



# ANNUAL REPORT

## 2024 - 2025

# ABOUT WITI

Women in Innovation and Tech Initiative (WITI) is a women-led organization founded in July 2024 with a mission to advance the economic empowerment, safety, wellbeing, and leadership of LBQ-GNC women through technology, community building, advocacy, and climate justice.

WITI works at the intersection of technology, human rights, and social justice, recognizing that LBQ-GNC women are disproportionately affected by digital exclusion, economic marginalization, violence, and the impacts of climate change. Our approach centers on lived experiences, survivor-led storytelling, and community-driven solutions.

Through capacity building, digital skills training, advocacy, and safe community spaces, WITI supports LBQ-GNC women to build sustainable livelihoods, protect themselves online and offline, and strengthen collective power. We also engage in climate justice work that highlights how environmental crises, displacement, and climate-related insecurity deepen vulnerabilities for LBQ-GNC women, particularly in the Global South.

# MISSION

WITI is a women-focused organization that supports marginalized and underrepresented women in Nigeria through technology, advocacy, mentorship and employment opportunities, empowering them to reach their full potential and achieve economic independence.

# VISION

A world where all women are free, heard and empowered.



# KEY HIGHLIGHTS OF 2024

## July 2024 - Inception

WITI was officially established in July 2024, laying the foundation for a women-led organization focused on innovation, technology, and justice for LBQ-GNC women in Nigeria and the Global South.

# EMPOWERHER TRAINING PROGRAM NOVEMBER 2024

In November 2024, WITI launched the EmpowerHer Training, a targeted virtual capacity-building program for LBQ-GNC women.

## Impact:

- Trained 20 LBQ-GNC women
- Focus areas:
  - Cybersecurity
  - Graphics Design
  - Digital Security
- Strengthened participants' digital skills, online safety awareness, and economic opportunities



# INTERNATIONAL ADVOCACY AND VISIBILITY NOVEMBER 2024

WITI attended the ILGA Conference in South Africa, strengthening international networks, learning from global movements, and positioning WITI within broader LGBTQI+ advocacy spaces.





# KEY HIGHLIGHTS OF 2025

## **Organizational Growth and Partnerships**

In early 2025, WITI began working closely with LesbianGlobal to update its website and strengthen its social media presence. This collaboration focused on improving visibility, accessibility, and storytelling for LBQ+ women-led initiatives.



## KEY INITIATIVES

### Internal Capacity Building

- WITI organized a three-day internal capacity-building training for staff in 2025. The training covered multiple areas essential for organizational growth, sustainability, and effective program delivery, strengthening the team's internal systems and shared vision.

### June 2025 – WhatsApp Community Launch

- In June 2025, WITI launched its WhatsApp Community, creating a safe and accessible space for LBQ-GNC women to connect, share resources, and support one another. The community has continued to grow and remains active and thriving.

### Courtesy Visit to HRC Port-Harcourt

- In July 2025, WITI paid a courtesy visit to the Human Rights office in Port Harcourt, strengthening relationships with local human rights actors and reinforcing collaboration around protection, advocacy, and justice for LBQ-GNC women in Rivers State.

# VIRTUAL CAPACITY STRENGTHENING TRAINING (JULY)

In August 2025, WITI began a 10-month collaborative project with No Hate Network, supported by a grant from ISDAO.

Project focus: Forced marriages affecting LBQ+ women.

## Key components:

- A documentary featuring 15 LBQ+ women
- Community screening of the documentary
- Training sessions for participating women
- Capacity-building activities to strengthen resilience, safety, and advocacy skills

- Also in July 2025, WITI held a virtual capacity-strengthening training for the organization, facilitated by WITI board members Thiruna Naidoo and Julian Siita, alongside the Executive Director, Deborah Iroegbu. The session focused on organizational leadership, governance, strategy, and long-term sustainability, further strengthening WITI's internal capacity.

# ISDAO-FUNDED COLLABORATIVE PROJECT



# THE VILLAGE CIRCLE

In November 2025, WITI hosted Village Circle, a community gathering for LBQ-GNC women.

**Activities included:**

- Conversations on safety and well-being
- Grounding and breathing exercises
- Games and shared moments of rest and joy

Village Circle emphasized healing, connection, and the importance of slowing down in a world that often denies LBQ-GNC women safe spaces.



# LOOKING AHEAD

As WITI moves forward into 2026, the foundations laid in 2024 and 2025 continue to shape our vision and ambition. Our October 2025 co-submission to the United Nations Human Rights Council on forced marriages among LBQ+ women marked a significant step in elevating local realities from Nigeria and the Global South into global human rights spaces. This milestone reaffirmed our commitment to evidence-based advocacy, cross-regional collaboration, and survivor-centered approaches. Equally, recognizing Eti Essien and Tehila Donpedro as Team Members of the Year underscored the importance of people-powered work. Their dedication to communications, community building, and care reflects the values that drive WITI forward. Together, these moments of global advocacy and internal recognition propel WITI into 2026 with renewed purpose. We look ahead to deepening partnerships, expanding community-led programs, strengthening climate and digital justice work, and continuing to build safe, sustainable spaces where LBQ-GNC women can thrive, lead, and shape the futures they deserve.

# THANK YOU

