



BLACK GIRLS GLOW

2023

**ANNUAL
REPORT**



1.0

Letter from leadership....1

2.0

Our Purpose....2

3.0

Highlights of the Year.....3

3.1 You Are Cared For.....4

3.2 BGG Sound Residency....5

3.3 Alumni Project Grant.....6

3.4 Accra-Berlin Tandem

Residency.....7

3.5 For The Culture.....8

3.6 Street Studio Screening
and Market Music Mash.....9

4.0

Our Impact....10

5.0

What Funding Can Do....11

6.0

Our Supporters....12

7.0

Financial Statement....13

contents

LETTER FROM LEADERSHIP

1.0

Black Girls Glow remains an opportunity to redefine how art can dynamically change an environment and how artists can be changed and charged. To be part of an ecosystem while still building and adding on to the ecosystem is a challenge, but our organization is rooted in the willingness to adapt and evolve, all the while - being community-focused.

We entered 2023 with reserve funds from the previous year and only one recurring source of funds (as opposed to 4 in 2022). This gave us greater cause to focus on strengthening and increasing the visibility of our established program (sound residency), and completing initiated cycles of a new program (You Are Cared For) so there's enough data for analysis to feed back into the viability and success of the program.

There are many examples of what drove our urgency towards continuous evolution.

Firstly, through our sound residency and alumni program, a crop of artists are rising who are not only creating outstanding work, but are also cultivating spaces for other artists to showcase and develop their artistry.

Secondly, using art to venture into public health via our sexual health advocacy program was not without challenges: the bureaucracy of working within public schools, social attitudes and language barriers. However we were hugely encouraged by the teachers and members of different communities eagerly embracing the material and methodology, and of course, the students' reception and adoption of the material made it all worth it.

The following pages describe our continued progress, what we have done and what we hope to do with more funding and support. Immensely grateful to the Black Girls Glow team - whose passion fuels our goals, and our supporters and funders for their willingness to collectively reimagine how art can build community.

I am hopeful that 2024 will bring a future where all women and girls are supported, empowered and valued.



Ama Asantewa Diaka
Founder/Director

OUR PURPOSE 2.0

Black Girls Glow is guided by the vision of a world where women and girls have access to resources, community, mentorship, and space in their growth as artists and leaders.

We achieve our mission by:

1. *providing programs that foster collaboration, innovation and leadership development.*
2. *using art to bring visibility to women issues*
3. *using art to explore solutions to these issues*
4. *channeling resources to increase the active participation of women in the arts.*

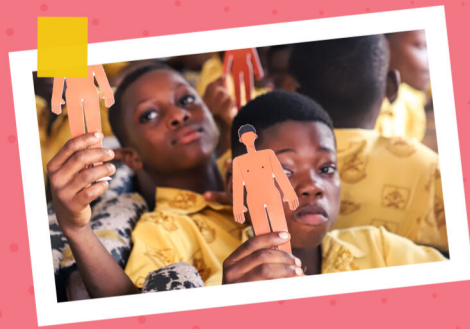
OUR VALUES

- ★ Community is our focus
- ★ Collaboration is our cheat code
- ★ Artistic excellence is our purpose
- ★ Innovation is our strength
- ★ Inclusion is our priority



HIGHLIGHTS OF THE YEAR 3.0





YOU ARE CARED FOR

3.1

You Are Cared For (YACF), started in 2021 as an audio-visual initiative by Black Girls Glow, strategically utilizes art and pop culture as powerful tools for sexual health advocacy. The project received crucial support through timely funding from the Gender Equality Forum 2021 grant, awarded to Poetra Asantewa (nominated by OneBeat), and from VDay Organization in 2022.

In April 2023, Black Girls Glow set out on YACF's debut school tour, making stops at St. Sylvanus Catholic School in the Greater Accra Region and Dzita EP/LA Basic School, & Meet Me There Community Centre in the Volta Region. The objective was to provide comprehensive sexual health education to students of varying ages, utilizing our art-based videos and educational materials.

At St. Sylvanus, children in grades four and five were divided into two groups. Each group underwent an assessment of their understanding of fundamental concepts, such as the names of human body parts, before delving into a comprehensive exploration of human anatomy, boundaries, and consent.

The presentations were enhanced by YACF's engaging ABC videos on sexual health, creating a multimedia learning experience to evaluate the children's grasp of basic concepts. Subsequently, a hands-on exercise involved the use of paper cut-out anatomical figures composed of detachable male and female body parts, aiding identification and accurate naming.

Overall, the sessions received positive feedback from the children, teachers and parents with a notable preference for the entertaining ABC videos. The collaboration and support from the school's teachers played a crucial role in the success of the sessions for the BGG team. The same sessions were repeated with the kids at Dzita with similar responses.

