

ORGANIZATION PROFILE



**GRASSROOT PEOPLE AND GENDER
DEVELOPMENT CENTER**



1. ABOUT GRADE

Grassroot People and Gender Development Center (GraDe) is a registered nonprofit organization (NPO) in Nigeria, founded in 2010 and registered with the Corporate Affairs Commission, Abuja. GRADE protects and promotes the wellbeing and rights of women, girls, youths, and vulnerable populations through community engagement, capacity building, and advocacy that drives transformative social change.

GraDe was founded to respond to persistent gender inequalities, harmful social norms, and barriers that limit access to opportunity for vulnerable groups. The organization works directly with communities to drive lasting, people-led change amplifying overlooked voices and unlocking the potential of individuals and groups at the grassroots through awareness campaigns, capacity building, strategic advocacy, and participatory development.

GraDe works to amplify the voices that are too often overlooked, unlocking the potential of individuals and groups at the grassroots through awareness campaigns, capacity building, strategic advocacy and participatory development initiatives.

By placing people at the center of progress, we strive to build resilient communities where everyone has the opportunity for personal development.

We believe that every child, girls, women and marginalized person has the rights to live free from violence, discrimination, and exclusion. Through advocacy, education, empowerment, and community engagement, we strengthen voices, expand opportunities, and build safer, more inclusive societies.

OUR MISSION, VISION, CORE VALUE, THEMATIC AREAS

OUR VISION

A society where there is equal access to opportunities and resources for all to participate effectively in their personal development.

OUR MISSION

To advance gender equality and empower women and girls by promoting child protection, health and well-being, food security, climate action, leadership development, and community-driven solutions that improve lives and strengthen resilient communities.

Our VALUES is “DECENT”

- **Dedication** – We dedicate ourselves to service our communities.
- **Excellence** - We strive for high quality in all our work and for effective use of resources.
- **Collaboration** - We collaborate and promote teamwork and solidarity.
- **Empowerment** –We give life-changing empowerment training to grassroots community.
- **New Innovation** - Our open our doors to new innovation from partner organizations
- **Transparency** – We work transparently with partners and donors
- protect the rights of all.

OUR THEMATIC AREAS

✓ **Community Development and Social Inclusion**

Strengthen communities through inclusive participation and sustainable local development

✓ **Leadership and Life Skills Development**

Equip young people with knowledge, confidence, and leadership skills to become positive change agents

✓ **Child Protection and Safeguarding**

Create safe environments where every child is protected from abuse, exploitation, neglect, and violence.



✓ **Governance, Accountability and Social Justice**

Strengthen communities through inclusive participation and sustainable local development.

✓ **Health, Nutrition and Well-being**

Improve the physical, mental, and reproductive health of vulnerable populations.

✓ **Climate Action and Environmental Sustainability**

Build climate-resilient communities through environmental education and grassroots action.



PROGRAMMATIC PILLARS

1. Capacity Building — Trainings, mentorship, and leadership development for women, girls, and youth.
2. Charity (Humanitarian Support) — Targeted outreach including food assistance, health interventions, and elderly care.
3. Voice (Advocacy & Media) — Advocacy, storytelling, and community engagement to influence attitudes, policy, and public discourse.

GRADE

Built on 3 Pillars





OUR APPROACH

At Grassroot People and Gender Development Center, we believe that meaningful development happens when communities are empowered to shape their own future. Every programme we implement is guided by participation, accountability, inclusion, and a commitment to creating lasting social change one community at a time



**Community-Led &
Sustainable Model**



**Evidence-Driven
& Rights-Based**



Survivor Led



**Gender and
Social Inclusion**

2. Track Record of Activities

a. Capacity Building on Advocating against Illicit Financial Flows

GRADE participated in 2days training on Illicit Financial Flows (IFFs) and its impacts on women, food security, public services, and community development. Through advocacy campaigns and public engagement, participants were equipped to understand how financial leakages reduce government investment in health, education, agriculture, and social protection.

