

March 2023



HumAngle

3 R D Y E A R A N N I V E R S A R Y



Conflict / Humanitarian / Development



A NOTE FROM THE CEO

Ahmad Salkida

In July 2021, we received the news at the HumAngle head office in the FCT that made all our eyes water with both pride and humility: some of the subjects of our journalism whom we had been writing about, whose experiences of incarceration we had been reporting, had finally been cleared of wrongdoing and released by the Nigerian army after up to six years in detention.

Over a thousand men had been released that day. It was news that should have pleased me, and it did, but it was also news that saddened me because thousands more of these men were still in detention.

You might ask: if they were in detention, how were we able to report their experiences? The answer is that their wives refused to give up on them. They were eager to tell us about what had happened.



In 2013–2016, when the Boko Haram insurgency raged the highest, the Nigerian army carried out mass arrests of people it suspected of being affiliated with the terror group. But during this time, too, people were being displaced from communities like Kirawa, Nguro Soye, Andara, Kumshe, and many others. As many fled their villages, they were intercepted by the army, who branded them terrorists and then detained them. Thousands of men suffered this fate.

In 2017, their wives, now scattered across displacement camps in Maiduguri, the capital city, came together to form a support group through which they consistently advocated for the release of their husbands. They called themselves the Knifar group.

We allied with them, recognising their strength and resilience and diligently reporting their activities and the experiences of their husbands, including the circumstances of their incarceration.



And so that day in July, when news reached me that a thousand of them had regained their freedom, it filled me with hope and reminded me that journalism's power of restoration was not only real, but tangible enough for us at HumAngle to reach.

And so we doubled our efforts of reporting about the Knifar husbands who were still in prison.

In November of the same year, we received more news that hundreds more of these men had been released.

Under our partnership with the prestigious MacArthur Foundation, we have investigated and documented security funding in the humanitarian space in Nigeria's northeast, asking tough questions around funding, their disbursement, and how they are being utilised. Under this, we created the HumAngle Accountability Fellowship, training and equipping young journalists and advocates in Borno, Adamawa, and Yobe states, to track and report cases of accountability as they relate to various other thematic areas under the insecurity umbrella.

Some of the reports published under the fellowship had an immediate impact. For example, following a report in September on how a construction company built a faulty drainage system in the Garadam area of Maiduguri and deserted the community, the construction company returned to the site and fixed the structure, which would hopefully prevent a repeat of flooded houses in the Borno village. Although the incident we reported happened in Borno and may have appeared to lack wider significance, it seemed to be representative of many people's experiences in Nigeria.

Our partnership with OSIWA, through which we were able to establish a missing persons dashboard and create a significant body of work that addressed and documented the missing persons' crisis in the northeast has also been a hugely impactful project, possibly the first of its kind in Nigeria.

There have also been up to a dozen of trackable cases or instances where problems were fixed after we reported on them and brought attention to them. Reporters from HumAngle have also won awards and been shortlisted for others. At my team's last count, we have no less than nine awards or shortlists.

Journalism has impact. We are aware of this and have resolved to chase it, wherever it may be, however difficult it may be.

"it filled me with hope and reminded me that journalism's power of restoration was not only real, but tangible enough for us at HumAngle to reach."

-Ahmad Salkida

ON POLICIES AND OFFICE CULTURE



Hameeda Buhari, Director of operations

Over the past three years, HumAngle's focus has been to constantly improve and explore novel ways to provide a safe, inclusive, and conducive environment for employees to work. By ensuring these have remained at the core of our operational values, we have created processes, policies, and structures which fit into the standards we hold ourselves to, along with International Standards.

In the past three years, these are some of the areas we have made significant progress in;

Successful Hybrid Workforce:

- HumAngle has transitioned into a hybrid workforce, including remote and on-site work while maintaining high productivity levels across departments. Though this comes with inconveniences, the synchronisation between departments has made the hybrid situation much more achievable. We believe in creating and maintaining a healthy work-life balance for employees, which has been achieved through introducing a hybrid work form.





Harassment-free Workplace:

- In all its years of operation, there has been no recorded complaint of sexual harassment. Sessions and meetings have been held throughout the years to encourage the culture of speaking up and creating a safe space for women, ensuring that employees feel comfortable and safe enough to voice out and report incidents of harassment. Mediation processes have been carried out to address grievances and minor workplace disputes where such occurs.

