

WHO WE ARE

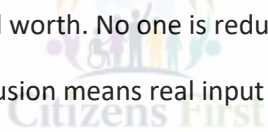
Citizens First: Inclusivity in Diversity Initiatives is a citizen-driven platform focused on making sure every voice counts, regardless of ethnicity, religion, gender, ability, age, or background.

Our Mission: Put citizens at the center of public life by promoting fair participation, mutual respect, and shared problem-solving.

Our Vision: A Nigeria where diversity is treated as strength, not division, and where inclusion is built into how decisions are made.

2. CORE PRINCIPLES

These guide everything we do:

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1. DIGNITY FIRST: Every person has equal worth. No one is reduced to a stereotype.
 2. PARTICIPATION OVER TOKENISM: Inclusion means real input in decisions, not just being in the room.
 3. LISTEN BEFORE YOU SPEAK: Seek to understand different lived experiences before judging.
 4. COMMON GROUND, HONEST DIFFERENCE: We can disagree without dehumanizing. Focus on problems, not people.
 5. TRANSPARENCY: Processes, decisions, and funding are open to scrutiny.
 6. LOCAL ACTION, NATIONAL IMPACT: Start where you are. Small inclusive actions scale.

3. What Citizens Can Do

You don't need a title to make this work. Here's how you participate:

A. In Your Community

- Host or attend dialogue circles that mix different groups to discuss local issues.

- Identify exclusion in schools, markets, religious spaces, and call it out respectfully.
- Mentor young people from underrepresented groups.

B. In Public Life

- Demand accessible town halls: venue, language, time, format that works for people with disabilities, women, youth.
- Track how public projects affect different groups. Ask “Who is missing from this?”
- Use data and stories, not just opinions, when advocating.

C. Online

- Push back on hate speech and divisive content without mirroring it.
- Amplify voices that are usually ignored.
- Share the manual and training materials.



4. Standards of Engagement

When working under the Citizens First banner, we agree to:

Do Don't

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|---|--|
| Listen actively, even when uncomfortable | Interrupt or speak over others |
| Address ideas, not identities | Use slurs, stereotypes, or dehumanizing language |
| Acknowledge mistakes and correct course | Defend wrongdoing for loyalty |
| Share space and speaking time | Dominate discussions |
| Protect the safety of vulnerable participants | Share personal details without consent |

Violating these standards means you may be asked to step back until trust is rebuilt.

5. Process for Raising Issues

If you experience or witness exclusion in a Citizens First program:

1. Speak Up: Talk to the facilitator or program lead directly if safe.
2. Document: Note date, location, what happened, who was involved.
3. Report: Email `info@citizensfirstinitiatives.org.ng` or use the feedback form on the website.
4. Review: A 3-person panel reviews within 14 days and proposes resolution.
5. Follow-up: You'll receive feedback on what was done.

Retaliation for reporting is not tolerated.

6. Projects & Focus Areas



Current initiative areas:

1. Inclusive Civic Education: Training for youth and women on how local government works.
2. Community Dialogue Labs: Structured conversations in mixed communities to reduce tension.
3. Access Audit: Checking public services for physical, economic, and informational barriers.
4. Diversity in Leadership: Mentorship and shadowing programs for underrepresented groups.

Check the website for ongoing projects and volunteer slots.

7. How Decisions Get Made

We use consensus-building, not majority rule, for program design:

- Propose → Discuss → Revise → Test → Review

- Minority views are recorded and revisited if the main approach fails.
- Decisions are posted publicly within 7 days.

8. Your Rights as a Participant

- To be treated with respect regardless of background.
- To access information about programs in clear language.
- To opt out of any activity you're uncomfortable with.
- To receive feedback on your input.
- To appeal decisions you believe are unfair.

9. Getting Started



1. Register: Sign up at <http://CitizensFirstInitiatives.org.ng/volunteer>
2. Onboard: Complete the 30-min “Inclusivity 101” orientation online or in-person.
3. Join a Team: Pick a project based on your skills and interest.
4. Act & Reflect: Do the work, meet monthly to assess what’s working.

Contact:

Citizens First: Inclusivity in Diversity Initiatives

Email: info@citizensfirstinitiatives.org.ng

Website: <http://CitizensFirstInitiatives.org.ng>

CITIZENS CODE FOR CITIZENS FIRST: INCLUSIVITY IN DIVERSITY INITIATIVES

Short, practical commitments for every member, volunteer, and partner

1. Respect Dignity

I will treat every person as having equal worth. I will not use slurs, stereotypes, or dehumanizing language, online or offline.

2. Listen First

I will seek to understand before I speak. I will give space for views different from mine, especially from people with less power in the room.

3. Participate Fairly

I will share speaking time and create space for others. I will not dominate meetings or make decisions for people without their input.



4. Act Transparently

I will share information openly and explain decisions. If I make a mistake, I will acknowledge it and correct course.

5. Protect Safety

I will not share anyone's personal details without consent. I will not tolerate harassment, intimidation, or retaliation against anyone who raises concerns.

6. Focus on Problems, Not People

I will criticize ideas and actions, not identities. Disagreement is expected; dehumanizing is not.

7. Be Inclusive by Design

In every activity I help organize, I will ask: Who is missing? Is the venue, time, language, and format accessible to women, youth, persons with disabilities, and minorities?

8. Use Truth and Evidence

I will avoid spreading unverified claims or hate content. I will use data and lived experience when advocating for change.

9. Own My Role

I will do the work I commit to, show up on time, and communicate if I can't. I will not use Citizens First for personal gain or political self-promotion.

10. Uphold Accountability

If I see a breach of this code, I will raise it respectfully to the facilitator or report it to info@citizensfirstinitiatives.org.ng. I will accept the outcome of the review process.



Breach of Code: First breach = conversation and corrective action. Repeated or severe breach = suspension from programs until trust is rebuilt.

Commitment: By participating in Citizens First programs, I agree to live by this code.