Key Results

- Increased awareness of IFFs among grassroots women and CSOs.
- Strengthened collaboration between civil society and community stakeholders.
- Generated public dialogue on transparency and accountability.
- Evidence
- Advocacy reports.
- Social media campaigns.
- Event photographs.

b. "Put Food on the Plate" — Women's Economic Empowerment & Household Food Security Project

This is a community-driven small-scale savings initiative that helped women pool daily contributions (N500) to purchase essential food items for their families. The project addressed the reality that daily household demands combined with low, irregular incomes make it difficult for many women to consistently provide nutritious food leading to food shortages, malnutrition, and heightened vulnerability while also tackling women's lack of access to structured savings mechanisms or collective strategies to pool resources.

Key Interventions

- Organized 35 women into a group savings and contribution structure
- Facilitated daily contributions at two tiers (N500 / N300) dedicated specifically to food purchases
- Built a community-driven, small-scale savings model to strengthen financial discipline

Impact / Results

- Improved access to nutritious food for participating households
- Strengthened women's financial discipline and confidence in managing small-scale savings
- Fostered a sense of community support and solidarity among participants
- Empowered women to contribute meaningfully to household food security and economic stability

"I feel proud knowing that my small daily contribution helps me and my fellow women provide food for our families. It has taught me the value of saving and working together."

— Mummy Chisom, Project Participant

"This is the first time I am buying a bag of rice for my family. My husband is very happy and I am so happy."

— **Mummy Faith, Project Participant**

c. Environmental BEES Clubs Initiative Location: Five Secondary Schools, Lagos State

GRADE established Environmental BEES Clubs to promote environmental stewardship, climate education, and youth participation in climate action. Students participated in environmental education sessions, tree planting exercises, and community awareness activities.

Key Results

- Environmental clubs established in five schools.
- Hundreds of students engaged in climate education.
- Tree planting activities conducted.
- Increased environmental awareness among young people.

d. Menstrual Hygiene and Girls' Health Programme Location: Alimosho LGA

GRADE conducted menstrual health education for adolescent girls to improve menstrual hygiene management, challenge myths, and reduce stigma. Participants received practical guidance on menstrual health and cycle tracking.

Key Results

- One hundred and twenty schoolgirls trained.
- Menstrual health educational materials distributed.
- Improved knowledge of menstrual hygiene and reproductive health.

e. Community Health Outreach for Elderly Women in Makoko

In partnership with feminist and women-led organizations, GRADE delivered free health talks, blood pressure screenings, and medication support for elderly women in Makoko as part of the 2026 International Women's Day celebration, focusing on hypertension prevention, nutrition, and healthy ageing.

Key Interventions

- Partnered with feminist and women-focused organizations to implement the outreach
- Delivered health education sessions on healthy living, nutrition, and disease prevention
- Provided free blood pressure checks and free medications to beneficiaries
- Referred women with high-risk conditions to healthcare facilities for follow-up care

Impact / Results

- Improved access to basic healthcare services for elderly women in Makoko
- Identified women with high blood pressure and other concerns for early intervention
- Strengthened collaboration among feminist organizations supporting vulnerable women

Supported by: Maria Foundation for Women Development, Africare Peace Initiative, Hope Builder for Physically Challenged Foundation, Lupus Remedies Foundation, and Female Genital Mutilation network partners

f. **Healthy Ageing Fiesta: Geriatric Care, Emotional Well-Being, Beauty & Gentle Aerobics for Elderly Women**

A Christmas-season wellness event promoting healthy ageing, emotional wellbeing, social inclusion, and active living among elderly women through health education, gentle aerobics, beauty and self-care sessions, and an emotional-healing colouring and expression activity that helped participants process painful experiences and find renewed peace.

Key Interventions

- Health and wellness education sessions
- Emotional wellbeing and interactive group discussions
- Gentle aerobics and mobility exercises; beauty and self-care activities
- Basic health checks, referrals, and distribution of comfort support items

Impact / Results

- Improved awareness of healthy ageing and self-care practices
- Reduced loneliness and social isolation among elderly women
- Enhanced emotional wellbeing, confidence, and community support for participants

Supported by: African Women for Change Network (AFNet)

g. **Agency Development and Leadership Certification Program**

A sub-granted programme that enhanced the leadership capacity, confidence, and agency of adolescent girls while addressing the culture of silence surrounding Gender-Based Violence (GBV), through structured trainings, mentorship, and community engagement.