Plant Parenting

- One of our core values at HumAngle is Accountability. We believe in finding ways to teach and remind employees about responsibility, hence introducing plant parenting at the workplace. Employees are assigned one or more plants to care for; teaching us to hold ourselves accountable as well as stakeholders.

Increased Diversity and Inclusion

- Representation and diversity have been at the forefront of HumAngle's drive for an inclusive workforce. As of our 3rd Anniversary, we have achieved a gender-inclusive workforce with diverse ethnicities and age groups. Gender inclusivity and representation are essential to HumAngle, not just in the demographics of its entire workforce but in management positions; two of the four departments at HumAngle are headed by women.

Gender Advisor:

- In a bid to hold ourselves accountable and promote a safe workplace, HumAngle has an independent Gender Advisor, who occasionally holds sensitisation sessions with the team and has been empowered to communicate with employees personally, investigate and make recommendations to the HumAngle board in the event a harassment case ensues.

Health and Safety

- The health and safety of our employees are a priority to us at HumAngle. HumAngle conducts regular training on emergencies related to fire outbreaks, medical incidents and armed intrusion, and enrol employees for health insurance services to enhance their access to quality health care.



Training, Mentorship, and Capacity Building

- An essential component at HumAngle is learning; from top positions down to internship roles, we are always aware that we all constantly go through learning curves; hence, we work towards creating a deep understanding and belief in teamwork and the idea that “no man is an island”, and all units and departments are intertwined to ensure that work flows seamlessly. One of the ways we ensure that we keep learning and developing our skills is by holding weekly in-house training sessions and recommending external training and capacity-building opportunities to employees.
- HumAngle also has a mentorship structure to ensure new recruits with little to no skills are paired with more experienced employees in order to build their capacity and expand their knowledge in their respective fields.



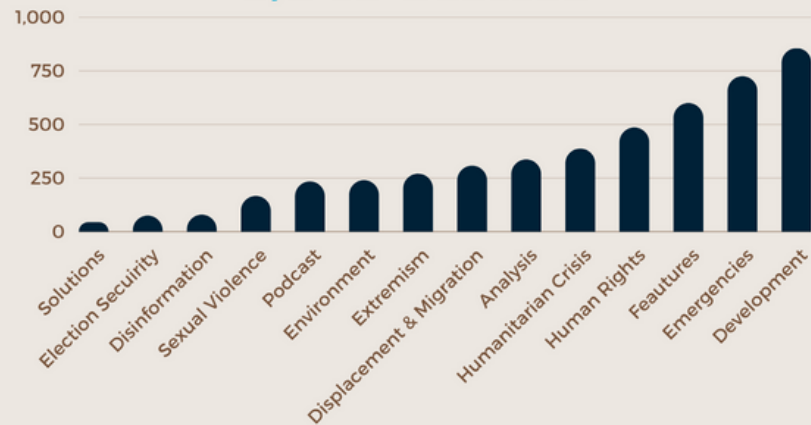
There is no doubt that in our bid to create, improve and maintain robust structures, we have encountered hurdles and made mistakes along the line. At every step of the way, we have worked towards accepting mistakes will be made, ensuring that we learn from them and they are not repeated.

In the space of three years we have moved pretty fast, and still have a lot to accomplish in building the right work culture. As HumAngle grows, it can only get better in adopting the most suitable structures and policies, not just from an employer point of view, but for employees too, while maintaining high levels of productivity.

Hameeda Buhari

Total stories published (Mar. 3 2020- Mar.1 2023)

