

ABBREVIATIONS AND ACRONYMS

ADS	Anglican Development Services
APS	Administration Police Service
CAEWG	Conflict Analysis and Early Warning Group
CSO's	Civil Society Organizations
CGA	County Government Act
CPF	County Peace Forum
CPS	Civil Peace Service
CSIC	County Security Intelligence Committee
CCIO	Constitutional Commission and Independent Offices
DCI	Director of Criminal Investigations
DPP	Director of Public Prosecutions
ECES	European Centre for Electoral Support
EPEA	Economic and Political Electoral Analysis
EWER	Early Warning Early Response
FIDA	Federation of Women Lawyers
FM	Frequency Modulation
GIZ	German International Development Agency
IEBC	Independent Electoral and Boundaries Commission
IEC	Information Education Communication
KARF	Kenya Audience Research Foundation
KPS	Kenya Police Service
KBC	Kenya Broadcasting Corporation
KNAP	Kenya National Action Plan.
KRA,s	Key Result Areas
KNFP	Kenya National Focal Point
KTN	Kenya Television Network
MoEST	Ministry of Education Science and Technology
MSU	Mediation Support Unit
NACADA	National Authority for the Campaign Against Alcohol and Drug Abuse
NTV	National Television Network
NCCK	National Council of Churches of Kenya
NCI	National Cohesion and Integration
NCIC	National Cohesion & Integration Commission
NGAOs	National Government Administration Officers
OCPD	Officer Commanding Police Division
ODM	Orange Democratic Movement
ODPP	Office of the Director of Public Prosecutions
ORPP	Office of the Registrar of Political Parties
PTSD	Post Traumatic Stress Disorder
PWD's	Persons With Disabilities
RRI	Rapid Response Initiatives
TV	Television
UCSPAK	Universities and Colleges Students Peace Association of Kenya
UDA	United Democratic Alliance
UNDP	United Nations Development Programme



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TABLED BY: Hon Naomi Waco, mp
Deputy majority party whip
Fenlays muruki

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EXECUTIVE SUMMARY

The Commission is obligated to prepare an annual report for each financial year and submit to Parliament through the Cabinet Secretary in accordance with the NCI Act Section 41 (1) and the Public Finance Management Act, 2012. The report outlines the activities undertaken and highlights the performance of the National Cohesion and Integration Commission (NCIC) for the financial year ending 30th June 2022. It informs the public and all stakeholders key among them Parliament and Development Partners about the performance of NCIC against the planned activities, performance indicators, and financial statements for the financial year 2021/2022.

During the period under review, the Commission successfully implemented strategic interventions as envisioned in the strategy on the Roadmap to Peaceful Elections and the Strategic Plan 2020-2025. The key interventions were also informed by the Commission's statutory mandate of promoting national unity, and elimination of all forms of ethnic discrimination by facilitating equality of opportunities, peaceful resolution of conflicts and respect for diversity among Kenya communities.

In support towards the Government's long-term development goals, the Commission has continuously undertaken conflict resolution, sensitization and capacity building programmes, promoting early warning and early response mechanisms and rapid conflict analysis to inform strategies aimed at averting conflicts. In addition, the Commission has been promoting inclusivity in employment and resource allocation in public institutions. In order to address hate speech and ethnic contempt, the Commission continued to receive and processes complains while undertaking investigations and recommending for prosecution individuals violating provisions of the NCI Act 2008.

In particular, the Commission conducted conflict hotspot mapping and analysis in 15 Counties namely, Narok, Nakuru, Kisumu, Kakamega, Nandi, Transzoia, Uasin Gishu, Machakos, Mombasa, Kilifi, Kiambu, Nyeri, Nairobi, Laikipia and Kericho to establish the conflict dynamics and drivers and mitigate conflicts. In addition, a national conflict hotspot mapping was conducted in the 47 counties to establish the conflict hotspot Counties. Following the mapping 23 Counties were identified as hotspot counties and targeted interventions put in place to mitigate the conflicts. The Commission strengthened early warning and early response mechanisms by conducted Early Warning and Early Response (EWER) baseline mapping in 6 Counties; Narok, Nandi, Kakamega, Mombasa, Nairobi and Nairobi to assess the current EWER mechanisms as well as strengthen the capacity of peace structures (Peace Committees, Nyumba Kumi, Chiefs and peace actors) in the six counties

In order to enhance community dialogues, mediation and reconciliation the Commission conducted dialogue forums and mitigated conflicts in 22 Counties namely, Nakuru, Narok, Nandi, Kisumu, Mombasa, Mandera, Baringo, Samburu, Marsabit, Nairobi, Laikipia, Nandi, Kericho, Wajir, Meru, Uasin Gishu, Narok, Nairobi, Narok, Nakuru, Mandera and Turkana. Following the dialogues, community peace pacts and declarations to cease violent conflicts reached. In addition, the Commission conducted trainings and capacity building for peace actors and stakeholders (youth, women and elders) were conducted in 7 Counties namely, Kakamega, Mombasa, Kisumu, Uasin Gishu, Nandi, Kilifi and Nakuru where 414 people were trained. The Commission in promoting public awareness conducted sensitizations forums for peace actors, stakeholders and the citizenry to promote peace, cohesion and national values were conducted in 21 Counties namely, Nakuru, Kericho, Nandi, Kisumu, Kajiado, Nairobi, Nyeri, Murang'a, Mombasa, Nakuru, Nandi, Trans Nzoia, uasin Gishu, Baringo, Garissa, Kakamega, Embu, Narok, Nyamira, Turkana, Laikipia. Following the sensitizations, 4,608 people (youth Women, elders) were reached directly.

To enhance management of hate speech, ethnic contempt and incitement to violence the Commission strengthened the multi-agency partnership and approach as well as monitored public spaces and in particular social media platforms and political rallies. The Commission enhanced linkages and partnership by collaborating and forging alliances and partnerships with UNDP Kenya, UNESCO, UN Women Kenya, UN Human Rights Office of High Commissioner, GIZ, Embassy of Switzerland, ACT! DANIDA, ECES, UN Office on Prevention of Genocide, REIVENT, NACADA and Uwiano Platform for Peace. the Kenya National Congress of Pentecostal Churches (KNCPC) among other partners. To ensure a structured and coordinated engagement with partners the Commission signed MoUs with the Kenya National Congress of Pentecostal Churches (KNCPC), National Council of NGOs Board, Mercy Corps, NACADA, KU, GFP, ECES, and ACT!. These MoUs informed and acted as a guideline for a long-term strategic partnership and collaboration in implementing peace building activities in Kenya.



The Annual Report is structured in the following five Sections:

Section 1- This section contains the statements of the Commission Chairperson, the Chief Executive Officer (CEO) and the Governance structure of the Commission.

Section 2- This section contains the Vision, Mandate, Core values and the specific functions of the Commission as provided for in the NCI Act Section 25 (2).

Section 3- This section contains the performance of the Commission for the period under review.

The performance is based on the following 4 KRAs;

KRA 1 - Reduction of ethnic Discrimination in public institutions

KRA 2 - Peaceful Coexistence between and among Ethnic communities

KRA 3 - Reduction of hate speech and ethnic based political Violence

KRA 4 - Organizational capacity strengthening

Section 4- This section describes the challenges, lessons learnt and the recommendations.

Section 5 - Financial Reporting and performance for FY 2021-2022

SECTION ONE

STATEMENT AND GOVERNANCE

1.1. STATEMENT FROM THE CHAIRPERSON



Rev. Dr. Samuel Kobia,
CHAIRMAN

I take this opportunity with great honour to present the Annual Report and the Financial Statement of the National Cohesion and Integration Commission's for the year ended 30th June, 2022. This is in compliance with the Public Finance Management Act 2012 and the National Cohesion Act of 2008 that mandates the Commission to comply with the provision of financial accountability and responsibilities towards good corporate governance for commission to meet its mandate.

The Annual Report and Financial statements for the year ended June 2022 was crucial since it falls within the electioneering period of August, 2022. The country's political landscape was tensed due to high stakes in elective positions and political transition. The incumbent, H.E. President Uhuru Kenyatta will not be vying for the Presidency in accordance to the Kenya Constitution 2010 that only allows the President to vie for terms.

All elective positions have attracted the highest number of aspirants since the promulgation of the Kenya Constitution 2010. This means, the general elections 2022 will have many aspirants losing elections. This calls for winners to dignify losers by accommodating them in their governance structures for growth and development at all levels. Despite of stiff political competition, there is notable increase in political tolerance being noticed across the country except of a few isolated cases. This is a clear proof that Kenya is maturing democratically.

The 2022 political campaigns by and large remained issue base unlike in the previous elections that was characteristics by name calling and rampant political thuggery. The Commission is proud to share its success based on the strategic investments on matters of peace, cohesion and reconciliation achieved since the last contested general elections of 2017. The 2017 presidential results were nullified by the Supreme Court due to electoral malpractices. This called for concerted effort among various stakeholders to ensure 2022 general elections are credible, fair, peaceful and violence free. The commission developed the Roadmap, Elections Bila Noma, to ensure 2022 general elections are violence free, fair and credible. The Elections Bila Noma aims rallied all stakeholders towards achieving 2022 violence free elections and has been widely acknowledged as having significantly contributed to making the 2022 elections peaceful.

Uwiano Platform was equally revitalised to bring on board both state and non-state actors to step up peace activities across the 47 counties. In preparation for the forthcoming general elections on 9 the August, 2022, NCIC has established Situation Room to monitor hate speech that is rampant on social media so that timely actions are taken before it escalates. The Council of Elders have also been engaged to continuously monitor conversations on vernacular FM Radio stations across the country.

Actions against hate speech especially during the campaign period saw a great reduction in hate speech utterances. During the Post—election violence of 2007/2008, Kenya had to seek the assistance of Africa Eminent Personalities to mediate the contested election through the leadership of H. E. Kofi Annan, the former UN Secretary General. The Commission has find it wise to engage Kenya Eminent Peace Panel and National Mediation Team to prepare the teams for any eventuality, God for ever before, during and after forthcoming general elections. The National Mediation team works together with the Inter-Religious Council of Kenya (IRCK).

Despite the achievements of the Commission in this financial year, the Commission experienced challenges that included inadequate funding, staffing and lack of adequate Regional Offices to support the grass root initiatives throughout the 47 counties.

Nevertheless, on behalf of NCIC Commissioners and the Secretariat, I sincerely express my gratitude to the Government of Kenya, Ministry of Interior and Coordination of National Government, Donor Community and all our distinguished partners for their continued support as we work towards a more peaceful, cohesive and united Kenyan Society.



Rev. Dr. Samuel Kobia, EBS
COMMISSION CHAIRMAN

GOVERNS US

Samuel Kobia CBS

Commissioner Rev. Dr. Samuel Kobia, is the Chairman, National Cohesion and Integration Commission. Previously, served as Senior Advisor on Cohesion, Peace and Conflict Resolution in the Executive Office of the President and Cabinet Affairs. Dr. Kobia served as a Commissioner in the Judiciary Service Commission which recruits Kenyan Judges, and oversees the Judiciary; 2010-2012 Ecumenical Special Envoy for the Sudan's; 2007-2018 Chancellor of St. Paul's University; former General Secretary of the Geneva based World Council of Churches. He has vast experience in mediation and dialogues. Currently, he coordinates dialogue platforms as safe spaces for interactions between Kenyans of diverse stations and Government to address pressing issues. The fruits of the dialogues include peaceful co-existence, healing and reconciliation, peaceful resolution of conflicts, national cohesion.

He holds Masters degree in Urban Planning, Theology, and International relations from universities in Kenya, USA and Switzerland. He is Visiting Professor to Wesley Colleges in USA and UK. He is author of several books including Dialogue Matters.

Commissioner Wambui Nyutu OGW

Commissioner Wambui Nyutu OGW, holds a Bachelor of Laws from the University of Nairobi.

Currently, she is pursuing a Masters Degree in Business Administration- Strategic Management. She is a Certified Professional Mediator from Mediation Training Institute East Africa and holds an Arbitration and ADR certification. Prior to the appointment as a Commissioner at NCIC in 2019, she served as a Director at the National Irrigation Board of Kenya since 2018. She worked as a Legal Assistant at Kiragu Wathuta & Co Advocates in 2017 and Legal Secretary, Peman Consultants (2016-2019).

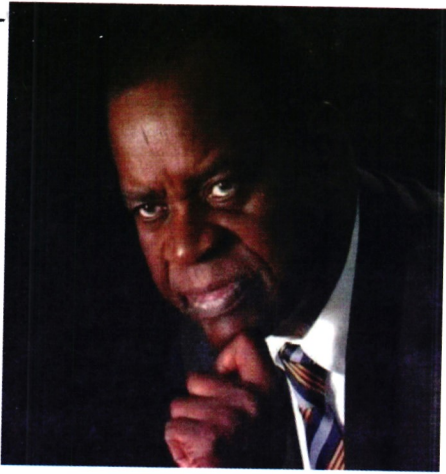
She is the founder and policy maker of Tuinuke Initiative, a youth-led organization concerned with the economic, political and social issues affecting the youth of Kenya. In 2015, she also served in the Kenya University Students Organisation as Legal Secretary and at Students Organisation of Nairobi University as a special delegate. She was awarded The Order of Grand Warrior (OGW) by His Excellency the President Hon. Uhuru Kenyatta in 2018.



Rev. Dr Samuel Kobia CBS
Chairman



Commissioner Wambui
Nyutu OGW
Vice Chairperson



Commissioner Hon. Eng.
Phillip Okundi
EBS.HSC

Commissioner Hon. (Eng.) Phillip O. Okundi

Commissioner Hon. (Eng.) Phillip Okundi is an Engineer by Profession. He holds a Bachelors Degree in Electronics and Telecommunication Engineering from the University of Westminster and a Master's Degree in Telecommunication system engineering from the University Essex. A highly self-motivated and enthusiastic leader with over 40 years' experience in all aspects of policy making, advising government and setting up the agenda and strategies for communication and implementation of international projects. Extensive experience in harnessing the critical support of the public and private sectors for key infrastructure upgrade objectives and in mobilizing and maintaining the interest of all stakeholders in these activities. Commissioner Okundi has served as a Member of Parliament for Rangwe 2003-2007 and also in various capacities. This includes Chairman of world space International (1995), Managing Director and Chief Executive Kenya Post and Telecommunication Corporation (1977), CEO Kenya Bureau of Standards 1997-2001, CEO Kenya Broadcasting Corporation (KBC), Chairman of the CCK Board of Directors 2008 and Managing Director and Chief Executive Kenya Ports Authority 1984-1993.

Commissioner Hon. Abdulaziz Farah

Commissioner Abdulaziz Ali Farah holds an Executive Master of Business Administration (EMBA) from Moi University (Specialized in Strategic Management) and a Bachelor of Education Arts from Kenyatta University. He has over twenty years work experience both in public and business sectors. He has previously worked as a National Civic Education Officer with the Truth, Justice & Reconciliation Commission of Kenya. He has also worked as a Managing Director in charge of several companies operations besides serving as a Member of the Constituency Development Fund Task Force whose report contributed to the amendment of the 2003 CDF ACT and CDF Amendment ACT 2007.

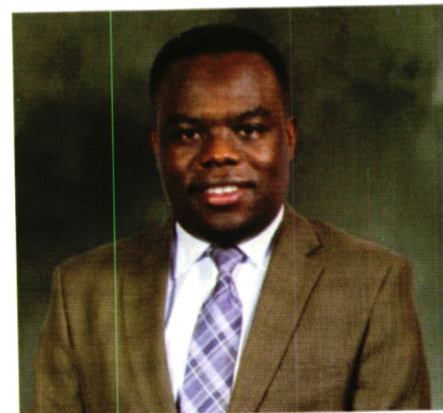
He is a resourceful and initiative driven leader, public administrator, peace and conflict advocate. He has a background and experience in managing operations of a constituency as a Member of Parliament (MP), Mandera East Constituency, Mandera Country, overseeing daily functions of companies and participating in the formulation of strategies and policies that seek to make them run effectively. He has a wide knowledge in the fields of administration and management, overseeing operations, formulating and implementing strategies, conflict management, peace building, and building partnerships. Additionally, he possesses knowledge in formulating and implementing best-practice management principles while fostering a culture that promotes sound work ethics. He is an excellent communicator with great interpersonal skills hence can interact with people from different backgrounds. His goal is to make a difference in society by promoting equality, integration and a conflict-free environment



Commissioner Hon. Abdulaziz Farah

Commissioner Dr Danvas Makori

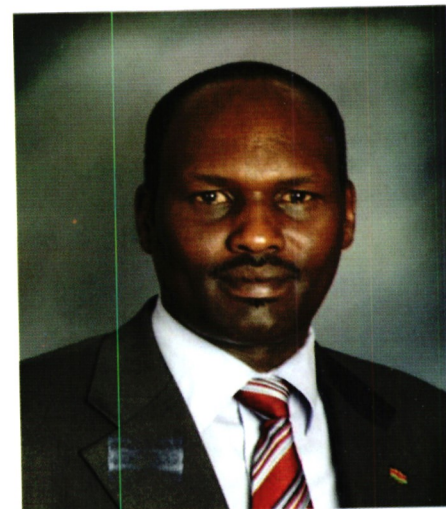
Commissioner Danvas Makori holds a Doctor of Theology from the International Christian University, Masters of Arts in Biblical Theology from the International Christian University and a Bachelors of Arts in Theology from the Jameson Christian College. Commissioner Danvas was the CEC of Finance and CEC Agriculture, Livestock, Development and Fisheries in Nairobi County Government.



