



**CHEVS**



**FLAMES  
THAT  
BUILD**



# WHAT THE FIRE REMEMBERED..



"Even when the fire surrounds us, we find each other in the smoke."  
- Ghanaian activist

2024 was a year of deep uncertainty, but also of unwavering resistance. Across West Africa, LGBTQI+ communities and movements stood firm in the face of unprecedented attacks. From Nigeria to Ghana, Burkina Faso, and Côte d'Ivoire, the year tested our collective endurance. Yet, once again, queer and feminist movements embodied what it means to resist, reimagine, and rebuild.

The region saw an alarming rise in anti-rights legislation, increased crackdowns on bodily autonomy, and a dangerous normalisation of state violence against LGBTQI+ individuals. In countries like Ghana, public hearings on draconian anti-LGBTQI+ bills sparked widespread panic. In Nigeria and Mali, digital spaces, once shelters for expression, became sites of surveillance, trolling, and coordinated smear campaigns. Funding constraints tightened. Movements were pushed to the brink. And yet, our communities continued to organise, strategise, and defend their right to exist.

We hold space for the grief of this moment. The grief of lives lost, safety shattered, and dignity denied. We hold space for awe for the audacity of queer and feminist movements to continue holding the line when everything insists they should not. We hold space for the joy in resistance.

CHEVS was proud to stand beside these movements, not only as an organisation, but as part of a growing ecosystem of resistance. In 2024, we expanded our regional reach, deepening our solidarity, research, and movement support in

Nigeria, Ghana, Benin, Togo, Burkina Faso, Liberia, and Côte d'Ivoire. Whether through rapid response efforts, digital resilience, or coordinated advocacy, we worked to ensure that activists had the tools and solidarity they needed to remain defiant and alive.

At a time when LGBTQI+ lives were significantly threatened across the region, CHEVS and its partners deepened our commitment to radical care, mutual support, and intersectional organising. Our work was not only about surviving 2024, it was about imagining what's possible in 2025 and beyond.



Justin Chidozie -  
Co-Executive Director



Anita Graham -  
Interim Co-executive  
Director

## Because we showed up in 2024:

**250+** LGBTQI+ persons received emergency response support.

**23** LGBTQI+ organizations were supported with capacity building in advocacy and mitigating threats

**300+** young queer feminist found care and kin in regional and global advocacy spaces, making their voices heard.

**56** LGBTQI youths gained in-demand tech skills that increased their employability and income.

**12** community-based paralegals were trained to provide rights education and facilitate access to justice in grassroots communities..

**24** Healthcare Professionals sensitized to deliver affirming and stigma free care.



## SITES OF OUR SPARK



In 2024, CHEVS' programming was anchored in five interlinked thematic areas: Digital Rights and Safety, Human Rights, Economic Justice, Sexual and Reproductive Health and Rights (SRHR), and Inclusive Feminist Futures. These themes reflect the interconnected realities of LGBTQI+ communities in West Africa and underscore our commitment to building a world rooted in dignity, freedom, and justice. Our work under each theme sought to respond not only to the immediate threats facing queer individuals, but to the broader structural barriers that impede their full and free participation in society.

### Digital Rights & Safety

In 2024, CHEVS deepened its role as an anchor organisation driving digital justice and safety for LGBTQI+ communities across West Africa. As digital repression intensified – particularly in Mali, Burkina Faso, and Ghana, we worked alongside 14 grassroots organisations to co-create security protocols for high-risk contexts and strengthen collective digital resilience in the face of surveillance, censorship, and online violence.

Recognising that representation in technology design is a feminist imperative, we scaled a capacity-building initiative that trained 50 queer tech enthusiasts in software development, cybersecurity, UX design, and data science, ensuring LGBTQI+ persons are not just passive users of the internet, but builders and shapers of our digital futures.



