



Inclusive Pathway Development Initiative (IPADEV)

Capability Statement

Building Inclusive Pathways for Sustainable Development, Social Justice, and Equal Opportunity

ORGANISATIONAL PROFILE

About IPADEV

The Inclusive Pathway Development Initiative (IPADEV) is a Nigerian non-profit organization established to advance inclusive development, social justice, gender equality, and equitable access to opportunities for vulnerable and underserved populations.

IPADEV was founded from a deep recognition that many individuals and communities remain excluded from the benefits of development — not because they lack potential, but because the systems around them were not intentionally designed to include them.

Across many communities in Nigeria, women, young people, persons living with disabilities, and economically vulnerable populations continue to face barriers that limit their participation in governance, leadership, economic opportunities, education, and decision-making processes. IPADEV exists to help change that reality.

The organization works to create practical and sustainable pathways for inclusion by strengthening community voices, supporting citizen participation, promoting accountable governance, expanding opportunities for women and marginalized groups, and building the capacity of institutions and communities to drive long-term social change.

IPADEV believes that development becomes meaningful only when it is inclusive, participatory, and rooted in the lived realities of the people it seeks to serve. For this reason, the organization adopts approaches that combine policy engagement, community mobilization, leadership development, advocacy, institutional strengthening, and strategic partnerships.

Founded by development practitioner and governance advocate Dr. Margaret Fagboyo, IPADEV draws from decades of experience across international development, public sector governance, and civic engagement. This experience shapes the organization's strong commitment to practical solutions, inclusive systems, ethical leadership, and sustainable impact.

At its core, IPADEV is driven by a simple but powerful belief: societies thrive when every individual — regardless of gender, social status, disability, age, or background — has a fair opportunity to participate, contribute, and succeed.

VISION

Our vision is a just and inclusive society where every individual, regardless of gender, background, or status, has equal opportunities to thrive and contribute to sustainable development.

MISSION

To promote equal opportunities, social justice, and community empowerment through inclusive policies, capacity building, and advocacy for societal transformation.

CORE VALUES

Inclusivity

We believe every individual deserves the opportunity to participate, contribute, and thrive regardless of gender, background, disability, age, religion, ethnicity, or social status. We are committed to creating spaces, systems, and opportunities that promote equal participation and leave no one behind.

Integrity

We uphold the highest standards of honesty, transparency, ethical conduct, and responsible stewardship in all our engagements. We are committed to building trust through professionalism, fairness, and accountability in our relationships and operations.

Empowerment

We believe sustainable change happens when people are equipped with the knowledge, skills, confidence, and opportunities to shape their own futures. IPADEV promotes capacity strengthening, self-reliance, leadership development, and community ownership as pathways to long-term transformation.

Social Justice

We are committed to challenging systemic inequalities, exclusion, discrimination, and harmful social norms that limit human potential and dignity. We advocate for fairness, equity, human rights, and inclusive systems that protect and promote the wellbeing of all people.

Collaboration

We recognize that meaningful and sustainable development requires collective action. IPADEV works with communities, governments, civil society organizations, development partners, academia, media, and the private sector to build strategic partnerships that amplify impact and drive shared progress.

Accountability

We hold ourselves accountable to the communities we serve, our partners, supporters, and stakeholders. We are committed to measurable impact, responsible use of resources, continuous learning, and transparent reporting of our actions and outcomes.

Respect

We value the dignity, perspectives, experiences, and contributions of every individual and community. We foster an environment of mutual respect, active listening, empathy, and inclusive engagement in all our work.

STRATEGIC FOCUS AREAS

IPADEV's work is driven by the understanding that sustainable development requires inclusive systems, empowered communities, responsive institutions, and equitable access to opportunities.

The organization adopts an integrated approach that combines advocacy, community engagement, institutional strengthening, policy influence, leadership development, and strategic partnerships to address systemic barriers that limit participation and human development.

Our strategic focus areas reflect both the realities faced by vulnerable populations and the pathways required to build more inclusive and resilient communities.