6,845 Stories



HumAngle Staff Strength

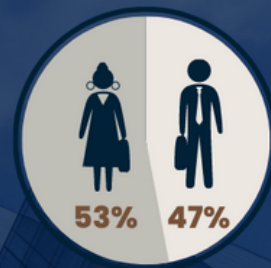


**Female
Employees 19**



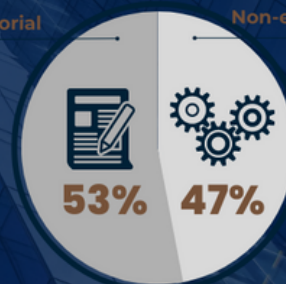
**Male
Employees 17**

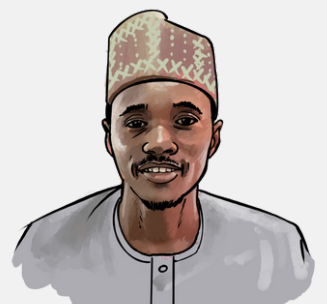
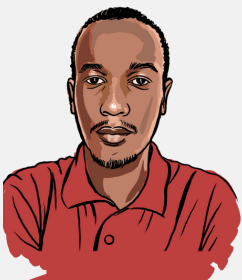
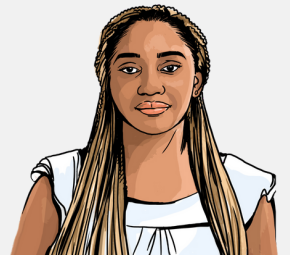
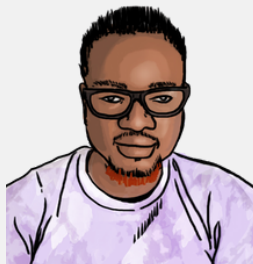
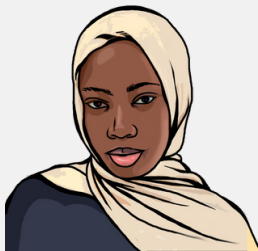
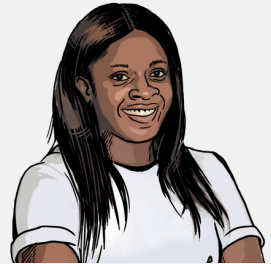
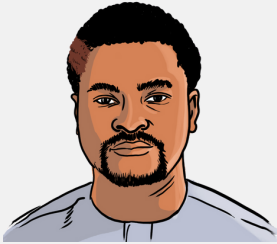
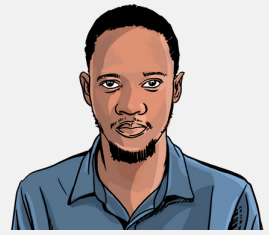
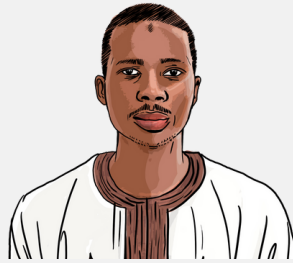
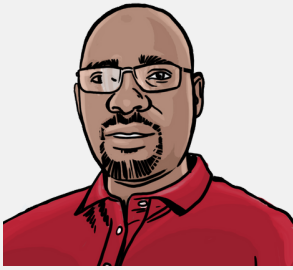
TOTAL 36

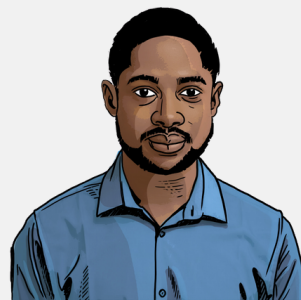
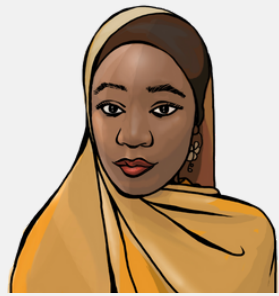
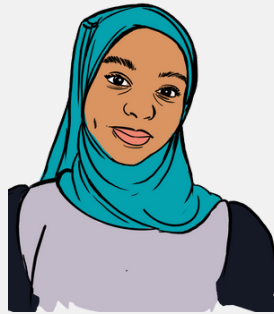
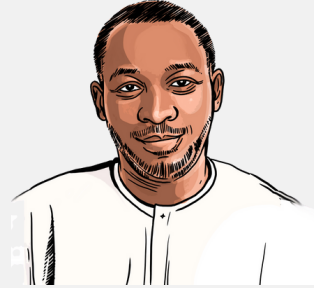
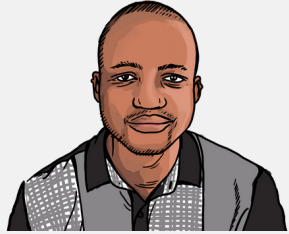
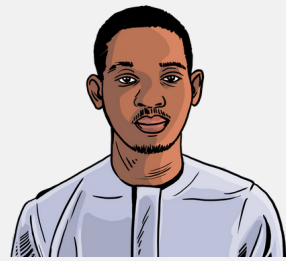
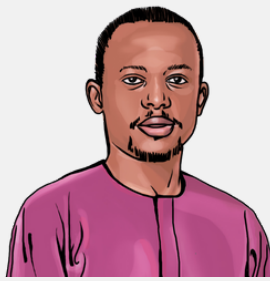
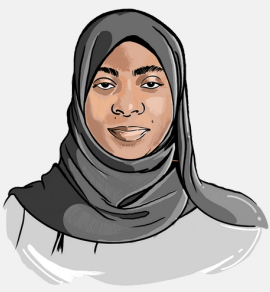