"I have always wanted to learn product design. Learning on my own was tough, and most programs I found were too expensive and non-inclusive. Tech4pride bridged that gap. I received professional-level training in product design, weekly leadership coaching, and guidance from mentors throughout the process. More than anything, I found a community that pushes me to grow both as a person and as a designer".

We also expanded CHEVS' leadership in tech governance and digital policy. We convened more than 40 LGBTQI+ activists, policymakers and digital rights experts in cross-movement dialogues on online safety, access, and power. At global convenings such as RightsCon, we challenged Meta and other platforms on discriminatory content moderation practices affecting queer Africans, insisting that digital spaces must be accountable and inclusive.

Through these interventions, we moved beyond closing the digital divide – we worked to shift decision-making power so that LGBTQI+ people are at the centre of the design, governance, and regulation of tomorrow's technologies.

### Human Rights

CHEVS human rights thematic area is grounded in the belief that all individuals, regardless of sexual orientation, gender identity, expression and sex characteristics, are entitled to dignity, protection, and freedom from violence and discrimination. In 2024, we prioritised the protection and advancement of LGBTQI+ rights, with a specific focus on addressing institutionalised discrimination and violence across West Africa, and with special jurisprudence on the South East and North parts of Nigeria, regions we classify as "red zones" due to persistent rights violations.

This year, we worked alongside community members and leaders to deepen their knowledge of legal frameworks and human rights principles. Together, we trained and equipped a new cohort of community-based paralegals through an intensive programme, positioning them to respond to violations, demand accountability, and lead local actions for justice.

As part of strengthening the feminist learning ecosystem in this thematic area, we produced and shared two critical reports: one exposing the impact of the Same-Sex Marriage (Prohibition) Act, and another documenting how LGBTQI+ people navigate exclusion in the healthcare system.

These reports have been utilised in national advocacy efforts, public education campaigns, and international policy engagements, including the UN High-level Political Forum on Sustainable Development and Nigeria's 4th Universal Periodic Review (UPR) cycle at the UN Human Rights Council. As a result of our engagements, 14 decriminalisation recommendations were made to the Nigerian government - a historic achievement in international advocacy for LGBTQI+ rights.

- “Rights Under Arrest,” a critical analysis of the human rights impact of the Same-Sex Marriage (Prohibition) Act, 2014, since its 10 years of existence. (Read full report here)
- “Health-Seeking Behaviours of Key Populations in Southeast Nigeria,” which documents the experiences of LGBTQI+ persons navigating exclusion in the healthcare system. (Read full report here)

## Economic Justice

CHEVS economic justice work is based on the principle that true liberation for LGBTQI+ persons must include access to economic resources, opportunities, and autonomy. In 2024, our flagship initiative, Tech4Pride, continued to equip LGBTQI+ individuals with marketable digital skills that improve their access to employment and financial independence.

My name is Elvis..., my experience of the Tech4Pride was nothing short of amazing. It was eye-opening in terms of learning, collaboration, and personal growth. I had the opportunity to dive deep into data analysis and explore complex concepts in a supportive and engaging environment.

Beyond upskilling, [Tech4Pride](#) aimed to build linkages for internships and job opportunities for participants, while engaging with the digital workspace in creating internal policies safeguarding the wellbeing and safety LGBTQI+ employees. **50 Participants** in the programme were trained in tech-related fields including data analytics, content development, cybersecurity, and digital marketing, enabling them to participate in the global digital economy and reduce their economic vulnerability. These efforts were especially significant for individuals facing discrimination in traditional employment settings due to their gender identity or sexual orientation. Our advocacies also equipped Tech4Pride cohorts with knowledge on their rights under the labor laws provision in Nigeria.

## Sexual and Reproductive Health and Rights (SRHR)

CHEVS' SRHR programming is grounded in the belief that access to safe, affirming, and comprehensive healthcare is a fundamental right for all people, including LGBTQI+ individuals. In 2024, we focused on building capacity within health systems and among community members to address the structural and attitudinal barriers to inclusive SRHR access.

