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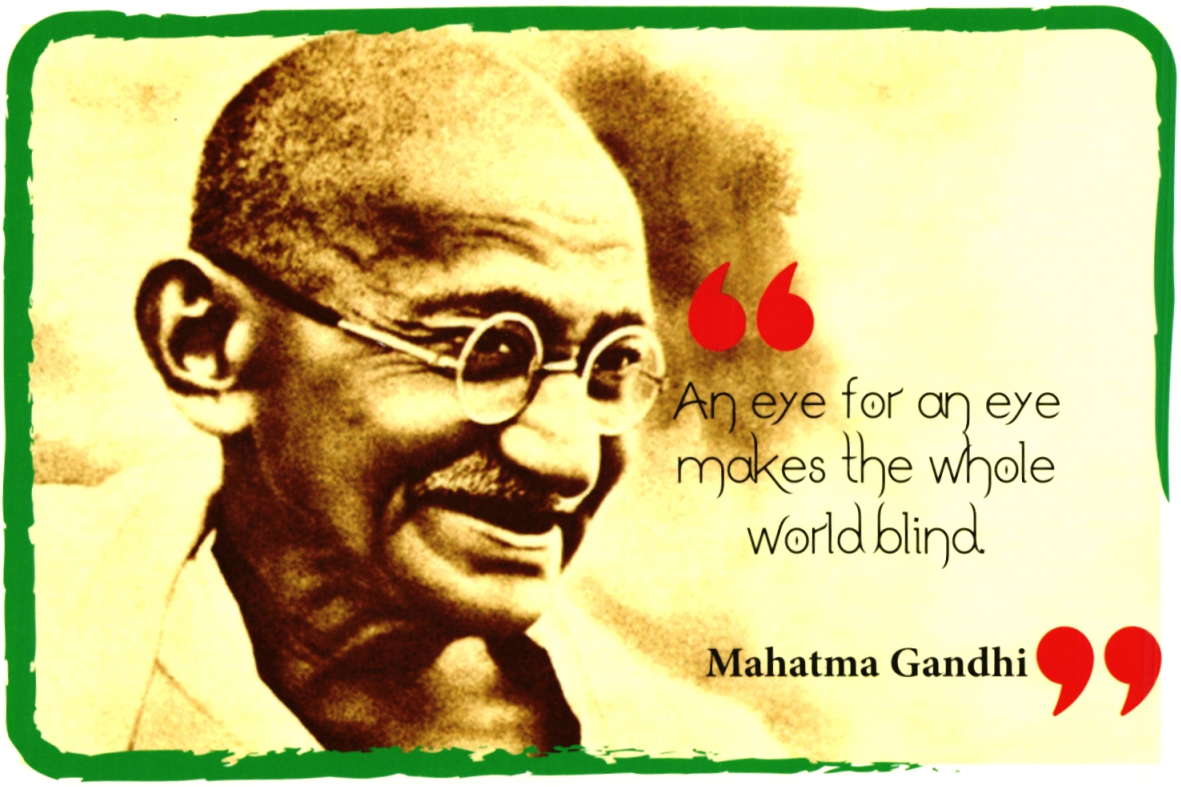
NATIONAL COHESION AND INTEGRATION COMMISSION

ANNUAL REPORT

FINANCIAL STATEMENTS

2022/2023


An eye for an eye
makes the whole
world blind.
Mahatma Gandhi

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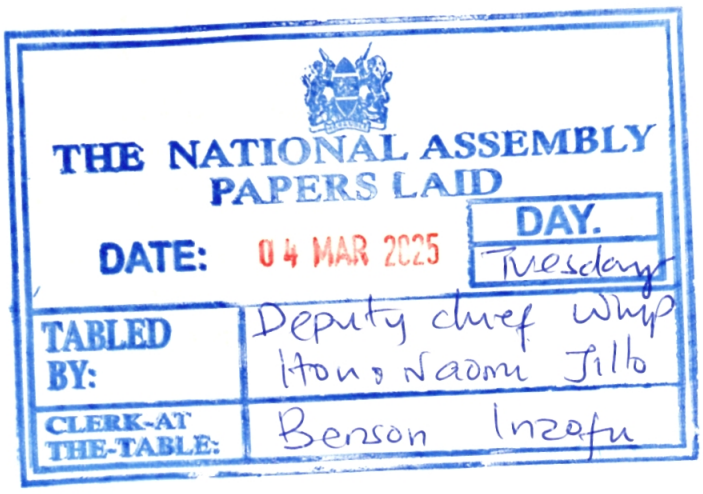

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Principal Bank

Kenya Commercial Bank
Sarit Centre Branch, Nairobi

Standard Chartered Bank
Harambee Avenue Branch, Nairobi

National Bank of Kenya
Harambee Avenue Branch, Nairobi

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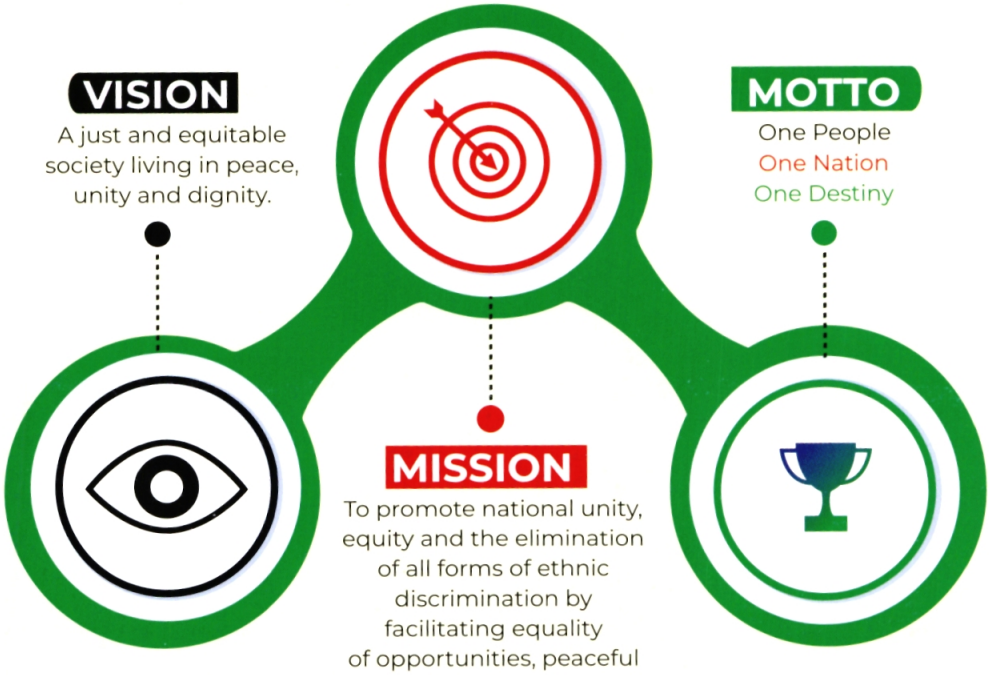
ABBREVIATIONS AND ACRONYMS

ACT	Act Change Transform
ADR	Alternative Dispute Resolution
ADS	Anglican Development Services
APS	Administration Police Service
CA	Communication Authority
CA' s	County Assemblies
CAEWG	Conflict Analysis and Early Group
CBO	Community Based Organisation
CCIO's	Constitutional Commissions and Independent Offices
CCK	Communication Authority of Kenya
CEC	County Executive Committee
CEEP	County Employment Equity Plan
CEO	Chief Executive Officer
CfA	Code for Africa
CFR	Committing For Results
CGA	County Government Act
CMD	Centre for Multiparty Democracy
CoG	Council of Governors
CPBS	County Public Service Board
CPF	County Peace Forum
CPS	Civil Peace Service
CSIC	County Security Intelligence Committee
CSO's	Civil Society Organizations
DAI	Development Alternatives Incorporation
DCI	Directorate of Criminal Investigations
DPP	Director of Public Prosecution
EACC	Ethics and Anti-Corruption Commission
EBS	Elder of the Burning Spear
ECES	European Centre for Electoral Support
ELOG	Elections Observation Group
EMBA	Executive Master of Business Administration
EPEA	Economic and Political Electoral Analysis
EWER	Early Warning Early Response
FBO	Faith Based Organisation
FIDA	Federation of Women Lawyers
FM	Frequency Modulation
GIZ	German International Development Agency
GO	Governor's Office
GPS	Global Peace Summit
HSC	Head of State Commendation

IEBC	Independent Electoral and boundaries Commission
IEC	Information Education Communication
IPL	Isiolo Peace Link
IPSTC	International Peace Studies Training Centre
IRCK	Inter-Religious Council of Kenya
IRI	International Republican Institute
JOCC	Joint Operation Command Centre
KARF	Kenya Audience Research Foundation
KBC	Kenya Broadcasting Corporation
KEPSA	Kenya Private Sector Alliance
KNAP	Kenya National Action Plan.
KNCHR	Kenya National Commission on Human Rights
KNFP	Kenya Audience Research Foundation
KPA	Kenya Ports Authority
KPS	Kenya Police Service
KRA' s	Key Result Areas
KSG	Kenya School of Government
KTN	Kenya Television Network
KUSO	Kenya University Students Organisation
KVDA	Kerio Valley Development Authority
LCPI	Local Capacities for Peace Initiative
MCA	Member of County Assembly
MCK	Media Council of Kenya
MINA	Ministry of Interior and \National Administration
MoEST	Ministry of Education Science and Technology
MP	Member of Parliament
MSU	Mediation Support Unit
MTP	Medium Term Plan
MWADO	Marsabit Women Advocacy and Development Organisation
NACADA	National Authority for Campaign Against Alcohol and Drug Abuse
NCCK	National Council of Churches of Kenya
NCCK	National Council of Churches of Kenya
NCI	National Cohesion and Integration
NCIC	National Cohesion & Integration Commission
NCPD	National Council for Population and Development
NCPWD	National Council for Persons With Disabilities
NGAO's	National Government Administration Officers
NGEC	National Gender and Equality Commission
NGO	Non-Governmental Organisation
NMG	Nation Media Group
NPS	National Police Service
NRT	Northlands Rangelands Trust

NTV	National Television Network
NYC	National Youth Council
OCOB	Office of Controller of Budget
OCPD	Officer Commanding Police Division
OCS	Officer Commanding Station
ODM	Orange Democratic Movement
ODPP	Office of the Director of Public Prosecutions
OGW	Order of the Grand Warrior
OHCHR	Office of High Commissioner on Human Rights
ORPP	Office of the Registrar of Political Parties
PBA	Peace Building Architecture
PFM	Public Finance Management
PLWD's	Persons Living With Disability
PSC	Public Service Commission
PTSD	Post Traumatic Stress Disorder
RRI	Rapid Response Initiatives
SONU	Students Organisation Nairobi University
TJRC	Truth Justice and Reconciliation Commission
TV	Television
UCSPAK	Universities and Colleges Students Peace Association of Kenya
UDA	United Democratic Alliance
UK	United Kingdom
UN	United Nations
UNDP	United Nations Development Programme
UNESCO	United Nations Environmental and Scientific Children's Organisation
UNORC	United Nations Office of Resident Coordinator
UNSCR	United Nations Security Council Resolution
USA	United States of America
USAID	United States Agency for International Development
WSR	Women Situation Room
WWP	Wajir Women for Peace


Peace cannot be kept by force. It can only be achieved by understanding
-Albert Einstein


VISION
A just and equitable society living in peace, unity and dignity.
MOTTO
One People
One Nation
One Destiny
MISSION
To promote national unity, equity and the elimination of all forms of ethnic discrimination by facilitating equality of opportunities, peaceful resolution of conflicts and respect for diversity among Kenyan communities


Core Values
01 RESPECT FOR DIVERSITY
02 INCLUSIVITY
03 PATRIOTISM
04 IMPARTIALITY
05 INTEGRITY
06 INNOVATION
07 EXCELLENCE
08 COMMITMENT

EXECUTIVE SUMMARY

The National Cohesion and Integration Commission (NCIC) successfully implemented strategic interventions outlined in the Roadmap to Peaceful Elections and the Strategic Plan 2020-2025. These interventions were guided by the Commission's statutory mandate to promote national unity and eliminate all forms of ethnic discrimination by fostering equality of opportunities, peaceful conflict resolution, and respect for diversity among Kenyan communities. In alignment with the Government's long-term development objectives, the Commission has consistently engaged in community dialogues, conflict resolution, sensitization, and capacity-building programs. These initiatives aim to foster early warning and response mechanisms and rapid conflict analysis to guide strategic decision-making. Furthermore, the Commission has actively advocated for inclusivity in employment and resource distribution within public institutions.