1. Gender Equality and Women's Empowerment

IPADEV is committed to advancing the rights, participation, leadership, and socio-economic empowerment of women and girls.

Despite growing awareness around gender inclusion, many women and girls in Nigeria continue to face structural barriers that limit their access to leadership opportunities, education, economic participation, governance processes, and social protection systems. IPADEV works to address these inequalities by promoting inclusive policies, strengthening women's voices, supporting leadership development, and expanding opportunities for participation and empowerment.

The organization recognizes that empowering women is not only a human rights issue, but also a critical pathway to stronger families, resilient communities, accountable governance, and sustainable national development.

IPADEV supports initiatives that strengthen women's agency, amplify their voices in decision-making spaces, and promote systems that are more responsive to the realities and needs of women and girls.

Key Intervention Areas

- Women's leadership and political participation

- Gender-responsive governance and policymaking
- Advocacy against gender-based discrimination and exclusion
- Economic empowerment and livelihood support initiatives
- Capacity strengthening for women-led organizations and networks
- Community engagement on gender equality and social inclusion
- Support for inclusive policies and institutional reforms
- Leadership development and mentorship programmes for women and girls

2. Inclusive Governance and Active Citizenship

IPADEV promotes governance systems that are inclusive, participatory, transparent, and accountable to citizens.

The organization believes that development outcomes improve when citizens are informed, engaged, and actively involved in shaping the decisions and policies that affect their lives. IPADEV therefore works to strengthen civic participation, democratic engagement, and social accountability, particularly among women, youth, marginalized populations, and underserved communities.

The organization also recognizes that inclusive governance requires strong institutions, responsive leadership, and meaningful citizen-government engagement. Through advocacy, stakeholder engagement, and community mobilization, IPADEV promotes governance systems that are more people-centered and development-oriented.

Key Intervention Areas

- Civic education and citizen engagement
- Governance and accountability programmes
- Policy advocacy and public sector engagement
- Democratic participation and inclusive representation
- Community mobilization and grassroots participation
- Social accountability and citizen feedback mechanisms
- Leadership and governance capacity strengthening
- Public dialogue and stakeholder engagement initiatives

3. Social Justice and Inclusion

IPADEV works to promote a society where every individual is treated with dignity, fairness, and respect, regardless of their social, economic, gender, or physical circumstances.

The organization is particularly committed to amplifying the voices of vulnerable and excluded populations whose needs are often overlooked in development planning and decision-making processes. IPADEV believes that sustainable development cannot be achieved while systemic inequalities, discrimination, exclusion, and unequal access to opportunities persist.

Through advocacy, awareness creation, community engagement, and inclusive programming, the organization seeks to address barriers that prevent people from participating fully in society and accessing opportunities that improve their wellbeing.

IPADEV places strong emphasis on ensuring that inclusion is not treated as a token concept, but as a practical principle reflected in policies, programmes, institutions, and community structures.

Key Intervention Areas

- Rights-based advocacy and inclusion initiatives
- Inclusion of persons with disabilities
- Youth participation and empowerment
- Community-based empowerment programmes
- Social protection and welfare advocacy
- Inclusive development programming
- Awareness campaigns against discrimination and exclusion
- Promotion of equitable access to opportunities and services

4. Capacity Building and Institutional Strengthening

IPADEV recognizes that sustainable impact depends on the strength of institutions, leadership systems, and community capacities.

The organization supports civil society organizations, community structures, public institutions, networks, and emerging leaders to strengthen their effectiveness, sustainability, accountability, and ability to deliver meaningful impact.

IPADEV adopts a practical and context-driven approach to capacity strengthening, focusing not only on knowledge transfer, but also on systems improvement, leadership development, institutional learning, and long-term organizational resilience.

The organization also promotes adaptive learning, innovation, and evidence-informed decision-making as essential components of effective development programming.