Editorial

Non-editorial



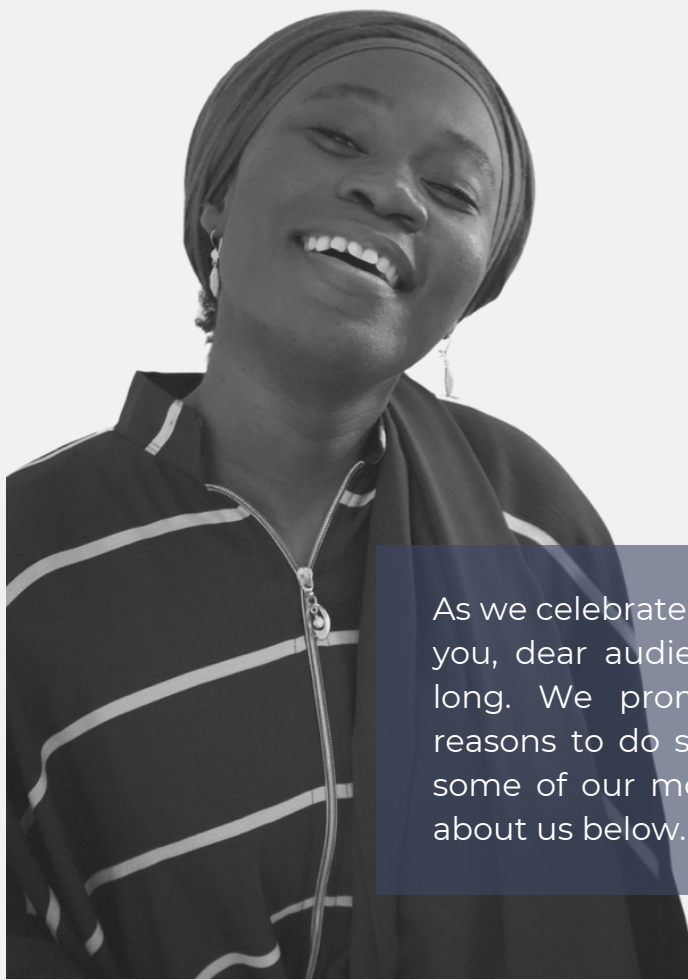






THOUGHTS FROM THE MANAGING EDITOR

Hauwa Shaffii Nuhu



As we celebrate our third anniversary, I say thank you, dear audience, for sticking with us for so long. We promise to continue to give you reasons to do so. I invite you to get a sense of some of our most important projects and read about us below.

On Saturday, Feb. 25, the day Nigeria held its presidential election, after I got home from the office at a little past 6 p.m, I sat at my little workstation in my room. It consisted of a table, a chair, half-finished jars of scented candles, a mountain of papers, jotters, and several novels, including John Green's *The Fault In Our Stars*.

I placed my laptop on my desk and opened the spreadsheet that contained all the work we had done that day, arranged in easily digestible formats for onward transmission to the website by the IT team, and I scrolled and scrolled and scrolled but did not reach the end of the document as fast as I thought I would.

I then opened the webpage that led to the HumAngle Election insecurity tracker, an interactive map that let you click on a colour and location, then showed you whether some violence or election malpractice was going on and where. The map was massively populated by yellows and reds.

As I stared at that map, I was filled with nothing but awe and inspiration at the amount of work we had been able to create, coordinate, and put out that day. I recall sending a thank you note to our CEO then, whose idea it had been to create the map. The decision the HumAngle team took that day, both individually and yet collectively and without even verbalising it, was to insist on excellence.

It is the decision that many people in the team take every day, whether they realise it or not, when they open their computer to begin working, when they go out on the field to pursue stories, when they place a call to a source for an investigation, when they file stories.

But it isn't a decision that could survive or achieve anything on its own. And here is where I would like to talk about our funders and partners; the MacArthur Foundation, Google, the Africa Transitional Justice Legacy Fund, OSIWA, NAMIP, the CJID, CDD, and many others.



The environment and workspace that the organisation has also created the needed drive. It is one thing to have skill and talent. It is another thing entirely to have the needed environment that allows them to shine through.

It is why we have been able to become a reference point for academics, policymakers, journalists, and national bodies for everything conflict and development. It takes grit and hard work, undoubtedly. But what I am trying to say, mainly, is that it takes teamwork. And this team knows that.