To combat hate speech and ethnic contempt, the Commission diligently received and processed complaints, conducted thorough investigations, and recommended prosecution for individuals found to violate the NCI Act 2008. This proactive approach underscores our commitment to upholding the rule of law and promoting social cohesion within our society.

During the period under review, the Commission successfully implemented strategic interventions outlined in the Roadmap to Peaceful Elections and the Strategic Plan 2020-2025. These interventions were guided by the Commission's statutory mandate to promote equality of opportunity, good relations, harmony, peaceful coexistence, elimination of all forms of ethnic discrimination, peaceful conflict resolution, and respect for diversity among Kenya's communities. The Commission remained steadfast and committed to advancing the Government's long-term development goals. In alignment with this commitment, the Commission progressively implemented peace and cohesion strategies, including conflict scans and assessments, conflict resolution, mediation, dialogue and reconciliation, sensitization, capacity building on peace and cohesion, strengthening early warning and early response mechanisms, enhancing inclusivity in employment, and managing hate speech, among other key strategies. The Commission enhanced coordination with both state and non-state peace actors to ensure peaceful elections. Throughout the review period, the Commission successfully executed its Roadmap to the 2022 General Elections, known as *Elections Bila Noma*. This Roadmap focused on addressing, six roadblocks and impediments to peaceful elections, which includes, lack of trust, sub-culture of violence, selfish leadership, ethnic polarization, untimely and inadequate response to conflicts, and structural inequalities. The effective implementation of the roadmap by the Commission and other peace actors played a crucial role in ensuring the peaceful conduct of the 2022 General Elections.

In order to enhance the ability to address peace challenges, particularly during elections, the Commission re-launched the Uwiano Platform for Peace. This platform provides a structured coordination framework for conflict prevention and interventions aimed at promoting peaceful elections. The Uwiano Platform consists of members from various organizations, including the National Steering Committee on Peace Building and Conflict Management (NSC), the National Cohesion and Integration Commission (NCIC), Peacenet, UNDP, IEBC, NPS, ORPP, COG, KEPSA, MCK, IRCK, and UN-Women. To assess the status of peace and inform interventions, the Commission conducted a rapid conflict analysis in 15 counties, including Narok, Nakuru, Kisumu, Kakamega, Nandi, Transzoia, Uasin Gishu, Machakos, Mombasa, Kilifi,

Kiambu, Nyeri, Nairobi, Laikipia, and Kericho, to identify conflict dynamics and drivers. Additionally, a national conflict hotspot mapping was carried out in all 47 counties to further understand conflict dynamics and drivers. As a result, 23 counties were identified as hotspots, and targeted interventions were implemented to address and mitigate conflicts in those counties.

The Commission took significant steps to strengthen Early Warning and Early Response (EWER) mechanisms by conducting a comprehensive baseline mapping in six counties: Narok, Nandi, Kakamega, Mombasa, Nairobi, and Kisumu. This assessment was conducted with the aim of evaluating the effectiveness of existing EWER mechanisms and enhancing the capacity of peace structures, including Peace Committees, Nyumba Kumi, Chiefs, and other key peace actors. In addition to this, Mediation Support Units (MSU,) were established in counties such as Kisumu-Kericho, Kisumu-Nandi borders, and in Nakuru and Laikipia counties. These units have significantly empowered local structures in effectively resolving conflicts and promoting peace within their communities. To ensure effective mediation and peaceful conflict resolution, especially during election periods, the Kenya Eminent Peace Panel (KEPP) was formed. This panel comprises of highly skilled mediators who have been trained, equipped, and are ready to address any emerging political or inter-communal disputes. In addressing communal conflicts, the Commission facilitated 22 inter and intra-community mediation and reconciliation dialogues in counties such as Baringo, Isiolo, Nandi-Kisumu, Nandi-Kakamega, Laikipia, Machakos, Bomet, Nyamira, Kericho, Kisumu, Migori, Siaya, Homabay, Wajir, Samburu, Nairobi, Lamu, Mandera, Marsabit, Garissa, and Narok. These dialogues have significantly improved intercommunal relations and led to the cessation of conflicts through signing of community peace pacts and declarations. Additionally, the Commission conducted 20 sensitization and public awareness forums in 22 counties, directly reaching a total of 9,344 peace actors. An integrated media campaign was also launched and implemented, reaching over 18 million Kenyans with cohesion and peace messages.

The Commission successfully trained and empowered peace actors and stakeholders, including youth, women, and elders, on peace, cohesion, national values, and conflict resolution. These trainings were carried out in seven counties: Kakamega, Mombasa, Kisumu, Uasin Gishu, Nandi, Kilifi, and Nakuru, with a total of 1,250 peace actors trained and certified. Furthermore, the Commission enhanced the capacity of the Multiagency Taskforce to effectively address hate speech, ethnic contempt, and political incitement. This taskforce consists of key organizations such as NCIC, IEBC, NIS, EACC, ODPP, ORPP, the Attorney General's Office, NPS, DCI, MCK, CAK, Ministry of Information, Communications and Technology, and NSC. Furthermore, the Commission successfully developed and implemented the Political Decency and Peace Accountability Charter. This initiative involved engaging political leaders from various counties to sign and commit to promoting and upholding peace before, during, and after general elections. Notably, 86 Secretary Generals of all Registered Political Parties, as well as four Presidential Candidates, signed the charter. Additionally, over 10,000 political leaders and aspirants signed and pledged their support to promote peace. During this same period, the Commission diligently addressed and processed 1,107 complaints and incidents related to hate speech, ethnic contempt, incitement, disinformation, and misinformation. During the period under review, the Commission actively managed 56 cases, with 35 currently in the prosecution stage, nine undergoing conciliation, 5 pending in court, and 7 cases already concluded.

STRUCTURE OF THE ANNUAL REPORT

The Commission is required to prepare an annual report for each financial year and submit it to Parliament through the Cabinet Secretary in accordance with the NCI Act Section 41 (1) and the Public Finance Management Act, 2012. This report details the activities carried out and highlights the performance of the National Cohesion and Integration Commission (NCIC) for the financial year ending on June 30, 2023. It serves to inform the public, and stakeholders including, Parliament and Development Partners about NCIC's performance against planned activities, performance indicators, and financial statements for the 2022/2023 financial year.

01

Section 1

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

02

Section 2

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

03

Section 3

This section contains the performance of the Commission for the period under review. The performance is based on the following four KRAs;

KRA 1-Reduction of ethnic discrimination in public institutions
KRA 2-Peaceful co-existence between and among ethnic communities
KRA 3-Reduction of hate speech and ethnic based political violence
KRA 4- Organizational capacity strengthening

04

Section 4

This section describes the challenges, lessons learnt and the recommendations.

05

Section 5

This section contains the Audited Financial Statements for the financial year 2022/2023.



"True Peace is not merely the absence of tension; it is the presence of justice."-

Martin Luther King Jr.

SECTION ONE

STATEMENTS AND GOVERNANCE

1.1 STATEMENT FROM THE CHAIRPERSON



I am delighted to present the Annual Report and Financial Statement for the year ended 30th June, 2023. During the period under review Kenya held her third general elections under the devolved governance system. According to the evaluation by both local and international observers, the 2022 elections, were the most peaceful, free and credible since Kenya became a multiparty state. The disputed presidential election results notwithstanding, the country was peaceful before, during and after the elections. The National Cohesion and Integration Commission played a pivotal role in ensuring that regard by implementing the ***Roadmap to Peaceful Elections 2022*** *dubbed* ***Elections Bila Noma*** and the Strategic Plan 2020-2025. These interventions were 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.

We remained steadfast and committed to continue promoting the Government's long-term development goals and plans. In line with this the Commission progressively implemented peace and cohesion strategies which included: conflict scans and assessments, conflict resolution, mediation, dialogue and reconciliation, sensitization, capacity building on peace and cohesion, strengthening early warning and early response mechanisms, enhancing inclusivity in employment and hate speech management among other key strategies.

As a Commission we boosted coordination mechanism with the state and non-state peace actors for peaceful elections through "*Elections Bila Noma*", which we launched in December 2020. The Roadmap served as a blueprint for NCIC. Hence, it set the agenda and direction for peace actors to adequately prepare for peaceful electoral processes as they responded to six roadblocks to impediments to peaceful elections, namely lack of trust, sub-culture of violence, selfish leadership, ethnic polarisation, untimely and inadequate response to conflicts and structural in-equalities.

To strengthen responsiveness to peace challenges especially during elections the Commission spearheaded the re-launch of the **Uwiano Platform for Peace** which provided a structured coordination framework for conflict prevention and interventions geared towards peaceful elections. The membership of the Uwiano Platform for Peace comprises of the National Steering Committee on Peace Building and Conflict Management (NSC) (Co-Chair), National Cohesion and Integration Commission (NCIC) (Co-Chair), United Nations Development Programme (UNDP) (Co-Chair), Peacenet, Independent Electoral and Boundaries Commission (IEBC), National Police Service (NPS), Office of the Registrar of Political Parties (ORPP), Council of Governors (COG), Kenya Private Sector Alliance (KEPSA), Media Council of Kenya (MCK), Inter-Religious Council of Kenya (IRCK), and UN-Women.

Further, we conducted a rapid conflict analysis in 15 Counties namely; Narok, Nakuru, Kisumu, Kakamega, Nandi, Tranzoia, Uasin Gishu, Machakos, Mombasa, Kilifi, Kiambu, Nyeri,

Nairobi, Laikipia and Kericho to establish conflict dynamics and drivers. In addition, a national conflict hotspot mapping was conducted in the 47 counties to establish conflict dynamics and drivers. Following the mapping 23 Counties were identified as hotspot counties and targeted interventions put in place to mitigate the conflicts in the respective counties.

In order to resolve communal conflicts, the Commission conducted inter and intra community mediation and reconciliation dialogues, in 23 Counties among them, Baringo, Isiolo, Nandi-Kisumu, Nandi-Kakamega, Nandi, Laikipia, Machakos, Isiolo, Bomet, Nyamira, Kericho, Kisumu, Migori, Siaya, Homabay, Wajir, Samburu, Nairobi, Lamu, Mandera, Marsabit, Garissa, and in Narok Counties. The dialogue forums improved intercommunal relations and cessation of conflicts through community peace pacts and declarations.

> ***"As a Commission we boosted coordination mechanism with the state and non-state peace actors for peaceful elections through "Elections Bila Noma"***

To effectively manage hate speech, ethnic contempt and political incitement we forged strategic partnerships and leveraged on the Multi-agency working group that 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 (CA), Ministry of Information, Communications and Technology and National Steering Committee on Peace Building and Conflict Management (NSC). In April 2022, NCIC published Hatelex; A Lexicon of Hate Speech Terms in Kenya following the mounting of Wall of shame (hatemongers) and the Wall of Fame (those champions of peace and cohesion). That reduced hate speech and ethnical profiling considerably. As well we launched the Nation Plan Against Hate Speech which according to the UN is a first globally as far as mitigating hate speech is concerned.

In addition, the Commission developed and implemented the Political Decency and Peace Charter accountability charter and engaged the four Presidential candidates and political leaders across the counties to sign and commit to promote and maintain peace before, during and after the general elections.

I am happy to report that NCIC is on the right track in upholding the Constitution of Kenya 2010 for a desirable cohesive, peaceful and harmonious society. I am confident that the enhanced collaboration with other key stakeholders as well as working closely with peace actors at the grassroots level will enable the Commission to scale up its interventions and hold firm the peace and cohesion of our country.

Finally, on behalf of NCIC Commissioners and staff, I wish to thank the Government of Kenya, Ministry of Interior and National Administration, the requisite Parliamentary Committees that oversight the commission, the Development Partners, the members of the fourth estate, the general public and other stakeholders for their continued financial, technical, and general support of our work, without which we wouldn't have achieved as much as we did.



