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BLACK GIRLS GLOW

Annual Report



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Letter from Leadership



For seven years, Black Girls Glow has been a space for artistic experimentation, community-building, and reimagining what it means to create with impact. Balancing the work of shaping an ecosystem while actively contributing to it is no small task, but our foundation has always been adaptability, innovation, and an unwavering commitment to community. Each year brings new challenges, but also new opportunities to push the boundaries of how art can be a tool for transformation—for artists and the world they inhabit.

2024 marked seven years of actively operating—seven years of organizing, negotiating, innovating, building from scratch, collaborating, forming communities, and inventing new methodologies. It has been a journey of creating pathways and ensuring their sustainability. We are incredibly grateful for the work, the growth, and the community that has made it all possible.

This year, we focused on strengthening our internal structure by building a small administrative team to better support our creative initiatives. That decision paid off—we closed the year as recipients of an impact grant awarded by **The Supporting Act Foundation**, a significant step toward

sustaining our long-term vision. We are excited to continue expanding our strategy and fundraising team, ensuring that our operational capacity matches the scale of our work.

Our core projects—**Koshka Sound Residency**, **You Are Cared For (YACF)**, and **Girl Atom**, a new community initiative exploring how art can serve as a tangible tool in daily life—all remained active. Despite financial constraints slowing YACF's progress, our fieldwork continued, reinforcing our commitment to providing crucial sexual health education.

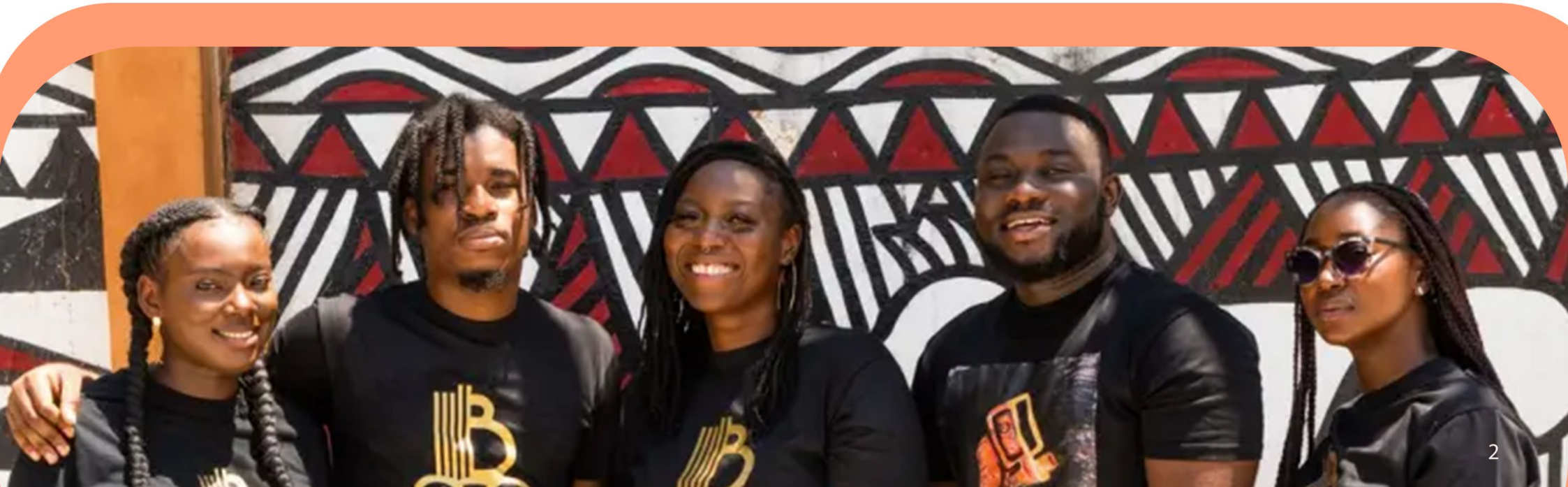
This work would not be possible without the dedication of our teams—the creative team, the administrative team, and the design & communications team—who all play a vital role in carrying the vision forward. As we approach the final year of our five-year strategic plan,

We extend our deepest gratitude to our partners and funders for their shared belief in the power of art to build community and

for their commitment to reimagining what is possible alongside us. Your support allows us to push boundaries, sustain our vision, and create spaces where creativity and collective growth thrive.

