sabi
Nana Adjoa
Damien Kwadjo
Nii Aryeh
Prince Williams
Xorlali Plange
Akorfa Kelly-Anne
Abraham Mills

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