A core intervention was our three-day SRHR training for 24 healthcare professionals, which focused on improving their knowledge of SOGIESC, fostering empathy, and challenging discriminatory practices within clinical and policy settings. CHEVS also advocated for the inclusion of trans-affirming and gender-inclusive language and policies in national healthcare frameworks.

Additionally, through the YFF programme we worked with LGBTQ+ Women to strengthen their knowledge and leadership on bodily autonomy, reproductive rights, and safe abortion care, to ensure that their needs are not left behind in broader SRHR discourses. To complement these efforts, CHEVS launched a Support Group Manual for Key Populations Living with HIV, providing a structured tool to enhance psychosocial support, treatment adherence, and holistic well being among LGBTQI+ individuals living with HIV

## Inclusive Feminist Futures

CHEVS' Inclusive Feminist Futures programming is grounded in the understanding that dominant systems of power have historically excluded non-male individuals, particularly young queer women, trans and non-binary persons, and gender-diverse people. Our work in 2024 sought to actively redress this imbalance by building spaces for healing, leadership, and intersectional political engagement.

A key moment in the year was our participation at the AWID Forum in Bangkok, Thailand, where we convened a dialogue space for young feminists to co-develop strategies in response to the global rise of anti-gender and anti-rights movements. This space facilitated transnational solidarity and cross-regional learning, equipping participants with tools to build stronger, more inclusive feminist ecosystems and led to the [#What\\_young\\_feminist\\_wants\\_campaign](#).

"Youth voices and actions need to be more intentionally included in the global response to the anti-rights movement, not tokenized."

Participant at CHEVS' AWID forum event.





Additionally, CHEVS began a strategic learning initiative focused on the experiences of queer people within mainstream feminist responses to sexual and gender-based violence (SGBV). The aim of this work is to produce practical insights that can inform more holistic and inclusive SGBV frameworks and service delivery models.

Our **Faj Healing Circles** and **Yemoja Feminist Fellowship** remained central to this theme, supporting the mental, emotional, and political well-being of queer women, femmes, and gender-diverse individuals. These initiatives fostered healing and community resilience through reflective learning, cultural practice, and capacity strengthening.



## WHERE WE BURNED BRIGHTEST



### Coordinate Targeted Advocacy

Our advocacy this year responded directly to anti-rights actions, movement strengthening, and representation with CHEVS playing a pivotal role in amplifying queer and feminist voices across national, regional, and global policy spaces. As anti-LGBTQI+ sentiments intensified across Africa and globally, through regressive legislation, propaganda campaigns, and political silence, we chose to engage boldly. Our advocacy efforts were both tactical and values-driven, guided by a firm belief that marginalised communities should shape the policies that govern their lives.



## Influencing Global Human Rights Systems

CHEVS advanced LGBTQI+ justice on the global stage through strategic advocacy at the UN Universal Periodic Review (UPR). We facilitated capacity-building workshops, coordinated the drafting of a joint shadow report, and delivered a statement at the UPR Pre-Session in Geneva alongside Amnesty International, Human Rights Watch, and other key allies. Our diplomatic engagements with missions from Belgium, the EU, and beyond contributed to Nigeria receiving 14 decriminalisation recommendations, the highest number in UPR history for LGBTQI+ rights in the country. To amplify this impact, we led a digital campaign with over 20 allied organisations, making the urgent call for decriminalisation and justice visible to a global audience.

## Expanding Global Feminist Solidarity

At CSW68 in New York, CHEVS in line with members of the global LGBTI Caucus, advanced LGBTI inclusion in global gender and economic justice policy by contributing to the **Agreed Conclusions** marking our first end-to-end engagement from the zero draft to final output. Partnering with organisations including UNGEI, Choice4Youth and AMREF, our interventions shaped recommendations on feminist funding, economic justice, digital inclusion, and gender-based discrimination in AI.



Participating in the Universal Periodic Review (UPR) shadow reporting process for the first time was a truly eye-opening experience for me... The four-day intensive process not only deepened my understanding of human rights mechanisms and UN language, but also highlighted the interconnectedness of our work as civil society organizations.