At the time the idea of the tracker was being discussed, for example, it was not a thing that could have been executed by one person.

The idea needed researchers and journalists, web developers from the IT department, fact-checkers, and editors. It was possible because not only did we possess these people and skills, we were also a group of people who understood and valued each other's individual strengths.

It is how the team has managed to work together for three years successfully without ever losing sight of the goal; which is to tell stories of conflict, humanitarian and development issues, in ways that are uncommon, striking, and impactful. We are constantly innovating, finding new ways to convey our content to different demographics.

Don't like to read? We have podcasts you can listen to as you do your laundry or go about your day. Don't like to do that either? We have documentaries, short newsreels, monologues, and explainers for you to watch. Need something else? We have an animated series you can follow on YouTube.

Despite the considerably great work we have done, we also recognise that the work ahead is even longer. Our CEO says he would rate us a solid 3/10. I insist it has to be 3.5/10.

As we celebrate our third anniversary, I say thank you, dear audience, for sticking with us for so long. We promise to continue to give you reasons to do so. I invite you to get a sense of some of our most important projects and read about us below.

Hauwa Shaffii Nuhu



WHAT WE LEARNT FROM DOCUMENTING NIGERIA'S MISSING PERSONS CRISIS

‘Kunle Adebajo,
Investigations Editor

The more people I interview, the more I am reminded of that Yoruba proverb: omo eni ku, o san ju omo eni sanu lo (it is better for one's child to die than for them to be missing).

It may be brutal, but it is the truth. With death, you are at least allowed to journey through all the stages of grief and come out on the other side in one piece. When a loved one is missing though, all you can do is wobble between hope and despair like a zombie kept alive against their will. It is like finding yourself on a wild, windy hill that oversees heaven on one side, and hell on the other.

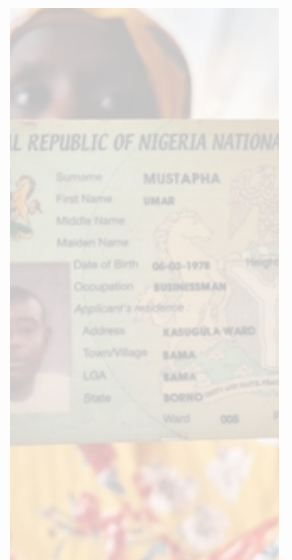
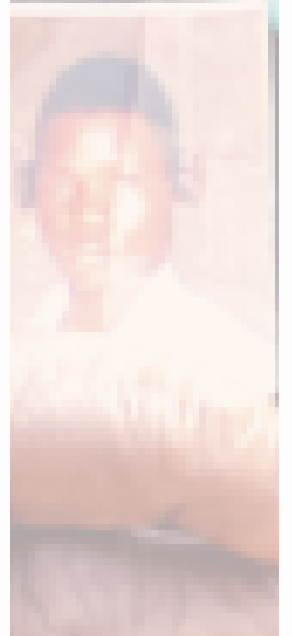
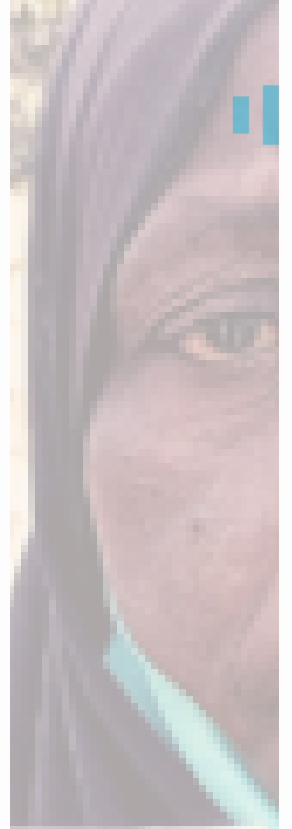
It is just as Red declared in Shawshank Redemption: "Let me tell you something, my friend. Hope is a dangerous thing. Hope can drive a man insane."