Key Interventions

- Capacity-building and leadership training for in-school girls
- Sessions on self-confidence, communication, advocacy, and GBV prevention
- 4 Focus Group Discussions (FGDs) to understand challenges affecting girls
- Mentored and certified 4 apprentices as peer trainers
- Coordinated the 2024 International Day of the Girl Child celebration

Impact / Results

- Reached and empowered 230 in-school girls with leadership and life-skills training
- Engaged 350 girls from different schools during the Day of the Girl Child celebration
- Developed a sustainable peer mentorship structure through 4 certified trainers

Supported by: Sub-grant from Women Inspiration Development Centre, with support from Girls Opportunity Alliance (Obama Foundation)

h. **Strategic Engagement to Promote Safe Space and Decent Work for Female Public Keke Drivers in Lagos State**

A capacity-building workshop on road safety laws, offences, and fines for female public transport (keke) drivers, promoting safer roads, regulatory compliance, and women's professional inclusion in the transport sector.

Key Interventions

- One-day capacity-building workshop for 20 female public transport drivers

- Training on road safety laws, traffic offences, and penalties
- Engaged FRSC and LASTMA for expert guidance and practical education

Impact / Results

- Improved knowledge of road safety regulations among 20 female keke drivers
- Enhanced participants' confidence and professionalism as transport operators
- Strengthened collaboration between women drivers and road safety agencies

Supported by: ActionAid Nigeria, through the Women's Voices and Leadership Nigeria Project's Strategic Opportunity Fund

i. Capacity Building for Community Activists on Maternal and Child Health

A grassroots health promotion initiative that strengthened the knowledge and advocacy skills of community activists on maternal, newborn, and child health, improving awareness and accountability for better health outcomes.

Key Interventions

- Capacity-building workshops for community activists
- Training on community advocacy, health awareness, and citizen engagement
- Sessions on maternal healthcare, child survival, nutrition, and immunization

Impact / Results

- Increased advocacy capacity of community activists on maternal and child health
- Improved community engagement in health-related advocacy
- Encouraged timely healthcare-seeking behaviour among women and caregivers

Supported by: Mamaye / Evidence for Action Project

j. Exclusive Breastfeeding Week 2017: Community Outreach and Maternal Health Sensitization

A community outreach campaign implemented to promote awareness and adoption of exclusive breastfeeding practices among nursing mothers, caregivers, and healthcare providers.

k. Community Sensitization Campaign — 16 Days of Activism Against Gender-Based Violence

As part of the global 16 Days of Activism campaign, GRADE and the Centre for 21st Century Issues carried out sensitization and advocacy activities targeting the School-Based Management Committee (SBMC) and students to raise awareness on GBV, child protection, and safeguarding.

Key Interventions

- Awareness and sensitization outreach in schools for pupils and SBMC members
- Discussions on GBV prevention, child protection, and safeguarding
- Distribution of campaign and advocacy materials