Commissioner Dr Danvas Makori

Commissioner Samuel Kona

Commissioner Sam Kona is a conflict resolution, governance and stability expert with over 25 years' experience in public, private and civil society sectors. He has carried out extensive research and managed dozens projects in sub-Saharan Africa with particular focus on conflict early warning systems, post-conflict reconstruction, peacebuilding, mediation, governance and security. Sam has held senior leadership roles in government, including serving as Chairman of the National Council for Population and Development and Kerio Valley Development Authority.



Commissioner Sam Kona

A distinguished program leader, Sam has worked as a senior manager with international agencies and organizations such as the United States Agency for International Development, Development Alternatives Incorporated, Centre for Conflict Resolution at the University of Cape Town, South Africa, Chemonics International, Centre for Humanitarian Dialogue and Oxfam GB. While at the Centre for Conflict Resolution, he spearheaded national dialogue programs in Sudan, Swaziland, South Africa and Lesotho, in addition to facilitating dialogue and mediation trainings across Africa.

Between 2008 and 2011, he led mediation processes and established peace caravans to support the Kofi Annan-mediated Kenya National Dialogue and Reconciliation process in the aftermath of the 2007-2008 post-election violence.

Sam played a major role in the development of conflict early warning mechanisms for Africa's Regional Economic Communities, as well as national early warning systems for Kenya, Uganda, Ethiopia, South Sudan and Sudan. He teaches conflict resolution and dialogue, negotiation and mediation at the Kenya School of Government (KSG) and the International Peace Support Training Centre (IPSTC), respectively.

Sam holds MA in Conflict Resolution from Lancaster University in the United Kingdom and a Bachelor of Education (Science) from Kenyatta University, Kenya. He has received many national and international awards and honours for contributions to the field of conflict resolution and peace processes, and efficient delivery of programs.



Commissioner Hon. Dorcas L. Kedogo

Commissioner Hon. Dorcas L. Kedogo

Commissioner Dorcas Kedogo has a vast experience in Education for close to 30 years. She holds a Master's Degree in Business Administration from USIU, Bachelor's Degree in Education from the University of Nairobi and a Diploma from Mosoriot Teachers Training College. Commissioner Kedogo was a Women Representative for Vihiga County. She served as a Women Representative for KNUT and as a representative of Teachers under the Kenya Union of Teachers Vihiga District 2000-2012. She has also served as a teacher in various capacities in her car

1.3. STATEMENT FROM THE COMMISSION SECRETARY/CEO

Dear Stakeholders,

I am delighted to provide you the National Cohesion and Integration Commission's Report for the year 2021 to 2022. The Annual Report and Financial Statements, as at 30 th June 2022 are an indication of a successful year. I am happy to be part of the team that made such enviable achievements over the past year.

Despite the global challenges of the Covid-19 pandemic that remained the greatest challenge to not only the NCIC mandate but also the society as a whole, the Commission remained steadfast to its mandate given that the Country was in her year of General Elections that had been slated for 9 August 2022. Cognizant to the concerns that the 2022 General Elections drew several parallels to the 2007 General Elections, the former took place in the context of succession politics and transition. The Commission established strategies and measures to secure a peaceful electoral process before, during and after the electioneering period. All the Commission's Strategies remained anchored on delivering an ELECTIONS BILA NOMA in anticipation of heightened political activities including; alignments and realignment of political parties and increased campaigns, among other factors that would affect the fragile social cohesion fabric, which deepened our focus of strengthening partnerships with both State and non-state actors across board towards a peaceful electoral process.

During the period under review, other key achievements that the Commission conducted include: strategic inter and intra community dialogues amid warring communities in Kakamega, Nandi, Samburu, Isiolo, Marsabit, Mombasa, Nakuru, Narok among other counties; thereby improving accountability within public institutions as a result of continuous ethnic audit in public organizations and enhanced awareness through strategic public outreach and advocacy.

Further, the Commission intensified public advocacy on matters relating to cohesion, strengthening partnerships aimed at curbing hate speech and ethnic contempt. It sealed partnership with Communications Authority, the Criminal Investigation Department and National Police Service in sealing gaps that had largely contributed to a number of hate speech cases not meeting the required threshold that would enable prosecution. NCIC reactivated her partnership with Communication Authority to vet and approve bulk political messages before dissemination to the public, a measure taken in preparation of the upcoming 2022 General Elections. Indeed, these partnerships has helped the Commission to curb hate messages and ethnic contempt.

The Commission has maintained a strong, skilled and competent Human Capital, considered a key resource to the success of any organization, and this facilitated the outstanding performance. To ensure sustained competence for service delivery, we continuously invested in talent management, thus selected employees were sponsored for training in various relevant fields. The Commission's staff has therefore, remained steadfast, committed and patriotic in delivering the Commission's mandate. I sincerely thank them for their loyalty and hard work.

I am grateful to the Commissioners for their good counsel, timely guidance and decision-making, as well as enthusiasm in fundraising and championing unchartered grounds. This facilitated the delivery

of these impressive results and bore new partnerships with institutions such as the European Union, Act Change Transform (ACT!), National Authority for The Campaign against Alcohol and Drug Abuse (NACADA), in addition to already existing such as, the United Nations Development Programme (UNDP) and United Nations Women (UNWomen).

I also thank the Government of Kenya through the Ministry of Interior and Coordination, as well as donors for their technical and financial support, which has been very instrumental in the realization of our success. I am confident that the Commission has remained and will continue to be



Skitter W. Ocharo, PhD. HSC

COMMISSION SECRETARY/ CHIEF EXECUTIVE OFFICER

1.4. WHO LEADS US



**Dr. Skitter W. Ocharo, HSC
Commission Secretary**

DR. Skitter W. Ocharo is the Commission Secretary/ Chief Executive Officer with over 16 years experience in public service and at Board level in various institutions. She has a rich track record of successful change management, project management and spearheading initiatives that have improved the performance of organizations and lives of many communities. She holds a Doctor of Philosophy in Physics from the University of Eldoret, a Master of Philosophy in Physics from Moi University, a Master in Business Administration from Strathmore University and a Bachelor Degree in Education Science (Physics and Chemistry) from Egerton University.

Prior to her appointment as the Commission Secretary of the National Cohesion and Integration Commission, Dr. Skitter held various key positions that include; Chief Executive Officer in charge of Trade, Tourism and Industry at the County Government of Kisii, she had also held the same portfolio in charge of Environment, Water and Sanitation; Roads, Transport and Public Works; Education, Labor and Manpower Development in the same County. She served as a Lecturer, Physics Department at the Masinde Muliro University of Science and Technology (MMUST) and Physics and Chemistry teacher at the Teachers Service Commission (TSC).

As a highly motivated critical thinker with problem solving skills, her desire is to create opportunities that improve and transform people's lives. She is a true believer in Africa, of the talent and the need to build on the human capital, so as to market Africa to transform the Continent's fortune on the Global arena. She perceives life as a gift and endeavors to respond with grace and courtesy.

MANAGEMENT TEAM

Name and Qualification	Position
1. Skitter W. Ocharo PHD HSC Commission Secretary Doctor of Philosophy in Physics Master of Philosophy in Physics Master in Business Administration Bachelors Degree in Education Science	Commission Secretary and Accounting Officer
2. Ms. Millicent Okatch Masters of Arts Degree in Sociology and Community Development Bachelor of Arts Degree in Sociology and Communication	Director Programmes and Technical Services.
3. Mr. Harrison Gikonyo Kariuki Master of Science in Finance Bachelor of Commerce Institute of Certified Public Accountants of Kenya (ICPAK).	Director Finance, Administration and Human Resource
4. Mr Liban Guyo Master's Degree in Governance and Development BA in International Relations	Assistant Director Peace Building and Reconciliation
5. Mr. Kyalo Mwengi Bachelors in Laws (LLB) Diploma in Law from the Kenya School of Law.	Assistant Director Legal Services,
6. Mr. Killian Nyambu Masters of Education (Med) Educational Administration and Planning Bachelor of Education (Arts)	Assistant Director Civic Education and Advocacy
7. Dr Sellah Kingoro Doctor of Philosophy in Peace and Conflict Master of Arts in International Relations Bachelor of Education	Assistant Director Research Planning and Policy
8. Ms Olive C. Metet MPRSK. M-ICA Master of Arts in Communication Bachelor of Arts (Hons) Communication	Assistant Director Communication and Knowledge Management
9. Ms. Janeth Shako Trained Police Diploma in Counseling	Assistant Director Investigations and Compliance

SECTION TWO

WHO WE ARE

2.1. ESTABLISHMENT OF NCIC

The National Cohesion and Integration Commission is a statutory body established by the National Cohesion Integration Act, No 12 of 2008 (NCI Act, 2008) enacted after the 2007 Post Election Violence (PEV). The Commission was formed under Agenda 4 that recognized long term issues with regard to poverty, inequitable distribution of resources and perception of historical injustices and exclusion of segments of the Kenyan society were among causes of prevailing social tensions, instability and cycle to violence recurrent in electoral processes in Kenya. The Commissioners drive the Commission's policies under section 17 of NCI Act.

2.2. WHAT WE DO

Principal Activity

As stipulated in the National Cohesion Integration Act of 2008, the object and purpose for which the Commission was established is to: Build national identity and values, mitigate ethno political competition and ethnically motivated violence, eliminate discrimination on ethnic, racial and religious basis, promote national reconciliation and healing.

Specific Functions

The object and purpose for which the Commission is established as espoused in the National Cohesion and Integration Act No.12 of 2008, is to facilitate and promote equality of opportunity, good relations, harmony and peaceful coexistence between persons of different ethnic and racial communities of Kenya, and to advise the Government on all aspects thereof. Without prejudice the Commission shall:

- a. Promote the elimination of all forms of discrimination on the basis of ethnicity or race;
- b. Discourage persons, institutions, political parties and associations from advocating or promoting discrimination or discriminatory practices on the ground of ethnicity or race;
- c. Promote tolerance, understanding and acceptance of diversity in all aspects of national life and encourage full participation by all ethnic communities in the social, economic, cultural and political life of other communities;
- d. Plan, supervise, co-ordinate and promote educational and training programmes to create public awareness, support and advancement of peace and harmony among ethnic communities and racial groups;
- e. Promote respect for religious, cultural, linguistic and other forms of diversity in a plural society;
- f. Promote equal access and enjoyment by persons of all ethnic communities and racial groups to public or other services and facilities provided by the Government;
- g. Promote arbitration, conciliation, mediation and similar forms of dispute resolution mechanisms in order to secure and enhance ethnic and racial harmony and peace;
- h. Investigate complaints of ethnic or racial discrimination and make recommendations to the Attorney-General, the Human Rights Commission or any other relevant authority on the remedial measures to be taken where such complaints are valid;
- i. Investigate on its own accord or on request from any institution, office, or person any issue affecting ethnic and racial relations;



- j.** Identify and analyze factors inhibiting the attainment of harmonious relations between ethnic communities, particularly barriers to the participation of any ethnic community in social, economic, commercial, financial, cultural and political endeavors, and recommend to the Government and any other relevant public or private body how these factors should be overcome;
- k.** Determine strategic priorities in all the socio-economic, political and development policies of the Government impacting on ethnic relations and advise on their implementation;
- l.** Recommend to the Government criteria for deciding whether any public office or officer has committed acts of discrimination on the ground of ethnicity or race;
- m.** Monitor and review all legislation and all administrative acts relating to or having implications for ethnic or race relations and equal opportunities and, from time to time, prepare and submit to the Government proposals for revision of such legislation and administrative acts;
- n.** Initiate, lobby for and advocate for policy, legal or administrative reforms on issues affecting ethnic relations;
- o.** Monitor and make recommendations to the Government and other relevant public and private sector bodies on factors inhibiting the development of harmonious relations between ethnic groups and on barriers to the participation of all ethnic groups in the social, economic, commercial, financial, cultural and political life of the people;
- p.** Undertake research and studies and make recommendations to the Government on any issue relating to ethnic affairs including whether ethnic relations are improving;
- q.** Make recommendations on penalties to be imposed on any person for any breach of the provisions of the Constitution or of any law dealing with ethnicity;
- r.** Monitor and report to the National Assembly the status and success of implementation of its recommendations;
- s.** Issue notices directing persons or institutions involved in actions or conduct amounting to violations of human rights on the basis of ethnicity or race to stop such actions or conduct within a given period and;
- t.** Do all other acts and things as may be necessary to facilitate the efficient discharge of its functions.

In the discharge of its functions under this Act, the Commission:

- i. Shall not be subject to the direction or control of any other person or authority.

Shall publish the names of persons or institutions whose words or conduct may undermine or have undermined or contributed towards undermining good ethnic relations, or who are involved in ethnic discrimination or the propagation of ethnic hate.

- ii. May enter into association with such other bodies or organizations within or outside Kenya as it may consider desirable or appropriate, and in furtherance of the purpose for which the Commission is established.
- iii. The Commission shall have power to summon witnesses and to call for the production of books, plans and other documents and to examine witnesses and parties on oath.

Principles and Values of NCIC

NCIC's cardinal principle is zero tolerance to discrimination. The core values are:

- i.** Independent from the Executive, Judiciary and Legislature;
- ii.** Objectivity in dealing with issues around discrimination;
- iii.** High levels of integrity within the Commission;
- iv.** Open door policy to all and sundry;
- v.** Affirmative action around the vulnerable;
- vi.** Inclusivity of all forms of diversity;
- vii.** High degree of accountability and transparency and;
- viii.** Tolerance to varied opinions, beliefs and aspirations.

SECTION THREE

OUR PERFORMANCE

In the financial year June 2021 – July 2022, the Commission undertook targeted interventions geared towards addressing factors that threaten peace, national cohesion and integration. The interventions were anchored on the NCIC's Strategic Plan 2020-2025 which prioritises five (5) Key Result Areas.

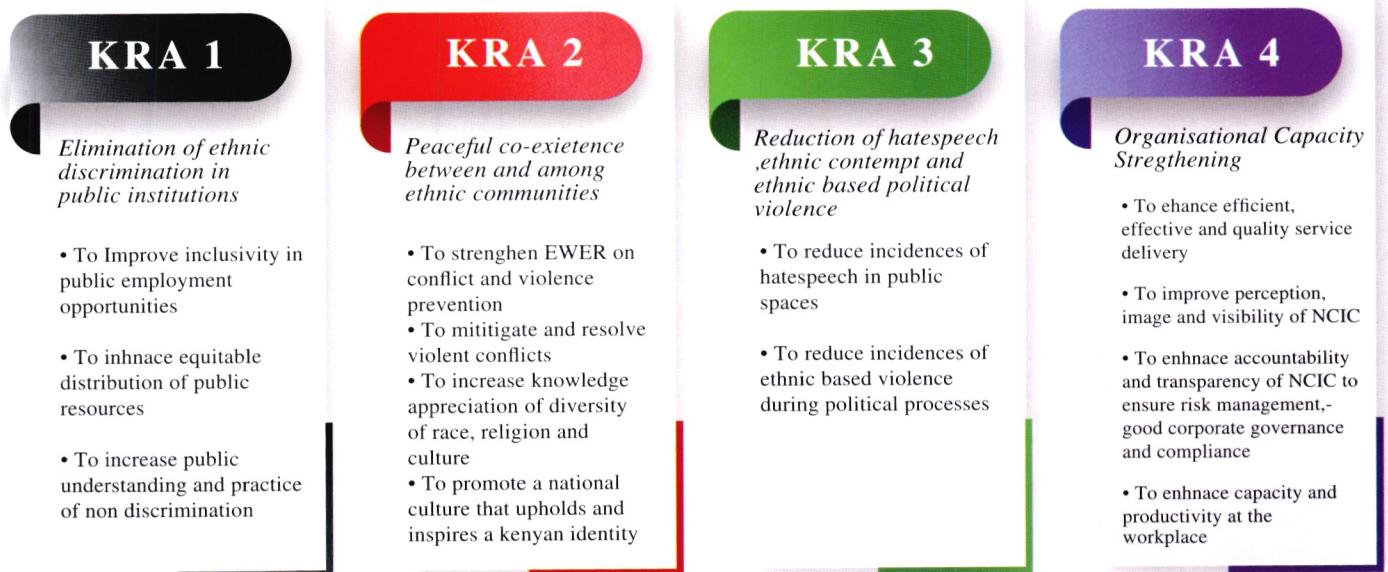


Figure 1: NCIC Key Result Areas and Strategic Objectives

3.1 REDUCTION OF ETHNIC DISCRIMINATION IN PUBLIC INSTITUTIONS

3.1.1 Conducted Ethnic and Diversity Audit

During the reporting period, the Commission undertook the Ethnic and Diversity Audit in Garissa and Mandera Counties with the aim of establishing the ethnic composition of employees in the county public service; assess the compliance of employment organs to diversity legislation; identify the challenges to ethnic balancing in public employment and proffer strategies to ensure compliance and sustenance of the same.