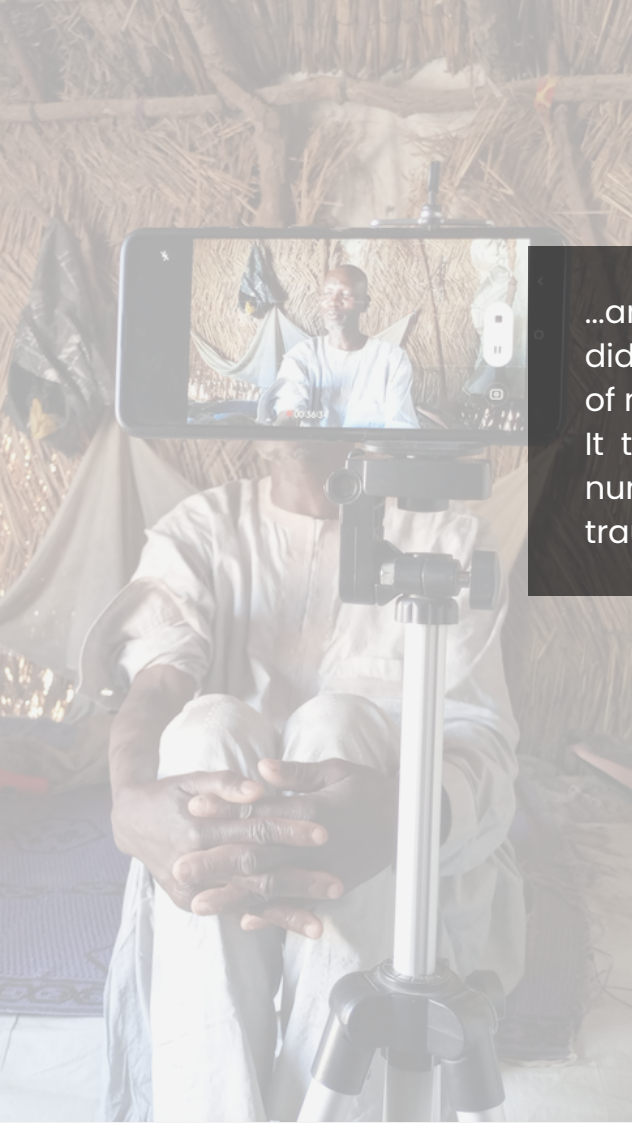
At the beginning of January 2022, HumAngle rolled its sleeves and jumped right into the missing people problem plaguing northeastern Nigeria.

We realised that, even though this problem is enormous, it is one of the country's least reported issues. Only the International Committee of the Red Cross (ICRC) had done any significant work in the area, and because of the sensitivity of their operations, they keep a lot of their efforts under wraps.

So the huge data of over 25,000 missing people they have gathered is not public and there are only a few success stories of family reunions on their website. Want to read about how the problem affects thousands of families in the region? You could hardly do that.

Thankfully, with support from the Open Society Initiative for West Africa (OSIWA), HumAngle had enough resources to begin to fill this gap.





...and I had not seen people cry as much as they did when I went about interviewing the families of missing people. It says a lot. It tells us that this problem is bigger than the numbers. We also need to address the collective trauma that flows from it.

I have seen far too many people melt into tears as they browse their minds for memories of their loved ones or remember the chain of events that have led to this moment – maybe if they had made other decisions? – or picture what life would have been like if things had gone differently.

Over the years, I have talked to dozens of victims – those who have lost their homes, their livelihoods, their childhood, both parents, multiple children, those who have been raped or survived years of captivity – and I had not seen people cry as much as they did when I went about interviewing the families of missing people. It says a lot.

It tells us that this problem is bigger than the numbers. We also need to address the collective trauma that flows from it.

One limitation of our missing persons' dashboard is that it would be difficult for people affected by the Boko Haram crisis to access it because of poor levels of literacy. Also, without pictures of the missing person, it may be difficult for people who have come across them to put two and two together and reach out with useful information. The closest we could come to this was including information about unusual characteristics like deformities and tribal marks and taking pictures of the missing person's lookalike.

But what we have been able to achieve is to attach actual names to the statistics and – with our feature articles – faces too, that can be accessed by whoever, whenever. This is crucial.

We hired and trained data collectors from several local government areas in Borno state and, after six months, gathered data on over 3,600 missing persons. We have also published 20 special reports so far taking a look at the struggles various families are facing: mothers who only live just to see their sons one last time, wives who have no idea where their husbands are, children who have never seen their fathers and can only picture them through stories, people who do not know whether their siblings are dead or alive.

I have heard parents say all they need is an acknowledgement from the government that their son is no more, so they can perform funeral rites, mourn him, and hopefully move on. I have seen a woman receive confirmation after many years of uncertainty that her husband is kept at a detention facility, seen how she delicately handles the letter even though she can't read the words, like it is the only thing keeping her from losing her mind.