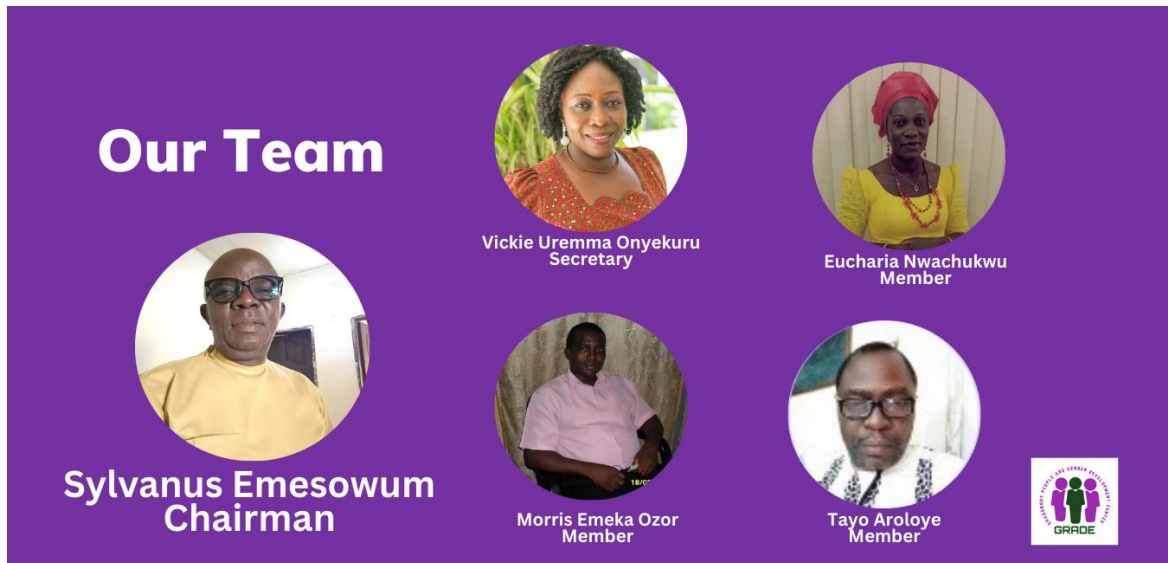
Impact / Results

- Sensitized 150 grassroots men, women, and young people on GBV prevention and response
- Strengthened community dialogue and advocacy against GBV

- Improved understanding of child protection practices in schools and communities

Supported by: Campaign materials and advocacy support from the GBV Network (Uganda) and Rising Voices

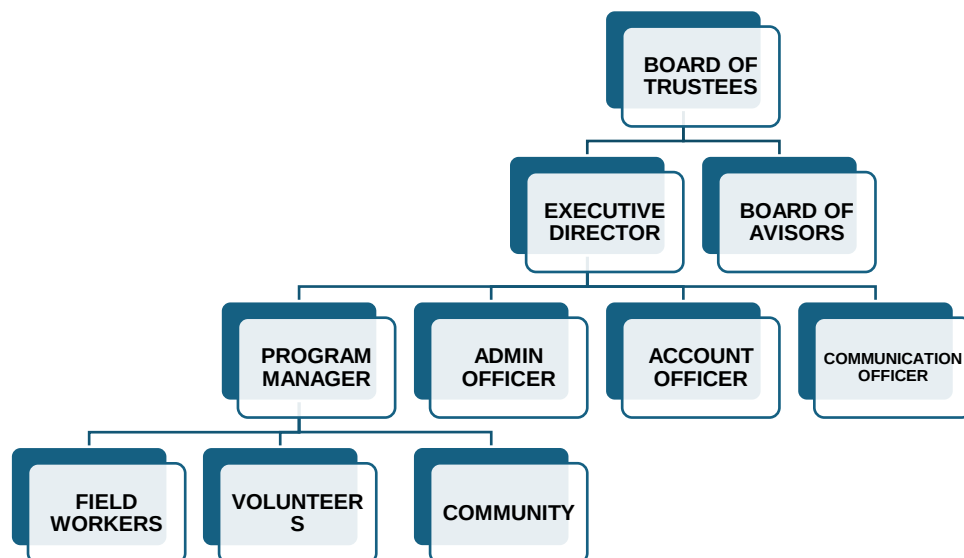
GOVERNANCE STRUCTURE



BOARD OF ADVISORS

1. Bose Ironsi – Executive Director, Women’s Rights and Health Project
2. Dede Kadiri – Chief Executive Officer, Innovative Matters
3. Celine Osukwe – Executive Director, Centre for Divine Disability Foundation
4. Busayo Obisakin – Women Inspiration Centre and Development

ORGANOGRAM



OUR NETWORKS/PARTNERSHIP

- Lagos Civil Society Participation for Development (LACSOP)
- TB Network
- African Women WASH Network (AWWASHNet)
- Lagos State Accountability Mechanism (LASAM)
- CSACEFA
- CS-SUNN
- International Women Peace Group (IWPG), South Korea
- GAME -
- Gender Based Network/Raising Voices, Uganda
- Nigerian Networks of NGOs (NNGO)
- Partnership for Good Governance (PaGG)
- Lagos State Gender Advocacy Team (LASGAT)

We have established strong working relationship with MDAs, Communities and Media in Lagos State. Our grassroots reach is further strengthened through close partnerships with faith-based institutions, including active engagement with the Catholic Women Organization and the Laity Council at parish, deanery, and archdiocesan levels. We also work closely with Community Development Associations (CDAs), community health structures, and local volunteer networks such as Super Activists in Alimosho. Also, as part of our strategies of reaching women and girls, we have LADIES CORNER and GIRLS CORNER separately (a WhatsApp Platform of over 150 women and girls respectively). Gender sensitive issues are communicated, educational sessions are delivered and spark discussion is delivered.

