

INTERNATIONAL WOMEN'S DAY, 2025

WOMEN IN UNIFORM BREAKING BARRIERS

– CELEBRATING WOMEN IN UNIFORM



TABLE OF CONTENTS

Introduction	-	3
Objectives of the Event	-	4
Target Audience	-	4
Why Women in Uniform?	-	5
How This Event Aligns with the Global Vision of IWD 2025	-	6
Event Activities	-	9
Expected Outcomes	-	10
Budget Overview	-	11

INTRODUCTION

International Women's Day (IWD) is a global celebration of the social, economic, cultural, and political achievements of women, while also serving as a call to action for accelerating gender parity. In 2025, the United Nations' theme for IWD is "Accelerate Action," which aligns with the urgent need to address gender disparities across all sectors, including technology and the armed forces.

In Nigeria, women in uniform—serving in the Army, Air Force, Navy, Police, and other security agencies—face unique challenges in breaking into and excelling in technology-driven roles. These roles are critical in modern defense, security, and peacekeeping operations, yet women remain underrepresented in these fields due to systemic barriers, cultural biases, and limited access to training and opportunities.

In a world where gender equality remains a pressing issue, the 2025 International Women's Day theme, "Accelerate Action," calls for urgent and collective efforts to break down barriers and create opportunities for women everywhere.

At Toko Academy, we believe that one of the most impactful ways to accelerate action is by targeting a unique and often overlooked group: women in uniform. These women—serving in the Nigerian Army, Navy, Air Force, Police, and other security agencies—are not only breaking barriers in their fields but also represent a powerful force for change in the fight for gender equality and technological advancement.

This event, themed "Women in Uniform Breaking Barriers," seeks to highlight the contributions of women in the Nigerian armed forces who are pioneering technological advancements, while also addressing the challenges they face. By celebrating their achievements and fostering dialogue on actionable solutions, this event aims to inspire more women to pursue careers in tech-related roles within the armed forces and to advocate for systemic changes that support their inclusion and growth.



OBJECTIVES OF THE EVENT

- Celebrate and showcase the achievements of women in uniform: Share gifts, souvenirs, provide a platform for showcasing women led businesses, networking and collaboration opportunities, and more.
- Recognize and honor outstanding women in uniform in Adamawa State: present awards and certificates to outstanding women in uniform
- Fundraise for Digital Skills Training for uniformed women: Launch a fundraising campaign to support digital skills training programs for uniformed women in Yola and across Nigeria.
- Foster Dialogue and Collaboration:
 - Host panel discussions and roundtables with stakeholders, including military leaders, tech experts, policymakers, and gender equality advocates, to identify actionable solutions for breaking tech barriers.
 - Create a platform for networking and mentorship opportunities between women in uniform and tech industry leaders.

TARGET AUDIENCE

Women in Uniform

Women serving in various uniformed professions, including but not limited to:

- Military personnel (Army, Navy, Air Force).
- Police officers and other law enforcement agents.
- Firefighters and emergency responders.
- Paramilitary or security agencies.
- Women in uniformed service academies, cadet programs, or training institutions.

Tech Professionals and Enthusiasts

- Women currently working in the technology sector, especially those exploring innovative solutions for uniformed professions (e.g., defense technology, cybersecurity, disaster management tools).
- Female students or graduates in STEM (Science, Technology, Engineering, Mathematics) fields aspiring to support or join uniformed services through technology innovation.

WHY WOMEN IN UNIFORM?

A Symbol of Strength and Resilience:

Women in uniform are a testament to strength, resilience, and leadership. They operate in male-dominated environments, often facing cultural biases, limited opportunities, and systemic barriers. Despite these challenges, they continue to excel, proving that women can thrive in even the most demanding roles. By focusing on this group, we highlight their achievements and inspire other women to pursue careers in traditionally male-dominated fields.

A Gateway to Broader Gender Equality:

The armed forces and security agencies are critical institutions in any society. When women in these institutions are empowered, it sends a powerful message about the role of women in leadership, decision-making, and nation-building. By breaking tech barriers in these fields, we not only advance gender equality within the armed forces but also set a precedent for other sectors to follow.

A Niche with Untapped Potential:

Women in uniform are often underrepresented in technology-driven roles, despite the increasing importance of tech in modern defense, security, and peacekeeping operations. By equipping these women with digital skills and exposing them to emerging technologies like AI, we unlock their potential to drive innovation and efficiency in their respective fields. This, in turn, strengthens national security and positions Nigeria as a leader in tech-driven defense solutions.

A Catalyst for Broader Societal Change:

Women in uniform are role models for millions of girls and women across Nigeria. When they succeed in breaking tech barriers, they inspire young girls to pursue careers in STEM (Science, Technology, Engineering, and Mathematics) and challenge societal norms that limit women's potential. This ripple effect can transform communities and accelerate progress toward gender equality.