Ethnic and diversity Audit is critical in ensuring inclusivity in employment at the national and county levels as they are the major platforms upon which communities can access, participate and benefit from public service functions and opportunities. Following the audit the data was validated by the respective organs and compliance of employment organs to diversity legislation assessed and the challenges to ethnic balancing in public employment identified. The table below shows the level of compliance by the three organs;

COUNTIES	Governor Compliance	CPSB Compliance	CA Compliance	Compliance Status
Mandera	55%	67%	65%	All the three organs Complied
Garissa	78%	69%	84%	The Office of the Governor & the County Assembly (CA) Contravenes while the County Public Service Board (CPSB) Complied

Figure 2: Compliance levels with the County Government Act



Research team led by Commissioner Hon. Dorcas Kedogo conducting the ethnic diversity audit discussion with Mandera County Public Service Board members.

3.2 PEACEFUL COEXISTENCE BETWEEN AND AMONG ETHNIC COMMUNITIES

3.2.1 Strengthening of Peace Structures

During the reporting period, the Commission in partnership with GIZ conducted a series of five trainings on Strengthening of Peace Structures which focused on peace building and conflict transformation. The trainings were conducted in Njoro and Molo sub-counties in Nakuru County and aimed at enhancing knowledge and skills of members of local peace structures on violence prevention, conflict management, resolution, and transformation, post-conflict reconciliation and trauma healing.

Following these trainings, a total of 36 peace structures members (11 female and 15 male) were trained.



Participants during the Peace structures training in Nakuru County

3.2.2 Rapid Response Initiative in Narok County

NCIC in partnership with Anglican Development Service (ADS), National Government Administration Officers (NGAOs) and political leaders from the County undertook a Rapid Response Initiative (RRI) in Narok North Sub-County which borders Nakuru County. The five-day RRI brought together local political leaders, community members, community elders, youth and the County Security Intelligence Committee (CSIC) members. The forum aimed at promoting dialogue and collaboration between the security team and the local peace structures in order to enhance early warning and early response mechanism. Following this RRI a total of 407 (327 male and 85 female) stakeholders were reached and a network of leaders and stakeholders who will act as peace ambassadors in preventing conflicts was initiated.



A Maasai elder reacting to the discussions during the political leaders' forum during one of the RRI at Mara Frontier Hotel, Narok County

3.2.3 Community Dialogue Forums

During the period under review the Commission in partnership with GIZ, conducted a series of inter and intra-ethnic community dialogue forums with elders, County peace committee members, crossborder peace committee members, National Government Administration Officers, and community members. The participants of the dialogue forums were drawn from Kisumu- Nandi Counties and in particular Tinderet and Muhoroni border areas that have experienced perennial ethnic based conflicts. The dialogue forums aimed at strengthening the resilience of the local peace structures and communities living along the borders to prevalent conflicts and political manipulation. The dialogue forum brought together 30 community members (20 male and 10 female) from the Luo and Nandi communities.



Commissioner Eng. Hon. Phillip Okundi giving remarks during the peace dialogue forum held at Chepswerta Church in Nandi/Kisumu border.

3.2.4 Marsabit Peace Process

During the period under review, the Commission held intra and inter-community peace, dialogue and reconciliation meetings in Marsabit County, Saku Constituency. The forums entailed conducting separate dialogue sessions with representatives from the Borana, Gabra, Rendille and Burji communities and later a joint forum to address the cyclic ethnic based conflicts that have largely been between the Boran and Gabra communities. The forums provided a platform for the community members to interrogate and deliberate on the key causes of the conflicts, the effects of conflict and the practical solutions towards achieving lasting peace in the region.

Following the community intra-ethnic forum the representatives identified and prioritised the following conflict drivers; Political incitement, existential political-ethnicization, deep-rooted mistrust, constituency and administrative boundaries contestation, cattle rustling, exclusion and unequal distribution of resources, insecurity arising from ethnic militias and proliferation of small arms and weapons.

In order to specifically zero in on the key conflict issues between the Boran and Gabra who are the main combatants, the Commission conducted a dialogue peace forum drawing representative from the Boran and Gabra communities living in Saku Town which has been the epicentre of the violent conflicts. Following these dialogue forums a total of 350 community representatives participated in the dialogues and a long-term roadmap to address the conflict in the county was developed and adopted.



Commissioner Hon. Abdulaziz Farah addressing Boran and Gabra representatives during a peace dialogue forum at Jirime Hotel in Marsabit County in September 2021

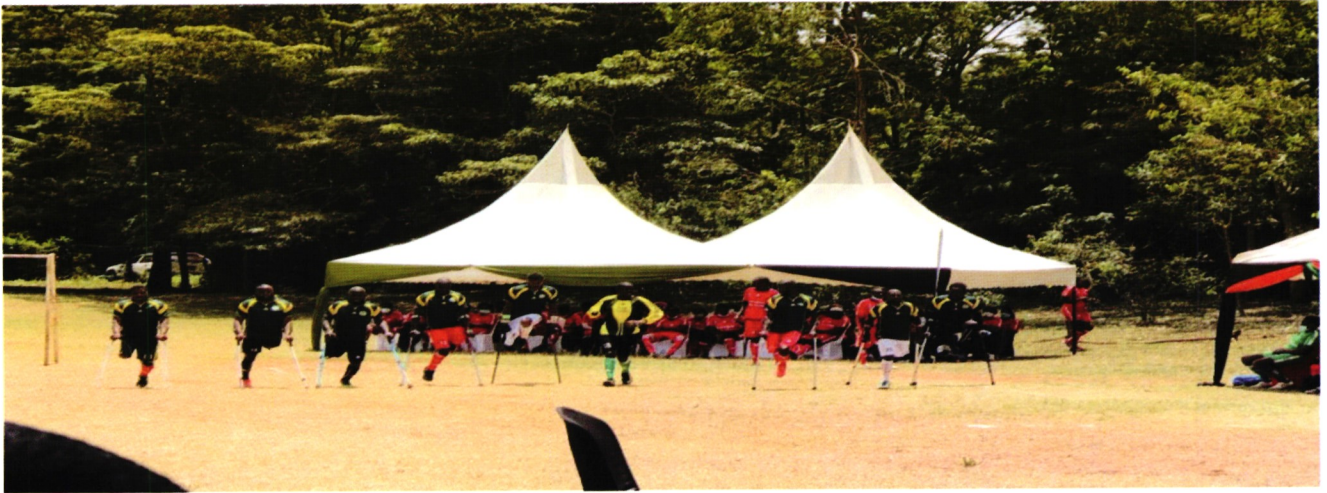
3.2.5 Celebration of International Day of Peace

In the period under review the Commission in collaboration with NACADA, Uwiano Platform for Peace partners spearheaded the celebration and marking of the International day of Peace whose theme was “Recovering Better for an Equitable and Sustainable World” The celebration was conducted in four counties namely, Kisumu, Uasin Gishu, Nakuru and Nairobi. This engagement aimed at strengthening the Early Warning and Early Response (EWER) mechanism, enhance coordination between state and non-state actors at the national and sub-national levels; and create public awareness on conflict prevention. The commission employed sports for peace, community barazas and peace caravans as a key strategies of engaging the public and sensitizing the public.

Following these engagements a total of 1,003 people were sensitized among them 40 PWDs (617 male, 386 female). Out of the total reached, 40 (25 male and 15 female) were PWD’s.



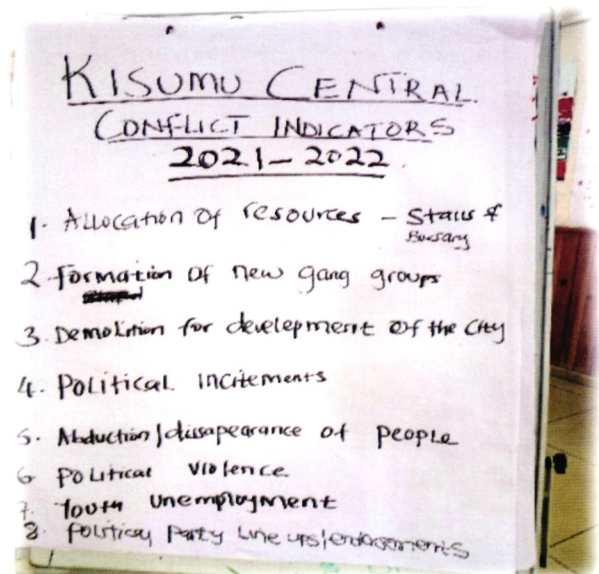
Commissioner Hon. Dorcas Kedogo sensitizing youth during a football tournament at Huruma Grounds in Uasin Gishu County



The Amputee Football Team preparing for a football match at Rowallan Camping Grounds in Kibra Nairobi County

3.2.6 Training of members of peace structures on peacebuilding and conflict management.

To encourage local resolution of conflicts by the available local structures such as peace committees, nyumba kumi, council of elders amongst others, the Commission in collaboration with GIZ CPS trained 73 local peace structures on conflict prevention, mitigation and reconciliation. The trainings were held in three counties; Uasin Gishu: Kesses and Turbo sub counties; Nandi – Tinderet and Kapsabet sub counties and Kisumu – Muhoroni and Kisumu central sub counties. The trainings led to an improved understanding on conflict and hate speech management.



Group discussion during the Kapsabet training in Nandi County and on the right is a document developed by Kisumu Central participants in Kisumu County.

3.2.7 Training of peace actors on hate speech, ethnic based political violence and peaceful coexistence.

In partnership with the IEBC and ORPP, the Commission enhanced the capacities of 42 local political leaders, local security and peace actors on hate speech, ethnic based political violence and peaceful coexistence. Representatives of the training were drawn from Malindi, Rabai, Kilifi North, Kilifi South, Magarini, Ganze, Kauma, Kaloleni and Chonyi. The training resulted to an improved knowledge on election security issues while majority of the participants, at the end of the training, acknowledged their ability to conduct grassroots trainings on elections security. The participants were also empowered on the NCIC complaints handling and processing with an aim of improving hate speech management at the Commission.



From Right to Left: Civil Peace Service Advisor (GIZ) Mr. Michael Dohr, Kilifi County Commissioner Mr. Olaka Kutswa, ORPP Coastal Regional Coordinator Mr. Ezekiel Obonyo, NCIC Assistant Director Legal Mr. Kyalo Mwengi and a CSO representative during a courtesy call to the County Commissioner

3.2.8 Training of journalists and bloggers on hate speech, ethnic contempt and peaceful elections.

To ensure local media stations provide a platform where communities engage, debate and articulate local issues that generate solutions to problems especially ahead of 2022, the Commission sensitized journalists, reporters and bloggers on hate speech, ethnic contempt and peaceful elections in Nandi County. The objectives of the forum included: to enhance the capacity of journalists and bloggers in Nandi County in understanding hate speech, related offences and the NCIC's roadmap to a peaceful election; to enhance the capacity of journalists and bloggers to ensure conflict-sensitive reporting; and to strengthen synergy between the Commission and journalists in Nandi County. The forum that saw 35 participants including 10 women trained resulted to increased understanding of hate speech and related offences, consensus reached among media practitioners to ensure conflict-sensitive reporting, and strategic partnerships and networks with key media practitioners in Nandi County established.



A section of journalists and bloggers during the sensitization forum at the Nandi Fame hotel

3.2.9 Inter and Intra communal dialogues in Nandi- Kisumu County border

The Commission with the support of GIZ- CPS conducted a series of dialogue forums along the Nandi-Kisumu border bringing together peace actors and various community representatives. The forums included a two-day inter-ethnic dialogue forum bringing together representatives from Tinderet sub-county in Nandi County and Muhoroni subcounty in Kisumu County; inter-ethnic dialogue forum for peace actors from Tinderet and Muhoroni sub-counties; a dialogue forum for women and boda boda operators; a football peace tournament involving youth from Nandi and Luo communities; One-day public baraza along the Tinderet and Muhoroni border.

The forums provided platforms for peace actors and community representatives to deliberate on the conflict issues and strategies to promote peaceful coexistence in the region. Following these over 350 peace actors and community representatives were reached and they made resolutions promote peaceful coexistence and end the perennial conflicts along the border.



Awarding of a trophy to the winning football team during the peace football tournament held at Chemelil Sugar Company Grounds along the Nandi-Kisumu border in October 2021.

3.2.10 Inter Communal dialogue forums in Baringo County

During the reporting period the Commission conducted dialogue forums for community representatives and peace actors from Kabarnet, Marigat, Chemolingot and Yatia in Baringo County. The forum aimed at addressing the conflicts over boundaries and cattle theft.

The forum resulted in proposals for both long-term and short-term solutions which included resettlement of internally displaced persons, posting of administrative officers in conflict prone areas, establishment of security camps, disarmament and mopping up of illegal weapons and upgrading of road and communication infrastructure. The forums engaged over 200 peace actors and community leaders who continued to engage in peace interventions at the grassroots level.



Participants during the inter-communal dialogue forum in Baringo County

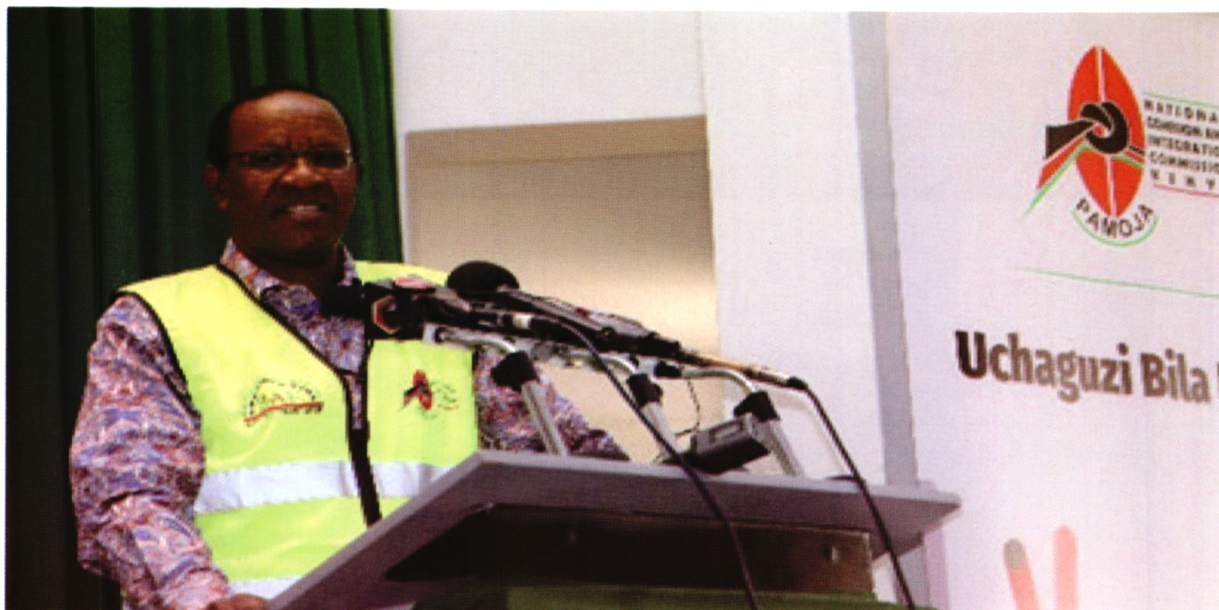
3.2.11 Sensitization forum for boda boda operators, on cohesion and peaceful elections,

The Commission in collaboration with the Boda Boda Association of Kenya (BAK) engaged with Boda Boda members from Nairobi County to sensitise them on peaceful coexistence and their role in promoting peaceful elections. Following this forum over 200 Boda Boda members were sensitised and over 500 IEC and branding materials including stickers and reflector jackets were disseminated. The Boda Boda members also signed and committed to the political decency and peace charter which obligated them to maintain peace during the electioneering period.



Boda Boda Members dancing during the sensitization forum in Nairobi County

The Commission also conducted a national level symposium targeting the public transport sector comprising of matatus , Boda Boda and Tuk Tuk members on their role in promoting peace and cohesion during the electioneering period. The members were sensitized on early warning and early response in a bid to enhance information sharing to avert violence and conflict. The symposium provided members with a platform to openly interact with leaders in the security sector as well NGOs thereby strengthening collaboration towards achievement of peaceful election.



