

OCI Foundation International

Sponsors of the: (i) Cyfed Undergraduate Scholarships (ii) CBH Scholarships (iii) IFOMSSA Junior Awards (iv) IFOMSSA Senior Awards and (v) Annual JAMB Awards (vi) ArOY Health Campaign (vii) LAMS Initiative (viii) The Gynocular Project



"...we rise, by lifting others"

INCLUSION OF THE VULNERABLE AND MARGINALISED (March 2025)

At the OCI Foundation, everyone is welcomed and receives equal and fair treatment. This is true, irrespective of race, gender, ethnicity, ability, sexual orientation, or socio-economic background.

We uphold strong commitments to a warm, welcoming, and respectful environment, and all our members, partners, and associates are actively encouraged to adhere to this principle.

We recognise that every individual is unique. The strength derived from this diversity is constantly harnessed within the OCI Foundation to drive impactful initiatives.

Our organisation empowers people by respecting and appreciating what makes them different. This is not just reflected in the programs we deliver, but also in the recruitment efforts we undertake.

We regularly analyse our programs for possible barriers to our inclusivity commitments.

Marginalisation: Definition and Examples

Marginalisation refers to the social process of pushing individuals or groups to the edges, limiting their access to resources, opportunities, and decision-making, while excluding them from full participation in activities that are supposed to be part of.

Within the OCI Foundation, marginalisation can happen if unchecked on any of our activity tripods (education, health and social/public welfare). Examples of such marginalisations include discrimination based on ethnicity, gender, religion, geopolitical regions and so on, and these can potentially apply to any of the countries where the OCI Foundation operates (Nigeria, Australia and the United Kingdom). We are conscious of these and are intentional about tackling them.

Some Specific Strategies

- a) We provide regular training to our staff and volunteers to ensure an ongoing understanding of the factors that drive marginalisation and exclusion.
- b) We encourage initiatives that promote the capacities of specific rights holders to understand and advocate for their rights.
- c) We promote information that will help mitigate marginalisation and exclusion.
- d) We ensure programs that favour the marginalised, those in IDP or refugee camps, and so on.
- e) Through our activities and the promotion of legislative bills, we focus on the rights of vulnerable and marginalised people.
- f) We aim to identify and address barriers to accessing services by marginalised and vulnerable groups.
- g) We ensure the participation, inclusion and representation of vulnerable and marginalised people and groups in decision-making.
- h) Promote the inclusion of vulnerable and marginalised groups as staff members.
- i) Empower vulnerable and marginalised people to know their rights and demand equitable access to services.

Review of Policy

This policy is subject to review in March 2028, three years after its implementation. This can be sooner if legislation or other events warrant so.

Complaints/Feedback

If you feel violated in any way by anyone associated with the OCI Foundation, please contact us immediately via the link [HERE](#).