Ewe proved essential as presentations were accompanied by interpreters. The overarching issue identified during the visits to both schools was the cultural taboo surrounding discussions about human genitalia.

Notably, it became evident that the children felt more at ease addressing sexual health topics in their local dialect rather than in English at Dzita. The utilization of anatomical figures effectively addressed misidentifications of body parts. Furthermore, the more mature concepts of boundaries and consent were delved into during sessions with the delegation at the Meet Me There Community Centre comprising girls older than thirteen.

In May 2023, YACF was successfully launched at the SilverBird Cinemas, Accra. The launch was open to the general public, with special invitations to parents and CSOs like PPAG, CEGENSA and the Ministry of Gender. At a panel during the launch, Poetra's response about what her vision was, was for You Are Cared For to influence Ghana's educational policy into making sexual health education a public health priority. The hope is to acquire more funding to be able to expand our field and in-class sessions.

BGG SOUND RESIDENCY 3.2

Our sound residency remains one of a kind in Ghana, and the only residency of its calibre that is tailored to the needs of artists in Ghana and beyond. Following the success of 2022's sound residency, 2023's remarkably improved with yet another multi-national line-up of artists from Ghana, Cameroon, Nigeria and Germany.

The residency, which began on 15th July 2023 at Akosombo, lasted 9 days followed by a listening session and a concert. The BGG '23 Fellows praised the residency for being the best experience ever had within the space of women artists and found the plethora of skills learned highly invaluable.

"The experience of going through writing an album with other people in itself is such a big teacher," Malaika remarked. "I've just learned so much in such a short period of time. And it's not just the technical things I've learned, but the intangible things like confidence and the appreciation of the art. I feel like I'm leaving here with a superpower I can't wait to showcase".

2023 fellow NYA, praised the synergy and creative force that the BGG Sound Residency fostered. "I've never really had an experience with so many women and just getting to know their stories, understanding their artistry, and being able to combine our energies is something that you don't get to experience often."

"It's okay to be scared, but if you have a kind community you can do things beyond your wildest imaginations, and I've done that here," singer-storyteller Oibee shared.

Her highest notes about the atmosphere at the BGG Sound Residency was the sense of accommodation she felt among people she did not know, especially given her peculiar insecurities about health and diet.

"I was the kid here with all the pills for everything and everybody kind of caught on with it quickly. It's hard to come into a space like this and not just be accommodated but be welcomed, and that was my experience at Black Girls Glow."

The ensuing project release and concert on the theme of "eco-consciousness" was a diverse and rich experience vastly and in nuanced ways contributing to the lives of 7 artists at different stages of their careers.



3.3 ALUMNI PROJECT GRANT

In our bid to create more space and resources for female artists, the Alumni Project Grant was started to support BGG alumni to complete an existing project or conceive a new project for which the grant can help realise.

Last year's awardee was MsFu who completed and released her project "Note To Self Vol. II".

This year had two awardees, Lor and Malaika.



ACCRA-BERLIN 3.4 TANDEM RESIDENCY

Established in 2022, the ACCRA-BERLIN residency is a collaborative endeavour between Black Girls Glow (BGG), Music Board Berlin, and the Pop-Kultur Festival. This annual tandem residency, generously funded by Music Board Berlin, brings together one artist from Berlin and one artist from Accra for mutually enriching 6-week residencies.

The transcultural co-creation residency continues to be a testimony of why collaborations like these are both necessary and crucial. Our Berlin resident to Accra - Aka Kelzz, spent 6 transformational weeks in Accra, collaborating, networking, co-creating and experimenting with their craft. But most importantly, their time in Accra was especially made transformational by being surrounded and rooted in blackness.

Our Accra to Berlin resident - Ria Boss spent 6 weeks performing, networking, collaborating and exploring the Berlin music landscape. Both artists fostered artistic connections that will impact their careers from here and onward.



3.5

FOR THE CULTURE

For The Culture is a social network and conversation series powered by Black Girls Glow, to navigate topics and conversations on the working mechanisms of artists and how different genres of art are influencing each other in Ghana and the world.

Unlike previous sessions tailored to only a few stakeholders, this year saw the initiative of breaking into a new series now open to the public.

We had the honour of hosting accomplished Ghanaian artist M3NSA as our first guest artist to share nuanced insights on “Talent Alone No Be Enough” in the debut episode in April 2023.



STREET STUDIO SCREENING & MARKET MUSIC MASH 3.6

Street Studio introduces a revolutionary recording and music-making methodology, seamlessly bringing the core elements of a music studio into public spaces.

Following the success of Market Studio in 2022 at Kaneshie Market, Oxford Street/Osu Night Market, and Makola Market, we organized a public event to unveil our groundbreaking work in April 2023.