Rev. Dr Samuel Kobia CBS
Chairman National Cohesion and Integration Commission

1.2. WHO GOVERN US



Rev Dr Samuel Kobia CBS
Chairman

Master's degree in Urban Planning,

Theology, and International relations

Rev. Dr. Samuel Kobia, is the Chairman, National Cohesion and Integration Commission. He is a full-time Commissioner. He was born on 20th March 1947. He holds a Master's degree in Urban Planning, Theology, and International relations from universities in Kenya, USA and Switzerland. He is a visiting Professor to Wesley Colleges in USA and UK. He is an author of several books including Dialogue Matters. Prior to this appointment he 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 Judicial Service Commission; 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 dialogue. 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 and national cohesion.



Commissioner Wambui Nyutu OGW

Vice Chairperson

Masters Degree in Business

Administration- Strategic Management

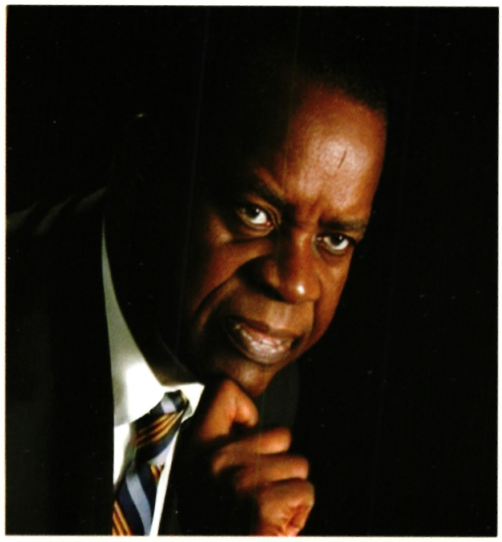
Bachelor of Laws (LLB) Advocate of the High Court

Chairperson of the Human Resource

Management Committee

Commissioner Wambui Nyutu OGW, is the Vice-chairperson and is a full-time Commissioner. She holds a Bachelor of Laws from the University of Nairobi and a Master's Degree in Business Administration- Strategic Management from the same University. 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 was born on 14th September 1991.

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 Organization as Legal Secretary and at Students Organization 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.



Commissioner Hon. Eng. Phillip Okundi EBZ.HSC.

Master's Degree in Telecommunication

Chairperson Finance and General Purpose Committee

Commissioner Hon. Eng. Phillip Okundi EBS. HSC is a seasoned Engineer who has served in various capacities. He is a full-time Commissioner. He was born on 5th March 1941. He holds a Bachelor's 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

Executive Master of Business Administration (EMBA)

Bachelor of Education (Arts)

Member Audit and Risk Management Committee

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, Nairobi. 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 CDP ACT and CDF Amendment ACT 2007. He was born on 1st January 1969.

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 is experienced 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. At the Commission Hon Abdulaziz is a member of the Audit and Risk Management Committee and is a full-time Commissioner.



Commissioner Dr. Danvas Makori
Doctor of Theology

Master of Arts Biblical Theology

Chairman, Technical Committee

Bachelor of Arts in Theology

Commissioner Dr. Danvas Makori holds a Doctor of Theology from the International Christian University, Masters of Arts in Biblical Theology of the International Christian University and a Bachelors of Arts in Theology from the Jameson Christian College. Commissioner Danvas was the County Executive Committee (CEC) of Finance and County Executive Committee (CEC) Agriculture, Livestock, Development and Fisheries in Nairobi County Government. At the Commission, Dr Makori chairs the Technical Committee and is a full-time Commissioner.



Commissioner Hon. Dorcas Kedogo

Master's Degree in Business Administration

Bachelor's Degree in Education
MemberTechnical Committee

Commissioner Hon. Dorcas Kedogo is a seasoned Educationist and has over 30 years experience in education. 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 Hon. 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 career and spearheaded various developments among the youth as well as the women. She is member of the technical committee and is a full-time Commissioner.



Commissioner Sam Kona

Masters in Conflict Resolution

Bachelor of Education (Science)

Member Technical Committee

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 of 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.

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 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 Sam is a full time commissioner and is a member of the Technical Committee.



Dr Skitter W. Ocharo HSC
Commission Secretary

Doctor of Philosophy in Physics

Master of Philosophy in Physics

Master in Business Administration

Bachelors Degree in Education Science

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; County 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

Served until 4th April 2023



Harisson Kariuki Ag. CEO/ Commission Secretary

Master of Science in Finance

Bachelor of Commerce

Certified Public Accountant of Kenya CPA(K).

CPA Harisson Kariuki is the Ag. Commission Secretary a seasoned Public Finance Expert with over 16 years of work experience in public and private sector Finance and Audit. He holds a Master of Science Degree in Finance from the University of Leicester, UK, a Bachelor of Commerce Degree and a Certificate of Public Accounting qualification from the Institute of Certified Public Accountants of Kenya (ICPAK). Harrison also has vast experience in the fields of Public Finance Management, Agribusiness, Business Process Outsourcing, Audit, Finance Management and Small and Medium Enterprise (SME) Management. Prior to joining PKF, Harrison worked as a PFM specialist with the World Bank program - Institutional Development & Capacity Building and the World Bank program -Core Fiduciary Program in the same capacity.

(From 5th April 2023)

1.3. STATEMENT FROM THE COMMISSION SECRETARY/CEO



I am pleased to present the National Cohesion and Integration Commission (NCIC) report for the year 2022- 2023. The Annual Report and Financial Statements, as at 30th June 2023 are a sign of an effective year. Indeed, I am contented to have steered such a successful team that delivered and made such desirable achievements over the past year.

> ***"I am obliged to the Chairman and Commissioners for their good counsel, timely guidance, decision-making and enthusiasm in fund raising as well as championing unchartered ground."***

Despite the aftermath of Covid 19 pandemic that remained the greatest challenge not only to the NCIC but also the norms in the society, the Commission remained steadfast in the implementation of its mandate. Cognizant of the concerns of post 2022 General Elections the Commission put in place strategies and measures to secure a peaceful post electoral environment. Hence, all the Commission's Strategies remained anchored on delivering ***Deepening Peace and Cohesion Dubbed Amani Kwa Ground 2022-2025.*** In anticipation of heightened political activities including disputed elections outcome, alignments and re-alignment of political parties, demonstrations among other factors that would affect the fragile social cohesion fabric the Commission deepened its focus on strengthening partnerships with state and non-state actors towards a peaceful electoral process.

During the period under review, among other key achievements the Commission conducted strategic inter and intra community dialogues among communities in conflict in Kisumu, Kericho, Garissa, Samburu, Isiolo, Marsabit, Mombasa, Nakuru, Narks; improved 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 partnership aimed at curbing hate speech and ethnic contempt. The Commission prioritized management of hate speech and ethnic contempt through monitoring both the public and digital platforms. Consequently, the Commission has over 63 active cases under various stages of investigations.

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

I am obliged to the Chairman and Commissioners for their good counsel, timely guidance, decision- making and enthusiasm in fund raising as well as championing unchartered ground. I also thank the Government of Kenya through the Ministry of Interior and National Administration and funding partners for their technical and financial support, which has been very instrumental in realizing our success. Finally, I am grateful to the members of the Fourth Estate who have remained genuine partners in ensuring that the peace and cohesion agenda is disseminated to all Kenyans. Their role in ensuring peaceful coexistence in Kenya is much appreciated as we all work towards a peace, just and cohesive nation. I am confident that the Commission is in the right trajectory towards ensuring a just, peaceful, united, cohesive and integrated Kenyan society.



CPA Harisson Kariuki
Ag. Commission Secretary

1.4. WHO LEADS US

Management Team

No	Management	Details
1.	 **Skitter W. Ocharo PHD HSC** Commission Secretary Doctor of Philosophy in Physics Master of Philosophy in Physics Master in Business Administration Bachelor's Degree in Education Science	Commission Secretary and Accounting Officer Up to 4th April 2023
2.	 **Mr. Harrison Gikonyo Kariuki** Master of Science in Finance Bachelor of Commerce Certified Public Accountant of Kenya CPA(K).	Ag. Commission Secretary and Accounting Officer From 5th April 2023

3.



Ms. Millicent Okatch

Masters of Arts Degree in Sociology and Community Development

Bachelor of Arts Degree in Sociology and Communication

Director Research and Knowledge management.

4.



Mr Liban Guyo

Master's Degree in Governance and Development

Bachelor of Arts in International Relations

Deputy Director Peace Building and Reconciliation

5



Mr. Kyalo Mwengi

Bachelors in Laws (LLB)

Diploma in Law from the Kenya School of Law.

Deputy Director Legal Services,

6.



Mr. Killian Nyambu

Masters of Education (Med) Educational Administration and Planning

Bachelor of Education (Arts)

Deputy Director Public Education and Outreach

7.



CHRP Caroline W. Gateru

Masters in Human Resource Management

Bachelor's Degree in Education

Post Graduate Diploma in HRM

Certified Human Resource Professional (CHRP)

Diploma in IT.

Deputy Director Human Resource and Administration

8.



Ms Olive C. Metet MPRSK. M-ICA

Master of Arts in Communication

Bachelor of Arts (Hons) Communication

Deputy Director Corporate Communication



John-David Odhiambo

MBA in Procurement and Supply Chain Management

Bachelor of Commerce in Management Science

Diploma in Purchasing and Supplies Management from the Chartered Institute of Supplies (CIPS)

Deputy Director Supply Chain Management

10.



Senior Superintendent Janet Shako

Trained Police

Diploma in Counseling

Deputy Director Investigations and Compliance

SECTION TWO:

WHAT WE DO

2.1 PRINCIPAL MANDATE OF THE COMMISSION

As stipulated in the National Cohesion Integration Act of 2008, the object and purpose for which the Commission was established 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.

2.2 SPECIFIC FUNCTIONS OF THE COMMISSION

The following are the functions of the Commission as spelt out in Section 25 (2) of the NCI Act No.12 of 2008. 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 analyse 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 endeavours, 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.

2.3 POWERS OF THE COMMISSION

a) Shall not be subject to the direction or control of any other person or authority.
b) 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.
c) 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.
d) 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.

2.4 GUIDING PRINCIPLES OF THE COMMISSION

a) Independent from the Executive, Judiciary and Legislature;
b) Objectivity in dealing with issues around discrimination;
c) High levels of integrity within the Commission;
d) Open door policy to all and sundry;
e) Affirmative action around the vulnerable;
f) Inclusivity of all forms of diversity;
g) High degree of accountability and transparency and;
h) Tolerance to varied opinions, beliefs and aspirations.

2.5 CORE VALUES OF THE COMMISSION

a) Professionalism: We are committed to serving our clients with utmost professionalism
b) Affirmative Action for the marginalized and the minorities: We endeavour to undertake affirmative action for the marginalized and the minorities.
c) Respect for Diversity and Inclusivity: We respect diversity and ensure inclusivity in engagements.
d) Integrity: We provide our services with utmost integrity


"Peace begins with Kindness, Understanding and Compassion for one another."
Dr. Maya Angelou.