The Principal Secretary Ministry of Interior and Coordination of Government Dr. Karanja Kibicho addressing the Transport sector members during the conference in Nairobi County

3.2.12 Sensitization forum for religious leaders in Mombasa County

The Commission in partnership with the Council of Bishops from the Coast region conducted a sensitization forum for religious leaders on promoting peaceful co-existence. The Commission encouraged the religious leaders to use their unique platforms to spread the peace message. In addition, the religious leaders were linked with the National Government Administration Officers (NGAOs) to enhance coordination and collaboration in their interventions. Following this forum over 420 religious leaders were sensitized and committed to champion peace and cohesion in the region.



The NCIC Chairman Dr. Rev. Samuel Kobia with Religious leaders during the sensitization forum in Mombasa County

3.2.13 Sensitisation of student leaders on leadership and politics

During the reporting period the Commission in collaboration with the Unlock Young Leaders conducted a sensitization forum for student leaders themed “Redeeming the Walls of Leadership and Politics as a Youth”. The forum focused on enhancing youth leadership and governance skills to enable them to effectively participate in governance processes and promote peace and harmonious co-existence. Following this forum 104 student leaders were sensitized.



NCIC Commissioner Sam Kona making remarks during the sensitization forum for student leaders in Nairobi County

3.2.14 Sensitization and exhibition during the Kenya Music and Cultural Festival

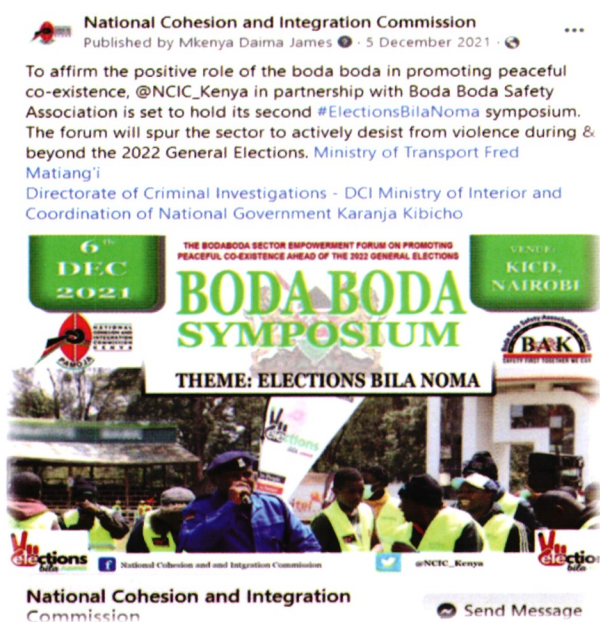
The Commission exhibited and sensitized participants during the Kenya Music and Drama Festival themed in Mombasa County themed “Celebrating the resilience of Kenyans in safeguarding the health of our Nation”. The festival provided a platform for Kenyans to celebrate their cultural diversity, nurture and enhance skills and talents of young Kenyans. The platform enabled the Commission to reach and sensitize over 400 people.



Participants performing during the Kenya Music and Cultural festival in Mombasa County

3.2.15 Sensitized the public on peace and cohesion through the social media platforms:

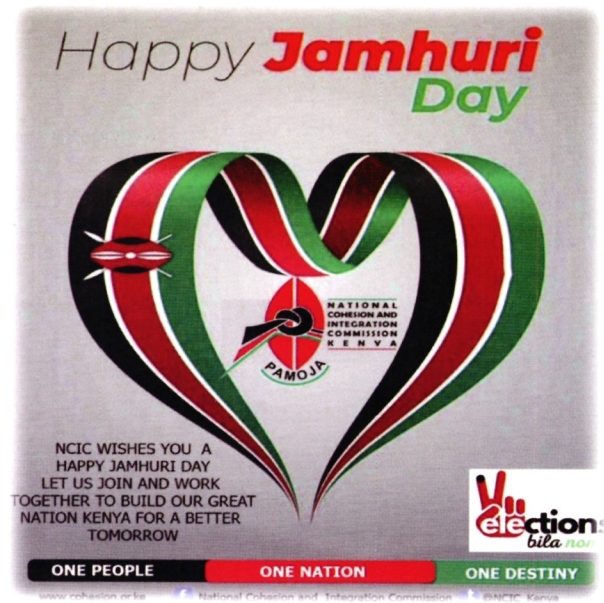
To enhance outreach to the general public the Commission consistently engaged the public through its online and social media platforms key among them the Website, Twitter handle, Facebook page, and YouTube channel. These sensitizations aimed at increasing knowledge and understanding of the public on peace and cohesion as well as enhancing the brand, perception and image of the Commission. Following these engagements over 1million people were reached with peace and cohesion messages.



Excerpts from Twitter and Facebook respectively on NCIC's engagements



Fliers celebrating Christmas day and customer service week respectively posted on social media handles



Fliers celebrating Mashujaa and Jamhuri days respectively posted on social media handles

3.2.16 Sensitization of community representatives from informal settlements on countering political intolerance and electoral violence

The Commission conducted a sensitization forum for community representatives from informal settlements in Huruma, Langas, Kamukunji and Munyaka areas in Uasin Gishu. The sensitization was conducted in collaboration with the Independent Electoral and Boundaries Commission (IEBC), Office of the Registrar Political Parties (ORPP) and National Authority for the Campaign against Alcohol and Drug Abuse (NACADA). The forums used town hall meetings and a football for peace tournaments and targeted women, youth, and representatives of CSOs. Following these engagements over 400 peace stakeholders were reached and sensitized.



Participants in a session during the sensitization forums in Uasin Gishu County

3.2.17 Peacebuilding forums for peace actors and stakeholders on peace, cohesion and conflict management

During the reporting period the Commission conducted peace forums for peace actors with an objective of enhancing their capacity to resolve and manage communal conflicts. The forums were conducted in Kisumu- Kericho, Kisumu- Nandi, Naivasha and Laikipia Counties. As a result of the peace forums a total of 120 actors were reached and sensitised and they also developed action plans to guide in implementation of peace and cohesion interventions at the grassroots level.



Peace actors in a group discussion session during the stakeholder peace forum in Kisumu County

3.2.18 Strengthening and establishing of Mediation Support Units

During the reporting period the Commission established Mediation Support Units (MSUs) in Nandi-Kisumu, Kisumu-Kericho, and Laikipia Counties. The MSUs were established with the objective of taking lead in monitoring early warning signs and resolving communal conflicts through dialogue and mediation. The members of the MSUs were drawn from, local peace actors, leaders from labour populations, local religious leaders, NGAOs, CSOs, County Government and PWDs. Following these engagements, 3 MSUs comprising of 30 multi-ethnic community members from the neighbouring communities were established.



Regina Mutiru, Senior Programme Officer at NCIC facilitating a session for the selected mediators in Kisumu County

3.2.19 Sensitization forums for peace actors on peaceful elections and co-existence

During the reporting period, the Commission conducted county engagements forums in Hogmanay, Migori, Nakuru, Narok, Kisumu, Kericho and Nandi. The County engagements involved youth empowerment forums, inter-community dialogue forums, capacity building of Police Officers, peace caravans and focused group discussions targeting community leaders. The forums aimed at establishing the root causes of conflicts and propose interventions as well as enhance the capacity of local peace structures and actors to promote and maintain during the electioneering period. Following the forums a total of 177 youths, women and peace actors were reached and sensitized with peace and cohesion messages.



NCIC staff giving the Homabay County Commissioner Mr. Michael Mwangi a branded t-shirt and a copy of the Roadmap to Peaceful Elections 2022

3.2.20 Mainstreaming peace and cohesion in institutions of learning through Amani Clubs

- a) **Sensitised students on peace and cohesion-** The Commission sensitised students from Riara School on peace and cohesion during a campaign dubbed “Pamoja Tudumishe Amani.” The campaign aimed at sensitising students on peace and cohesion and embracing of diversity.

Following the sensitisation, a total of 162 students were reached and over 500 assorted IEC materials among them brochures and publications were disseminated.

- b) **Sensitised students during the Amani Club Talent Competition** –The Commission conducted a sensitisation for students from Precious Blood School during the Talent Competition themed “Discovering Harmonious Coexistence through Talents”. The competition aimed at promoting appreciation of diversity among students. Following this forum, a total of 73 students were reached and sensitised
- c) **Sensitised Amani Club members and students from University of Embu-** The Commission participated and supported the Embu University peace walk and sensitised over 500 students on peace and cohesion and peaceful participation in the general elections.
- d) **Building the capacity of Amani club coordinators on peace and cohesion-** The Commission conducted a two-day training for the Amani club County Coordinators in Machakos county. The training targeted coordinators from all the 47 Counties with an aim of enhancing the capacity of coordinators to promote and manage peace and cohesion interventions in schools through the Amani Clubs structure. Following this training a total of 91 Amani Club coordinators were trained Amani club strategies and management as well as on peace and cohesion.

- e) **Launch of Amani Club Peace Garden in Machakos Girls School-** The Commission, participated and supported the launch of Amani Club peace garden in Machakos Girls High School in Machakos County. The peace garden was established to provide the Amani club members with a platform where they would meet to discuss and showcase peace and cohesion matters.
- f) **Launch of Amani Club and Peace Talk in Makueni Boys School-** The Commission facilitated a sensitisation forum for Amani Club members in Makueni Boys School in Makueni County with an aim of popularising the peace clubs and peace activities in schools. Following this forum a total of 200 students were reached and sensitised on peace and cohesion.



(Left) Mr. Kilian Nyambu NCIC Deputy Director Public Outreach and Education awarding certificates to an Amani Club County Coordinator in Machakos County (Right) Embu University students during the Amani Club peace walk in Embu County



Students from Riara school performing during the sensitization forum in Nairobi County

3.2.21 Sensitization Forum towards Countering Electoral Violence and Political Intolerance

The Commission conducted community outreach forums in Kericho-Kisumu and Nandi-Kisumu using peace caravans and targeting cross border areas, labourer ethnic communities and areas with history of post-election and historical injustices. The forums aimed at promoting diversity, inclusivity and national cohesion in the target areas during the electioneering period. Following these forums, the capacity of state and non-state peace actors to collaborate and co-ordinate in the prevention of violent conflicts was strengthened. A total of 71 stakeholders were reached



Participants during the peace sensitization forums in Kericho County

3.2.22 Sensitisation of Women political aspirants and signing of Political Decency and Peace Accountability Charter

The Commission conducted a sensitisation forum for ODM women political aspirants in Nairobi County. The aim of the forum was to enhance engagement with political parties and the political class in promoting peace during the electoral cycle. This forum focussed on servant leadership and enlisting the political class as peace ambassadors and commitment to political decency and peace charter. As a result of this forum a total of 50 women aspirants were reached and sensitised.



Women political aspirants from ODM party during the sensitization forum in Nairobi County

3.2.23 Fact-finding mission in Lamu County to establish the causes of conflict and violence

The Commission responded to the conflict in Lamu County by conducting a fact finding mission and engaging with community members to establish the causes of conflicts as well as proffer solutions. The Commission held several forums with local peace and security actors and public Barazas with the community members. Following the forums a total of 500 community members were reached and they resolved to curb the land related conflicts and statements of incitement on social media.



Participants deliberating on the causes of conflicts during the fact finding mission in Lamu County

3.2.24 Conducted a National Conflict Hotspot Mapping

The Commission conducted a national conflict hot spot mapping of counties and the existing risk factors that can trigger electoral conflict and violence. The hotspot mapping analysed factors that can cause the likelihood of election violence in counties in order to put in place interventions that can prevent and mitigate election violence. The mapping exercise used the mixed methods approach to collect and analyse data from Nairobi, Nyanza, Western, North Eastern, Central, Coast, Eastern and Rift Valley regions in Kenya. Following the mapping data analysis, report writing, and validation was conducted internally and externally with 60 stakeholders. The final report with key findings and recommendations was adopted and launched in May 2022. The findings and recommendations were disseminated to state and non-state actors to inform targeted interventions towards violent free elections.

The determinants of the Index were categorized into 3 areas including potential triggers of violence, weak institutional capacities, and pre-existing conflict factors. The report used 2 indexes KEVIN and KEVIC. Kenya Election Violence Index (KEVIN) the composite was 53.4% of the country facing election violence. Kenya Election Violence Index for counties, basically implies that every county has its own score and dynamics towards its conditions of preparedness to curb electoral violence. The hotspot report ranked the counties in 4 categories: high risk, medium-high risk, medium-low risk and low risk.

Summary of the Risk Categories for the 47 counties

High Risk -71% and above	Medium High Risk- 54-70%-	Medium Low-36-53%-	Low Risk-35% and below
6 Counties	10 Counties	23 Counties	8 counties



Focus group discussion during Conflict mapping in Nairobi and Nyanza regions



Participants during the external validation forum for the hotspot mapping report in Nairobi County

3.2.25 Study on the impact of conflict on business eco-system and labour plantations;

The Commission, with the support of REINVENT, conducted a research and analysis on impact of conflict on business eco-systems and labour populations with an aim of promoting peace, cohesion and mitigate conflicts and electoral related violence in Kenya. The research study used structured questionnaires, Focussed Group Discussions(FGDs) and Key Informant Interviews (KIIs) and explored new knowledge to assist in identification of entry points for interventions within the diverse labour communities most affected during periods of violent conflicts. The research was conducted concurrently in Naivasha Sub-county, Laikipia, Nandi-Kisumu and Kericho-Kisumu Counties. As a result of the research, a report with recommendations and highlights of the conflict hotspot areas as well as entry points to address the conflicts was prepared and shared with stakeholders to inform interventions.



Participants during the validation of the findings of the report on impact of conflict on business ecosystems in Laikipia County

3.2.26 Electoral Political Economy Analysis (EPEA) of Kenya:

The Commission in collaboration with ECES undertook the Economic and Political Electoral Analysis (EPEA) to analyse the elements that drive political behaviour, how it shapes particular policies and programs. Specifically, the study focused on the interests and incentives facing different groups in society and how these generate particular policy outcomes that may encourage or hinder development; the role that formal institutions and informal social, political and cultural norms play in shaping human interactions and political and economic competition; and the impact of values and ideas, including political ideologies, religion and cultural beliefs, on political behaviour and public policy. The study used mixed methods with desk review and KIIs of key peace practitioners. The report with key recommendations was disseminated to peace stakeholders in order for them to put in place targeted interventions.



Participants during the Electoral Political Economy Analysis (EPEA) forum with the JUA KALI Association in Nairobi County

3.2.27 Sensitization of youths towards countering Electoral Violence and Political Intolerance

The Commission conducted a peace sensitization forum for members of different ethnic communities in particular the labourer community in working in flower farms, fishing sector, boda-boda, and small market traders. The forum aimed at building resilience of these vulnerable groups against electoral violence and political intolerance. The participants deliberated on the conflict triggers and proffered solutions to prevent and avert conflicts and violence. As a result, a total of 60 key stakeholders were reached and sensitised.



Participants during the sensitization forums in Naivasha Sub-county in Nakuru County

3.2.28 Sensitization for Youths in Informal Settlements on Peace and Cohesion

The Commission in implementation of the Roadmap to a Peaceful Elections, conducted a five -day Youth sensitisation forum in Nairobi's informal settlements of Kibagare & Kangemi , Kawangware, Kibera, Dandora, Kariobangi, Mathare and in Ngong in Kajiado County. The forum aimed at enhancing awareness among the youths in informal settlements on countering electoral related violence and promoting peaceful coexistence. Following these forums, the youths signed and committed to the political decency peace and accountability charter. A total of 296 people (186 males and 110 female) were sensitised and reached with peace messages.



Youths from Mathare during the sports for peace sensitization forum in Nairobi County

3.2.29 Sensitization for Women, Youth, and Local Leaders on Peace and Cohesion

The Commission conducted a sensitization forum for women, youths and local leaders in Bungoma County. The forums aimed at enhancing the capacity of the youth, women, peace actors, and security agents to promote peace, cohesion and integration. The participants were sensitised on the Kenya National Action Plan (KNAP II) on United Nations Security Council resolution (UNSCR 1325) on Women and security and UNSCR 2250 on youth and security. As a result, a total of 162 participants were reached sensitised and committed to manage counter ethnic-based political violence and promote peaceful coexistence the at community level ahead of 2022 elections.



Participants engaging during the sensitization forums in Bungoma County.

3.2.30 Sensitization of religious leaders on peace and cohesion

During the reporting period, the Commission in collaboration with religious leaders conducted sensitisation meeting with religious leaders under the National Council of Churches of Kenya (NCCCK) in Kajiado County. The sensitisation meeting aimed at promoting and advocating for peace and tolerance during and after the elections and putting in place strategies towards a just, peaceful cohesive, and inclusive society. The participants were taken through the Elections Bila Noma roadmap and they committed to use their platforms to promote peace at the grassroots. A total of 45 religious leaders were reached and sensitised



Religious leaders during the sensitization forum in Kajiado County

3.2.31 Conducted County engagement forums on peaceful coexistence ahead of General election 2022

Following the launch of the NCIC conflict mapping report that identified possible hotspot counties the Commission conducted six (6) County engagements in Muranga, Kirinyaga, Kilifi, Kakamega, Vihiga and Mombasa Counties. The forums aimed at enhancing the capacity of local peace structures, security forces, community leaders, state agencies, and the youths to maintain peace before, during, and after elections. The County engagements involved conducting peace caravans/roadshows, community dialogues, youth empowerment sessions, and capacity building sessions for Officers from the National Police Service. The forums provided a platform for the target group to identify challenges and factors that could affect peaceful coexistence. A total of 3,000 participants were reached and sensitised during the empowerment sessions while over 10,000 people were reached and sensitised through peace caravans in the six Counties.