Key Intervention Areas

- Organizational development and institutional support
- Leadership development and mentoring
- Technical assistance and advisory support
- Programme design and management
- Monitoring, Evaluation, Accountability, and Learning (MEAL)
- Strategic planning and organizational sustainability
- Training and capacity strengthening workshops
- Knowledge management and institutional learning

5. Sustainable Development and Community Resilience

IPADEV promotes locally driven approaches to sustainable development that strengthen resilience, improve livelihoods, and support long-term community transformation.

The organization understands that many communities face interconnected challenges including poverty, unemployment, social exclusion, weak institutions, and limited access to opportunities. IPADEV therefore works to support interventions that strengthen community

resilience, promote inclusive economic participation, and improve the ability of vulnerable populations to adapt and thrive in changing social and economic conditions.

IPADEV also supports initiatives aligned with the Sustainable Development Goals (SDGs) and believes that sustainable development must be people-centered, inclusive, environmentally responsible, and responsive to local realities.

Through partnerships, advocacy, and community-based programming, the organization seeks to contribute to stronger, more resilient, and more inclusive communities.

Key Intervention Areas

- Community development and empowerment initiatives
- Sustainable livelihoods and economic inclusion programmes
- Community resilience and adaptive capacity strengthening
- SDG-focused advocacy and programming
- Local development partnerships and stakeholder engagement
- Inclusive economic development initiatives
- Social inclusion and poverty reduction interventions
- Community-driven development approaches

FOUNDER'S PROFILE

Dr. Margaret Fagboyo

Founder and Executive Director

Dr. Margaret Fagboyo is a respected development practitioner, governance advocate, and social inclusion expert with decades of experience spanning international development, public sector governance, policy engagement, institutional strengthening, and civic leadership.

Her professional journey reflects a lifelong commitment to advancing equitable development, strengthening institutions, promoting inclusive governance, and creating opportunities for vulnerable and underserved populations.

Over the years, she has worked across government, development agencies, and civil society spaces, contributing to initiatives focused on sustainable development, social justice, gender inclusion, public sector reform, citizen engagement, and community empowerment.

Dr. Fagboyo previously served as the Nigerian Regional Head of the United Kingdom's Department for International Development (DFID), where she played strategic roles in development programming, stakeholder engagement, institutional coordination, and governance-focused interventions. Her work exposed her to the realities of development implementation, the challenges facing vulnerable communities, and the importance of building systems that are both inclusive and accountable.

She also served as Special Adviser on Sustainable Development Goals (SDGs) to the former Governor of Ekiti State, where she contributed to development planning, policy coordination, stakeholder engagement, and initiatives aimed at aligning governance priorities with sustainable development outcomes.

Throughout her career, Dr. Fagboyo has remained deeply passionate about issues of inclusion, women's participation, community development, leadership, and social justice. She is widely recognized for promoting conversations and actions around equitable representation, active citizenship, and the need for development systems that intentionally include marginalized voices.

Her vision for IPADEV was shaped by years of engagement with communities, institutions, policymakers, and development actors. Through these experiences, she observed that many people remain excluded not because they lack potential, but because they lack access, representation, support systems, and opportunities.

This conviction inspired the establishment of IPADEV as a platform dedicated to creating practical pathways for inclusion, participation, empowerment, and sustainable societal transformation.

Under her leadership, IPADEV is being positioned as a values-driven organization committed to ethical leadership, inclusive development, institutional accountability, strategic partnerships, and measurable social impact.

Dr. Margaret Fagboyo continues to provide strategic leadership to the organization's vision of building a more inclusive and equitable society where every individual has the opportunity to thrive and contribute meaningfully to development.

ORGANIZATIONAL STRENGTHS

IPADEV's strength lies not only in its vision, but also in its ability to connect policy conversations with community realities, while building partnerships and systems that support sustainable impact.

The organization combines experienced leadership, inclusive programming approaches, strategic engagement, and a strong commitment to accountability and social transformation.

Experienced Leadership and Development Expertise

IPADEV is led by professionals with extensive experience across international development, governance, public sector engagement, institutional strengthening, and community development.

The organization benefits from leadership that understands both high-level policy processes and grassroots development realities, enabling IPADEV to design interventions that are practical, inclusive, and responsive to local contexts.