SECTION THREE

OUR PERFORMANCE

In the Financial Year June 2022 – July 2023, the Commission undertook targeted interventions geared towards promoting, peace, national cohesion and integration. The Annual Work Plan 2022-2023, Roadmap to Violence Free General Election 2022, *Election Bila Noma* Strategy, Deepening Peace and Cohesion for Prosperity in Kenya Strategy *Amani Kwa Ground 2023 -2025*, as well as NCIC's Strategic Plan 2020-2025 provided a solid foundation for the interventions. The overarching NCIC Strategic Plan 2020-2025 prioritises four (4) Key Result Areas (KRA, s) and thirteen (13) strategic objectives as presented below:

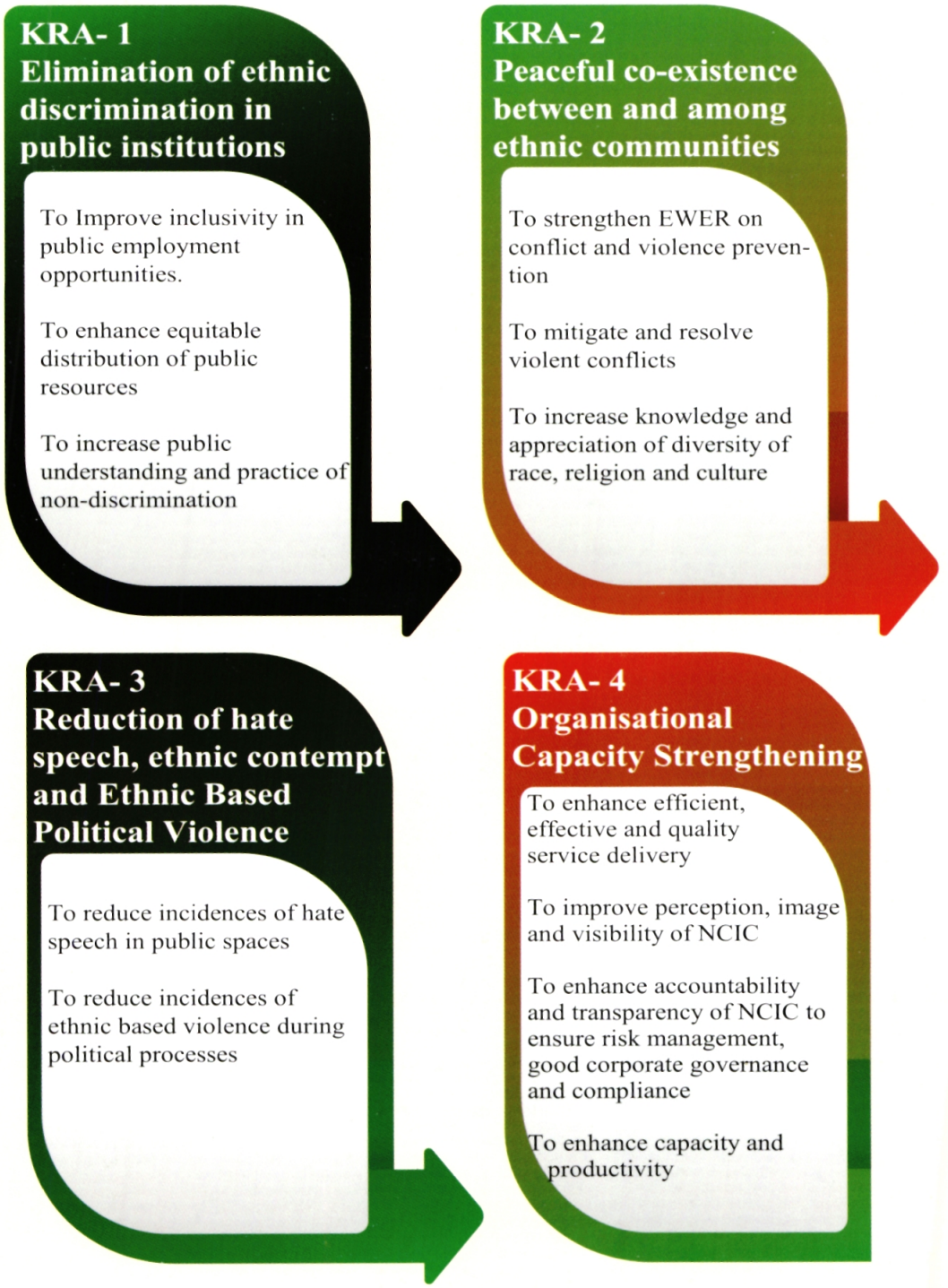


Figure 1: NCIC Key Result Areas and Strategic Objectives

3.1 REDUCTION OF ETHNIC DISCRIMINATION IN PUBLIC INSTITUTIONS

3.1.1 Ethnic and Diversity Audit of County Public Service



During the reporting period, the Commission conducted ethnic and diversity audit of employment in the county public service with the aim of improving inclusivity in public employment opportunities, enhancing equitable distribution of public resources as well as increasing public understanding and practise of non-discrimination. The County ethnic and diversity audit focused on collecting and analysing employment data from County Public Service Boards (CPSB's), the County Assemblies (CA) and the Governors Offices (GO) in the forty-seven (47) Counties. The Commission received and analysed data from 47 counties and a report developed and validated. Key findings of the report indicated that only 13 (28%) of the 47 counties complied with the County Government Act No. 17 of 2012 Section 65 (1) (e) which provides that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county. Henceforth, the Commission will work closely with non-compliant counties to develop strategies and initiatives that promote diversity and inclusivity within the county public service to foster a more diverse and inclusive workforce for a more equitable and harmonious society.

3.1.2 Development of Guidelines for County Employment Equity Plans

During the reporting period, the Commission in collaboration with the Ethics and Anti-Corruption Commission (EACC), Public Service Commission (PSC) and the National Gender and Equality Commission (NGEC) developed guidelines for County Employment Equity Plans (CEEP's). The County Government (Amendment) Act, 2020 provides for the development of County Employment Equity Plans (CEEP) by the County Public Service Boards (CPSBs) to address diversity, inclusivity and representation in employment in county public service. The guidelines were presented to the Committee on National Cohesion and Equal Opportunity, for feedback and recommendations. The draft guidelines are currently in the validation stage.



NCIC Commissioners and staff, engaging with the Committee on National Cohesion and Equal Opportunity in Machakos County.

3.2 PEACEFUL COEXISTENCE BETWEEN AND AMONG ETHNIC COMMUNITIES

3.2.1 Sensitisation Forums on Peaceful Co-existence

a). *Mimi Mkenya* Town Hall Forums on Peaceful Elections. During the reporting period the Commission in collaboration with Nation Media Group (NMG) and the European Centre for Electoral Support (ECES) and other state and non-state actors, conducted a peace campaign dubbed *"Mimi Mkenya"* to promote peaceful General Elections in 2022. The peace campaign targeted eight hotspot Counties namely; Kisumu, Kilifi, Mombasa, Isiolo, Kericho, Nakuru, Uasin Gishu and Nairobi. The campaign utilised social media platforms such as X, Facebook, YouTube and promotional videos as well as panel discussions and live events coverage on Nation Television (NTV) to amplify the peace messages. The peace campaign culminated in a national peace concert held in Nakuru County. The concert was attended by representation from both state and non-state actors that included the NCIC, ECES, UNDP, European Union, Haki Africa, Nation Media Group among others. As a result of the town hall forums over 5 million Kenya's were reached with key peace messages that contributed to the peaceful coexistence.



Mimi Mkenya media campaigns in some of the target counties

b). Peace Caravan on Peaceful General Elections 2022. In the period under review, the Commission conducted peace caravans in Nakuru County and its environs. The peace caravan aimed at disseminating peace and cohesion messages during the electioneering period. The peace caravan culminated into a peace

concert in Nakuru that brought together celebrity artists who included; Sauti Sol, Octoppizzo, Mercy Masika among others. As a result of the peace caravan and concert over 10,000 people were.



NCIC Chairman Rev. Dr. Samuel Kobia engaging participants during the peace concert in Nakuru County

c). *Penda Jirani* Peace Campaign. After the successful launch of the Penda Jirani peace initiative in collaboration with the Standard Media Group, the Commission embarked on a peace sensitization campaign targeting Kisumu, Kericho, Nakuru, Meru, and Isiolo Counties. The primary objective of this campaign was to promote good neighborliness and foster the Kenyan spirit of peaceful coexistence and unity in preparation for the upcoming General Elections in 2022. This initiative brought together influential media personalities, media stations, NCIC Commissioners, and the secretariat to spread the message of peace and harmony. In Kisumu, the caravan traveled through various neighborhoods such as Kondele, Nyalenda, Dunga Beach, Nyamasaria, Ahero, Chemelil, and Muhoroni. In Kericho, the caravan visited Kericho Summit, Molo, Elburgon, Njoro, Railways stage, Barnabass, Ponda Mali, Kaptembwa, and the main bus stage in Nakuru town. Moving to the Eastern region, the caravan toured Isiolo town, Ngaremara, Maili Saba, and Kina in



Isiolo County, before proceeding to Tigania, Igembe, and Imenti in Meru County.
The campaign also educated Kenyans on the importance of rejecting political incitement, ethnic animosity, and violence related to elections. As a result of these efforts, over 5 million individuals were reached directly and indirectly through various media platforms, contributing to a more informed society committed to upholding peaceful coexistence.



NCIC Commissioners and Staff engaging with the public during the Penda Jiani Peace Campaigns in Kericho, Kisumu, Nakuru, Meru, and Isiolo Counties

d) *Mainstreaming Peace and Cohesion in Learning Institutions.* During the reporting period, the Commission sensitised 3,775 students from 11 schools in Nairobi and Machakos Counties on promoting peace education, dialogue, and conflict resolution among students. The sensitizations provided a platform for social dialogue and dispute resolution and empowered the youth with knowledge and skills on national values and principles of non-violence. In addition, the Commission supported the launch of Amani Club Peace Corner and the Talent Show at Lenana School in Nairobi County where three schools namely, St. Georges, Precious Blood Riruta, and Lenana School participated. Following this forum, 547 students were reached and sensitized.

The Commission conducted two Peace Conferences for students and peace stakeholders in Nairobi and Machakos Counties to promote peace, cohesion and integration. The conferences were attended by 5 schools and 424 students, were reached and sensitized. The Commission also supported the Amani clubs debate competition on peace and cohesion for Amani Club members in Naromoru Boys High School in Nyeri County. The debate competition was attended by two schools namely, Naromoru Boys School and Kiandu

Secondary School and focused on the theme "*Elimu Ndio Nguzo Ya Ufanisi*". Following this engagement over 200 students were reached with peace and cohesion messages.



NCIC staff and Amani Club Members during the during the Amani Club debate competition in Nairobi County

e) Amani Clubs Essay Writing Competition. The Commission has been organizing an annual national essay writing competition for Amani club member schools across the country as part of its efforts to promote cohesion and peaceful coexistence in educational institutions. In the period under review a workshop was held in Nakuru County for the Amani Clubs National Executive Committee to mark and evaluate the essays submitted. The workshop aimed to highlight the significance of peace clubs in fostering national cohesion and integration.

During the workshop, the markers identified students who demonstrated exceptional knowledge and skills in promoting peace and unity. These students were recognized as potential peace champions within their schools and communities. A total of 427 essay entries in English and Kiswahili were received from universities, secondary schools, and primary schools. The essays were evaluated, ranked, and the winners were awarded trophies and certificates. This initiative not only encourages students to reflect on the importance of peace and cohesion but also recognizes and rewards those who excel in promoting these values. It is a crucial step towards building and inculcating values among the young generation for a harmonious and cohesive nation.



Amani Club Patrons during the marking of the Amani Club Essays in Nakuru County

f) Training of Amani Clubs Patrons. During the review period, the Commission organized a training session for Amani Club Patrons in Nairobi County. The training was centred on promoting peace, unity, and integration, with a specific emphasis on fostering an understanding of diversity, tolerance, and peaceful coexistence among students in educational institutions. As a result, a total of 29 Amani Club patrons participated in the training, where they discussed strategies for improving the function and administration of Amani Clubs in schools. Additionally, a coordinating committee was established to support the expansion and establishment of Amani Clubs in educational institutions nationwide.

g) Celebration of Africa Scout's Day. During the reporting period, the Commission participated in Africa Scouts Day, which was held at the Rowallan National Scouts Camp and at the University of Nairobi. The theme of the event was 'Innovative Solutions for a Sustainable Future'. The event brought together scouts from different counties who celebrated key duties and milestones of scouts in Africa as well as empowered young people to take up innovative roles in society. As a result, 800 people were reached and sensitised on peaceful co-existence and cohesion.



Scouts in procession from Green Park Terminus to The University of Nairobi during celebration of Africa Scouts day

h). Sensitization during the Kenya National Drama and Film Festival. During the reporting period, the Commission supported and participated in the Kenya National Drama and Film Festival in Machakos County, whose theme was "*Fostering digital transformation through film and theatre*". The festival brought together schools from eight counties namely, Embu, Tharaka Nithi, Kitui, Machakos, Isiolo, Meru, Makueni, and Marsabit. The festival provided a platform for talented youths to display talents and skills in film and theatre through performances in spoken word, narratives, choral verses, comedy, music, dance, and plays. The performances also carried peace and cohesion messages and promoted intercultural tolerance and understanding. Following the festival over 12,500 students from across the counties were sensitised on peace and cohesion.