(Left) Commissioner Eng. Philip Okundi address the media during the county engagement in Vihiga and (Right). NCIC Senior Programme Officer engaging participants in Kilifi County

3.2.32 Sensitization of citizens on Conflict Prevention and Peace Ahead of general Election.

During the reporting period the Commission conducted a sensitization forum in Nandi County Activity comprised of three activities, namely: a Peace Forum, a Peace Roadshow Caravan, and a Public Baraza. The facilitators used plenary discussions and Q/A sessions to engage the participants on what the latter can do to ensure Nandi remains peaceful before, during, and after the August 9th General Elections.

The forum aimed at sensitizing different participants on non-violent means of political expression and tolerance of people with divergent political opinions. As well as carrying out a roadshow Caravan transverse the various informal settlements; doing civic education on the role of citizens in a peaceful election. A total of 188 participants were reached out of that number 150 signed Political Decency and Peace Charters.



NCIC Deputy Director Mr. Kilian Nyambu engaging participant during the sensitization forum in Nandi county

3.2.33 Sensitization during the Mimi Mkenya engagement program on peace and cohesion.

During the reporting period, the Commission in partnership with European Centre for Election Support (ECES) and National Television (NTV) conducted a live show engagement program themed Mimi Mkenya. The engagement targeted the media, youth, women, elders and community leaders with an aim of sensitising them and building their resilience against political and electoral related violence. The engagements were conducted in Nairobi, Kisumu, and Mombasa and as a result a total of 198 participants (142 male and 53 female) were reached and sensitised.



(Left) Participants during the live engagement in Nairobi County and (Right) Commissioner Sam Kona (Second Right) with other panelists during the engagement

3.2.34 Sensitization of students during the Annual Cultural Festivals in Kisii University

The Commission supported and sensitised students and community members during Annual Cultural Festival in Kisii University whose theme was “Youths as Agents of Peace, Inclusivity & Value-Based Cultural Integration”. The festival provided the students, teaching staff and the local community members with a platform to celebrate and appreciate the rich cultural diversity and values through song, dance, folklore, poetry, narrations, and exhibitions. As a result, over 2,000 students were sensitised and reached with peace and cohesion messages and pledged to be ambassadors of peace.



NCIC CEO Dr. Skitter W. Ocharo (Fourth left) gracing the festival as a Guest of Honour (right) participants receiving an award during the festival at Kisii University

3.2.35 Sensitization of citizens on peace and cohesion during the Amani Torch Run.

The Commission in collaboration with the Special Olympics Kenya, Mkenya Daima Initiative and the National Police Service supported the launch the Amani Torch Run. The Torch Run aimed at reaching at least two million Kenyan youths with the message of peace and inclusivity ahead of the August General Elections in Kenya in 2022. The Torch Run attracted over 500 participants who participated in the run across Counties in Kenya disseminating messages of inclusivity and peace to all Kenyans and urging Kenyans to shun electoral violence.



Participants during the launch of the Amani Torch run at KICC Nairobi County

3.2.36 Commemoration of peace anniversary in Narok County.

The Commission in collaboration with the NGAOs commemorated the sustained peace in Narok County. This followed successful implementation of interventions to address the perennial interethnic conflicts that had been experienced in the area. The commemoration of the two-year peace anniversary was held in Narok South and brought together communities living Oleshapani, Olororwasi, Ololoi-paingi, Nairur, Migenyi-Sogum wards in Narok South.



(Left) Commissioner Sam Kona addressing participants and (Right) Ms. Millicent Okatch Director Research engaging community members in Narok South

3.2.37 Cascade trainings on Leadership and Conflict Management for Electoral Stakeholders.

During the period under review the Commission in collaboration with ECES conducted Cascade Trainings under the Pro Peace Kenya project. The Leadership and Conflict Management Skills for Electoral Stakeholders (LEAD) is a learning tool used to strengthen the management and leadership abilities of electoral stakeholders to improve their conflict management skills. The cascade trainings were conducted in Isiolo, West Pokot, Makueni, and Kisumu Counties. As result a total of 84 participants from different stakeholders in the electoral process were trained and certified to cascade the training to other stakeholders in lower levels.



(Left) Participants during the cascade training in Isiolo County and (Right) Participants after completion of training and being certified

3.2.38 Marsabit peace dialogue forum

The Commission conducted a peace dialogue forum for community and religious leaders drawn from the Borana, Rendille, and the Gabra in Marsabit County. The forum was conducted in Isiolo county and aimed at deliberating on long term strategies to curb the cyclic violence experienced among the communities. During the meeting, an update on the status of peace in Marsabit County was shared including the past interventions put in place to address the conflicts. The community and religious leaders build consensus on the key challenges to peace in the region and drew an action plan of interventions to be undertaken to achieve sustainable peace and cohesion. A total of 70 leaders were engaged and committed to spearhead the peace process in Marsabit County.



Participants during the peace dialogue forum in Marsabit County

3.2.39 Facilitated intra and inter-ethnic dialogues for communal reconciliation and cohesion.

During the reporting period the Commission in partnership with Act Change Transform (ACT!) conducted dialogue forums for security and community peace actors from Kericho, Kisumu and Nandi. The dialogue forums aimed at deliberating on the dividers and connectors within the Counties and proffer solutions and recommendations end recurrence of disputes and conflicts. Following the dialogue form the community leaders reached a consensus to address negative ethnicity, land and boundary disputes, as well as political incitement which were key challenges to peace and cohesion in the counties. As a result of the dialogue forums a total of 210 peace stakeholders were engaged.



Participants during the dialogue forums in Kisumu-Nandi border

3.2.40 Conducted peace dialogue forums in Nakuru County

The Commission in partnership with United Nations Development Programme (UNDP) conducted two dialogue engagement forums in Nakuru County. The forums involved a dialogue forum for peace ambassadors and an inter-ethnic youth football tournament in Narok North sub-county which brought together youths from Kikuyu, Kalenjin, Ogiek, and Maasai communities. The forums aimed at sensitizing key peace stakeholders on their role in promoting peaceful coexistence specially during the elections. Following these forums, a total of 280 peace stakeholders were reached and engaged and committed to promote peaceful elections.



NCIC Commissioner Hon. Dorcas Kedogo and Commissioner Abdulaziz Farah and participants during the forums in Narok County

3.2.41 Conducted induction forums for Mediation Support Units (MSUs)

During the reporting period, the Commission in partnership with REINVENT conducted four induction forums for Mediation Support Units (MSUs). The MSUs comprised of peace stakeholders from laborer communities in Laikipia, Naivasha, and community leaders from Nandi-Kisumu, and Kericho-Kisumu borders. The MSUs were trained on dialogue and mediation skills, Early Warning and Early Response (EWER). As a result, a total of 75 members of the MSUs and 17 members of the Cross Border committees were trained and linked with the County Security Intelligence Committee (CSIC) in order to enhance their interventions of resolving conflicts at the community levels.



(Standing) Ms. Regina Mutiru, NCIC Senior Programs Officer, during the induction forum for the Mediation Support Unit (MSUs) in Naivasha Nakuru County



(Left standing) Ms. Murugi Ndwiga, NCIC Principal Programme Officer with Members of the Laikipia Mediation Support Unit (MSU) during the induction forum in Rumuruti, Laikipia County

3.2.42 Training of local peace structures on peacebuilding and conflict transformation.

During the reporting period, the Commission in partnership with GiZ conducted a training for local peace structures from Kiambu and Nairobi counties. The trainings targeted peace committees, nyumba kumi, village elders, community policing and religious leaders with an aim of strengthening the capacity of these peace structures on alternative dispute resolution mechanisms and early warning, and early response. As a result, a total of 63 members of the peace structures were trained, developed an action plan and awarded with certificates.



Ms. Regina Mutiru, NCIC Senior Programme Officer, facilitating a session during the Kiambu Peace Structures Training in Nairobi County.

3.2.43 Strengthened the capacity of the County Peace Forum and Conflict Analysis and Early Warning Group

The Commission in partnership with UNDP held a two-day capacity strengthening forum for the County Peace Forum (CPF) and Conflict Analysis and Early Warning Group (CAEWG) in Nakuru County. The participants consisted members from the county peace forum, the peace committees, county security team, boda boda and civil society organizations. The forum aimed at improving peaceful coexistence and reducing ethnic and electoral-related violence at the local and national levels. As a result the participants were trained on monitoring and prevention of hate-speech and conflict early warning and early response reaching a total number of 75 stakeholders.



Participants in a group work session during the County Peace Forum in Nakuru County.

3.3 REDUCTION OF HATE SPEECH AND ETHNIC BASED POLITICAL VIOLENCE

3.3.1 Training of local peace actors on hate speech, ethnic-based political violence and peaceful coexistence

During the reporting period the Commission in collaboration with IEBC and ORPP conducted three trainings for local peace actors on hate speech, ethnic based political violence and peaceful coexistence in Mombasa, Kisumu and Kakamega Counties. The trainings aimed at enhancing the capacity of security actors as well as reinforcing their role in promoting peace and cohesion during and after the electioneering period. Following the trainings, a total of 174 security actors (119 male and 55 female) were trained on hate speech management, early warning and early response as well as on countering political intolerance and electoral violence. The security actors developed an action plan and committed to conduct awareness sessions in their localities through public barazas and other platforms.



Participants during the peace actors' sensitization forum in Kisumu County

3.3.2 Sensitization forum towards countering electoral violence and political intolerance for youth from informal settlements

During the reporting period the Commission in partnership with GIZ- CPS (Civil Peace Service) conducted 3-day sensitisation forums for youth from informal settlements in Gilgil, Naivasha and Nakuru East Sub- Counties in Nakuru County. The sensitization forums aimed at building resilience among the youth to counter political intolerance and electoral violence and enhance trust and collaboration between community members and government agencies. As a result, a total of 191 youths (127 male and 64 female) were sensitised and committed to promote peaceful coexistence during and after the electioneering period.



NCIC Programme officer Nancy Mulu engaging participants during the sensitisation for youth in Naivasha, Nakuru County

3.3.3 Sensitization forum for Journalists, Reporters and Bloggers on conflict sensitive reporting and hate speech management

In the period under review the Commission in collaboration with IEBC, ORPP, Kenya News Agency (KNA) and Media Council of Kenya (MCK) conducted two-day sensitization forums in Kericho and Kisumu Counties. The forum brought together, bloggers, editors and reports from key media houses in the region as well as the CSIC members. The forum aimed at reinforcing the role of the media and in particular vernacular radio stations in curbing ethnic hate and de-escalating conflict as well as its strategic positioning and potential to enhance peaceful coexistence. The participants were sensitized on hate speech management, conflict resolution and conflict sensitive reporting. Following these forums, a total of 50 media representatives (37 male and 13 female) were sensitized and a network of journalists and bloggers in Kericho and Kisumu County was established.



Participants during the training of journalists and bloggers in Kericho County

3.3.4 Monitoring and Observation of By-Elections

The Commission monitored and observed the Kiambaa Constituency by election in Kiambu County which was occasioned by the death of the then Member of the National Assembly (MNA) for Kiambaa Constituency Hon. Paul Koinange in March 2021. The monitoring and observation of the electoral process during the by-election was aimed at documenting incidences of ethnic discrimination, hate speech and incitement in order to curb the incidences and enhance peaceful elections. As a result, an election monitoring and observation report with recommendations was prepared and disseminated to relevant stakeholders for action.

During the period under review the Commission also conducted observation of party primary nominations rallies in eight (8) Counties namely; Nairobi, Kajiado, Nakuru, Narok, Kisumu, Migori, Kisii, and Nyamira. The observation aimed at identifying hate speech and electoral related incidences i.e.,. Additionally, random monitoring of campaign rallies were carried out in 22 counties across the country where intelligence reports were prepared and shared with relevant agencies for action.



NCIC election observer team with Mr. Peter Muigai the Returning officer for Kiambaa constituency at the Tallying Centre in Kiambu County

3.3.5 Conducted regional forums to promote Peace and Political Accountability among Political Leaders.

The Commission with the support of the Swiss Embassy implemented a project on promoting peace and political accountability through the development and dissemination of a political decency and accountability charter. The charter was developed through a consultative process that involved bringing the stakeholders in the peacebuilding and elections sector key among them, IEB), ORPP, Political Parties Liaison Committee (PPLC), National Steering Committee on Peace Building and Conflict Management (NSCPCM), and Ethic and Anti-Corruption Commission (EACC).

Following the development and validation of the charter the Commission conducted eight (8) regional sensitization forums aimed at enhancing awareness among the citizenry on holding leaders politically accountable; engaging political parties and politicians in entrenching a culture of peace during political and electoral processes; enlisting political leaders and political parties as agents of peaceful electoral processes and promoting compliance and political accountability among political leaders and political parties. The sensitization forums were conducted in Kakamega, Kisumu, Garissa, Nyeri, Uasin Gishu, Embu, Mombasa and Nairobi Counties. Following the dissemination during the regional forums a total of 662 political leaders and political aspirants, were reached, sensitized and signed to committed to the charter while over 10,000 political aspirants and leaders signed the peace charter across the country through other NCIC and partner engagements.



Participants during the sensitization Forum on the political decency and accountability Charter in Mombasa County

3.3.6 Strengthened the capacity of the police officers on hate speech management

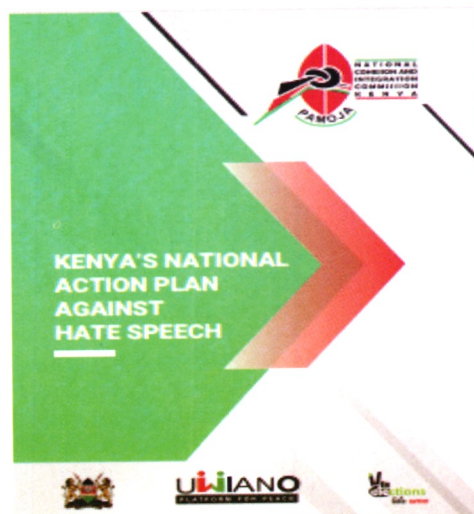
During the reporting period the Commission conducted sensitization forums for police officers' in ten (10) Counties namely; Homabay, Migori, Kisumu, Kericho, Nandi, Uasin Gishu , Narok and Nakuru, Murang'a, and Embu Counties. The forums targeted officers from DCI, aimed at building the capacity of officers on investigation and management of hate speech and related offences ahead of the General Election. The activity targeted police officers from Counties the police Service, were drawn from the Directorate of Criminal Investigations (DCI), Kenya Police Service (KPS) and the Administration Police Service (APS). As result, 287 security officers were reached and sensitised on hate speech monitoring and reporting



Participants during the sensitisation forum in Kericho County

3.3.7 Development of the Kenya National Action Plan Against Hate Speech

The Commission with the support of the Office of the Special Advisor on the Prevention of Genocide developed a Kenya National Action Plan against Hate Speech. The Kenya National Action Plan against Hate Speech was developed with the objective of identifying actors contributing to combating hate speech, the priorities, commitments, challenges and opportunities in the process of hate speech management. The action plan provides a platform for synergy building among stakeholders who prevent and counter hate speech in Kenya as well as guide the implementation of hate speech management in Kenya



Kenya National Action Plan Against Hate speech management

3.3.8 Development of faming and shaming guidelines

The Commission developed a Farming and Shaming Guidelines in its efforts to prioritize measures that will deter Kenyans, especially politicians or institutions whose words of conduct may threaten the fragile social cohesion fabric. The development of this guidelines was informed by the NCI Act 2008 Section 26 (2)(b), which mandates the Commission to publish names of persons or institutions whose words or conduct may undermine peace and harmony. The Commission will use these guidelines to fame and shame individuals as well as institutions who promote peace, inspire a sense of patriotism, respect and appreciation of cultural diversity, as well as shame purveyors of hate and ethnic contempt.



The Faming and Shaming Guidelines

3.3.9 Monitoring of hate speech and ethnic contempt

The Commission strengthened the Multiagency Taskforce team that has enhanced management of hate speech, ethnic contempt and political incitement. The Multi-agency working group comprises of NCIC, Independent Electoral and Boundaries Commission (IEBC), National Intelligence Service (NIS), Ethics and Anti-Corruption Commission (EACC), Office of the Director of Public Prosecutions (ODPP), Office of the Registrar of Political Parties (ORPP), Office of the Attorney General, National Police Service (NPS), Directorate of Criminal Investigations (DCI), Media Council of Kenya (MCK), Communication Authority of Kenya (CAK), Ministry of Information,

Communications and Technology and National Steering Committee on Peace Building and Conflict Management (NSC). To support and enhance a safe digital space in the management of hate speech and ethnic contempt. Commission monitored political meetings and gatherings as well as all social media platforms. From the social medial platforms the Commission flagged 245 hate speech and ethnic contempt related incidences for investigation. In the same period the Commission handled 53 cases, out of which 32 are under investigation, 9 are cases for conciliation, 7 have been concluded while 5 are currently before court.