Titled "Street Studio Screening & Market Music Mash," the event treated the audience to an exclusive viewing of the Kaneshie and Makola Street Studio documentaries, a panel discussion with our production team, and an exhilarating DJ session featuring playlists inspired by the marketplace by Kobby Ankamah Graham and TMSKDJ.



67 ARTISTS
have participated in art
conversation and lecture
series

**Published
15 GHANAIAN
AUTHORS**
in an anthology

36 WOMEN ARTISTS
have participated in our
sound residency

3 ARTISTS
beneficiaries of our artist
project grants

315 STUDENTS
have participated in our sexual
health education workshops

2157 WOMEN, MEN,
adolescent girls, non-binary
people and key stakeholders
reached by Black Girls Glow
since 2017

OUR IMPACT 4.0



WHAT FUNDING CAN DO 5.0

A dedicated budget of

\$21000

in 2024 towards YACF will help us tour 46 schools in two districts in the Greater Accra region, reaching at least 5000 students.

A dedicated budget of

\$14500

in 2024 will enable us to run our annual sound residency for the 7th year.

A dedicated budget of

\$10000

in 2024 will help us introduce a residency and exhibition program for 10 visual artists.

A dedicated budget of

\$10000

in 2024 will enable us to organize 2 Girl Atom events, building a community space available to 500 women that encourages self-discovery, personal and professional growth, and the joy of embracing one's inner child.

A dedicated budget of

\$13200

in 2024 will enable us to hire a full time programs coordinator who will oversee the smooth running of all our programs.



OUR SUPPORTERS



ORGS

MusicBoard Berlin
The OR foundation
VDAY org
FoundSound Nation
Citi TV Studio

SPACES

Dream Big Community Centre
Jamestown Coffee Co
Kukun
Theia Coffee House
La Palm Royal Beach
Silverbird Cinemas

INDIVIDUALS

Amoako Boafo
Aja Monet
Elena Moon Park
Apiorkor Seyram Ashong

FINANCIAL STATEMENT 7.0



STATEMENT OF INCOME & EXPENDITURE FOR YEAR ENDING DECEMBER 2023

	2023 GHS	2023 USD	2022 GHS	2022 USD	% CHANGE %
CONTRIBUTION REVENUE					0%
DONATION REVENUE	90,094	6,937	466,308	45,942	-81%
FUNDRAISING REVENUE	9,330	698	2,280	225	309%
GRANT REVENUE					100%
TOTAL REVENUE	99,424	7,735	468,588	46,166	-79%
LESS EXPENSES					
ART DIRECTION AND VISUAL DEVELOPMENT	3,123	267			100%
BANK CHARGES	7,574	648	11,037	1,087	-31%
EXCHANGE GAIN/LOSS	39,276		14,671	1,445	168%
FEEDING EXPENSES	1,572	135	3,463	341	-55%
FUEL			1,000	99	-100%
INTERNET EXPENSES	300	26	400	39	-25%
IT/WEB HOSTING EXPENSES	4,160	356	1,092	108	281%
LODGING EXPENSES	58,796	5,030			100%
MARKETING & PR EXPENSES	4,303	368	850	84	406%

STATEMENT OF INCOME & EXPENDITURE FOR YEAR ENDING DECEMBER 2023 (CONT'D)

	2023 GHS	2023 USD	2022 GHS	2022 USD	% CHANGE %
MERCHANDISE EXPENSES	420	36			100%
MEDICAL EXPENSES			40	4	-100%
OTHER EXPENSES	10,638	910	100	10	10538%
PRINTING EXPENSES	4,800	411	8,410	829	-43%
PRODUCTION	23,380	2,000	78,009	7,686	-70%
RENT EXPENSES (CONCERT VENUES)	5,000	428	24,443	2,408	-80%
RENTAL OF EQUIPMENT	18,250	1,561			100%
SEX ED RESEARCH					0%
SOFTWARE EXPENSES	385	33			100%
STORY AND SCRIPT DEVELOPMENT			14,000	1,379	-100%
SUBSCRIPTION FEE	2,113	181	303	30	597%
TRAVEL/TRANSPORT EXPENSES	24,104	2,062	22,329	2,220	8%
WAGE EXPENSES	61,650	5,274	86,194	8,492	-28%
ASSET DEPRECIATION	3,012	258			100%
TOTAL EXPENSES	272,855	19,981	266,343	26,241	2%
DEFICIT/EXCESS FINANCING	173,431	12,246	202,245	19,926	-186%