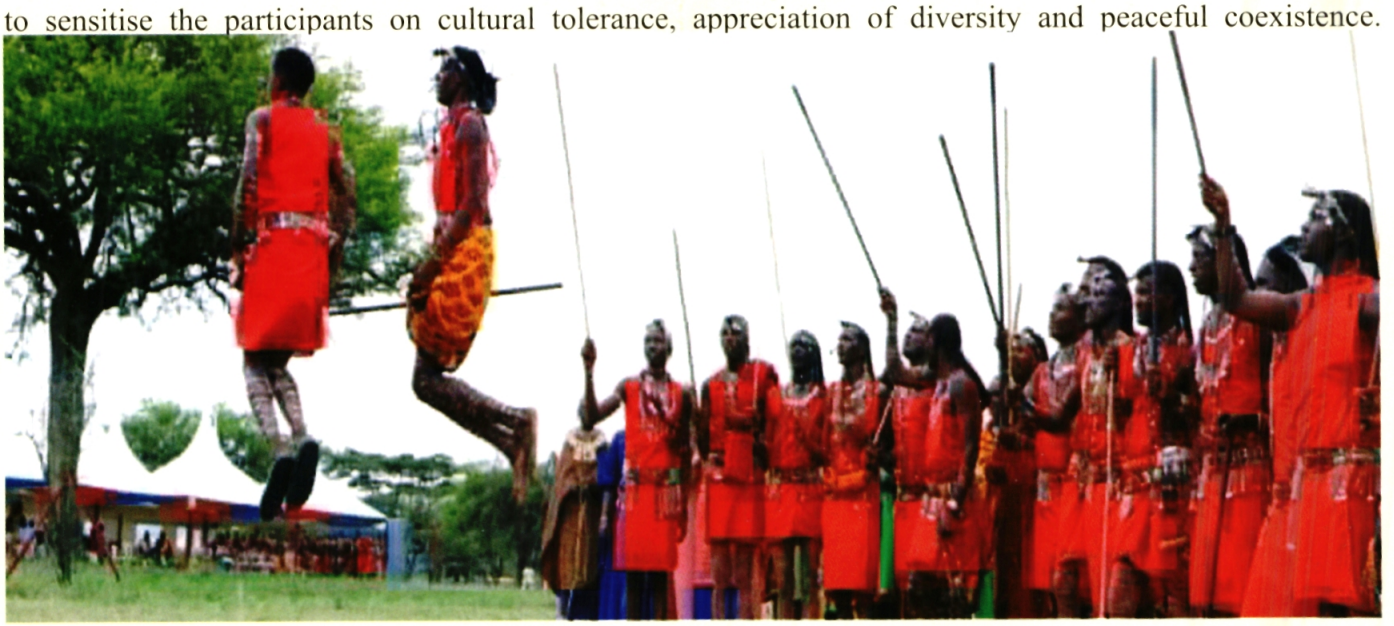
Participating students performing during the Drama and Film Festival in Machakos County

i) Sensitization during the Kenya Music and Cultural Festival The Commission supported the 95th edition of the National Kenya Music and Cultural Festival in Kitui County. The forum brought together representation from 25 counties, key among them State Department of Culture and Heritage, County Government of Kitui, and the participating schools. The festival focused on traditional dances, music, drama, solo poems, and modern art among other performances. The Commission supported the festival with 3 trophies and 100 branded Polo T-shirts. As a result, of the festival, over 5,000 students were sensitised on peace and cohesion as well as fostering equality and inclusivity,



Students performing during the festival and NCIC Commissioner Kedogo and other guests participating in the festival

j). Maasai Cultural Festival. During the reporting period, the Commission supported the inaugural Maasai Cultural Festival held at Sekanani Gate in Masaai Mara Narok County. The festival, which was organised by Narok County Peace Association in collaboration with the Ministry of Tourism, Wildlife, and Heritage aimed to provide a platform for, inter -cultural exchange, understanding, and especially appreciating diversity, and celebrate the cultural heritage of the Maasai community. The festival brought together over 1,000 people from different ethnic backgrounds and the Commission utilised this platform to sensitise the participants on cultural tolerance, appreciation of diversity and peaceful coexistence.



Participants and Maasai morans celebrating during the Maasai Cultural Festival in Narok County

k) Sensitization forum for Women, Youths and Community leaders. During the period under review, the Commission engaged women, in Meru County with an objective of promoting inclusion of women in peace building and in particular to enhance their participation in peace building, cohesion and inclusion processes. The sensitization forum focused on the mandate of the Commission as well as strategies of promoting peaceful elections as well as on the role of Women under United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace, and Security. Following this forum over 1200 women were sensitised and committed to uphold peace the electioneering period.

The Commission also conducted a forum for youth and community peace actors in Meru County, which aimed at enhancing the capacity of the local peace actors and youths. The sensitization forum brought together youths and focused on the mandate of the Commission and strategies of promoting peace and cohesion and as well as on UNSCR 1325 and 2250 on Women and Youth, Peace, and Security respectively. Following the forum 750 youths were sensitized, signed, and committed to the Peace and Political Decency and Accountability Charter.



(L), Women participants during the sensitization forum and (R) community leaders participating in the sensitization forum in Meru County

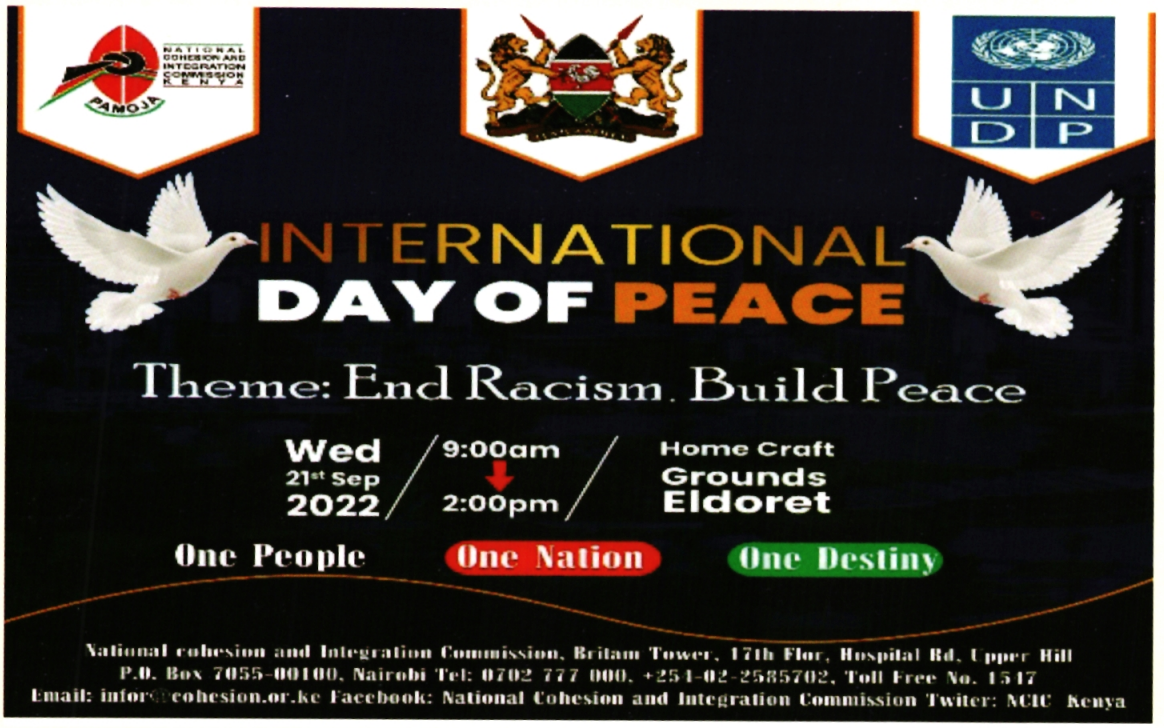
l) **Celebration of Peaceful Coexistence in Post-Conflict Counties.** During the reporting period, the Commission supported the celebration of two years of peaceful coexistence along the Nandi and Kakamega border and in Narok County. The celebrations followed sustained and targeted conflict resolution interventions by the Commission and other peace stakeholders. The celebration was marked through diverse community activities for five days along the border of Nandi and Kakamega counties and in Narok County. Local peace actors, local political leaders and community members attended the celebrations.

As a result, of the celebrations, a total of 952 peace actors and political 8 leaders were reached in Nandi-Kakamega border and 500 community members reached in Narok County. In addition, over 500 trees were planted in Mau forest in a bid to avert effects of climate change. In both Nandi- Kakamega and Narok, the peace actors and the community members committed to maintain peaceful co-existence by signing the Political Decency and Peace Accountability Charter.



(L) NCIC Commissioners and National Government Administration Officers during the celebration and (R) community member's celebration peace in Nandi-Kakamega border

m) Commemoration of the International Day of Peace: During the reporting period, the Commission supported the celebration of the International Day of Peace, in Uasin Gishu County. The commemoration is marked annually around the world on 21st September. During the commemoration, the focus was strengthening the ideals of peace, both within and among all nations and people. The Commission in partnership with peace stakeholders acknowledged and appreciated outstanding peace actors and institutions from Uasin Gishu County and disseminated peace messaging among conflicting communities. As a result of the engagement a total of 438 peace stakeholders were directly sensitized and reached with peace messages.



Dignitaries releasing doves as a sign of peace during the Commemoration of International Day of Peace in Uasin Gishu County

n). Sensitisation Forums for Women, Youth and Community Actors. During the period under review, the Commission conducted four sensitization forums in Busia, Kajiado, Migori and Nairobi Counties. The sensitization forums aimed at building the capacity and resilience of youth, women and community peace actors against conflicts and violence. The forum provided a platform for the peace actors to build consensus on the practical strategies of promoting community healing and reconciliation. Following the engagements, a total of 1,854 women, youths and community actors were sensitised.



The NCIC team participants during the sensitization forums in Busia and Kajiado Counties

o) Sensitisation Forums for Women, Youth, Journalists and Bloggers. During the reporting period, the Commission conducted sensitization forums in Isiolo, Taita-Taveta, targeting youth, women and the media. The forums aimed at empowering the youth and women to promote post-election harmony and peaceful coexistence and enhancing ethical reporting by the journalists and the bloggers. Following the forums, a total of 258 youth and women people were reached as well as 40 journalists. In addition, over 1000 IEC materials with peace messages were disseminated.



(L) NCIC Deputy Director Mr. Kilian Nyambu engaging the youth in Isiolo County and (R) journalists and bloggers during the training in Taita Taveta County

p). Diversity Conversations with Community Leaders, Youth, Women and Religious Leaders. During the period under review, the Commission conducted a series of diversity conversations targeting community leaders, youth, women and religious leaders in Nakuru County. The forums focused on community led

strategies to promote peace and cohesion following the General elections in 2022. As result, collaboration and linkages among the diverse target groups was strengthened and over 200 participants were reached and sensitized.



(R) standing NCIC Principal Program Officer Ms. Munini Mutuku engaging with a community leader during the forum in Nakuru County.

q) Stakeholders Conference on Mitigating Violence during the General Elections 2022

The Commission in collaboration with the Centre for Multi-Party Democracy (CMD) supported a stakeholder's conference on peaceful elections in Nakuru County. The conference brought together representatives from diverse organizations key among them International Republican Institute (IRI), Centre for Multi-party Democracy (CMD), Kenya Private Sector Alliance (KEPSA), Political Parties Liaison Committee (PPLC), Elections Observation Group (ELOG), and Office of Registrar of Political Parties (ORPP) among others. The conference provided a platform for the stakeholders to deliberate on strategies towards promoting peace before, during and after the 2022 General Elections. As a result, a total of 35 organisations were represented during the conference and they committed to peace and cohesion by signing the Political Decency, Peace and Accountability Charter.



Participants from state and non-state agencies during the conference on peaceful elections in Nakuru County

r) Sensitization of Students on Democracy Through the Election Ville Game. The Commission partnered with the Swedish Institute to educate students from selected secondary schools on the principles of democracy through the Election Ville Game. Election Ville is a fictional city designed as an educational floor game, where participants assume the roles of county council members facing various challenges. The primary goal of the Election-Ville toolkit is to provide an interactive learning experience on the functioning of democracy. This toolkit is tailored for students aged 15–24 years, aiming to equip them with the necessary skills and knowledge to embrace and uphold fundamental democratic values such as inclusivity, participation, and gender equality. In the period under review, several schools, including Machakos School, Kwanthanze School, and St. Georges Girls, actively participated in the Election Ville Game during the Europe Day event held at the University of Nairobi grounds. As a result, a total of 240 students from these schools were introduced to the game and gained valuable insights into democratic processes.



