

## INCLUSION AND DIVERSITY IN SCIENCE: A CASE STUDY OF NIGERIA

By Kenneth Bitrus David (*Pharmafluence Education Advancement Network, PEAN*)

---

In 2022, I was honored to receive a Diversity in Science grant to execute the project titled "Inclusion and Diversity in Science: A Case Study of Nigeria." While facing challenges in securing additional funding, we were determined to carry out the project within the available resources.

Our project began with a 30-day awareness campaign focused on promoting diversity and inclusion in the field of science. Participants included students from various schools across Nigeria, academics, and scientists. To effectively convey our message, we created graphic designs and videos highlighting themes of diversity, inclusion, and equity. These materials were shared extensively on our social media platforms, including Facebook, Twitter, LinkedIn, and Instagram. Additionally, members of the Pharmafluence Education Advancement Network (PEAN) generously contributed by reposting these materials on their WhatsApp status updates.

As a significant part of our campaign, we organized a webinar that featured Dr. Leila Neshat Mokadem, an Equity, Diversity, and Inclusion (EDI) Champion and Senior Lecturer at the School of Pharmacy, Robert Gordon University, United Kingdom. Her inspiring insights motivated participants to become EDI ambassadors within their respective educational institutions. We were delighted to receive overwhelmingly positive feedback from the participants, who recognized the timeliness of our campaign and its role in reinvigorating their commitment to the principles of EDI.

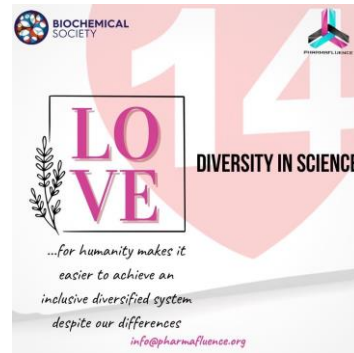
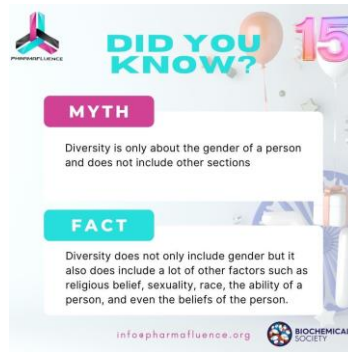
Upon the successful completion of our campaign, two female members of PEAN had the opportunity to attend the 2023 International Women's Day Celebration hosted by the Women Initiative for Sustainable Environment (WISE). The event's theme, "Embrace Equity," aligns closely with our project's goals. PEAN generously covered the registration fees and logistical expenses for this participation.

The grant funds were also allocated for essential purposes, including covering the Zoom subscription cost for our webinar and the expenses associated with the creation of awareness materials such as posters and videos.

Below is a table showing the number of individuals reached from our online community. We are encouraged by the impact of our efforts and remain committed to advancing the cause of EDI in the field of science in Nigeria.

<b>DAY/PLATFORM</b>	<b>TWITTER</b>	<b>FACEBOOK</b>	<b>LINEDIN</b>	<b>INSTAGRAM</b>	<b>TOTAL</b>
1	13	271	45	21	350
2	47	249	350	23	669
3	39	213	46	18	316
4	41	130	16	34	221
5	51	236	68	12	367
6	84	219	70	33	406
7	85	380	29	30	524
8	69	172	39	39	319
9	71	378	63	27	539
10	82	163	46	34	325
11	84	360	55	73	572
12	108	516	39	38	701
13	83	188	30	44	345
14	74	296	18	23	411
15	44	258	96	29	427
16	71	177	40	39	327
17	57	235	29	42	363
18	111	234	39	81	465
19	108	915	32	38	1093
20	67	543	41	36	687
21	68	294	16	13	391
22	33	921	15	48	1017
23	111	341	81	39	572
24	122	227	29	21	399
25	141	157	20	48	366
26	176	520	81	81	858
27	123	526	26	13	688
28	216	378	50	27	671
29	275	213	33	72	593
30	116	483	114	91	804
<b>TOTAL</b>	<b>2770</b>	<b>10193</b>	<b>1656</b>	<b>1167</b>	<b>15786</b>

Samples of the designed Campaign posters:



**Kenneth Bitrus David**  
10<sup>th</sup> October, 2023