Personnel Expertize

GRADE has personnel with strong expertizes in implementing community-based health and protection initiatives:

- 2019 – Save the Children “Stop Diarrhea” Initiative (Somolu & Bariga, Lagos): Our personnel supported in the training of Community Corps members and ward-level Community Action Cycle meetings to develop and monitor diarrhea prevention plans. Our personnel facilitated quarterly social accountability processes using the Community Scorecard approach to strengthen community-health system engagement.
- Women’s Rights and Health Project (Alimosho, Lagos): Our personnel supported the training of 100 male advocates to serve as community champions for gender-based violence (GBV) prevention and response.
- TB Network (2023–2025): Served GBV and GHR Case Manager under the Global Fund-Covid-19 Response Mechanism (C19RM) Project with the Civil Society for the Eradication of Tuberculosis in Nigeria (TB-NETWORK). Facilitate monthly GBV sensitization sessions in selected communities, 10 small group discussions, supported case referrals, and conducted follow-up services to ensure survivors accessed appropriate care and protection services.

Funded Projects

1. **African Women for Change Network** support one day event on “Healthy Ageing Fiesta: Geriatric Care, Emotional Well Being, Beauty and Gentle Aerobics for Elderly Women”. 35 women from faith based and community group within Alimosho participated

2. Sub-grant from **Women Inspiration Development Centre** from **Girls Opportunity Alliance of Obama Foundation** supported one year project on “Agency Development and Leadership Certification Program to enhance the capacity of girls and reduce the culture of silence and Gender Based Violence (January 2024 to December, 2024). So, far, we have trained 230 in-school girls, conducted 4 focus group discussions and mentored 4 apprentices to be certified as trainers and celebrated 2024 international day of the girl child with 250 girls from different schools in igando ikotun environs.
3. **Actionaid Nigeria** through the Women’s Voices and Leadership Nigeria project’s Strategic Opportunity Fund supported 3months (July –Sept, 2023) project “Strategic media engagement to promote safe space and decent work for female public transport drivers in Lagos state Key activities includes - advocacy visit to MDAs LASTMA, NURTW Road Safety and the State House of Assembly in Lagos State, Media capacity building engagement on Gender Sensitive Reporting for 20 media institutions and Skills and Capacity Building Workshop on Road Safety Laws, Offences and fine for 20 Female Public transport Drivers in Lagos State
4. **SOS Children Village** support the production of fliers for the one week of action against Gender Based Violence in schools and public places in Lagos State.
5. **Actionaid Nigeria** through the Women’s Voices and Leadership Nigeria project’s (Strategic Opportunity Fund) supported Skill and Capacity Building Workshop for Female Keke Public Transport Drivers in Alimosho and Ojo LGAs in 2023

Selected Networks/Coalition/Partnership Projects/Activities

- Active engagement and advocacy to 14 LGAs in Lagos state on Participatory Budgeting Processes under the Partnership for Good Governance (PaGG) with support from State Accountability and Voice Initiative (SAVI) Programme, a DFID funded Programme (2010 – 2015)
- 2,340 grassroots men, women and school pupils were reached during a week of action against Domestic Violence in collaboration with Lagos State Gender Advocacy Team (LASGAT) with support from DFID and SOS Children Village in 2014.
- Increase capacity of TBAs provider through Community Strengthening Programme in Lagos State with from Partnership for Transforming Health Systems (PATH2)
- As a member of the Lagos State Civil Society Partnership (LACSOP), and Lagos State Accountability Mechanism for the Maternal and Newborn Health (LASAM), GRADE participated in development of MNCH scorecards for Lagos for MamaYe-Evidence4Action Programme, Lagos, Nigeria (May 2017 – June 2019). Worked with key government and stakeholders at the State level including the Commissioners Ministry of Health for smooth implementation of programme

Selected Media Visibility

- <https://realnewsmagazine.net/group-urges-government-to-invest-in-girl-child-empowerment-for-nation-building/>
- <https://timenigeria.com/empowering-nigerian-girls-to-unlocking-their-potentials-for-a-brighter-future-group-urges-government/>
- <https://grassrootgender.wordpress.com>
- <https://www.premiumtimesng.com/tag/grassroot-people-and-gender-development-centre>

POLICIES

Our work is guided by a rights-based safeguarding and accountability framework, including policies on Safeguarding/PSEA, Child Protection, Code of Conduct, GBV Referral and Response Protocols, G&SI policy, Data Protection, and Complaints, ensuring survivor safety and feminist accountability.