Alex Chinaza  
Activist from Nigeria



We co-organised and spoke to stakeholders at multiple side events and diplomatic missions, centring voices from the Global South and advocating for transformative, intersectional solutions. Recognizing how political rest and care is, our **Community Care Collective** co-curated space offered a moment of rest and support for youth activists navigating UN systems.

### Youth-Led Mobilisation at ICPD30

In Benin, at the ICPD30 Global Youth Dialogue, CHEVS pushed back against the rising anti-gender movement by centring youth and queer perspectives in policy discussions. Our sessions connected the dots between sexual and reproductive health and rights (SRHR), gender-transformative education, and digital justice. Our advocacies centered key messaging to global stakeholders that resisting anti-rights backlash requires not only intersectional analysis, but radical imagination led by young people.

### Regional Policy Engagements

In 2024, we ensured LGBTI and queer youth presence in key regional spaces often inaccessible to marginalised voices. At the **African Union's PANGOGEd conference in Ethiopia**, we challenged exclusionary norms and introduced recommendations that foregrounded intersectionality, disability justice, and youth leadership in policy for girls' education. We called for increased inclusion of girls who are sexual minorities, particularly intersex girls, in policy processes, addressing their unique needs and ensuring they have access to safe and inclusive educational environments. We also called for prioritization of disability inclusion by ensuring that conference venues, materials, and discussions are accessible to participants with disabilities and their inclusion should start to extend to the planning and delivery of educational programs. We recommended that the African Union CIEFFA should facilitate communities of practice, shared learning, and scaling up of good practices and solutions that work across the continent to accelerate progress in girls' Education.

At **AIDS2024 in Germany**, our work connected HIV justice with tech equity and community-led care, reinforcing our integrated approach to health, rights, and dignity.

### Challenging Harmful Narratives in Nigeria

Through a landmark collaboration with the Embassy of France in Abuja, CHEVS hosted a World Day Against Trafficking in Persons dialogue to disentangle the often-conflated narratives of sex work and trafficking. This nuanced policy conversation brought together diplomats, law enforcement, LGBTQI+ advocates, and sex worker groups to strategise legal and human rights protections in the face of systemic erasure.



### Strengthening Movements through Learning

CHEVS' participation in spaces like **CREA's Sexuality, Gender and Rights Institute, the Global South Women's Forum on Disability Justice, and the AWID Forum in Bangkok**, has fortified our ability to engage in regional and global movement strategy. These spaces provided critical platforms for cross-movement learning and for building counterpower among young, feminist, queer, and disability rights activists from the Global South.

Through all of this, our targeted advocacy was never abstract, it was rooted in real lives, real risks, and real resistance, while building partnerships across borders to strengthen the work we do and to enable intersectionality, recognizing that the oppression our communities face is rooted in interconnected drivers of patriarchy, colonization, ableism, unequal power distribution in sex, gender, age and class divides. We advocated not just for visibility, but for structural change. And in a year marked by attacks on bodily autonomy and civil liberties, we were reminded again and again: **policy work is people work.**




Dismantling oppressive systems and liberation requires a multifaceted approach rooted in intersectional justice. At CHEVS, our approach recognizes the interconnected nature of the injustice our communities experience, and this has shaped our policy advocacies. We employ systems thinking as a core strategy to making impact and we build our movement as the key to strengthening our political power. We do not only work for 'freedom from' - we also work for 'freedom to'.

Marline Oluchi  
Policy & Advocacy Lead, CHEVS.

## Support Emergency response and Resilience Building

Our work strengthens both rapid response mechanisms and long-term support structures for LGBTQI+ organisations and activists facing challenges. We recognise that different contexts demand different kinds of solidarity from urgent legal intervention to community relocation, from digital protection to trauma-informed healing. In 2024, CHEVS operated as both a first responder and a long-haul partner, ensuring that frontline communities across West Africa were never alone in crisis and never asked to choose between survival and dignity.