Inclusive and Community-Centered Approach

IPADEV places communities at the center of its work.

The organization believes that development interventions are more effective and sustainable when communities actively participate in identifying challenges, shaping solutions, and driving implementation processes.

IPADEV therefore adopts participatory approaches that prioritize listening, inclusion, local ownership, and the lived experiences of beneficiaries.

Strategic Partnerships and Stakeholder Engagement

IPADEV recognizes that sustainable development requires collaboration.

The organization works to build and maintain strategic relationships with government institutions, civil society organizations, development partners, community structures, academia, media platforms, and the private sector to strengthen collective impact and expand opportunities for collaboration.

Policy, Advocacy, and Governance Engagement

IPADEV has a strong interest in influencing policies, systems, and institutional practices that affect vulnerable populations and inclusive development outcomes.

The organization promotes evidence-informed advocacy, citizen engagement, and constructive stakeholder dialogue as pathways for strengthening accountability, inclusion, and responsive governance.

Capacity Strengthening and Institutional Support

IPADEV supports organizations, institutions, and community structures to strengthen leadership systems, improve programme effectiveness, and build long-term sustainability.

The organization adopts practical approaches to capacity strengthening that emphasize institutional learning, accountability, adaptive leadership, and organizational resilience.

Evidence-Driven and Impact-Oriented Programming

IPADEV promotes learning, reflection, data-informed decision-making, and measurable impact across its programmes and partnerships.

The organization believes development interventions should not only be well-intentioned, but also responsive, evidence-based, accountable, and capable of delivering meaningful change in the lives of people and communities.

Commitment to Ethical Leadership and Accountability

Integrity, transparency, and accountability are central to IPADEV's operations and partnerships.

The organization is committed to responsible stewardship of resources, ethical programme implementation, transparent reporting, and continuous improvement in all aspects of its work.

IPADEV seeks to build trust with communities, partners, donors, and stakeholders through professionalism, openness, and measurable results.

WHY IPADEV

IPADEV was established in response to a growing reality across many communities in Nigeria — the widening gap between development policies and the everyday experiences of vulnerable and underserved populations.

Despite years of development investments and policy reforms, many people still remain excluded from opportunities that should improve their lives. Women continue to face barriers to participation and leadership. Young people struggle with unemployment, limited opportunities, and weak support systems. Persons living with disabilities often remain invisible in policy and programme design. Communities affected by poverty and inequality frequently have little influence over the decisions that shape their future.

IPADEV believes these challenges are not simply development gaps; they are inclusion gaps.

The organization was founded on the belief that sustainable development cannot be achieved when large segments of society remain unheard, underrepresented, or excluded from governance, economic participation, leadership opportunities, and social protection systems.

IPADEV therefore exists to help create practical pathways for inclusion, participation, empowerment, and accountability.

The organization works to strengthen the connection between citizens, institutions, and development processes by promoting community engagement, inclusive governance, social justice, leadership development, and equitable access to opportunities.

IPADEV also recognizes that real transformation requires more than short-term interventions. Sustainable impact demands stronger institutions, empowered communities, ethical leadership, strategic partnerships, and systems that are responsive to the realities of vulnerable populations.

At a time when Nigeria faces rising inequality, youth frustration, social exclusion, economic pressures, and declining trust in institutions, IPADEV sees inclusion not as an optional development priority, but as a national necessity.

The organization is committed to contributing to a future where development is more participatory, opportunities are more equitable, institutions are more accountable, and communities are better equipped to shape their own progress.

IPADEV believes:

- Development must intentionally include those who are often excluded.
- Communities should be active participants in shaping solutions, not passive beneficiaries.
- Sustainable progress depends on accountable institutions and inclusive leadership.
- Women, youth, and marginalized populations deserve equal opportunities to thrive.

- Partnerships and collective action are essential for meaningful societal transformation.
- Social justice and inclusion are critical foundations for peace, resilience, and sustainable development.

APPROACH TO DEVELOPMENT

IPADEV adopts a participatory, partnership-driven, and people-centered approach to development.