HOW THIS EVENT ALIGNS WITH THE GLOBAL VISION OF IWD 2025

The 2025 IWD theme, "Accelerate Action," emphasizes the need for swift and decisive steps to achieve gender equality. This event, "Accelerate Action: Women in Uniform Breaking Tech Barriers," is a two-fold initiative that directly aligns with this global vision by addressing two critical areas:

Exposing Women in Uniform to Tech Opportunities and Realities

- **The Opportunity:** This event will expose women in uniform to the vast possibilities and opportunities that exist in the technology space. Through panel discussions, tech showcases, and hands-on training sessions, participants will learn about the latest tools and platforms, from basic digital literacy to intermediate AI applications. By equipping these women with tech skills, we empower them to take on more strategic roles, drive innovation, and contribute to national security in meaningful ways.

Raising Funds for Digital Skills Training for Marginalized Women

- **The Reality:** While women in uniform are a critical focus, we recognize that gender inequality is a broader issue that affects women from all walks of life. In Yola and across Nigeria, young girls, out-of-school girls, widows, and stay-at-home women often lack access to quality education and digital skills training. This limits their ability to participate in the digital economy and achieve financial independence.
- **The Opportunity:** As part of this event, we plan to raise funds to train more women in digital skills. These funds will be used to support grassroots initiatives that provide training in areas such as coding, data analysis, digital marketing, and AI tools. By empowering marginalized women with these skills, we create a pipeline of talent that can contribute to the tech industry, drive economic growth, and break the cycle of poverty.

WHY THIS EVENT MATTERS

It Addresses a Critical Gap:

By focusing on women in uniform, we address a critical gap in the gender equality conversation. These women are often overlooked in discussions about tech and innovation, yet they have the potential to drive significant change in their fields and beyond.

It Combines Awareness with Action:

This event is not just about raising awareness; it's about taking concrete steps to empower women. Through training, mentorship, and fundraising, we are creating opportunities for women to acquire the skills they need to succeed in the digital age.

It Aligns with Global and National Priorities:

The event aligns with the UN's Sustainable Development Goals (SDGs), particularly Goal 5 (Gender Equality) and Goal 9 (Industry, Innovation, and Infrastructure). It also supports Nigeria's national priorities, including the development of a tech-driven economy and the empowerment of women and girls.

It Builds a Legacy of Empowerment:

By investing in women in uniform and marginalized women, we are building a legacy of empowerment that will benefit future generations. This event is not just a one-day celebration; it is the beginning of a long-term commitment to accelerating action for gender equality.

The "Accelerate Action: Women in Uniform Breaking Tech Barriers" event is a timely and impactful initiative that aligns with the global vision of IWD 2025. By focusing on women in uniform, we are targeting a niche group with untapped potential to drive change in their fields and inspire broader societal transformation. At the same time, by raising funds for digital skills training, we are creating opportunities for marginalized women to participate in the digital economy and achieve financial independence. Together, these efforts will help accelerate action for gender equality, not just in Yola but across Nigeria and beyond.

WHO IS THIS EVENT FOR?

Men as Allies in Gender Equality

- Male colleagues and supervisors from uniformed professions who advocate for gender equity in technology adoption and skill development.
- Tech industry leaders and male champions of diversity committed to supporting women in uniform integrate tech into their roles.

Community Leaders and Policymakers

- Decision-makers focused on policy reforms for gender inclusion in uniformed services and tech-driven fields.
- Leaders advocating for equal access to technology and training for women in uniform.

Tech Startups, Innovators, and Organizations Focused on Women's Empowerment

- Technology companies and startups developing tools, apps, or innovations to enhance efficiency and safety in uniformed professions.
- NGOs and advocacy groups supporting women in uniform and facilitating their access to tech education, resources, or mentorship programs.

Younger Generations Aspiring to Join Uniformed Professions or Tech Careers

- Female students in secondary schools, colleges, or universities who aspire to break barriers in male-dominated fields.
- Young girls from underserved communities who can be inspired to explore STEM fields or uniformed service careers through technology.

Academics and Researchers

- Universities and training institutions fostering innovation in STEM for women in uniform.

Media and Public Relations Representatives

- Journalists and content creators highlighting women's contributions in uniformed professions and technology.
- Public relations agencies focusing on positive stories about breaking barriers for women in traditionally male-dominated spaces.

EVENT ACTIVITIES

- **Keynote Speeches:** Inspiring talks by prominent women leaders or advocates.
- **Panel Discussions:** Focus on specific topics like leadership, Artificial Intelligence, Challenges of Women in Uniform, etc
- **Workshops/Skill-building Sessions:** Covering entrepreneurship, digital skills, or self-care.
- **Exhibitions:** Showcase women-led businesses, NGOs, or initiatives.
- **Performances:** Cultural presentations, poetry, or storytelling celebrating women.
- **Networking Opportunities:** Facilitated sessions to build connections.