### Legal Aid as a Lifeline

One of the year's most alarming incidents occurred in Delta State, Nigeria, where 204 LGBTQI+ persons were wrongfully arrested under false accusations of participating in a same-sex wedding. In the face of intense public panic, virulent hate speech, and institutionalised homophobia, CHEVS mobilised swiftly. We coordinated legal representation, medical assistance, and strategic communications support. This intervention not only upheld the rights of those unjustly detained, but signaled that even in the most hostile environments, queer lives will not be discarded without resistance.



"The day we were arrested, it was a weekend so I thought no one would come. But we were shocked to see lots of lawyers, and people bringing us food and medicine everyday" - Delta arrestee

### Securing Safe Havens

CHEVS awarded seven emergency response grants across Ghana, Nigeria, and Togo to LGBTQI+ organisations targeted by hate groups. These grants enabled temporary relocation, security infrastructure upgrades, and medical aid and legal support. In many cases, these organisations were the only safe spaces for queer community members safeguarding them meant safeguarding entire ecosystems of resistance, care, and kinship.

These grants did more than move people from harm's way, they protected community memory, preserved frontline leadership, and ensured that our movements could regroup and resist, not scatter and disappear.

## Faj Healing Circles: Healing as Resistance

2024 also marked the powerful debut of **Faj Healing Circles**, an AWDF-funded initiative designed to center healing justice and collective care as critical tools of resistance. Rooted in West African spiritual traditions and radical queer feminist pedagogy, Faj (which means "to care for" in Wolof) offered five virtual sessions for LBTQ+ women and femmes across the region.

Facilitated by cultural workers and healers such as **Cara Page**, **Martha Sambe**, **Gathoni Blessol**, **Layla Feghali**, and **Toyin Ajao**, the sessions explored themes from ancestral medicine to safety planning, eco-spirituality, and intergenerational trauma healing. Participants reported emotional breakthroughs, renewed connection to cultural roots, and a stronger sense of belonging, outcomes often inaccessible through conventional mental health avenues.

Faj wasn't just about wellness, it was about building care infrastructure as political infrastructure, and declaring that queer survival must include joy, rest, and spiritual wholeness.

**Cara Page**  
Facilitator, Unpacking Healing Justice  
*Faj Healing Circles*

Cara Page is a Black Queer Feminist cultural/memory worker, curator, and organizer. She is founder of Changing Frequencies, an abolitionist organizing project that designs cultural memory work to disrupt harms and violence from the Medical Industrial Complex (MIC). We amplify and honor communal stories towards healing and transformative futures. She is also co-founder/core leadership team member of the Kindred Southern Healing Justice Collective and the Healing Histories Project. Cara is co-editor with Erica Woodland of the new anthology, "Healing Justice Lineages: Dreaming at the Crossroads of Liberation, Collective Care & Safety" (North Atlantic Books).

**Gathoni Blessol**  
Facilitator, Unpacking Healing Justice  
*Faj Healing Circles*

Gathoni Blessol is a Kenyan activist and systems change strategist. They are a co-founding member of Sociable Weavers, a queer collective nurturing alternatives to capitalism through socio-ecological regeneration.

As a bridge builder, they invite people to explore the inherent flaws in the process of crafting the human, and embrace the opportunities that exist at the margins of this category. Their work is grounded in intersectional feminist perspectives and an interdisciplinary methodology which incorporates political education, art, and technology to advocate for change. They have organized for economic and land justice, as well as against the violent machineries of the state, co-founding Kenyans for Tax Justice where organizers came together to lead two campaigns targeting the World Bank on anti-poor tax legislation and land rights.

**Layla K. Feghali**  
Facilitator, Plantcestors  
*Faj Healing Circles*

Layla K. Feghali is an ethnobotanist, cultural worker, and author who lives between her ancestral village in Lebanon and her diasporic home in California. Her dedication is the stewardship of eco-cultural re-membrance and decolonization movements, and the many layers of relational restoration, systemic reckoning, and healing that entails.