Here's to another year of creating, evolving, and expanding the impact of our work.

Ama Asantewa Diaka
Founder/Director



Meet our Board

Our board plays a crucial role in guiding Black Girls Glow's vision, ensuring sustainability, and providing strategic oversight. Comprising leaders from various sectors, they bring diverse expertise to support our mission of fostering artistic growth, community-building, and systemic change. Their commitment helps us expand our reach, secure vital resources, and continuously evolve as an organization



Loretta Boatey

Loretta Boatey is a dedicated Board Member with a strong commitment to community empowerment and philanthropy. With over 8 years of experience in Media Content and Streaming at HBO Warner Bros. Discovery, Loretta has played a pivotal role in navigating organizational changes, fostering agility, and ensuring her teams focus on strategic priorities.

In addition to her professional role, Loretta serves as the Board Chair for Warner Bros. Discovery's DEI Business Resource Group, Women of Warner Bros. Discovery, where she leads efforts to create a diverse and inclusive workplace. Her passion for promoting equity and belonging is evident in the initiatives she spearheads, which empower employees from various backgrounds.

Loretta's dedication to diversity extends beyond her work. She is a member of the Future Leaders Board for the WICT Network, an organization focused on empowering women leaders in media, entertainment, and technology, and she also serves on the Board of Directors for Hopeline Pregnancy Centers in Connecticut, US which supports women and families in need of pregnancy services.



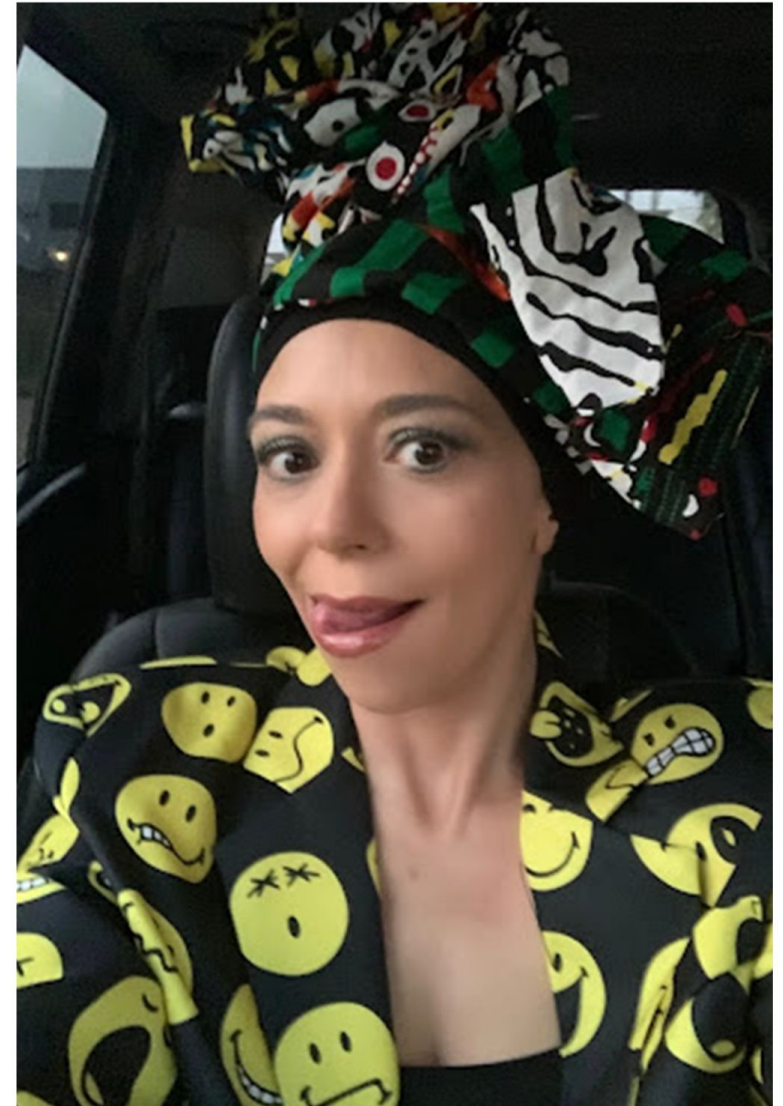
A strong advocate for giving back, Loretta is passionate about supporting communities both in the U.S. and Ghana. A dedicated Board Member of West African Health Foundation WAHF, she has successfully raised over \$15,000 towards the establishment of an eye institute in Ghana and continues to promote awareness and funding for the foundation's mission to bring health care to remote regions of Ghana and other parts of West Africa.