At the end of the day, journalists and humanitarian organisations like the ICRC can only do so much. The government must also throw its weight behind solving the problem. Only state agencies have the resources to make a huge impact and prevent conditions that lead to such a crisis from reoccurring.

The government should make good on its promise of launching a national missing persons registry in collaboration with the National Human Rights Commission (NHRC) and the police force. People looking for their loved ones across the country can send information to the authorities and this can be accessed at security checkpoints or by immigration officers or the general public. It should be done in such a way that if you see someone who is lost and far away from home, you can upload their picture or name to the database and it would return search results matching the data with existing entries.

We need to generally improve our relationship with data gathering. Every birth and death should be registered. Every arrest and detention should be documented. Every crime and extrajudicial killing should be recorded and investigated.

If there was a central, accessible database, when a person is picked up by law enforcement, the families would not have to scamper from police station to police station to confirm where they are held. The advantages are just too many to ignore.

We should also abolish the practice of excessively profiling displaced persons and arresting them without evidence of wrongdoing. If this happens, then they should at least have access to lawyers and their families.

No one deserves to be kept in detention for months, even years, without trial. The government should acknowledge that it has made some mistakes, apologise to the victims, and take steps to prevent repeats. When it has information about those in detention or those who have died, whether at the hands of state or non-state actors, it should share this information with the families. You do not help people by giving them false hope, you only prolong their suffering.

As we work towards finding those who are missing and reuniting them with their loved ones, let us also search within ourselves and reconnect with our humanity.

Kunle Adebajo





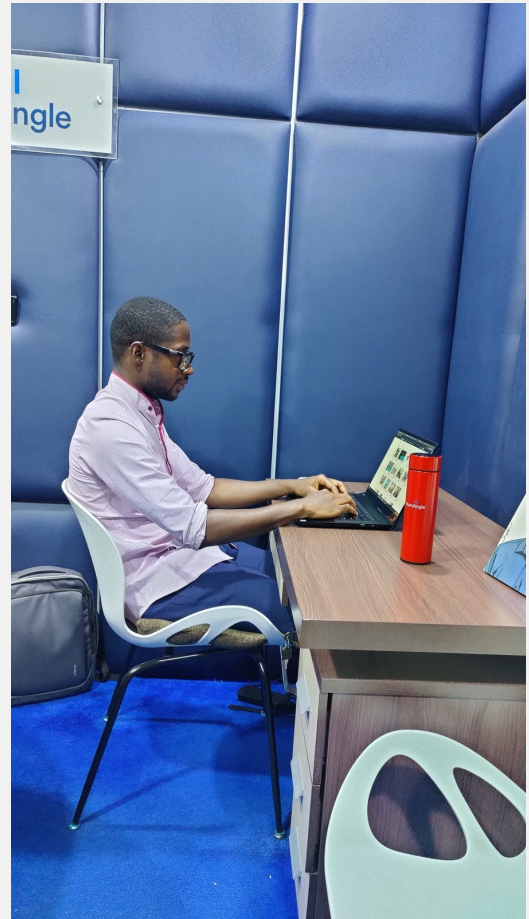
THE FUTURE IS TECHNOLOGY

ATTAHIRU JIBRIN, IT LEAD

The Information Technology (IT) department has significantly transformed the operations of HumAngle, especially in terms of the organisation's online presence. Collaborating closely with the editorial team, the IT department ensures the timely and efficient publication of content on our websites and social media platforms.

Notably, the IT department has played a pivotal role in enhancing the HumAngle website, designing an interactive platform that provides an exceptional user experience and multiple project-related dashboards. Additionally, the department has provided comprehensive Geographic Information System (GIS) data that has significantly enriched our reports and projects.

Moreover, the IT department has been instrumental in maintaining the company's equipment by ensuring regular hardware and software upgrades. This has resulted in improved efficiency in production processes, efficient communication within the team, and timely delivery of content to our audience.



The integration of IT tools and technologies has opened up new opportunities for the company to engage with its audience and create high-quality content. Going forward, the IT team is committed to scaling up our interactive sites and actively researching ways to bring our metaverse project to fruition, given the growing importance of the Metaverse in the future.



THE HUMANGLE MULTIMEDIA CABAL

ANTHONY ASEMOTA,
MULTIMEDIA EDITOR



HumAngle is three. Our multimedia production over the past three years has continually grown in substance and quality.

- We have produced over 200 podcast episodes.
- Over 500 videos, including five documentaries.



Podcasts

- First on this list is our podcast **Vestiges Of Violence** which just celebrated its 100th episode on the 24th of February. That's a huge milestone.