3.4 ORGANIZATIONAL CAPACITY STRENGTHENING

3.4.1 Review of the memoranda on National Cohesion and Peace Building Senate Bill 2021

During the period under review the Commission engaged the Senate Standing Committee on National Cohesion and Equal Opportunity to review the National Cohesion and Peace Building Bill, and present the feedback to enable harmonization with the NCIC Amendment Bill. The review meeting took place in Mombasa County and brought together 12 members of the Senate Committee and 7 members of Senate Secretariat. The review meeting involved presentations and discussions on the National Cohesion and Peace Building Senate Bill, the views and presentations from other stakeholders who included Federation of Women Lawyers (FIDA) and the Department of the National Cohesion.

Following the review meeting it was resolved to merge all the three Bills for harmony and speed up review and presentation. The team also agreed to engage the County Government and existing local peace structures including the Peace Committees (PCs) and Nyumba Kumi who are an integral part of the peacebuilding sector. The technical team from the Senate and NCIC resolved come up with a framework for implementing of the resolutions.



Members of the Senate Committee and NCIC Commissioners and Secretariat during the review of the Senate Bill in Mombasa County

3.4.2 Support the Diversity and Inclusion Awards and Recognition (DIAR) Awards

In a bid to contribute to diversity and inclusion in Kenya, the Commission participated and supported the 4th edition of the National Diversity and Inclusion Awards and Recognition, popularly known as DIAR awards. The DIAR awards is held annually with an aim to award to celebrate companies, government agencies, CSOs, NGOs, CBOs and individuals who champion diversity and promote inclusivity in the workplace and a socially cohesive society. The Commission for the third time running was awarded among other as champions of diversity and inclusion in Kenya. As a result, the forum enhanced and sustained conversations around equality, diversity, and inclusion.



(Left) The NCIC Chair, Rev. Dr. Samuel Kobia makes his remarks during the DIAR award
 (Right) NCIC team of Commissioners, CEO and Staff receives the DIAR award

3.4.3 Media Engagements

To reach out to the general public, the Commission conducted media engagement campaigns through regular press statements which were published in print media as well as aired in both national, and vernacular radio and television stations which included, *Citizen TV, NTV, KTN, Inooro, Kass TV, KBC, KBC Taifa, TV47, Ebru TV, Hope FM, Radio Citizen, Radio Maisha, Milelel FM, Ramogi, Muuga, Kass, Emo, Taach FM, Mulembe, Meru and Muuga FM* as news.

As a result of these press conferences, the Commission stories were carried and published as hard news in both print and electronic media and covered in over 15 vernacular radio stations, five national television stations and four daily newspapers. Besides the press statements and press conferences, the Commission participated in strategic talk shows which included Kenya Broadcasting Corporation (*KBC*) Channel 1, *KTN News, Citizen TV, Mulumba FM, Radio Citizen* to discuss election preparedness and mitigation of hate speech ahead of the 2022 General Elections. According to Kenya Audience Research Foundation (KARF), through this program, the Commission reached over three million Kenyans with peace messages. As a result, Commission reached over 20 million viewers, readers and listeners across the country

3.4.4 Branding and Publicity

During the period under review, the Commission continued to enhance its publicity and visibility through participating in celebration of the International Day of Peace (IDOP) celebrations marked globally on 21 September. The 2021 Global Peace Day focused on the theme “*Recovering better for an equitable and sustainable world,*”. The Commission together with the Uwiano Platform for Peace partners commemorated the celebrations in Nairobi, Marsabit, Uasin Gishu, Kisumu and Nakuru counties. The Commission partnered with NACADA to develop key messages and IEC materials to amplify the Roadmap to Violence Free Elections as well as the IDOPs theme through a peace caravan. As a result, the Commission was given media coverage priority in the following stations, *Citizen, NTV, KBC K24, Hope FM, Kass FM, Taach FM, Ramogi FM, Muuga FM, Hope FM* as well as social media coverage reaching over ten (10) million Kenyans with peace messages across the country.

During the period reporting period the Commission published and disseminated quality publications, which include the *Roadmap to Violence Free Elections 2022* as well as the NCIC Service Charter 2021-2025 in English and Kiswahili version. The publications were uploaded on the NCIC website reaching over 250,000 Kenyans. In the spirit of inclusion of Persons with Disability (PWDs), the Commission partnered with the Sign Television to translate the Service Charter to Voice and sign language targeting the deaf and the blind. The video clip was aired in Sign TV and uploaded on the NCIC website. As a result of this production, over 300,000 PWDs were reached.

3.3.5 Validation of the NCIC Communication Strategy

During the period under review the Commission in collaboration with GIZ developed and validated the communication strategy. The validation forum brought together staff, Commissioners, and stakeholders including and GIZ. The Communication strategy will enable the Commission engage effectively with its stakeholders.

3.3.6 Social Media Conversations and Digital campaigns

The Commission monitors online platforms to rid them of ethnic contempt, hate speech and incitement to violence to enhance promotion of cohesion amongst Kenyans. The platforms monitored include and are not limited to, general and political blogs, online news sites, Facebook, Twitter, YouTube, and Instagram. Through NCIC website, youtube, facebook and twitter platforms, the Commission engages the public by updating its activities on a daily and weekly basis. In addition, the Commission amplifies its communication by using short videos and images and tags key partners as well as social media influencers. As a result, the Commission has enhanced its reach and visibility among the public.

3.3.7 Google AD Support

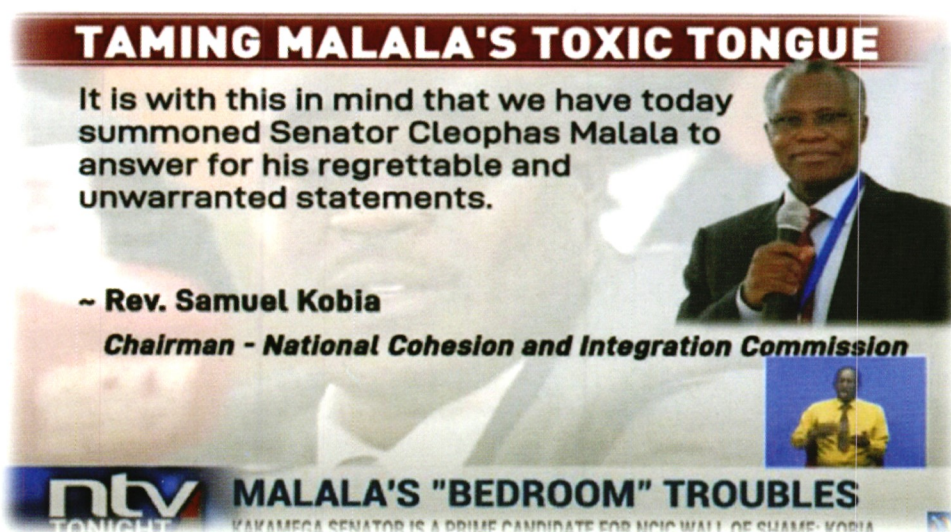
The Commission in collaboration with UNDP adopted the Google Ad support to through training on Google Ad and uploading NCIC adverts on the *Elections Bila Noma* Link page. Through Google Ad support, the Commission's information will appear among the top search engines enabling online visitors to be redirected to the NCIC Roadmap to peaceful elections link page. As a result, there was increased online traffic of visitors to this page and increased visibility.

3.3.8 Establishing and sustaining linkages and strategic partnerships

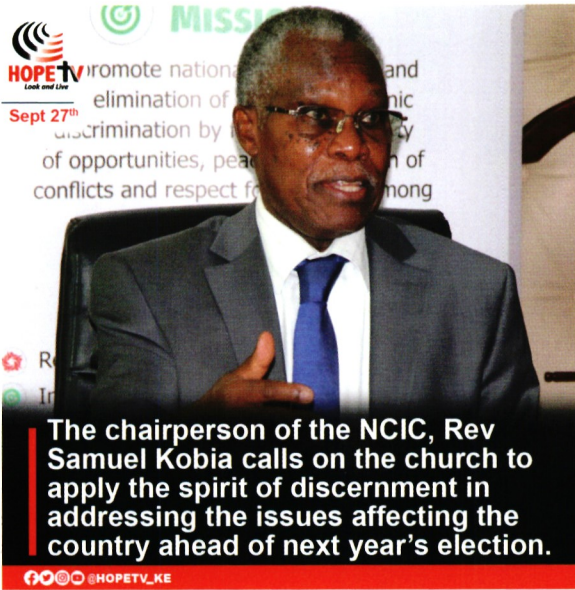
During the reporting period the Commission established partnerships through signing of Memorandum of Understanding (MoUs), with Kenyatta University (KU), NACADA. The MoU's will enable the institutions to collaborate in a more structured manner and enhance implementation of joint interventions.

3.3.9 Activation of Election Bila Noma Campaign

During the reporting period the Commission strategically disseminated the Roadmap to Violent Free Election "Elections Bila Noma" campaign booklet to various stakeholders in the peace and electoral process sector. To enhance the dissemination and reach to both internal and external stakeholders the Commission also engaged in branding of IEC materials and developed a link page of the roadmap (<https://cohesion.or.ke/Election2022/index.php/elections-2022>)



NCIC Chairperson, Rev. Dr. Samuel Kobia CBS, on NTV engaging on management of hate speech and incitement to violence ahead of 2022



#GoodMorningKenya

EYE ON POLITICS

GOOD MORNING KENYA

Topic:
Curbing hate speech

Guest:
REV. DR. SAMUEL KOBIA
Chairman-National Cohesion & Integration Commission (NCIC)

Monday, 13th Sept, 2021 | 8:00am
www.kbc.co.ke

KBC

Elections
bila noma

COHESION TODAY

ELECTIONS BILA NOMA

January - March
2022 Edition

STRATEGIC PARTNERSHIPS AHEAD OF THE 2022 AUGUST POLLS

Strategic Security Meeting

The NCIC Chairman Rev. Dr. Samuel Kobia joined Cabinet Secretary for Interior and Coordination of National Government Hon. Dr. Fred Matiangi CBS and other key players in the security sector for a strategic meeting to coordinate and chart a way forward towards achieving a peaceful election-ensuing period.

COHESION TODAY January - March 2022

MONDAY REPORT

Trevor OMBINJA

#MondayReport

20TH SEPT. 2021
9PM

CITIZEN

ELECTIONS AND PEACE

DR. MUSTAFA Y. ALI
SECRETARY GENERAL, NATIONAL INSTITUTE OF RELIGIONS FOR CHILDREN (NIRC)

REV. DR. SAMUEL KOBIA
CHAIR, NCIC



NCIC Commission Secretary Dr Skitter Ocharo OGW and Vice Chancellor, Kenyatta University Prof. Paul Wainaina signing an MOU at the NCIC Boardroom in 2021





NCIC Chairperson Rev. Dr. Samuel Kobia (third left) together with NACADA Board Member, Ms. Priscilla Tabitha (third from right) and the Chief Executive Officers from both organizations with the technical team during the signing of MoU at NCIC offices in 2021.

Welcome to this edition of Cohesion Today! With only 10 months to the 2022 General Elections the Commission has prioritized various interventions to rally Kenyans towards attaining Elections Bila Noma. We are pleased to share with you the activities that have been taking place across the country. We appreciate your timely sharing of the articles as we work towards a just and equitable society living in peace, unity and dignity. Enjoy the read!

H.E. President Uhuru Kenyatta Meets NCIC Chairman and Commissioners



His Excellency Hon. Uhuru Kenyatta, C.G.H President and Commander-in-Chief of the Defence Forces of the Republic of Kenya held a meeting with the NCIC Chairman Rev. Dr. Samuel Kobia, Vice Chairperson Ms. Wambui Nyutu OGW, Commissioners and Commission Secretary at his State House office on 13th July 2021. The President emphasised the importance of peaceful coexistence in Kenya, hence the need to step measures in peacebuilding.

H.E. the President Hon. Uhuru Kenyatta on Wednesday 14th July 2021 at State House met the National Cohesion and Integration Commission Policy makers. Led by the Chairman Rev. Dr. Samuel Kobia, the President congratulated NCIC for working towards enhancing peaceful coexistence among Kenyans. He thanked the Commission for developing strategies that will ensure Kenyans remain united ahead of the general elections. He reiterated the Government support to ensure the Commission achieves her

mandate.

During the meeting NCIC Chairman presented the second edition of a publication titled, "Political Stability, Economic Prosperity, Social Cohesion- Uhuru Kenyatta's Vision of a Peaceful, Harmonious and United Kenya." The publication authored by the Commission has excerpts that promote its mandate from the President Kenyatta's speeches from 2013 to 2020.

Zambia Elections: Lessons Learnt

The National Cohesion and Integration Abuse of incumbency is unethical: It was noted that some of the ruling elite in Zambia used state resources to mobilize electoral support. Indeed, leaders in office ought not to use their official powers to amass more political power and benefit themselves over other candidates.

Tribalism is artificial: Just like Kenya, some of the politicians in Zambia exploited ethnic fault lines in order to garner support over the leaders from minority communities during their campaigns. Other leaders refuted the ethnic card and emphasized that being Zambian comes first, and then the political party follows in second place. Tribe ought not be an issue. The result was that a presidential candidate from a minority community won the election. In effect, tribalism only serves the elite to achieve their





NCIC Vice Chairperson Commissioner Wambui Nyutu, NCIC Chairperson Rev. Dr. Samuel Kobia CBS and NCIC Commissioner Dr. Danvas Makori participating in TV talk shows on political intolerance, Cohesion and reckless political statements ahead of August 2022

Links to NCIC Media coverage

NTV 29th August 2021 Link: <https://youtu.be/DRrFm--FH4k>

KTN NEWS 18th August 2021 Links: <https://www.youtube.com/watch?v=Hc0FYhrMxjk>

Citizen TV 29th August 2021 Link: <https://youtu.be/C582Wt6wSMs>

3.3.10 Monitoring and evaluation of projects

The Commission in collaboration with Embassy of Sweden, UNDP Kenya, UWIANO implementing partners including Peace Net, Inter-religious Council of Kenya, (IRCK), Partnership for Peace and Security, and Security Research and Information Centre (SRIC) and Kenya National Focal Point on Small Arms and Light weapons (KNFP) conducted an assessment to assess the performance of programmes.

A joint monitoring of the activities under Transcending Foundations of Peace and Security for inclusive and sustainable development in Kenya project funded by UNDP Kenya was conducted in Homa-Bay Kisumu and Kisumu and Nandi borders. The exercise involved observation of arms marking and discussions with the CSIC and select members of the peace committees from the border between. These activities were planned to review progress, successes achieved, responsiveness of partner interventions to the changing peace and conflict dynamics, and to ensure effective programme delivery. The forums targeted youth, women, sub county peace committees and cross-border peace committees. As a result, of the exercise there was strengthened formal and informal community structures for peaceful co-existence and strategic partnerships.



The monitoring team Embassy of Sweden, UNDP and Uwiano Platform for peace members' representatives on the boat to Remba island to assess arms marking at Remba police post in Homabay county



Dr. Dan Juma UNDP Team leader and Millicent Okatch NCIC Director programme addressing the cross border Committees at Chepswerta Nandi –Kisumu border during the Joint monitoring visit

Links to Joint monitoring visit with Embassy of Sweden, UNDP and UWIANO partners

https://twitter.com/NCIC_Kenya/status/1438357056608743425?s=08

https://twitter.com/NCIC_Kenya/status/1438113134150045699?s=08

https://twitter.com/NCIC_Kenya/status/1438103293180383239?s=08

<https://www.facebook.com/NCICkenya/videos/215722767264503>

<https://cohesion.or.ke/index.php/media-center/latest-news/377-ncic-joins-the-kenya-national-focalpoint-on-small-arms-and-light-weapons-on-an-arms-marking-assessment-process>

Success stories

3.3.11 Documenting Change/Success Stories

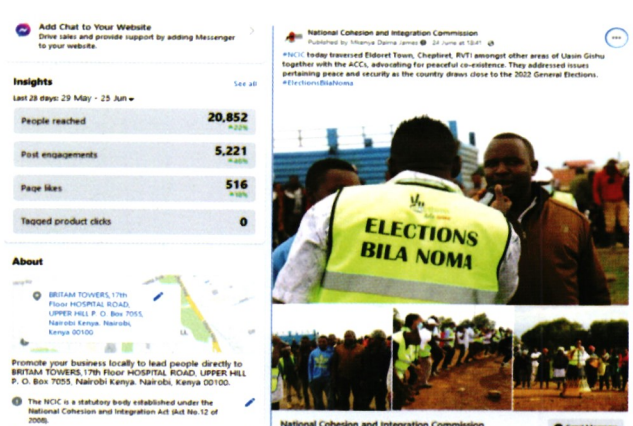
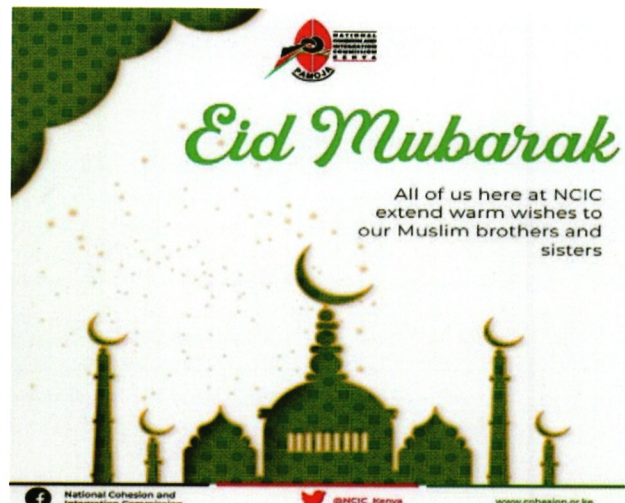
During the reporting period the Commission with the support of UNDP-Kenya conducted strategic mediation and dialogue forums across the country with an aim of enhancing peaceful co-existence among different ethnic communities. The Commission documented success story/change stories which outlined peaceful co-existences between and among the two ethnic communities of Luo and Nandi. The documentation captured the successful mitigation of conflicts along the borders of Nandi and Kisumu Counties. Following this documentation, it was observed that there was improved stability in the economic activities in the area because the communities were doing business together. It was also observed that there was reduced incidences of violence along the border Muhoroni and Tinderet in Kisumu and Nandi Counties. (https://youtu.be/g_Og3mAa4JA).