Rania Odaymat

Rania Odaymat (b.1974) is a Ghanaian of Lebanese descent multidisciplinary artist, creative coach, art curator, and fashion stylist. She received her early mentorship and training in the arts by Ms Angela Christian, Chief Of Protocol during president Nkrumah's tenure, and one of the first practicing curators and creative facilitators on the continent post independence. Christian's teachings, and particularly the idea that there can be no long term practice of freedom and independence without a solid investment in the arts, continue to be the backbone and inspiration of Odaymat's creative journey.

Following a stay in Beirut, Lebanon, where she completed a Masters degree in Languages And Translation from St Joseph's University, Odaymat came back home to Accra where she studied Painting And Sculpture under artist Seth Clotey. Rania Odaymat is a founding member and curator of the Beyond Collective, an art collective which has been instrumental in raising the standards of exhibition in Accra,empowering creative collaborations, and spreading creative awareness to public school children.

Odaymat is also a trustee of the Fair Justice Initiative. Her collaboration on the Remember Me project with fellow Beyond Collective member, Francis Kokoroko, planted a seed for prisons advocacy.



Highlights of 2024





Koshka Sound Residency

In its seventh year, we marked a milestone by giving our longest-running program a new name: KOSHKKA Sound Residency. Formerly named after the organization, the residency now stands with its own identity—one that reflects seven years of brilliance, seven cohorts, and seven albums. We envision a future where this model thrives in different parts of the country and across the world. With that in mind, we are excited to announce that from next year, the residency will expand to another Ghanaian city—Kumasi. Introducing KSR Accra and KSR Kumasi, with hopes of bringing this to more cities as funding allows.

The 2024 edition brought together talented artists from Ghana, Nigeria, and South Africa via Germany for a transformative nine-day experience in Kokrobite,

culminating in the creation of a new album and community-facing events including a concert and a listening session.

Participants of the 2024 cohort celebrated the residency as an exceptional space for women artists, highlighting the invaluable skills they acquired. Lamisi reflected, "I was very concerned about the whole outcome. However, I'm happy to say that we were able to cohabitate successfully, work on our project, and have a lot of fun. It felt like a sisterhood; it wasn't just about being here for a residency."

The program's impact on artistic growth was particularly evident in the experience of 2024 fellow Uzei, who noted the residency's role in unleashing creative potential: "I didn't know I had this amount of strength, especially creatively. I didn't know I could push myself this far, but I think this residency showed me that I can."

Exploring the residency's theme, Dumama shared her insights: "I would say that self-preservation is a kind of catalyst for change, a catalyst for finding what exactly your purpose is and what it means to be a voice, and what it means to have a voice. It's critical and was a critical theme for all of us."

Last year's sound residency program centered on "The Artist Accountability," challenging participants to examine their artistic responsibility to themselves, their communities, and future generations. This theme was designed to inspire long-lasting impact, extending beyond the residency into their ongoing creative journeys.







You Are Cared For

It has been two years since we launched our sexual health program, You Are Cared For (YACF). While progress has been slower than anticipated due to limited funding, we have remained committed to the initiative. Our goal is to secure dedicated funding to expand our reach and impact.

Despite the challenges, here's what we've accomplished so far.