The EU Ambassador to Kenya H.E Ms. Henriette Geiger and NCIC Chairperson Rev. Dr. Kobia awarding the winning students during the Election Ville game

3.2.2 Advocacy forums

a) Consultative Meeting of Political Leaders from Kerio Valley Belt. During the reporting period, the Commission conducted a political leaders meeting that brought together political leaders from the Kerio Valley belt, which comprises of West Pokot, Baringo, Turkana and Elgeyo Marakwet Counties. The consultative meeting was held in Machakos County with an aim of deliberating on practical peace building strategies that can promote sustainable peace and cohesion in the region. The meeting was attended by 23 elected political leaders from the four Counties. As a result of the meeting, the political leaders build consensus on steps towards deescalating the conflict, signed, and released a joint communique. The leaders agreed to work together towards promoting peace, security and economic empowerment of their communities.



NCIC Director Ms. Millicent Okatch making a presenting during the political leaders' advocacy meeting in Machakos County.

b) National Conference on Political Decency and Accountability

The Commission collaborated with Mkenya Daima, ACT!, Special Olympics, IRCK, and ORPP to organize a conference in Nairobi County during the reporting period. The conference aimed to promote peace, political decency, and accountability among the political class and citizens of Kenya. It was particularly aimed at preparing for the 2022 election cycle. The conference featured discussions on political decency, peace, and accountability in Kenya, with key duty bearers in the electoral process, including the Chairperson of the Independent Electoral and Boundaries Commission (IEBC) and the Registrar of Political Parties in attendance.

The event was attended by 379 delegates, including representatives of four presidential candidates, and 86 Secretary Generals of registered political parties. Additionally, representatives from various sectors, such as civil society organizations, faith leaders, and the media, were present.



Stakeholders during the during the political decency and accountably Conference in Nairobi County

c). Advocacy Engagements with the Political Class

During the reporting period, the commission held an advocacy meeting with 79 political leaders in Kericho and Kisumu counties. The forum aimed at engaging with the county leadership, newly elected officials, the County Public Service Board, the County Assembly Service Board, Civil Society, and the Media. The discussions centered around peace-building and conflict management strategies that can help sustain peace and cohesion in the counties as well as promotion of decency and political accountability by the members of the political class.



Political leaders during the advocacy meeting in Kisumu County

d). Consultative Meeting for Political Leaders' Meeting from AMAYA

During the reporting period, the Commission conducted a political leaders' forum in Laikipia County, which brought together a total of 45 elected leaders who included, Members of Parliament (MP, s) and Members of County Assembly (MCA, s) from Baringo, Samburu, Laikipia, and Isiolo Counties. The forum aimed to affirm the positive role of politicians in promoting peaceful co-existence in the Amaya Triangle region. The meeting resulted in a communique that called for the promotion of economic growth, with a particular focus on enhancing infrastructure, strengthening existing rangeland management committees, and building the capacity of communities to shift from pastoralism to smart farming.



NCIC Commissioner addressing the participants of the Political Leaders Forum from AMAYA Triangle region in Nanyuki, Laikipia County

e). Consultative Meeting with Professionals from Kerio Valley Belt

During the reporting period, the Commission, in collaboration with the European Center for Electoral Support (ECES), convened a meeting with 48 professionals hailing from the Kerio Suguta Valley Belt in Nakuru County. These professionals were selected from Turkana, West Pokot, Baringo, and Elgeyo Marakwet counties. The primary objective of the meeting was to address the longstanding conflict and violence prevalent in the region, particularly within the Kerio Suguta Valley Belt. The session was meticulously organized to facilitate open and constructive dialogue surrounding the challenges faced by the region, potential strategies for resolution, and the pivotal role that professionals can play in fostering sustainable peace. Following robust discussions, the professionals collectively endorsed a communique committing to upholding peace initiatives and quelling conflicts and violence within the area. This collaborative effort underscores a shared commitment to promoting peace and stability in the Kerio Suguta Valley Belt, marking a significant step towards fostering a harmonious and secure environment for all residents.



NCIC Commissioner Sam Kona signing a communique to ceasefire during the Kerio Valley Professionals meeting in Nakuru County.

f) Consultative Meeting with Women Leaders from Kerio Valley Belt

During the reporting period, the Commission, in partnership with ACT! conducted a series of consultative meetings that brought together women leaders from the Kerio Valley belt. The objective of the meetings was to address the conflict and violence in the region, particularly in the Kerio Suguta Valley Belt, which has been experiencing instability for a long time. The women leaders deliberated on the root causes of the conflicts and offered practical strategies to be put in place to restore peace in the region. The women leaders signed and committed to promoting peace through a communique that was read and disseminated to the media and the public. A total of 30 key community women leaders engaged in the meeting.



Left NCIC Commissioner Dorcas Kedogo reads the communique by Women leaders and right NCIC team with religious leaders during the consultative meeting in KSG Baringo

g) Political Leaders Consultative Forum for Kerio Valley Belt Counties

The Kerio Valley region has been plagued by frequent conflicts which have caused the displacement of communities, stalled socio-economic development, and resulted in loss of both human and animal lives. In order to address this issue and achieve lasting peace, the Commission partnered with ECES and Act! Kenya to implement a series of interventions in the region. The Commission, in collaboration with ECES and ACT! organized a consultative forum for political leaders from West Pokot, Baringo, Turkana, and Elgeyo Marakwet Counties which was held in Machakos County. The aim of the forum was to deliberate on sustainable strategies to bring peace and unity to the region. As a result of the forum, 23 elected political leaders were engaged and they reached a consensus on joint peacebuilding approaches. They also signed a communique outlining the resolutions and immediate interventions to be prioritized.

h). Consultative Forum with Political Leader s from Amaya Triangle Initiative Counties

During the reporting period, the Commission organized a political leader's consultative forum in Machakos County. The forum brought together political leaders from the AMAYA Triangle Initiative Counties, including Members of Parliament (MPs) and Members of County Assembly (MCAs) from Baringo, Samburu, Laikipia, and Isiolo Counties. The objective of the forum was to confirm the positive role of political leaders in promoting peaceful co-existence in the Amaya Triangle. The forum focused on identifying the key drivers of conflicts in the region and proposed practical strategies to address them. The political leaders highlighted the need to increase the number of National Police Reservists in the region. Additionally, they agreed that there was a need for compensation for the victims of banditry and cattle rustling, affirmative action, peace dividends, and the establishment of special bursary kits for victims of violence to ensure sustainable peace. A total of 23 elected political leaders attended the forum, signed a communique with resolutions of the forum, and committed to maintaining peace.



The Member of Parliament Laikipia North Constituency Hon. Sarah Korere speaking during the political leader's forum in Laikipia County

i). Leadership Forum for County Governments

During the reporting period, the Commission organized a County Leadership Forum aimed at promoting inclusivity and non-discrimination in Kwale and Mombasa Counties. The goal was to improve the capacity of county leaders in promoting inclusivity and non-discrimination in the provision of county services, resources, and opportunities. This would, in turn, promote peaceful coexistence in the region. The forum targeted various groups, including government officials, County Public Service Board members, peace actors, Community-Based Organization leaders, and the media. These groups are essential in policymaking, and it's crucial that they are at the forefront of inclusivity and non-discrimination programs.

The Commission highlighted the role of each group in promoting inclusivity and non-discrimination. The forum aimed to inspire leaders to engage without discrimination and uphold Chapter 6 of the constitution on values. It also provided an opportunity to deliberate on the inclusivity and non-discrimination agenda within the counties. Additionally, the forum helped to understand the gender agenda within the county and how women's engagement could support women's participation in leadership. Over 57 leaders were reached, and sensitized on peace, cohesion and integration.

j) Engagement with Senate Committee on National Cohesion and Equal Opportunity

During the review period, the Commission conducted a consultative meeting with the Senate Standing Committee on National Cohesion, Equal Opportunity, and Regional Integration at Parliament building. The Commission presented a memorandum on the disarmament exercise and conflict in the North Rift Region. The memorandum aimed to inform the Committee about the conflict issues stemming from cattle rustling and the ongoing disarmament exercise in the North Rift region. It also provided recommendations on practical strategies to de-escalate the conflict and promote sustainable peace in the region. The Commission reiterated its dedication to enhancing targeted interventions in the region.



NCIC Chairperson Rev. Dr. Kobia presenting a memorandum to the Senate Committee on National Cohesion and Equal Opportunity

k) Engagement with National Assembly Committee on National Cohesion and Equal Opportunity

During the review period, the Commission held a consultative meeting with the Parliamentary Committee on National Cohesion and Equal Opportunity in Naivasha Sub-County to discuss the NCI Act. The NCI Act serves as a crucial tool in promoting national cohesion and integration by prohibiting discrimination on ethnic grounds, criminalizing harassment, hate speech, threatening behavior, abusive or insulting conduct, and discrimination in employment based on ethnicity, among other provisions. However, there are gaps in the Act that need to be addressed in order to enhance its effectiveness in achieving cohesion and integration. At the meeting, the Commission presented a memorandum outlining proposed amendments to the NCI Act. These proposed amendments were thoroughly discussed by the committee with the aim of adopting and incorporating them into the draft Bill. It is imperative that these amendments are considered and implemented to strengthen the Act and further advance the goals of national cohesion and integration.



NCIC Chairperson and Commissioners during the consultative meeting with the Parliamentary Committee on National Cohesion and Equal Opportunity

3.2.3 Dialogue Forums

a) Dialogue Forum on Peaceful Coexistence in Laikipia County

During the reporting period, the Commission organized a three-day engagement in Laikipia County. The engagement comprised of public *barazas*, public engagement forums, and dialogue platforms aimed at supporting peace champions and enhancing better response and capacity of peace and security actors. Additionally, the dialogue forums aimed at celebrating peaceful coexistence between Samburu and Laikipia, strengthening interventions along the border, deepening inter-ethnic cohesion, and strengthening the commission's partnership with local peace actors, peace committee members, and members of the public to ensure an Elections Bila Noma. A total of 370 participants were reached.

b) Community Dialogue Forums for Local Leaders in Nandi County The Commission conducted community dialogue forums for community leaders and public *barazas* in Nandi County. The activity targeted community elders and opinion leaders, peace and security actors, business and religious leaders, *matatu* and *bodaboda* sectors, *Jua kali* sector, elected MCA, s and candidates who lost elections, and the general public. The aim of the meeting was to enhance the capacity of the local community leaders, peace and security actors, and the general public to promote peaceful coexistence at the community level during the post-election period in Nandi County. As a result of the forums, the Commission: Recognized and awarded 21 peace champions in the local communities with the NCIC certificates and medals, enhanced the capacity of 320 participants to resist manipulation from politicians and ethnic/ political violence and evaluated and established strategies to sustain long-lasting peace in Nandi County and also empowered youths to prevent and manage drug abuse.



Participants during the community baraza in Nandi County

c) Community Peace Dialogue Forum in Laikipia North Constituency

The Commission conducted a dialogue forum in Laikipia county which brought on board religious leaders, NGOs, members of the community, and security actors to promote peaceful coexistence between communities and also mitigating and resolving violent conflicts. They raised the challenges they were facing and came up with several resolutions among them being zero tolerance to criminals, forceful disarmament of criminals, clear demarcation of boundaries, among others. As a result of the dialogue forum 45 stakeholders were reached and sensitised.



Community members and religious leaders together with the NCIC and ECES delegation in Laikipia County.

d) Inter-community and Inter-religious Peace Dialogue Forums in Isiolo County

The Commission conducted an intercommunity and inter-religious dialogue forums in Isiolo County. The objective of the forums was to ensure peace prevails amongst the communities and how to have and maintain peace in the County especially during electioneering period. As a result of the two forums the commission reached and sensitised 102 stakeholders.