STATEMENT OF FINANCIAL POSITION AS AT 31ST DECEMBER 2023

	2023 GHS	2023 GHS	2022 USD	2022 GHS	2022 GHS
NON-CURRENT ASSETS		12,048.00	1,006.85		
TOTAL ASSETS		12,048.00	1,006.85		
CURRENT ASSETS					5,564.21
GT BANK GHS		7,714.17	644.67		190,718.50
GT BANK USD	4,442.46	52,919.16	4,422.46	18,790.00	80.10
GT BANK GBP				6.80	5,882.29
GT BANK EUR	2,092.17	27,675.22	2,312.82	540.17	
TOTAL CURRENT ASSETS		88,3008.55	7,379.96		202,245.10
TOTAL ASSETS		100,356.55	8,386.81		202,245.10
FINANCED BY:					
RESERVE FUND		26,162.75	2,186.42		199,594.10
DIRECTORS					
ACCOUNT		74,193.80	6,200.38		2,651.00
TOTAL RESERVES		100,356.55	8,386.81		202,245.10

NON-CURRENT ASSET REGISTER

PROJECTOR	4,710.00	942.00	3,768.00
PROJECTOR SCREEN	1,350.00	270.00	1,080.00
AMP	9,000.00	1,800.00	7,200.00
	15,060.00	3,012.00	12,048.00

STATEMENT OF CASH FLOW

	2023 GHS	2023 GHS	2022 USD	2022 GHS	2022 GHS
CASH FLOW FROM OPERATING EXPENSES					
EXPENSES PAID WITHIN THE YEAR	(272,855)		(22,803)	(266,343)	
ASSET DEPRECIATION	3,012		252		
OPERATIONAL REVENUE	8,730		730		
T-SHIRT SALES	600		50	2,280	
NET CASH FROM OPERATING EXPENSES		(260,513)	(21,271)		(264,063)
CASH FLOW FROM INVESTING ACTIVITIES					
ASSET ACQUISITION	(6,060)		(506)		
NET CASH FROM INVESTING ACTIVITIES		(6,060)	(506)		
AMOAKO FOUNDATION				200,700	
MUSIC BOARD BERLIN	72,094		6,025	59,388	
THE OR				40,140	
VDAY				100,350	
PATREON				2,509	
FOUNDERS' FUND	71,543		5,979	52,182	
CONTRIBUTION REVENUE					
ONEBEAT	9,000		752		
DONATION REVENUE				11,039	
LUK DENCKENS					
NET CASH FROM FINANCING ACTIVITIES		152,636	12,756		466,308

EXPENSES BREAKDOWN

EXPENSE ITEM	PROJECT	GHS	USD
ART DIRECTION AND VISUAL DEVELOPMENT	YACF	3,123.00	267.15
BANK CHARGES	ADMIN	6,762.60	578.49
	PROJECT FUND	701.40	60.00
	RESIDENCY	109.50	9.37
FEEDING EXPENSES	ADMIN	150.00	12.83
	RESIDENCY	1,422.00	121.64
INTERNET EXPENSES	RESIDENCY	300.00	25.66
IT/WEB HOSTING EXPENSE	ADMIN	3,759.85	321.63
	TAMPERED	400.00	34.22
LICENSE FEES	ADMIN	2,113.46	180.79
LODGING EXPENSES	RESIDENCY	56,895.50	4,867.02
	YACF	1,900.00	162.53
MARKETING & PR EXPENSES	FTC	504.00	43.11
	RESIDENCY	350.70	30.00
	TAMPERED	400.0	34.22
	YACF	3,048.20	260.15
MERCHANDISE EXPENSES	RESIDENCY	420.00	35.93
OTHER EXPENSES	ADMIN	1,821.50	155.82
	RESIDENCY	8,750.00	748.50
	YACF	66.00	5.65
PRINTING EXPENSES	TAMPERED	3,400.00	290.85
	YACF	1,400.00	119.76
PRODUCTION	PROJECT FUND	23,380.00	2,000.00

EXPENSES BREAKDOWN (CONT'D)

EXPENSE ITEM	PROJECT	GHS	USD
RENT EXPENSES (CONCERT VENUES)	YACF	5,000.00	427.72
RENTAL EQUIPMENT	RESIDENCY	17,800.00	1,522.67
	STREET STUDIO	200.00	17.11
	TAMPERED	250.00	21.39
SOFTWARE EXPENSES	ADMIN	385.30	32.96
TRAVEL/TRANSPORT EXPENSES	ADMIN	154.00	13.17
	RESIDENCY	21,767.06	1,862.02
	STREET STUDIO	400.00	34.22
	YACF	1,783.00	152.52
WAGE EXPENSES	ADMIN	45,450.00	3,887.94
	RESIDENCY	16,000.00	1,368.69
	STREET STUDIO	200.00	17.11
GRAND TOTAL		230,567.07	19,723.45



BLACK GIRLS GLOW

2023

blackgirlsglow.org