Building on last year's in-class sessions, YACF initiated sexual health classes in the Korle Klottey district after discussions with the district education director. To date, over 400 students have participated in these sessions. On June 5, 2024, Black Girls Glow conducted its You Are Cared For outreach at Osu Presbyterian Basic School, delivering

comprehensive sex education to 118 junior high school students (ages 12-15). This initiative is part of the organization's ongoing efforts in the Greater Accra region, with plans to expand pending approval from the Ghana Education Service (GES).

A three-member team facilitated the session, beginning with an interactive anatomy exercise to assess students' baseline knowledge. Topics covered included arousal, breast health, and consent.

Arousal: Only 10% of students had prior knowledge. The facilitator provided clear explanations, supported by audio-visual materials and a Q&A session to address misconceptions.

Breast Health: The discussion integrated local terminology and focused on anatomy and care, with strong student engagement.

Consent: Most students were unfamiliar with the concept. Facilitators clarified its importance in sexual interactions using relatable examples, demonstrations, and multimedia resources.

This session reinforced Black Girls Glow's commitment to accessible, culturally relevant sex education, equipping students with essential knowledge and fostering informed discussions on sexual health. The outreach concluded with a review session, reinforcing key concepts through a replay of audio-visual materials. The team expressed gratitude to school authorities and engaged in a closing photo session with students.



Despite space limitations, the session successfully delivered vital sexual health education, equipping students with knowledge to make informed decisions. Interactive teaching methods, culturally sensitive approaches, and age-appropriate content fostered engagement and retention. The combination of practical demonstrations, multimedia aids, and open

discussions created an effective learning environment. This successful outreach highlights the program's potential for expansion beyond Greater Accra, pending GES approval, and underscores the impact of interactive, comprehensive sex education in schools.





Girl Atom

This year, for the first time, we introduced a new program after recognising the need for more intentional spaces where art is not just observed but actively engaged with as a tool for personal expression and community building. We are constantly exploring how art can be integrated into our daily lives, which is why Girl Atom was created.

Girl Atom is an inclusive community dedicated to fostering self-discovery, personal growth, and the dynamic spirit that defines us. Through thoughtfully curated events, we provide a platform to nurture the inner girl within every individual, celebrating the essence of creativity, curiosity, and empowerment.

Launched in March 2024, our inaugural event was a full-day immersive experience designed to inspire and engage participants. The second edition followed in November 2024, featuring a diverse lineup of workshops, seminars, panels, talks, and interactive sessions

The **Writing As Thinking** workshop sought to empower women to use writing as a cognitive tool for introspection, fostering self-understanding and emotional regulation through the written word.

The "**Sis Be Knowing**" live panel discussion delivered sage counsel from esteemed women who shared their expertise on professional development, personal relationships, and life transitions.

DotConnect's art industry panel brought together distinguished voices from across the creative sector. These established professionals shared strategic insights and practical guidance for emerging artists, illuminating various pathways to success in the arts.

Coochie Con explored women's health. The discussion created an open, engaging environment for addressing essential health topics, dispelling common misconceptions, and promoting informed dialogue about women's wellness.

The **Mmofra Gro** session celebrated children's creative potential, as young artists explored their artistic boundaries using everyday materials. Under thoughtful guidance, participants transformed simple items like threads and ropes into expressive works of art





The **Readtherapy** workshop explored the therapeutic power of literature

Artful Coping was a transformative group art therapy session designed to help you connect to your safe space.

Farm to Fork talk and presentation emphasized sustainable living and the importance of local food.

The Art of the Hustle workshop offered practical insights into entrepreneurship and professional development.

Each session culminated in a concert - an acoustic concert and a **RIA Boss Open Mic Concert**, spotlighting extraordinary artists.



With over 200 participants at each edition, Girl Atom has established itself as a platform for meaningful dialogue, collaboration, and professional growth.