The organization understands that development challenges are often interconnected and require solutions that are inclusive, collaborative, locally relevant, and sustainable. For this reason, IPADEV combines policy engagement, community participation, institutional strengthening, advocacy, leadership development, and strategic partnerships to drive meaningful and lasting impact.

IPADEV's approach is guided by the belief that communities are not merely beneficiaries of development, but critical stakeholders whose voices, experiences, and contributions should shape programmes, policies, and interventions.

The organization therefore prioritizes listening, participation, local ownership, and stakeholder engagement in programme design and implementation processes.

IPADEV also recognizes the importance of working across different levels — from grassroots communities to policymakers and institutions — to address both immediate challenges and the systemic barriers that sustain inequality and exclusion.

The organization promotes evidence-informed programming and adaptive learning to ensure interventions remain relevant, responsive, and impactful within changing social, economic, and governance contexts.

IPADEV's development approach includes:

Policy Advocacy and Systems Engagement

Promoting inclusive policies, constructive stakeholder dialogue, and reforms that strengthen accountability, participation, and equitable access to opportunities.

Community Mobilization and Citizen Engagement

Supporting communities to actively participate in governance, development processes, advocacy initiatives, and decision-making spaces that affect their lives.

Capacity Strengthening and Leadership Development

Building the knowledge, skills, systems, and leadership capacities of institutions, community actors, civil society organizations, women, and young people.

Strategic Partnerships and Collaboration

Working collaboratively with governments, development partners, civil society organizations, academia, media, and the private sector to strengthen collective impact.

Research, Learning, and Evidence Generation

Promoting data-informed programming, learning, reflection, and evidence-based advocacy to improve development outcomes and institutional effectiveness.

Inclusive Programme Design and Implementation

Ensuring programmes are responsive to the realities of vulnerable populations and intentionally designed to promote participation, accessibility, equity, and sustainability.

Accountability and Sustainable Impact

Promoting transparency, responsible stewardship, measurable outcomes, and long-term sustainability across programmes, partnerships, and institutional processes.

TARGET BENEFICIARIES

IPADEV's programmes and interventions are designed to support individuals, groups, and institutions that are often excluded from opportunities, representation, decision-making processes, and development outcomes.

The organization prioritizes vulnerable, underserved, and marginalized populations while also working with institutions and stakeholders that influence inclusive development, governance, and social transformation.

IPADEV recognizes that sustainable impact requires working both with communities experiencing exclusion and with the systems, institutions, and actors responsible for shaping policies, services, and opportunities.

Through its programmes, partnerships, advocacy initiatives, and capacity strengthening efforts, IPADEV seeks to expand participation, strengthen resilience, promote equitable access to opportunities, and support inclusive societal progress.

IPADEV's target beneficiaries include:

Women and Girls

Women and girls facing social, economic, political, and structural barriers to participation, leadership, education, livelihood opportunities, and access to services.

Young People

Youth populations requiring support in leadership development, civic participation, empowerment, employability, social inclusion, and community engagement.

Persons Living with Disabilities

Individuals and groups advocating for inclusion, accessibility, equitable participation, and representation within development processes, governance systems, and public spaces.

Vulnerable and Marginalized Populations

Underserved communities and populations affected by poverty, exclusion, inequality, discrimination, weak access to opportunities, and limited participation in decision-making processes.

Community-Based Organizations and Grassroots Groups

Local organizations, networks, and community structures working to address development challenges and strengthen community resilience and participation.

Civil Society Organizations

Civil society actors seeking institutional strengthening, technical support, partnership opportunities, leadership development, and programme effectiveness support.

Government Institutions and Public Sector Stakeholders

Government agencies, policymakers, and institutions requiring collaboration, stakeholder engagement, technical support, policy dialogue, and inclusive governance approaches.

Emerging Leaders and Change Agents

Women, youth leaders, advocates, and community actors committed to driving positive social change, civic participation, accountability, and inclusive development within their communities.