Feghali offers a line of plant/ancestral medicine, education, and other culturally-rooted offerings and mutual aid efforts, with an emphasis on land-based ancestral practices from the Crossroads (SWANA region) and its diasporas.

**Dr Toyin Ajao (Moon Goddess)**  
Facilitator, Community-Led Session  
*Faj Healing Circles*

Dr Toyin Ajao (Moon Goddess) is a Research Associate of the African Leadership Centre, King's College London, and a Restorative Healing Researcher and Practitioner at Injira of Africa Centre (Injira). She found Injira to spread solidarity and advance restorative healing and Ubuntu culture across Africa. She also provides wholistic wellbeing, systems change and organisational strengthening services at Moon Goddess Consults. Her main multidisciplinary foci are at the intersection of intergenerational healing, environmental regeneration, ancestral technologies, posthuman security, healing justice, conflict transformation, systems change leadership, visionary/intersectional feminism, and gender and sexual rights.

Toyin holds a PhD in Political Science from the University of Pretoria, an MA in Conflict, Security and Development from King's College London and a BSc in Accounting from Obafemi Awolowo, Ife-Ife. Her empirical research, praxis, and activism spanned two decades and cut across academia, civil and political societies, LGBTQIA+ and feminist organisations.



"With you, I touched something very important I haven't felt in a long time." - Faj participant

Despite challenges with retention and digital fatigue, the program laid the groundwork for a community of practice across Anglophone and Francophone West Africa. In a region where trauma and isolation are often weaponised against queer and trans bodies, Faj planted seeds of deep resistance through care - with plans underway to scale this into an in-person convening, resource toolkit, and transnational healing network in 2025.



"What ties our crisis work and care work together is the belief that resilience is not just recovery, it is strategy. Through legal defence, emergency grants, digital fortification, and spiritual repair, we offered multi-layered responses to complex harms. We are building not just to shield but to transform"

Jamila Abbas,  
Programme lead, CHEVS

## Strengthening Movement capacity

In 2024, we deepened our commitment to building resilient, rights-affirming ecosystems by investing in the knowledge, leadership, and institutional strength of LGBTQI+ organisations and advocates across the region. We believe that transformative change requires more than policy wins, it requires empowered movements capable of sustaining pressure, shaping narratives, and navigating hostile environments with clarity, confidence, and care.

### Building power for Policy Advocacy

This year, CHEVS convened a two-day Healthcare Policy Advocacy Training for LGBTQI+

organisations in Nigeria, a country consistently flagged in our Human Rights Violations Report for high levels of abuse and systemic exclusion. Supported by the **Elton John AIDS Foundation**, this training addressed capacity gaps in healthcare-related policy advocacy and responded directly to urgent movement needs of trans and gender affirming healthcare.

24 advocates engaged deeply with modules on intersectionality, lobbying, advocacy communications, and M&E frameworks, tools essential for engaging decision-makers, documenting violations, and pushing for inclusive policy reforms. The space also served as a hub of peer learning, where activists could analyse trends, share strategies, and co-create unconventional plans for community members to be linked to care.

### Advancing Inclusive Healthcare

Healthcare should be a place of care, not harm. Yet, across West Africa, LGBTQI+ persons continue to face discrimination, denial of care, and violence in medical spaces. To begin shifting that reality, CHEVS held Inclusive SRHR care training for 24 healthcare professionals, including Key Populations focal persons, clinicians, and state AIDS agency officials. The training went beyond medical knowledge. It challenged biases, examined institutional power, and foregrounded lived realities. The impact was immediate. Several participants publicly committed to auditing their practices, initiating inclusive service models, and engaging community-led organisations in their programming. These are early steps toward structural change within health systems that have historically excluded queer people from both care and dignity.