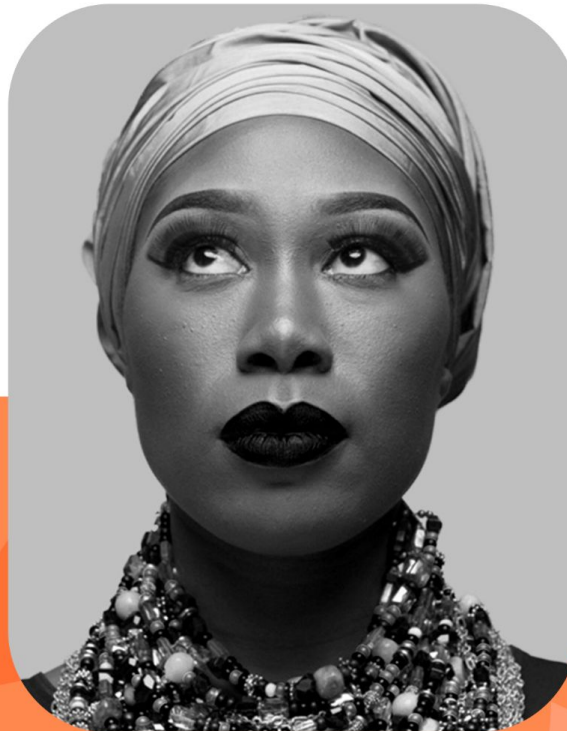
More than just a series of events, Girl Atom is a transformative initiative committed to creating a safe and empowering space—amplifying voices, inspiring creativity, and fostering a sense of collective growth and support.



Alumni Project Grant

In our ongoing effort to create more space and resources for female artists, the Alumni Project Grant continues to support BGG alumni in bringing their artistic visions to life with \$1,000 grants – whether by completing an existing project or developing a new one. It has been deeply rewarding to witness last year’s awardees turn their ideas into reality, reinforcing the impact of this initiative.

This year, we are proud to support two new recipients, **Lindsey Abudei** and **Elsie Raad**, as they embark on their creative journeys.

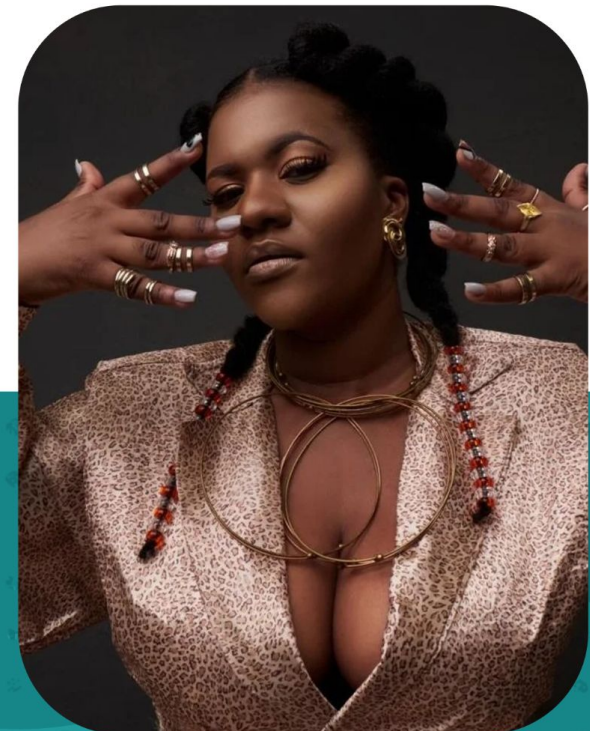


Accra–Berlin Tandem Residency

In the third year of our partnership with **Music Board Berlin**, the ACCRA-BERLIN residency program continues to exemplify the power of international cultural collaboration, standing as one of the stellar partnerships between Ghana and Germany.

In collaboration with Music Board Berlin and **Pop-Kultur Festival**, this tandem residency program pairs one artist from Berlin with one artist from Accra for intensive six-week residencies, creating a unique platform for cultural dialogue and artistic innovation. The 2024 edition featured two exceptional artists: **Dumama**, our Berlin resident, who experienced six transformative weeks in Accra, and **Susan Augustt**, who explored Berlin's vibrant music landscape.

Dumama spent her time in Accra exploring generational songs, mother and children songs, and songs that allow us to convene with nature. Drawing from local experiences, environmental listening shapes ecological literacies and ontological expressions (ie. songs, language, ritual) she collaborated with local artists via the BGG network.



Susan Augustt spent her time in Berlin exploring the live music scene, learning from other performers and exploring different performance styles and techniques. She also used the opportunity to experiment with re-imagining her music workshop into a standard curriculum.