PARTNERS AND STAKEHOLDERS

To successfully execute the Women's Day Commemoration Event, we aim to collaborate with key partners and stakeholders, including:

- **Government Agencies and Ministries:** Organizations such as the Ministry of Women Affairs, Office of the Commissioner of Police, Nigerian Armed Forces, Security Agencies, Corps, Ministry of Youth and Development, and other relevant bodies that champion gender equality and women's empowerment.
- **NGOs and Advocacy Groups:** Groups focused on advancing women's rights, women education, health, and economic opportunities.
- **Corporate Sponsors:** Businesses and organizations that support women-led initiatives or are committed to corporate social responsibility in gender-focused areas.
- **Community Organizations and Religious Institutions:** Groups that work at the grassroots level to uplift women in the community.
- **Media Partners:** To ensure wide coverage of the event, including social media influencers and bloggers to amplify our message.
- **Educational Institutions:** Schools, colleges, and universities to involve young women and raise awareness among students.



EXPECTED OUTCOMES

This event is designed to deliver measurable and impactful results, including:

Increased Representation of Women in Tech-driven Roles within Uniformed Professions:

- Women in uniform are empowered with essential digital skills and knowledge to take on strategic and leadership roles in technology-driven fields such as defense, cybersecurity, and peacekeeping operations.

Fostered Networking and Mentorship Opportunities:

- Creation of a support system where women in uniform can connect with tech professionals, policymakers, and advocates, leading to sustained collaborations and mentorship.

Inspiration for Future Generations:

- Young girls and aspiring women professionals are inspired to pursue STEM and leadership roles in traditionally male-dominated fields, including uniformed services.

Improved National Security and Defense through Diversity and Innovation:

- Women equipped with advanced technological skills contribute to enhanced efficiency and innovation in national defense and security operations.

Fundraising Success for Digital Skills Training Initiatives:

- Securing resources to train uniformed women and marginalized groups in digital skills, fostering economic independence and broadening participation in the tech economy.

Policy and Institutional Recommendations for Gender Inclusion:

- Insights from panel discussions and roundtables inform policy reforms and institutional strategies to advance gender equality in uniformed professions and tech-driven roles.

Strengthened Advocacy for Gender Equality:

- Amplified voices of women in uniform serve as a catalyst

BUDGET OVERVIEW

The successful execution of this event will require funding for key areas, including:

1. Venue and Logistics: Renting the venue, sound systems, seating arrangements, and other logistics.
2. Speakers and Facilitators: Honoraria for keynote speakers, panelists, and workshop facilitators.
3. Marketing and Outreach: Designing and distributing promotional materials, including digital ads and social media campaigns.
4. Event Materials: Branded items such as banners, t-shirts, brochures, and certificates of participation.
5. Refreshments: Providing snacks and beverages for participants during the event.
6. Gifts and Recognition: Awards or tokens of appreciation for outstanding women and partners.

Items	Quantity	Amount	Total
Usaku Fm (3x3weeks)	9	N50,000	N450,000
T-Shirt and branding	250	N4,000	N1,000,000
Cap and branding	250	N3,500	N875,000
Photography	1	N60,000	N60,000
Roll Up Banner	4	N52,000	N208,000
5x3 Banner	25	N5,000	N125,000
10x8 Wall Banner	2	N24,000	N48,000
Videography	1	N300,000	N300,000
DJ	1	N150,000	N150,000
Acrylic Award	20	N28,000	N560,000
Refreshment for Public	20	N2,500	N50,000
Refreshment for Dignitaries	20	N5,000	N100,000
Maltina	1	N13,500	N13,500
Bottled water (Big)	21	N2,300	N48,300
Jotter A5 (Hard Cover)	250	N1,200	N300,000
Chilox Bag	250	N3,000	N750,000
Branded Office Pen	250	N1,600	N400,000
Tags	20	N150	N3,000
Registration List	20	N100	N2,000
QR codes Print out	10	N100	N1,000
Program Printout	50	N250	N12,500
Venue			N500,000
			N5,956,300

CALL TO ACTION

Join us in driving change and empowering women in uniform to break barriers in technology and leadership!

- **Support the Movement:** Become a partner or sponsor to help us equip women in uniform with the skills and opportunities they need to thrive in tech-driven roles.
- **Volunteer Your Expertise:** Contribute your time, knowledge, or mentorship to inspire and empower participants, from women in uniform to aspiring young professionals.
- **Spread the Word:** Amplify the message of gender equality by sharing this event with your network. Use your platform to celebrate the achievements of women and advocate for inclusive opportunities.
- **Contribute to the Fundraising Campaign:** Help us raise funds to provide digital skills training for uniformed women and marginalized groups across Nigeria. Every contribution brings us closer to bridging the digital divide.

Together, we can accelerate action, empower women, and create a future of inclusion, innovation, and equality.

For more information or to get involved, contact us at:

www.tokoacademy.org/iwd

For Support: Account Number: 2600190979

Account Name: Ecom Toko Enterprises || Bank: Eco Bank

Be part of the movement—your support matters!