Commissioner Hon. Abdulaziz Farah engaging community members during the dialogue forum in Isiolo County

e) Community Peace dialogue forums in Baringo-Isiolo Counties

The Commission organized peaceful dialogue forums in Baringo and Isiolo with the aim of holding community *barazas* involving members of conflicting communities, peace and security actors, and local politicians. During the meeting, participants and local peace and security stakeholders discussed possible solutions for curbing and eliminating prolonged mistrust and enmity between ethnic groups. The participants suggested long-term solutions to the never-ending conflicts in the two counties, which would only work if other stakeholders were brought on board. They emphasized the need for a change in tactics from 'peace for development' to 'development for peace.

Community members had the opportunity to express their frustrations, harassment, fears, and disappointments with the present insecurity in the community. The trauma and anguish that the communities have undergone made it clear that psychosocial support and counselling were necessary for communities in Baringo County. Community members interacted with members of the Sub-county security teams and other leaders present, making the dialogue forum a success, with 178 participants in attendance.

f) Community Peace Dialogue Forums in Bomet and Nyamira Counties

The Commission organized community peace dialogues in Borabu, which is located at the border of Sotik and Nyamira Counties. The dialogues were conducted to address the rising tension in the area, and representatives from the county and national government, youth, Persons with Disabilities, women, village elders, religious leaders, and various security organs were present during the event. The activities during the peace dialogues included joint forums with leaders and community representatives, courtesy calls to the Deputy County Commissioners, and cross-border peace committee engagements. The cross-border peace committee members agreed to hold consistent peace meetings among themselves to exchange information on the status of peace in their regions. The committee also developed actionable initiatives that they would undertake in their various categories to promote peaceful coexistence. More than 500 participants were reached with peace messages during the event.



Community members and peace actors during the community dialogue at Borabu in Nyamira County

g) Community Peace and Dialogue Forums in Kitui County

The Commission collaborated with other stakeholders to organize a community peace dialogue forum in Kitui County. Its aim was to promote peaceful coexistence between local communities and nomadic communities that graze their livestock in the region. There have been several instances of violent clashes in the area, resulting in the destruction of crops, properties, and the death of both animals and community members. The meeting was attended by members of the community, peace actors, and security teams from Kitui and Garissa Counties. The participants discussed the root cause of the conflicts and drew a roadmap for interventions to end the conflict and bring sustainable peace to the region. Following this meeting, a total of 150 community members and peace stakeholders engaged in the deliberations and vowed to uphold peace.



Community members and peace stakeholders during the peace meeting in Kitui County

h) Community Peace Dialogue Forum for Leaders and Morans

The Commission conducted a community peace dialogue forum for leaders and Morans in Samburu County to enhance their role in peace building. After the meeting, 59 Morans were engaged and decided to replicate peace meetings in hotspots of Samburu East. They will also use the *Ilmeoli* age-set members to mentor and bless the young Morans *'Ilkisieku'* and provide them with learning opportunities through exchange programs. Further, the Commission and other peace organizations agreed to establish a taskforce that will champion interventions targeting Morans.



A Samburu elder addressing the Morans during the dialogue forum in Samburu County

i) Community Peace Dialogue Forums in Kerio Valley Belt

The Commission conducted three peace forums that targeted youth, women, and religious leaders from the Kerio-Suguta Valley Belt in Baringo County. The target group was drawn from Turkana, West Pokot, Baringo, and Elgeyo Marakwet counties. The forums provided an opportunity to examine the challenges facing the region and deliberate on innovative and inclusive strategies to end the recurring conflict through strategic collaboration with peace stakeholders in the area. After the discussions, it was agreed that the conflicts in the region were structural and historical, revolving mainly around access to resources and boundary-related issues. These conflicts were further compounded effects of climate change, proliferation of small arms and weapons, illiteracy, commercialization of cattle rustling, and revenge attacks.

As a result of the forum, the target groups established WhatsApp groups to serve as Early Warning Early Response platforms. Additionally, the Commission committed to supporting these groups through partnerships with local CSOs such as World Vision, National Council of Churches of Kenya (NCCK), MidRift Hurinet, Northern Rangeland Trust (NRT), Farming Systems Kenya and Interpeace Kenya. The forum sensitized 60 local peace stakeholders on peacebuilding and cohesion. The participants committed to promoting peace in the region by jointly developing and signing a communique.



NCIC Team and religious leaders from Kerio Valley during the community peace forums in Baringo County.

j) Post-Election Healing and Reconciliation Dialogues in Kisumu, Mombasa and Kitui Counties

The Commission conducted Post-Election Healing and Reconciliation Dialogue in three counties, namely Kisumu, Mombasa, and Kitui, with the primary objective of rebuilding and transforming relationships between communities that had been damaged by violent conflicts. The aim was to promote and sustain peace.

Cases of violent conflict have been prevalent in Kisumu, Mombasa, and Kitui counties, particularly during the pre-election and post-election periods. However, there has been a notable improvement after the 2022 general elections. A high rate of unemployment among the youth, rising poverty levels, drug and substance abuse, corruption, limited opportunities for development, ethnicism, and ethnic balkanization for political expediency and competition for resources are some of the issues that have exacerbated conflict in these counties. The manifestation of violent conflicts in these counties has resulted in the destruction of property, loss of lives, suspicion, poor relationships among communities, and economic instability, among others. The commission reached out to 160 participants, including men, women, youth, and persons with disabilities (PWDs) in each of the counties.

k) Wajibika Youth Dialogue Forums

The Commission, in collaboration with other stakeholders, organized a series of youth conferences called Wajibika Youth Forums. The conferences were held in Kericho, Kisumu, and Nairobi County, where youths from informal settlements such as Kibera, Mathare, Kariobangi, and Kibagare participated. The main aim of these forums was to promote intercommunity relations, healing, and understanding among youth. As a result of these conferences, a total of 289 youths and peace stakeholders were reached and sensitized. Additionally, the youth developed Action Plans for Community Safety and Peaceful Coexistence.



NCIC Team with participants during the Wajibika Regional Conference in Nairobi, Kericho and Kisumu Counties

l) Building Inter-Communal Resilience in Kibra Nairobi County

During the reporting period the Commission in partnership with ACT! Conducted a series of resilience building forums in Kibra Nairobi County that targeted representation from the Luo community and the Nubian community following conflict and violence in the region. The participants deliberated on their experiences on the impact of the public demonstrations and made proposals on modalities of promoting and sustaining good Inter-communities' relations.

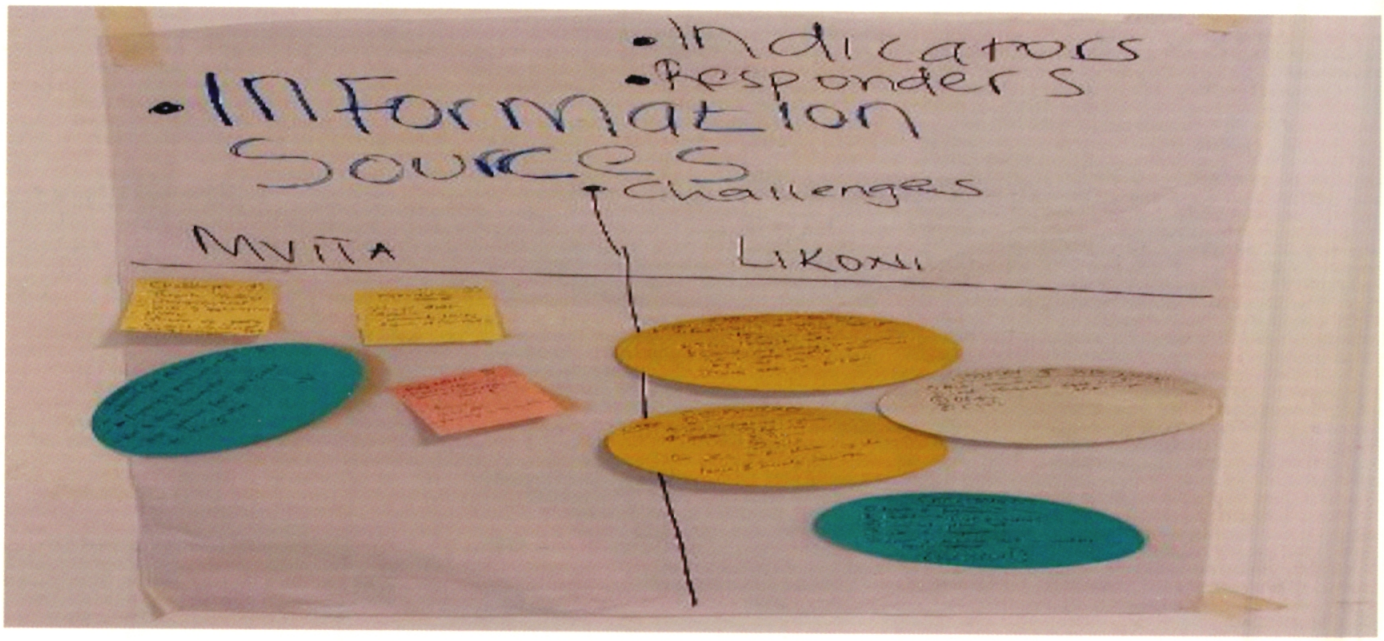


Youth from Kibra participating in a series of building resilience sessions

3.2.4 Training and Capacity Building

a) Training of Local Peace Structures on Peace Building and Conflict Transformation

The Commission conducted six trainings during the reporting period, with each county having participants from two sub-counties. The trainings were held in Mombasa, Kilifi, and Isiolo Counties. The aim of the training was to help mitigate and resolve violent conflicts, increase the participants' knowledge on how to analyse conflicts in their communities, and identify hate speech in their day-to-day interactions. The training led to an increased awareness of the participants on peacebuilding, with a focus on violence prevention, conflict management, resolution, and transformation, as well as post-conflict reconciliation with a focus on trauma healing. The participants' knowledge of mental health and psycho-social support was also enhanced, which would be used for both individual and community care. In total, 96 participants were trained.



Participants in a group discussion during the Isiolo Peace Structures Training in Isiolo County.

b) Training of Peace Actors on ADR and Conflict Transformation

The Commission conducted a training session for peace actors in Kitui County, with the goal of enhancing their abilities to address and resolve violent conflicts. The training emphasized key areas such as conflict transformation, early warning and response, as well as mental health and psychosocial support. Participants also were trained on Alternative Dispute Resolution (ADR) mechanisms. After the training, 33 participants were presented with certificates in recognition of their successful completion of the training. Feedback from the participants indicated a deep appreciation for the knowledge gained during the training, as well as a heightened awareness of the importance of prioritizing mental health and promoting peaceful disputes resolution within their communities.



NCIC Senior Programme Officer, Nancy Mulu engaging participants during the training of local peace structures

3.2.5. Strengthening Early Warning and Early Response (EWER) Mechanisms

a) Establishment of EWER Situation Room

In the reporting period the Commission established a situation room within the offices to enhance its preparedness towards promoting a peaceful 2022 General Election. The National Cohesion and Integration Early Warning Situation Rooms are a crucial tool for promoting peace and unity in the country. The situation room serves as a hub for monitoring potential threats to social cohesion, such as conflict and violence incidents. It continuously analyses data from various sources, including social media, traditional media, and on-the-ground reports, to provide timely alerts to policymakers and relevant authorities about emerging risks to national unity. This enables proactive measures to be taken to prevent escalating conflicts and promote dialogue among different societal groups.

The effectiveness of NCIC, s Early Warning Situation Rooms lies in the ability to foster collaboration between government agencies, civil society organizations, and community leaders in addressing underlying root causes of division. Ultimately, by utilizing these platforms effectively, the Commission can work towards building a more peaceful, inclusive, and cohesive society.

b) Early Warning Early Response Repository Dashboard

During the reporting period, the Commission collaborated with ECES to participate in a workshop held in Naivasha aimed at developing a dashboard, and provide media monitoring and an early warning repository. The primary objective of the workshop was to equip the Commission's staff with the skills and resources needed to monitor incidents of violence and hate speech on traditional and social media streams. The workshop also focused on the development of an informational early warning and monitoring mechanism (Dashboard) to monitor such incidents. The dashboard was designed to include different sections such as contact information, location, type of complaints, and interventions. The participants brainstormed on the dashboard's different sections to improve it. By the end of the session, the dashboard was revised and improved, ensuring its sustainability and enabling the NCIC staff to carry out their duties effectively.

c) Prevention Response and Coordination Interventions

During the reporting period, the Commission collaborated with the United Nations Development Programme (UNDP) under the Peace Building Fund (PBF) to implement an Early Warning and Early Response and Prevention program. This program involved the participation of 10 Civil Society Organizations (CSOs), including the Peace Actors Forum, Conflict Analysis Group, Uwiano platform members, and other grassroots organizations operating in the peacebuilding sector. These organizations conducted activities in four thematic areas across six Counties: Kisumu, Siaya, Isiolo, Vihiga, Marsabit, and Wajir. The project was executed by the following CSOs: Human Action Knowledge Integrity (HAKI Africa), Local Capacities for Peace International (LCPI), Global Peace Foundation Kenya (GPF), Keep-Alive Societies Hope (KASH), Pamoja for Transformation, Security Research Information Centre (SRIC), Inter-Religious Council of Kenya (IRCK), Isiolo Peace Link (IPL), Wajir Women for Peace (WWP), and Marsabit Women Advocacy and Development Organization (MWADO).