### Building Legal Power from the Ground Up

Legal protection isn't just about having laws - it's about having people who can navigate them. In 2024, we trained a cohort of 12 community-based paralegals through an intensive three-day program aimed at improving legal literacy and human rights knowledge.

The training focused on clarifying the paralegal role, interpreting key national laws, understanding due process, and responding to emergency legal threats. It also fostered collaboration between paralegals, frontline organisers, and legal aid professionals. These paralegals are now actively supporting LGBTQI+ community members facing arrest, eviction, blackmail, or workplace discrimination, bringing legal knowledge closer to those most at risk.

### Convening National Power in Nigeria

CHEVS closed the year with a landmark National Dialogue on Power, Equity, and Key Population (KP) Leadership in HIV Programming, the first of its kind to centre LGBTQI+ leadership in shaping Nigeria's HIV response ecosystem. The dialogue brought together 47 key stakeholders, including PEPFAR, UNAIDS, SFH, NKPHRN, donor partners, government actors, and grassroots organisers.

We used this space to challenge tokenistic KP inclusion, advocate for funding equity, and elevate the strategic importance of community-led responses in a rapidly changing landscape. Participants co-developed recommendations on equity metrics, accountability tools, and leadership pipelines sending a clear message: key population communities should not be passengers in the HIV response. We must be drivers.



## WHAT SHIFTED BECAUSE WE SHOWED UP

**Some shifts can't be captured in bar charts.  
Some don't arrive with applause.  
Some happen quietly,  
in whispers, in widened eyes,  
in what people now dare to say out loud.**

**In places where saying "I am queer" once lived only in private thought,  
we watched people speak. First to themselves, then to each other, then to  
power. Fear didn't vanish, but it made room for defiance.**

**We saw people come into spaces hunched with history and leave standing  
taller. Not because the world had changed, but because they had. When  
healing becomes collective, it rearranges how people carry pain.**

**A policymaker asked a better question.  
A nurse paused before judging.  
A journalist chose a different language.  
We do not claim revolutions in these moments only seeds. But we know what  
seeds do with time.**

**Movements no longer organised around us  
they organised with us.  
Young people built platforms instead of waiting  
for invitations.  
Feminist spaces expanded to fit more bodies, more  
truths.  
What once felt like a margin started to feel like  
centre.**

**Not guaranteed. Not safe. But possible.  
A generation now knows what it means to write  
code, write reports, write resistance and knows  
that doing so can change more than just their own  
lives.**

**This is what shifted.  
not just programs, but people.  
Not just systems, but the air around them.  
We know, because we were there when it moved.**

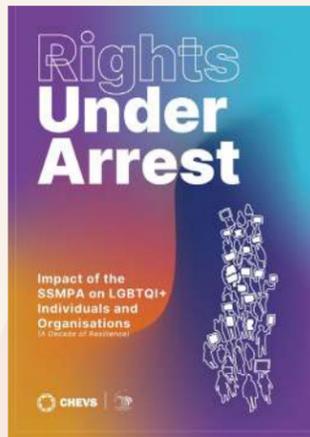


**Because we showed up in 2024:**

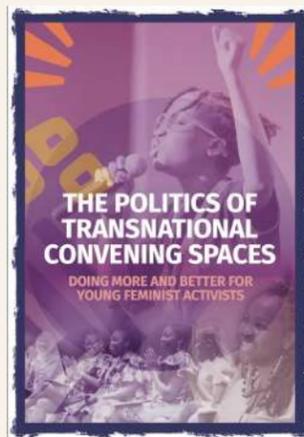
- 250+ LGBTQI+ persons received emergency response support.**
- 23 LGBTQI+ organizations were supported with capacity building in advocacy and mitigating threats**
- 300+ young queer feminist found care and kin in regional and global advocacy spaces, making their voices heard.**
- 56 LGBTQI youths gained in-demand tech skills that increased their employability and income.**
- 12 community-based paralegals were trained to provide rights education and facilitate access to justice in grassroots communities..**
- 24 Healthcare Professionals sensitized to deliver affirming and stigma free care**



**Resources**



[Rights Under Arrest](#)



[Politics of Transnational convenings](#)



[FUTURE-PROOFING HIV PROGRAMMING](#)

**BEHIND THE FLAMES**

**Resilience Behind the Scenes**

At CHEVS, we understand that the strength of our impact lies not only in what we do, but in how we do it. It's in the systems, culture, and care structures that sustain our people and our purpose. In this year, we made deliberate investments in our internal ecosystem to ensure that our organisation remains nimble, values-driven, and resilient, even in the face of growing external threats.