This transcultural co-creation initiative continues to demonstrate the vital importance of international artistic exchange. The lasting connections forged during these residencies extend far beyond the program's duration, creating career-defining opportunities and fostering enduring creative partnerships. The ACCRA-BERLIN residency is a testament to the transformative power of cultural diplomacy and artistic collaboration between Ghana and Germany.



Our Impact

43

women artists
have participated
in our sound
residency

15

published Ghanaian
authors in an
anthology

413

students have participated
in our sexual health
education workshops

67

artists have
participated in
art conversation
and lecture series

04

artists beneficiaries
of artist project
grants

2912

people and key stakeholders
reached by Black Girls Glow
since 2017



What Funding Can do



A dedicated budget of

\$31,000

in 2025 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

\$24,500

in 2025 will enable us to run Koshka sound residency in two cities: Kumasi and Accra.

A dedicated budget of

\$12,000

will enable us to organize 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

\$20,000

in 2025 will help us introduce a residency and exhibition program for 10 visual artists.

A dedicated budget of

\$15,600

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

Our Supporters

The OR foundation
The Supporting Act Foundation
Patreons

Individual Supporters

Akosua Hanson
Kofi Boachie-Ansah
Gina Jeong
Diana Hopeson
Carol Mathias O'chez

Our Partners

MusicBoard Berlin
Alliance Francais
Dot Ateliers
Villa Teranga



Finances



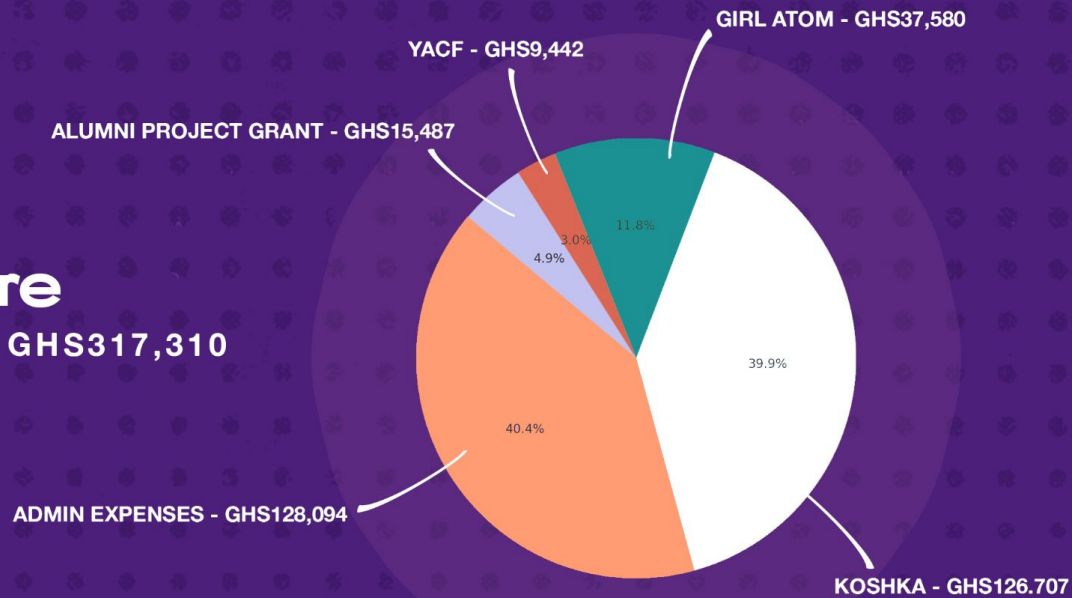
The figures presented are for the Ghanaian financial year ending **31 December 2024**.
Full audited accounts are available upon request.

Income

DONATION REVENUE	GHS62,147
FUNDRAISING REVENUE	GHS4,637
GRANT REVENUE	GHS479,673
TOTAL REVENUE	GHS546,457

Expenditure

TOTAL EXPENSES **GHS317,310**





Support our Work



▶ **Make a one-time donation**



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Black Girls Glow

www.blackgirlsglow.org