OUR BENEFICIARIES

We reached the GIRLS first

Every girl empowered today can become a woman who transforms her family and community.

 GIRLS' VOICE & LEADERSHIP Girls Leadership and Mentoring Programme (GLAMP)  2,000+ girls reached confidence • life skills • leadership • communication • civic engagement	 DIGITAL MENTORING & SAFE SPACES Girls Corner Digital Mentoring Platform online learning, mentoring, accurate information and peer support <i>created during COVID-19 and continues as a flagship programme</i>	 GIRLS' SAFETY & PROTECTION Breaking the Silence Initiative GBV prevention • safeguarding • rights awareness • speaking up and referral	 GIRLS' HEALTH & WELLBEING SRHR & Menstrual Health  120 adolescent girls reached in the 2026 menstrual health programme menstrual hygiene • myths and stigma • cycle tracking • practical learning	 GIRLS' EDUCATION & OPPORTUNITY Agency Development & Leadership Certification  230 in-school girls trained confidence • communication • advocacy • GBV prevention  4 graduates certified as peer trainers
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EMPOWERING WOMEN *for Stronger Communities*

We support women and vulnerable women to build skills, increase income, access opportunities and take leadership roles in their families and communities.

"When women thrive, families grow, communities prosper."

OUR WOMEN PROGRAMMES

OUR FOCUS AREAS

-  Women's Economic Empowerment & Livelihoods
-  Digital Skills & Innovation
-  Leadership & Advocacy
-  SHHR & MNCAH
-  Gender Equality & Social Inclusion
-  GBV Prevention & Survivor Support
-  Healthy Ageing & Wellbeing
-  Community Engagement & Partnerships

 EMPOWERMENT WORKSHOP • Skills acquisition • Financial literacy • Business development Leadership	 FEMALE KEKE DRIVERS • Road safety training • Knowledge of road rules • Decent and safe work • Occupational health & safety • Access to finance & business support	 PUT FOOD ON THE TABLE • NSOO daily • For 11 months • Food security & financial stability	 HEALTHY AGEING FIESTA • Health checks & packs • Aerobics & wellness • Spiritual support • 3s elderly (1 woman + 1 man) • Oldest: 88 years	 LADIES CORNER • 7-day challenge • WhatsApp community • AI class • Prayer group	 WOMEN'S DIGITAL OPPORTUNITIES • Hair Business, Hair Reach • WhatsApp Business • ChatGPT training • 30 women trained (ongoing)
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OUR WORK WITH CHILDREN, YOUTH & COMMUNITIES



CHILDREN

Child Safeguarding & Protection
(Especially for Child Domestic Workers)

- Prevent and respond to abuse, exploitation and neglect
- Safe spaces and psychosocial support
- Reintegration and access to education
- Awareness on child rights and protection

Safe Children. Brighter Futures.



YOUTH

Governance & Civic Engagement

- Civic education and leadership training
- Youth participation in local governance
- Advocacy for youth-friendly policies
- Skills for active citizenship and community development

Informed Youth. Active Citizens.



HOW WE WORK WITH COMMUNITIES



Listen & understand



Co-create solutions



Mentor & empower



Mobilise communities



Build partnerships & networks



Advocate for lasting change



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Grassroot Gender

Stronger Women. Healthier Communities.

Online Presence & Contact

Websites

[Main website — grassrootgender.org](http://www.grassrootgender.org)

[WordPress platform \(blog & thematic archive\) — grassrootgender.wordpress.com](http://grassrootgender.wordpress.com)

Social Media — "Grassroot Gender"

[Facebook — facebook.com/grassroot.gender](https://facebook.com/grassroot.gender)

[Instagram — instagram.com/grassroot_gender](https://instagram.com/grassroot_gender)

[LinkedIn — linkedin.com/groups/9500147](https://linkedin.com/groups/9500147)

[Twitter/X — x.com/GenderGras78992](https://x.com/GenderGras78992)

Contact Details

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DONATE

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