## A Remote Team with Purpose

CHEVS operates as a fully remote, African organisation, with team and board members based across Nigeria, Morocco, Senegal, Liberia, Ghana and beyond. This model is not just a logistical necessity, it is a strategic commitment to decentralisation, flexibility, and inclusivity. We continued to refine our remote work infrastructure by upgrading collaboration platforms, cybersecurity protocols, and internal IT systems, enabling seamless coordination across time zones and contexts.

Our digital tools are now anchored by a robust cloud-based system, enhanced two-factor authentication, and secure internal communication channels essential for an organisation working in high-risk environments. We've also prioritised accessibility and wellness in our remote setup, including flexible scheduling, care leaves, and wellness support mechanisms.



## Strategic Evolution

2024 was a year of organisational reflection and recalibration. Guided by insights from a comprehensive capacity assessment, we undertook a participatory strategic planning process that engaged staff, board members, and community partners. The result: a bold, five-year strategic plan rooted in feminist values, movement accountability, and regional relevance.

This process sharpened our focus on priority areas such as Cross movement advocacy, Narrative change and so on and affirmed our commitment to working at the intersection of advocacy, care, and systems change. We now have a strategic framework that is not only visionary, but actionable - one that reflects where we come from, and where we're going.

## A Team That Mirrors Our Vision

CHEVS is powered by a small but mighty team of young, queer, feminist organisers, researchers, and advocates. In 2024, we were a team of (12) Twelve, with lived experiences spanning urban and rural areas, anglophone and francophone Africa, and intersecting identities across gender, sexuality, disability, and class.

Our team composition reflects our politics: **Youth-led, cross-movement, and deeply collaborative**. We take pride in being a majority Black, majority queer, women-led organisation. This lived experience shapes not just our programming, but our workplace culture - one that centres care, clarity, and curiosity.

Our team dynamics are sustained by intentional practices: team retreats, non-hierarchical decision-making processes, and rituals that celebrate joy as resistance.



"As the terrain for LGBTQI+ rights becomes more complex, so too must the organisations defending them".

In 2024, CHEVS proved that even small teams can build bold infrastructures – not just to survive, but to thrive with integrity.

# Those Who Carried the Spark

## Team

1. Jamila Abbas - Programme Lead
2. Anita Graham - Co-Executive Director
3. Esther Ezem - Advocacy Associate
4. Marline Oluchi - Policy & Advocacy lead
5. Olufunso Alufoge - Insight & Learning officer
6. Justin Chidozie - Co-Executive Director
7. Eneze Victoria - Insight and learning associate
8. Kenny Owen - Tech4Pride Lead
9. Ifeanyi Vincent - Finance & Admin Lead
10. Fejiro Adjerhore - Programme Associate
11. Lydia Ume - Communications & Engagement Lead
12. Ejura Ayeni - Digital communications associate

## Board

1. Omolara Oriye| She/ Her | Co-Chair - Nigeria
2. Georges Stevens Enow Awah | He/ Him | Member - Cameroon
3. Nana Darkoa Sekyiamah | She/ Her | Member - Ghana
4. Fatoumata Binta Sall| She/ Her | Co-Chair - Liberia
5. Aminata Kamara| She/ Her | Treasurer - Sierra leone
6. Latiyah Orneill | She/ Her | Member - Cote d'ivoire
7. Martha Laraba Sambe| She/ Her | Secretary - Nigeria

## DONORS

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