"This is Vestiges of Violence, a weekly podcast about personal stories of violence victims.

For HumAngle, I am Hameeda."

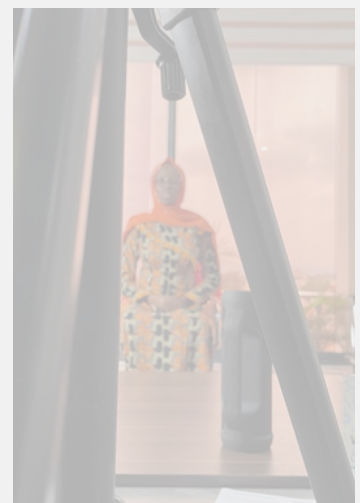
Vestiges Of Violence airs every week on Friday, at 5 pm. You can listen to it wherever you get your podcasts.

- **Birbishin Rikici**, is the Hausa version of Vestiges Of Violence, curated specifically and with thorough care for our Hausa listeners and viewers. Birbishin Rikici airs every week on Saturday at 5 pm.
- **The Crisis Room** is a bi-weekly podcast that looks at crisis trends across the country and answers the tough questions around them. Listen to this wherever you listen to your podcast.



VIDEOS

- We have the Newsreel, a weekly video series of news and stories within our niche that occurred within the week.
- Humanitarian Watch tracks the plight of displaced people and the assistance they need, which is, isn't or should be rendered to them by the Government. It focuses on the ripple effects of displacement, such as sexual violence, food-for-sex, maternal health care and other dehumanising situations the displaced find themselves subject to. It airs bi-weekly on Thursday, at 5 p.m. Watch this on all our social media platforms.
- The Displaced: The Displaced is an animated series on the vestiges of the Boko Haram insurgency in Nigeria through one family's displacement. Let's follow the life of Musa and the spiral of events that occurs from one devastating night of terror. The team is made up of an animator, a scriptwriter, voice actors and a producer. It airs bi-weekly on Fridays by 2pm (finally, a little deviation from our 5pm schedule). Watch this on all our social media platforms.
- And finally, the MacArthur Project Accountability series. This video series explains the insecurity drivers in Northern Nigeria. We break down major indicators of violent conflict and cover the communities most impacted by it. The videos masterfully blend together animations, motion graphics, atmospheric shots, interviews, GIS mapping amongst a host of other storytelling techniques to deliver a product worth talking about.



-Anthony Asemota



PRODUCTS AND INNOVATIONS

DAMILOLA LAWAL, HEAD OF PRODUCT AND INNOVATION

HumAngle is consistently seeking out new and innovative ways of bringing humanitarian, development and conflict stories to the forefront of public discourse.

For that reason, we are continuously rebranding past the expectations of what it means to be a newsroom. Besides from written articles, we have explored relaying our reports in a growing number of mediums.

HumAngle has been very invested in harnessing the power of video to tell compelling stories.

In the last three years, we launched a number of audiovisual content, including a weekly Newsreel, a Humanitarian Accountability series, The Humanitarian Watch, Let Me Explain, The Displaced, and a new video podcast collaboration with ICIR and MSF called the Humanitarian Voices. In addition to this, we also produce documentaries, explainer TikTok videos, motion graphics, and animations.

Podcasts are a growing medium for storytelling and reaching out to young audiences.





HumAngle produces two weekly and biweekly podcasts: Vestiges of Violence, The Crisis Room, and Birbishin Rikici (Hausa). These podcasts tell the stories of victims of violence and explore trending issues in the conflict, development, and humanitarian space.

We have also published a Missing Persons Register Population and Amplification Project, the dashboard shares credible information from sources across Northeast Nigeria about people who have gone missing due to the Boko Haram insurgency and is regularly updated.

We have also published various articles to show the human stories behind the statistics. Statistics and numbers are still important, and we show them using infographics. The HumAngle Tracker is a monthly publication that documents conflict and armed violence cases across Nigeria through open-source data sources.

In this publication, we map out the incidents, locations, and fatalities of conflicts as they occur monthly.

We also have an interactive platform that presents our stories in a more engaging format, offering readers multiple and innovative ways to experience them, and so keeping them fully engaged and immersed. This is a fairly new addition to our products and has seen a lot of growth.

In the coming months, we will be venturing into the exciting world of augmented and virtual reality tools to further deepen interactive elements.

Damilola Lawal,

3RD YEAR ANNIVERSARY