3.3.13 Branding and Visibility

The Commission engaged its followers through its online and social media platforms including the website, Twitter handle, Facebook page, and YouTube channel. To enhance its reach and visibility the Commission consistently publicized its activities, engagements, and interventions across the country, as well as educated Kenyans on its mandate.



Excerpts from twitter and Facebook respectively on NCIC's engagements



Intergenerational Dialogue and the Pro-Peace Launch respectively. The publications highlighted several feature stories conducted within the period under review, which were disseminated on various platforms, thereby enhancing visibility of the Commission.



INTERGENERATIONAL DIALOGUE AND RE-LAUNCH OF THE UWIANO PLATFORM FOR PEACE



NCIC Chair Rev. Dr. Samuel Kiboi, CAS Naida Njiru, UNDP Wale Sadiq & NCIC Commissioners during the inter-generational dialogue at KICC on 8th March 2022

The National Cohesion and Integration Commission, in partnership with the Uwiano Platform for Peace, the Embassy of Sweden, and UNDP Kenya held an intergenerational dialogue between the youth and elders on 8th March 2022, with an aim of building a collaborative approach to an Elections Bila Noma.



PRO-PEACE PROJECT LAUNCH



NCIC Chair Rev. Dr. Samuel Kiboi (second right) together with EU's strategic advisory cooperative Vice President Ann. Filberta Salinger (second right), H.E. Emma Mwangi (the former lady, Interior Ministry Head of Internal Security, Mr. William Njiru (second left), and EU Ambassador to Kenya Mr. Hans-Joachim Gagner (during the launch of ProPeaceKenya project)

With the August 9th polls fast approaching, government institutions as well as other organizations have continued to strengthen their efforts to ensure that the country holds peaceful elections.

NCIC in collaboration with the European Centre of Electoral Support launched the #ProPeaceKenya project for the promotion of the Elections Bila Noma Roadmap on 13th May 2022, at the Raddisson Blue Hotel, Nairobi.

(left) Commissioner Sam Kona, on Regional Town hall forums deliberating on fostering patriotism and national cohesion; (right) Dr. Danvas Makori on KTN News discussing Election preparedness.

(Left) NCIC Vice Chair Wambui Nyutu on Citizen TV discussing politics and violence; (Right) Commissioner Sam Kona on NTV discussing politics and violence

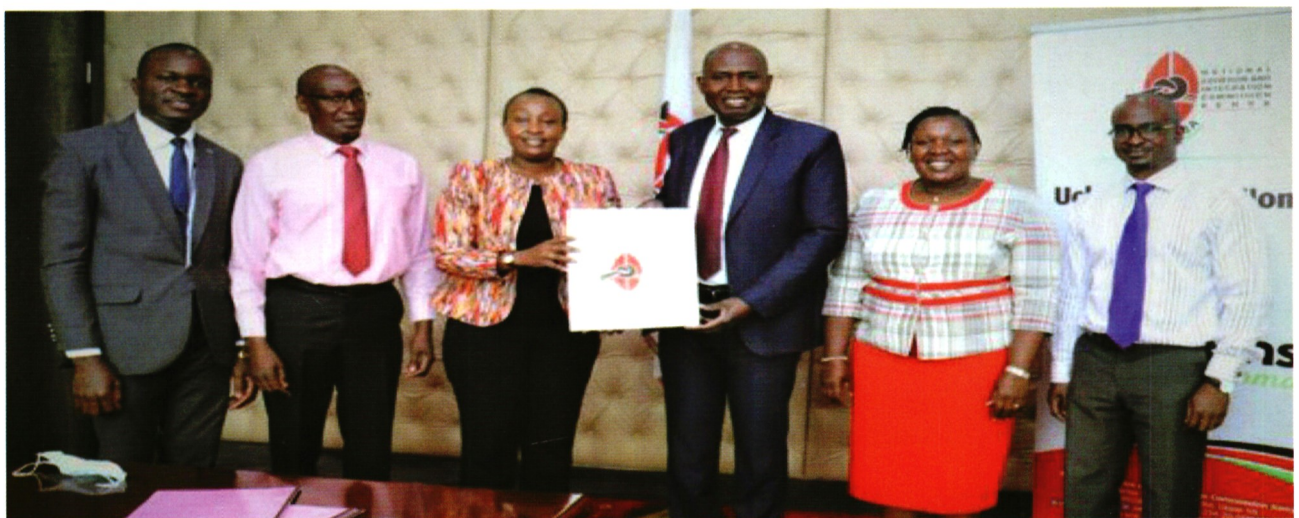
3.3.14 Promoted partnerships and linkages through participation in meetings and conferences

During the period under review the Commission enhanced linkages and partnership by collaborating and forging alliances and partnerships with UNDP Kenya, UNESCO, UN Women Kenya, UN Human Rights Office of High Commissioner, GIZ, Embassy of Switzerland, ACT! DANIDA, ECES, UN Office on Prevention of Genocide, REIVENT, NACADA and Uwiano Platform for Peace. the Kenya National Congress of Pentecostal Churches (KNCPC) among other partners. To ensure a structured engagement with partners the Commission signed MoUs with the Kenya National Congress of Pentecostal Churches (KNCPC), National Council of NGOs Board, Mercy Corps, NACADA, KU, GFP, ECES, and ACT!. These MoUs informed and acted as a guideline for a long-term strategic partnership and collaboration in implementing peace building activities in Kenya.

The Commission also participated in the following seminars and conferences; 41st session of the General Conference of UNESCO at the UNESCO headquarters; 2nd International Conference on Peace, Security and Social Enterprise in Nairobi County: Multi-stakeholder's seminar on the declaration of principles on freedom of expression and access to information in Africa and the guidelines on access to information and elections; Executive Seminar for Senior Executives and Board Members in Istanbul, Turkey, to enhance the NCIC accounting processes; and 6th KNATCOM stakeholder's conference held in Mombasa,



NCIC CEO Dr. Skitter Ocharo, HSC leading a team of NCIC staff in a consultative meeting with the National Council of NGOs Board



NCIC CEO Dr. Skitter Ocharo, HSC leads an NCIC team in signing an MoU with Global Peace Kenya in 2022



(Left) Danish Ambassador. Ole Thonke , NCIC Commissioner Sam Kona, NCIC Director Programmes Ms. Millicent Okatch, Commissioner Eng. Phillip Okundi, & ACT! CEO Mr. Tom Were sign an MoU with ACT!

3.3.15 Celebration of 10th Anniversary of Constitutional Commissions and Independent Offices.

During the period under review, The Commission lead by the Chairman Rev. Dr. Samuel Kobia participated in the celebration of 10th Anniversary of the Constitutional Commissions and Independent Offices (CCIO, s). The celebration was held at KICC and carried the theme “Celebrating a decade of promoting constitutionalism and observance of Democratic values and principles”. The conference brought together all heads of Commissions and independent Offices and involved three panel discussions namely: Financial prudence and oversight, Justice and legal cluster, as well as administrative and governance cluster. The forum incorporated exhibition booths for each independent office which enabled them to display and showcase their work and achievements over the years.



NCIC Chairman, Rev. Dr. Samuel Kobia(2nd Left) among heads of Constitutional Commissions and Independent Offices during the launch of the Compendium of Constitutional Commissions and Independent Offices at the KICC, Nairobi in 2022.

3.3.16 Monitoring and Evaluation

During the period under review the Commission conducted monitoring and evaluation exercises in Nakuru and Kilifi Counties with an aim of assessing the impact of its strategies and interventions. The methodology of the exercise involved conducting FGDs and KIIs for the stakeholders and beneficiaries. Following this exercise, it was established that the Commission's interventions resulted into an improved relationship among community members as well as enhanced the linkages between community members and local peace structures. A total of 10 FGDs and 20 KIIs were conducted in the two Counties.



Participants engaging in an FGD during the monitoring and evaluation exercise in Nakuru county

3.3.17 Trainings and Recruitment of Staff

During the reporting period the Commission undertook the following activities to enhance staff capacity as well as improve service delivery; reviewed the Human Resource Manual; promoted staff morale by conducting team building sessions for Commissioners and the Secretariat; implemented a Electronic Document Management System (DMS) and a Cloud Email Service; supported staff to declare their wealth in line with the Public Officers Ethics Act 2003; conducted a staff competency analysis by verification of academic certificates conducted to inform deployment and redeployment and in line with the values and principles of public service; and complied with the AGPO requirements in the procurement of its goods and services. In the NCIC prequalified list of suppliers 10 out of 30 categories have been reserved for the special groups that comprises of youth, women and PWDs.

During the reporting period the Commission sponsored officers for various courses as shown here below:

COURSE TITLE	TRAINING INSTITUTION	NO. OF OFFICERS TRAINED
Senior Management Course	Kenya School of Government, Lower Kabete	5
Fundamentals of Fleet Management	Everest Training Centre, Mombasa	3
Mastering the Art of Customer Care: Providing world class customer service training	Everest Training Centre, Mombasa	1
Effective Office Management And Administrator Programme (Module 1&2)	Kenya Institute of Management, Mombasa	1
Cyber Forensics, Data Recovery & Acquisition & Osint Training	Computer Training Centre, Mombasa	1
Customer Care Course for Support Staff	Everest Training Centre, Mombasa	1
Management of Public Relations & Customer Care for Customer Care Professionals Training	Everest Training Center, Mombasa	1
Public Relations and Customer Care Course	Kenya School of Government, Lower Kabete	1
Secretarial Management Training	Kenya School of Government, Lower Kabete	1
Strategic Transport Planning and Management for Executive Program	Everest Training Center, Mombasa	3
Strategic Transport Planning and Management for Executive Program	Everest Training Center, Mombasa	1
Essentials of Business Etiquette, Protocol And Customer Care Program	Everest Training Center, Mombasa	1
Management Development Programme for Executive Assistants 1 (Basic)	ESAMI, Mombasa	1
Effective Knowledge Management Training	Wamalink, Mombasa	1
Konza Cloud Customer Training Units	Konza	2
Total		24

NEW STAFF RECRUITED IN 2021/2022

S/NO.	DESIGNATION	NO. RECRUITED
1.	Internal Auditor NCIC-6	1
2.	Programme Officer – Peace Building and Reconciliation NCIC -6	1
3.	Programme Officer – Public Education and Engagement NCIC -6	1
4.	Programme Officer – Investigations and Compliance NCIC-6	2
5.	Programme Officer – Information and Knowledge Management NCIC -6	1
6.	Assistant Office Administrators	3
7.	Driver I NCIC -8	5
8.	Finance Officer NCIC-6	3
9.	Assistant Information Communication Technology Officer NCIC -7	1
10.	Human Resource Management Officer – NCIC -6	1
11.	Senior Clerical Officer NCIC -8	2
12.	Personal Assistants	2
13.	Cohesion Monitors	65

SECTION FOUR

CHALLENGES, LESSONS LEARNT AND RECOMMENDATIONS

During the period under review the Commission experienced the following challenges, lessons learnt and recommendations;

4.1 Challenges and lessons learnt

a) Budgetary constraints: Due to financial limitations, the Commission could not implement its planned expansion in full. For instance, there was inadequate staff, temporary regional presence (no offices in the regions), and inability to sustain programme activities. All these limited the efficiency and effectiveness of NCIC.

b) Limited resources to ensure the sustainability of social contracts and peace agreements: The Commission experiences more difficulty in implementing social contracts and peace agreements between and amongst communities due to the requisite financials needed to accomplish this. Lack of proper follow up and implementation of such agreements retrogresses the communities back to violence.

c) Multiplicity of drivers of conflict and violence: The fluidity and dynamic nature of conflict is exacerbated by political activities, ethnic polarization, violent extremism, re-emergence of organized gangs, incitement to violence, competition for resource. This requires the Commission to be highly innovative and flexible in its operations, characteristics that are not readily accommodated by the available funding sources.

d) Slow judicial process: The judiciary experiences a backlog of cases exceeding the one-year timeline. This challenge has resulted in low public confidence and lack of access to and effective administration of justice regarding the prosecution of hate speech and incitement to ethnic violence cases.

e) The offences of hate speech and ethnic contempt are now being propagated in cyber space and through anonymous social media pages

4.2. Lessons Learnt

- The Commission has exploited strategic partnerships and networks whose synergy helps generate technical and financial resources. There is need to build more sustainable linkages and synergy between the National and County level actors in the peace building sector to facilitate a coordinated approach in reaching out to institutions and the public.

4.3. Recommendations

- Strengthen collaboration and partnership through the multi-agency approach
- Conduct regular stakeholder's consultations and engagement
- Enhance the funding base through Public Private Partnerships (PPPs) and donor support.

SECTION FIVE

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH JUNE 2022



NATIONAL COHESION AND INTEGRATION COMMISSION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDING

30TH JUNE, 2022

1. KEY ENTITY INFORMATION AND MANAGEMENT

(a) Background information

The National Cohesion and Integration Commission is established under the National Cohesion and Integration Act (Act No. 12 of 2008) and is domiciled in Kenya. The Commission is represented by the Commissioners who are responsible for the general policy and strategic direction of the Commission.

(b) Principal Activities

The principal activities of the Commission are to facilitate and promote equality of opportunity, good relations, harmony and peaceful co-existence between persons of different ethnic and racial communities of Kenya, and to advise the Government on all aspects thereof.

(c) Key Management

The Commission’s day-to-day management is under the following key organs:

- Commission Secretary
- Commissioners
- Management

(d) Fiduciary Management

The key management personnel who held office during the financial year ended 30th June 2022 and who had direct fiduciary responsibility were:

No.	Designation	Name
1.	Commission Secretary/CEO	Skitter W. Ocharo, Ph.D, HSC
2.	Director Corporate Services	Harrison Kariuki
3.	Director Research & Knowledge Management	Millicent Okatch
4.	Head of Human Resources	Caroline Gateru
5.	Head of Procurement	John-David Odhiambo

KEY ENTITY INFORMATION AND MANAGEMENT (Continued)

(e) Fiduciary Oversight Arrangements

- Audit and Risk Committee
- Finance and General Purpose Committee
- Public Finance Management Standing Committee

(f) Commission Headquarters

P.O. Box 7055 - 00100
Britam Tower
Hospital Road, Upperhill
Nairobi, Kenya

(g) Commission Contacts

Telephone: 020-258701/2/3 Cell: 0702-777000
E-mail: info@cohesion.or.ke
Website: www.cohesion.or.ke
Toll-free No. 1547

(h) Entity Bankers

Kenya Commercial Bank
Sarit Centre Branch
P.O.Box 48400
GPO 00100
Nairobi, Kenya

National Bank of Kenya
Harambee Avenue Branch
P.O.Box 72866
City Square 00200
Nairobi, Kenya

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(i) Independent Auditors

Auditor General
Office of the Auditor General
Anniversary Towers, University Way
P.O. Box 30084
GPO 00100
Nairobi, Kenya

(j) Principal Legal Adviser

The Attorney General
State Law Office and Department of Justice
Harambee Avenue
P.O. Box 40112
City Square 00200
Nairobi, Kenya

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Number of Commission meetings held for the Financial Year 2021 / 2022

No.	Organ of Commission	Nature of meeting	No. of Meetings
1	Commission	Special	11
		Full Commission	3
2	Human Resource Committee	Quarterly	4
3	Finance & General Purpose Committee	Quarterly	4
4	Technical Committee	Quarterly	4
5	Audit Committee	Special	1
		Quarterly	4

Attendance to meetings by members

NCIC Commissioners serve on a full time basis. None of the Commissioners missed more than three consecutive meetings in the period under review. The Commissioners were members of the above Committees before the implementation of the new Organizational structure that streamlined NCIC operations.