PARTNERSHIP OPPORTUNITIES

IPADEV believes that sustainable development and social transformation are best achieved through collaboration, shared learning, and strategic partnerships.

The organization recognizes that no single institution can address complex development challenges alone. Meaningful progress requires coordinated efforts among governments, development partners, civil society organizations, communities, academia, media institutions, and the private sector.

IPADEV therefore actively seeks partnerships that strengthen collective impact, expand opportunities for underserved populations, improve programme effectiveness, and contribute to inclusive and sustainable development outcomes.

The organization is open to partnerships at local, national, regional, and international levels, particularly with institutions and actors that share its commitment to inclusion, social justice, accountable governance, and community empowerment.

IPADEV welcomes collaboration with:

Development Partners and Donor Agencies

Partnerships focused on programme implementation, research, institutional strengthening, advocacy initiatives, technical assistance, capacity development, and sustainable development interventions.

Government Institutions and Policymakers

Collaborative engagements that support inclusive governance, policy dialogue, citizen participation, social inclusion, and institutional effectiveness.

Civil Society Organizations and Networks

Strategic alliances that strengthen advocacy efforts, programme delivery, knowledge sharing, community engagement, and collective impact.

Academic and Research Institutions

Partnerships that promote research, evidence generation, learning, innovation, policy analysis, and knowledge exchange on development and inclusion-related issues.

Community Structures and Grassroots Organizations

Collaborative efforts that strengthen local ownership, community participation, resilience building, and sustainable grassroots impact.

Private Sector Organizations

Partnerships that support inclusive economic opportunities, social investment, innovation, skills development, and sustainable community development initiatives.

Media and Advocacy Platforms

Collaborations that amplify awareness, strengthen public engagement, promote inclusive narratives, and support advocacy for social change and accountable governance.

IPADEV is particularly interested in partnerships that:

- Promote inclusion and equitable access to opportunities
- Strengthen institutions and community systems
- Advance gender equality and social justice
- Support leadership and capacity development
- Encourage citizen participation and accountability
- Foster innovation and sustainable development solutions
- Deliver measurable and lasting impact within communities

The organization remains committed to building partnerships grounded in trust, transparency, shared learning, mutual respect, and long-term sustainability.

COMMITMENT TO ACCOUNTABILITY

IPADEV recognizes that trust is fundamental to sustainable development work and meaningful partnerships.

The organization is committed to maintaining high standards of integrity, transparency, ethical leadership, and responsible stewardship in all its operations, programmes, partnerships, and engagements.

IPADEV believes accountability goes beyond financial compliance. It also involves being responsive to communities, transparent with stakeholders, responsible in decision-making, open to learning, and committed to delivering measurable impact.

The organization therefore seeks to build systems and practices that strengthen institutional credibility, promote continuous improvement, and ensure that resources entrusted to the organization are used effectively and responsibly to achieve intended development outcomes.

IPADEV is committed to:

- Ethical and transparent programme implementation
- Responsible financial management and resource stewardship
- Participatory and inclusive decision-making processes
- Monitoring, evaluation, accountability, and learning (MEAL)
- Timely reporting and stakeholder communication
- Evidence-informed programming and adaptive learning
- Respect for the dignity, rights, and voices of beneficiaries
- Building partnerships based on trust, professionalism, and mutual accountability

The organization also values feedback, reflection, and institutional learning as essential components of growth, effectiveness, and long-term sustainability.

IPADEV remains committed to strengthening systems, improving operational effectiveness, and ensuring that its programmes and partnerships contribute meaningfully to inclusive and sustainable societal transformation.

CONTACT INFORMATION

Inclusive Pathway Development Initiative (IPADEV)

Head Office

Flat 2B1E Admiralty Estate
Asokoro, Abuja, Nigeria

Contact Details

Phone: +234 706 406 2121

Email: info@ipadev.ng

Alternative Email: margaret.fagboyo@ipadev.ng

Website: ipadev.ng

IPADEV is committed to building inclusive pathways that empower individuals, strengthen communities, promote social justice, and contribute to sustainable development.