Commission and Member performance

The Commission's performance rating is pegged on several programs, activities, events, engagements etc it has implemented, initiated and participated in. These are reported in depth and length elsewhere in this report. The individual members of the Commission are either chairs or members of the several committees of the Commission. A Commissioner may sit in a Committee as a chair or as a committee member. The Secretariat is headed by the CEO who is also the Commission Secretary. The Commission is organized along directorates, departments and divisions.

Conflict of Interest Management

In every business of the Commission, its Committees and sub-committees before any proceedings are tabled and deliberated all members are invited to look at the agenda items and express themselves on whether they have any personal interest in the items for discussion. Such declaration of interest or lack of the same is recorded in a register called the '**declaration of interest register**'



**National Cohesion and Integration Commission
Annual Report and Financial Statements
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as is kept by the Secretary of the Commission, Committees, or Sub-Committee. This process is observed with strict adherence to best corporate governance practice without fail.

Commissioners Remuneration

The Commissioners of the NCIC are State Officers thus their emoluments are processed and paid by the National Treasury. During full Commission sittings as well as Committee Meetings except for the Audit and Risk committee members, Commissioners and Members do not receive any sitting allowances.

The exception with members of the Audit and Risk Committee is that two of them are independent persons competitively recruited with one Commission Representative and one National Treasury Representative. These are paid sitting allowances in accordance with the SRC set rates for Audit Committees.

Ethics, Conduct and Governance Audit procedure

The Commissioners and Officers of the NCIC are all guided by the public service values and ethics of openness, transparency, accountability, professionalism, objectivity, impartiality and integrity. The Commission undertakes regular governance audits as conducted by the Internal Audit Department which is headed by a Certified Public Accountant.

Succession Planning at the Commission

The NCI Act 2008 as amended provides that the term of the current Commissioners will be for six (6) years. The current Commissioners were appointed in November 2019. The term of the current Commissioners therefore will end in October 2025. A vacancy of a member of the Commission has occurred following the demise of one Commissioner the late Mrs Fatuma Tabwara in December, 2019. It is therefore upon the Public Service Commission to initiate the process of filling up this position in accordance with the NCI Act 2008 as amended.

xxx

8. MANAGEMENT DISCUSSION AND ANALYSIS

Operational and financial performance

During the period under review, the Commission successfully implemented strategic interventions as envisioned in the Roadmap to Peaceful Elections and the Strategic Plan 2020-2025. The key interventions were also informed by the Commission's statutory mandate of promoting equality of opportunity, good relations, harmony and peaceful coexistence, as well as elimination of all forms of ethnic discrimination, peaceful resolution of conflicts and respect for diversity among Kenya communities.

In its endeavour to promote the Government's long-term development goals and plans, the Commission has progressively implemented peace and cohesion strategies which includes: conflict resolution, sensitization and capacity building, strengthening early warning and early response mechanisms and rapid conflict analysis to inform strategies aimed at averting conflicts. In addition, the Commission has been upholding inclusivity in public employment and enhanced equitable distribution of resource in public institutions. Additionally, the Commission has addressed hate speech and ethnic contempt by receiving and processing complaints while undertaking investigations and recommending for prosecution individuals violating provisions of the NCI Act 2008.

In particular, the Commission has improved inclusivity in public institutions through conducting ethnic and diversity audits, validated the data, and enhanced compliance with CGA Act and appreciation of diversity and inclusivity. Increased public understanding and practice of non-discrimination by holding several sensitization forums, trainings and building the capacity of over 2,500 people; youths, women, peace actors, religious leader, journalists, public transport sector and security officers. Additionally, the Commission enhanced peace and cohesion through an integrated media campaign, which entailed peace caravans in hot spots counties, online peace messaging, interviews and talk shows in national vernacular radio stations and television stations.

Further the Commission has intensified community engagements through inter and intra community peace dialogues, mediation and reconciliation processes among the conflicting communities, in the period under review the Commission conducted 15 dialogues in 14 counties targeting local peace actors. To strengthen Early Warning Early Response (EWER) systems and mechanism the

- **Financial Risks-** These risks include inadequate funding that may inhibit full operations especially programme needs.
- **Organisational Risks-** these risks include those associated effective processes, systems and compliance.
- **Technological Risks-** These risks include rapid changes and evolution of technology including weak cyber security regulation?
- **Operational Risks-** This risk involves inability to provide the core services especially to the clientele (public) resulting from inadequate internal processes, resources, limited county presence and pandemics such as COVID-19

Review of the Sector

The peacebuilding sector has over time been faced by a myriad of challenges key among them, inter-and intra-county boundary and community disputes have become more prevalent and complex. Issues of exclusion and inequality in resource allocation and distribution at county levels have also emerging and impacting on ethnic tolerance and appreciation of diversity. Other conflict dynamics that have taken root include cattle rustling, cross-border raids, election-related violence, radicalisation and terrorism, and conflicts over natural resources. The threats to peace is further aggravated by, among others, the proliferation of small arms and light weapons, high rate of unemployment particularly among the youth, high poverty levels notably in rural areas and urban informal settlements, and politics of ethnicity and mis-information, dis-information and fake news.

The intermittent changes in climate have negatively disrupted and affected livelihoods as witnessed in prolonged drought, which in most cases has resulted to social tensions and violent conflicts among pastoralist communities. Cyber-crime and perpetuation of online hate is a new front that is fuelling intolerance and social disintegration and consequently influencing negatively the peacebuilding, cohesion and security efforts.

9. ENVIRONMENTAL AND SUSTAINABILITY REPORTING

The Commission exists to facilitate and promote equality of opportunity, good relations, harmony and peaceful co-existence between persons of the different ethnic and racial communities. The Commission in its clarion call of “*One Nation, One People One Destiny*” rallies all Kenyans towards promoting peace, cohesion and the integration agenda. In all its initiatives, the Commission endeavours to inculcate a culture of peace, appreciation of diversity for national unity and sustainable development. Below is an outline of the organisation’s policies and activities that promote sustainability.

i) Sustainability strategy and profile

The Commission continuously strives to promote sustainability in respect to human, social, economic, and environmental fronts. The Commission has reinforced the importance of human sustainability by investing in the Kenyan citizenry through programmes that promote appreciation and respect for diversity, which enhances understanding and co-existence. The Commission promotes social sustainability by building relationships between and among communities with an aim of enhancing harmony. The Commission has progressively endeavoured to embrace and support sustainability best practices by promoting dialogue, reconciliation among communities as well as embracing diversity and non-discrimination.

ii) Environmental performance

The Commission in its operations have embraced efforts geared towards environmental sustainability through economic and prevention strategies. To this end the Commission has adopted environmental friendly technology and equipment for instance printers that enable printing back to back in addition to encouraging staff to use electronic documents which have resulted in reduction of carbon footprints. The Commission has also invested in a fleet of vehicles that are efficient. Eco-friendly and low on carbon emissions. All these efforts are aimed at promoting environmental management practices and procedures that are sustainable.

iii) Employee welfare

The Commission is guided by the Constitution of Kenya 2010 that stipulates that not more than one third of employees should be from the same gender. The Commission has been keen to ensure that is upheld at all levels in the Commission. The Commission ensures this by ensuring that the one third rule is observed in shortlisting and in appointment of the interview committee.

The Commission has developed career progression guidelines that provide for career growth for different careers among staff members. This will ensure that employees do not stagnate in the career but over time get the additional qualifications needed to help them move up the career ladder. The Commission is currently developing a performance management system that will stipulate rewards and sanctions to be accorded to staff members according to the ratings scored during performance appraisal.

The Commission is housed in a building fitted with smoke detectors, a fire sprinkler system, strategically placed fire extinguishers and properly marked emergency exits. There is also a specialised evacuation holding for people with disability that will ensure easy access for emergency rescue. The washrooms for people with disability are also fitted with an easily accessed nurse call point for emergency call. The lift lobbies in the Commission are pressured so that in the event of fire, the fire does not get in the core of the building. The fire alarm is connected to the access control system so that in the event of an emergency the access system is disabled for quick evacuation.

During the Covid 19 Pandemic the Commission facilitated employees to work from home and on resumption of physical office attendance the Ministry of Health protocols and regulations are followed by ensuring social distancing, provision of sanitizers and face masks.

iv) Market place practices-

The Commission has made an effort to ensure:

a) Responsible Supply chain and supplier relations

Our suppliers are experts in the wide range of goods and services we require to help the commission in achieving its objectives. By working with them, we not only deliver services to the public responsibly, but improve our collective impact, ensuring sustainable supply chains, reducing our environmental impact and making positive contributions to society.

v) Corporate Social Responsibility / Community Engagements

In the spirit of the Commissions clarion call of “One Nation One People One Nation “ the Commission undertook impactful Corporate Social Responsibility (CSR) initiatives reaching out to the public and enhance its brand visibility. These initiatives include sports for peace tournaments, environmental care such as tree planting, school clinics to inculcate peace and cohesion among the youth, and sponsorship of awards and cultural events at community and institutional level.

During the period under review, the Commission supported football for peace tournaments targeting vulnerable youths in Nairobi and Nakuru Counties, donated branded football kits including footballs, jerseys and trophies, and reached out to youth.

The Commission sponsored the National Diversity and Inclusion Awards and Recognition (DIAR), which is an annual programme that recognises champions of diversity and inclusion in Kenya with an aim of promoting patriotism, respect and appreciation of cultural and ethnic diversity for sustainable peace and cohesion. The Commission also sponsored the Kisii University 8th Annual Cultural Festival themed “Youth as an agent of Peace, Inclusivity and Value based cultural integration”.

The Commission has institutionalised an elaborate internship programme aimed at offering on the job learning and training opportunities for graduates. During the period under review the internship programme benefitted a total of 31 graduates (12 male and 19 females) drawn from 18 Counties across the Country.

10. REPORT OF THE COMMISSIONERS

The Commissioners submit their report together with the audited financial statements for the year ended June 30, 2022, which show the state of the Commission's affairs.

i) Principal activities

The principal activities of the Commission are to facilitate and promote equality of opportunity, good relations, harmony and peaceful co-existence between persons of different ethnic and racial communities of Kenya, and to advise the Government on all aspects thereof .

ii) Results

The results of the entity for the year ended June 30, 2022, are set out on page 1 - 5

iii) Commissioners

The Commissioners who served during the year are shown on pages v - xi.

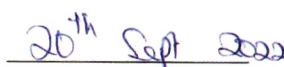
iv) Auditors

The Auditor General is responsible for the statutory audit of the Commission in accordance with Article 229 of the Constitution of Kenya and the Public Audit Act 2015.

By Order of the Commission



**Skitter W. Ocharo, Ph.D, HS
CEO/ Commission Secretary**



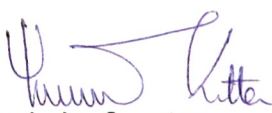
Date

**National Cohesion and Integration Commission
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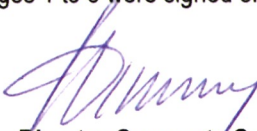
14 Statement of Financial Position as at 30 June 2022

	Note	2021-2022	2020 - 2021
		Kshs	Kshs
Assets			
Current assets			
Cash and cash equivalents	12	79,949,710	64,013,363
Receivables from non-exchange transactions	13	71,667,507	124,584,282
		151,617,217	188,597,646
Non-current assets			
Property, plant and equipment	14	172,640,949	144,635,205
Intangible assets	15	1,530,194	2,295,177
		174,171,144	146,930,382
Total assets		325,788,361	335,528,028
Liabilities			
Current liabilities	16	46,407,132	81,745,588
Non-current liabilities	16(b)	6,720,000	5,676,000
Total liabilities		53,127,132	87,421,588
Net assets		272,661,228	248,106,440
Reserves			
Accumulated surplus		263,814,228	239,259,440
Capital Fund		8,847,000	8,847,000
Total net reserves		272,661,228	248,106,440

The Financial Statements set out on pages 1 to 5 were signed on behalf of the Commissioners by:


Commission Secretary
Skitter W. Ocharo, PhD, HSC

20th September, 2022


Director Corporate Services
Harrison Kariuki
ICPAK M No.19779

20th September, 2022


Commission Chairman
Rev. Dr. Samuel Kobia CBS

20th September, 2022

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Nothing has come to the attention of the Commissioners to indicate that the Commission will not remain a going concern for at least the next twelve months from the date of this statement.

Approval of the financial statements

The Commission's financial statements were approved by the Commission on 20th September, 2022 and signed on its behalf by:



**Rev. Dr. Samuel Kobia, CBS
Commission Chairperson**



**Skitter W. Ocharo, Ph.D, HSC
Commission Secretary**


**National Cohesion and Integration Commission
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13. Statement of Financial Performance for the year ended 30 June 2022


	Note	2021-2022	2020 -2021
		Kshs	Kshs
Revenue from non-exchange transactions			
Transfers from other government entities	5	652,750,000	550,140,000
Public contributions and donations	6	67,296,026	30,850,701
Total revenue		720,046,026	580,990,701
Expenses			
Use of goods and services	7	443,715,677	262,736,687
Employee costs	8	200,940,725	180,815,999
Depreciation and amortization expense	9	31,092,286	29,785,467
Repairs and maintenance	10	19,742,550	29,023,618
Total expenses		695,491,238	502,361,770
Surplus (deficit)for the period		24,554,788	78,628,931

The notes set out on pages 6 to 20 form an integral part of these Financial Statements.

The Financial Statements set out on pages 1 to 5 were signed on behalf of the Commission by:


Commission Secretary
Skitter W. Ocharo, PhD, HSC

20th September, 2022


Director Corporate Services
Harrison Kariuki
ICPAK M No.19779

20th September, 2022


Commission Chairman
Rev. Dr. Samuel Kobia CBS

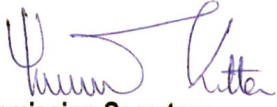
20th September, 2022

**National Cohesion and Integration Commission
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14 Statement of Financial Position as at 30 June 2022

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		Kshs	Kshs
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The Financial Statements set out on pages 1 to 5 were signed on behalf of the Commissioners by:


Commission Secretary
Skitter W. Ocharo, PhD, HSC

20th September, 2022


Director Corporate Services
Harrison Kariuki
ICPAK M No.19779

20th September, 2022


Commission Chairman
Rev. Dr. Samuel Kobia CBS

20th September, 2022

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15 Statement of Changes in Net Assets for the year ended 30 June 2022

	Capital Fund	Retained Earnings	Total
	Kshs	Kshs	Kshs
At 1st July 2020	8,847,000	160,630,510	169,477,510
Total comprehensive surplus for the period	-	78,628,931	78,628,931.00
At 30 June 2021	8,847,000	239,259,440	248,106,440
Total comprehensive surplus for the period	-	24,554,788	24,554,788
At 30 June 2022	8,847,000	263,814,228	272,661,288




**National Cohesion and Integration Commission
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16. Statement of Cash Flows for the year ended 30 June 2022

	Note	2021 - 2022	2020 - 2021
		Kshs	Kshs
Surplus for the period		24,554,788	78,628,931
Adjustments for:			
Depreciation & amortization	9	31,092,286	29,785,467
Loss on disposal		0	20,435,271
Operating surplus before working capital changes		55,647,074	128,849,669
Increase in trade and other receivables		52,916,776	(105,390,396)
Decrease in trade and other payables		(34,294,455)	38,151,245
Cash generated from operating activities		74,269,395	61,610,518
Cash flows from investing activities			
Purchase of property, plant & equipment	14	(58,333,048)	(118,564,156)
Proceeds from sale of assets			4,821,000
Net cash flows used in investing activities		(58,333,048)	(113,743,156)
Net Increase / Decrease in cash		15,936,347	(52,132,638)
Cash & cash equivalent at the beginning of the period		64,013,363	116,146,001
Cash & cash equivalents at the end of the period		79,949,710	64,013,363

The Financial Statements set out on pages 1 to 5 were signed on behalf of the Commissioners by:


Commission Secretary
Skitter W. Ocharo, PhD, HSC

20th September, 2022


Director Corporate Services
Harrison Kariuki
ICPAK M No.19779

20th September, 2022


Commission Chairman
Rev. Dr. Samuel Kobia CBS

20th September, 2022

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CORE STATEMENTS

OUR VISION

A just and equitable society living in peace, unity and dignity

OUR MISSION

To promote national unity, equity and elimination of all forms of ethnic discrimination by facilitating equality of opportunity, peaceful resolution of conflicts and respect for diversity among Kenyan communities.

OUR MOTTO

One People

One Nation

One Destiny

CORE VALUES

Respect for Diversity

Enclusivity

Patriotism

Impartiality

Integrity

Innovation

Excellence

Commitment