The Civil Society Organizations bolstered the capabilities of 1,100 peace actors by providing comprehensive training in Early Warning and Early Response (EWER), peacebuilding, and cohesion. In addition, they effectively implemented the Early Warning Early Response and Women Situation Room (EWER-WSR) initiative, which utilized Toll-Free Numbers to monitor and promptly respond to instances of conflict and violence. Throughout the elections, the EWER Women Situation Room addressed 25 critical alerts/incidents. Furthermore, the organizations revitalized and put into operation the Multi-Sectoral Joint Operation Command Center (JOCC) in Isiolo County, which facilitated the immediate reception and processing of complaints and incidents in real-time, thereby improving response and prevention efforts. By fostering collaboration and coordination among various stakeholders, including CSICs, Sub-County and County Peace committees, Cross-border committees, security agencies, CSOs, and community members, the CSOs significantly enhanced the response to peace and security threats.

During the reporting period, Civil Society Organizations (CSOs) focusing on Women, Peace, and Mediation successfully established an intra-County Women Mediators Forum in Wajir County. The primary objective of this forum was to empower women and enhance their participation in mediation efforts at the grassroots level. Moreover, these CSO also initiated the Marsabit Women Mediation Network (MWMN), which includes members from 30 women groups. This network serves as a platform for collaboration and support among women mediators in the region. In addition, the CSOs have organized training programs to build the capacity of women in mediation. As a result, 300 women have been trained as mediators, equipping them with the necessary skills to effectively mediate conflicts at the local level. This initiative is expected to significantly strengthen the role of women in promoting peace and resolving disputes within their communities.



Women participation in a mediation training in Isiolo County

a) Messaging and Counter- Narratives and Community-Level Prevention

During the reporting period, the Commission partnered with UNDP to create a coordinated platform for peace actors. The platform aimed to generate and disseminate peace messages in response to early warning reports to duty bearers and ordinary citizens through social media platforms. The Peace Messaging Hub harmonized counter-messages and campaigns utilizing various channels on mainstream, social media, and public platforms. Partners from state institutions, CSOs, NCIC, the UN, the MAPEMA Consortium, and the media held weekly meetings and produced content for offline and online audiences.

The Consortium, through Aifluence, employed 50 micro and nano influencers to lead localized and personalized social media campaigns addressing real-time governance and peacebuilding issues. During the hot election period, the UN and NCIC facilitated the direct sharing of early warning and early response activities of around 30 different organizations that were actively involved in advocating for peaceful elections. They also developed and disseminated peace messages through mainstream and social media platforms to counter hate messages and called for peaceful elections. The campaign mobilized social media influencers, interfaith youth and UWIANO Platform for Peace partners to engage in the social media campaign using the *#LetPeaceWin*. The campaign reached 2,275,222 people through Twitter online peace campaigns and sensitized the public using religious leaders and via vernacular and community Radio stations to disseminate messages of cohesion and counter hate speech. The peace messaging was disseminated in 11 Radio stations, reaching 2,581,382 listeners. The counter-messaging and narratives urged citizens to exercise tolerance and to double-check any digital claims/incitements with credible information sources. The campaign reached over 8.5 million Instagram users through Aifluence and 27.9 million other Kenyans both online and through printed media through Shujaaz Inc.

3.2.6. Conflict Assessments

a) Risk, Conflict Assessments, Mapping and Scenario Building

In partnership with UNDP Peacebuilding Funds, the Commission conducted an assessment of peace and conflict dynamics in pastoralist regions of Kenya during the reporting period. The study focused on Samburu, Isiolo, Baringo, and Elegyo Marakwet Counties and aimed to contribute to post-election peace and security in pastoral communities. The assessment used both primary and secondary data collection methods, including over 60 key informant interviews and 12 focus group discussions with various stakeholders such as law enforcement officers, government officials, community leaders, religious leaders, NGO/CSO/CBO/FBO representatives, youth representatives, and community-level peace and security structures.

The study was successful, and a summary of findings was shared with peace and security actors to ensure the quick implementation of recommendations meant to facilitate peaceful co-existence. Civil society organizations also mapped out key conflict areas in counties that needed to be monitored during the 2022 general elections. Two conflict assessments and two conflict analysis sessions were conducted in areas that have experienced violence before and after the election period. Security issues were identified, and strategies were designed to effectively prevent, mitigate, and manage pre- and post-election conflicts, prioritizing sustaining peace beyond elections.

b). Post-Election Assessment Study

The Commission developed a strategy called "*Elections Bila Noma"* to ensure peaceful elections in 2022. This strategy was launched two years before the general election in December 2020. The Commission identified six roadblocks that could impede peaceful elections, including a sub-culture of violence, ethnic polarization, lack of trust, selfish leadership, untimely and inadequate response to conflict, and structural inequalities. The Roadmap was successfully implemented to address these roadblocks.

Following the successful implementation of the roadmap, the Commission conducted a study on *"Elections Bila Noma* - The 2022 Kenyan Experience" to determine the status of peace and cohesion during the 2022 general election. The study aimed to assess the effectiveness of different strategies adopted to ensure peaceful elections, including the *Election Bila Noma Roadmap*. It also sought to document factors that contributed to a peaceful election and draw lessons learned. Lastly, the study aimed to provide policy directions towards peaceful co-existence in the post-electoral period.

The Commission used a mixed-methods approach, cross-sectional research design, descriptive survey method, and multistage & random sampling. They collected data by administering 3,262 questionnaires, 48 focused group discussions reaching 570 respondents, and 135 key informant interviews. The study findings indicated that 91% of the respondents rated the 2022 elections as the most peaceful since the new dispensation. Only 8% of the respondents found the elections to be somewhat peaceful, while 1% thought they were not peaceful. Additionally, 87% of the respondents indicated that there was peace throughout the election cycle. This is a significant improvement from the previous elections of 2007, 2013, and 2017, where Kenyans and election stakeholders experienced a lack of peace during the electioneering period



NCIC Commissioner Kona engaging national stakeholders during the validation of the post-election assessment study in Nairobi County

c) Launch of Post-Election Assessment Report and Deepening Peace and Cohesion Strategy

The Commission launched the post-election study report titled "*Elections Bila Noma* - The 2022 Kenyan Experience" and the "Deepening Peace and Cohesion in Kenya" strategy which aims to enhance the gains made on the *Elections Bila Noma Roadmap*. The launch of this report took place in Nairobi County and was attended by various stakeholders and partners.





The Report on Post-Election Assessment and Deepening Peace and Cohesion for Prosperity in Kenya



The NCIC Chairperson and dignitaries launching the reports in Nairobi County

d) Fact Finding Mission in Kitui and Tana River Border

The Commission conducted a fact-finding mission to investigate the ongoing conflicts between the Akamba and Somali communities along the Kitui-Tana River border. These conflicts have had a significant impact on the peaceful coexistence of the two communities. The root cause of the conflict is competition for farming land and pasture and livestock theft between the two communities.

The mission established that the land tenure systems created during the colonial era are still in place today. The two county governments have implemented several measures to manage the conflict, such as working with a community policing team to identify Somali herders trespassing into Kitui County and digging terraces along the border to prevent the crossing of herders. Political leaders have also been continuously educating members of their communities on peaceful co-existence and amicable resolution of conflict. The engagement involved 25 key stakeholders from both counties.

e) Fact Finding Mission in Kisumu-Kericho Border

The Commission carried out a fact-finding mission in response to violent protests and inter-community clashes that erupted in the Kisumu and Kericho border regions. The objective of the mission was to investigate the root causes of the conflict, evaluate its impact on the affected communities, and identify sustainable peace strategies. The team conducted interviews with key stakeholders among them the youth, security officers, and the National Government Administration Officers as well as community representatives.

During the mission, the County Security team was interviewed, and they provided valuable insights into the events that occurred before, during, and after the demonstrations. They highlighted the complexities of the situation and the challenges faced by law enforcement. The fact-finding mission uncovered several critical findings that contributed to the violent clashes in the Kisumu/Kericho border region. These included contested administrative boundaries, lack of a police station on one side of the border, livestock theft, political interference and manipulation, and incitement of youth from both counties. Following the mission, the Commission and the stakeholders developed a roadmap of targeted interventions aimed at restoring peace and achieving sustainable peace in the region.



NCIC Staff with the security team during the fact finding mission in Sondu.

f) Assessment of Status of Peace and Security in North Rift and Upper Eastern Region

During the reviewed period, the Commission collaborated with various peace organizations to restore peace and develop sustainable measures to resolve differences between communities. This was achieved through targeted forums and peace engagements in the counties. These countries have a history of conflicts, with

some areas being defined as conflict-prone. Peace and security issues in these counties have centred on cattle rustling, inter-communal and ethnic conflicts, resource-based conflicts, and developmental issues, which have been key drivers of conflicts in this region. The peace efforts to promote peaceful coexistence among communities have been successful and the counties have relatively experienced a state of peace. As a result, the Commission was able to reach a total of 60 delegates.



NCIC Commissioner Abdulaziz Farah engaging stakeholders during the meeting in Nakuru County

3.2.7. Induction Workshop for Senate Committee on National Cohesion and Equal Opportunities

During the reporting period, the Commission organized an induction workshop for the Committee on National Cohesion and Equal Opportunity in Naivasha sub-county. This Committee is established under Standing Order 218 (3) of the Senate Standing Orders and is responsible for addressing issues related to national and inter-community cohesion, as well as equal opportunities. The main objective of the induction was to enhance the committee's understanding of the Commission's mandate, which is focused on promoting peaceful co-existence, national cohesion, and integration within the country.

The induction also aimed to identify potential opportunities for collaboration between the Commission and the Committee. The meeting brought together eight members of the Senate Committee, ten members of the Committee's Secretariat, and the NCIC team. In addition, key stakeholders such as the Ministry of Interior and Co-ordination of National Government, Ministry of Public Service, Gender and Affirmative Action, Ministry of Information, Communication and the Digital Economy, National Gender and Equality Commission (NGEC), National Council for Persons With Disabilities (NCPWD), Kenya National Commission on Human Rights (KNCHR), and National Youth Council (NYC) participated in the induction workshop. Overall, the workshop served as a platform for discussions and collaboration in promoting peace and cohesion in Kenya.



NCIC Commissioners and members of the Senate during the induction workshop

3.3 REDUCTION OF HATE SPEECH AND ETHNIC BASED POLITICAL VIOLENCE

3.3.1 Enhancing Stakeholder Capacity on Hate Speech Management

a) Sensitization of Bloggers and Vernacular Station Journalists in Kisumu County

During the period under review, the Commission conducted a sensitization forum with journalists and reporters of community and national vernacular radio stations as well as bloggers in Kisumu County. The key agenda of the forum was to reinforce the role of media, specifically vernacular radio stations in curbing online and offline hate speech and ethnic contempt. The 60 participants who attended the forum were also sensitized on their role in de-escalating conflict and amplifying messages that promote peaceful co-existence in Kisumu County



NCIC staff and journalists and bloggers during the sensitization forum in Kisumu County.

b) Sensitization of Bloggers and Journalists in Busia, Isiolo and Taita Taveta Counties

The Commission conducted sensitization forums targeting journalists and bloggers in Busia, Isiolo, and Taita Taveta counties during the period under review. The objective of the forums was to enhance their skills and knowledge on conflict-sensitive reporting, hate speech, and ethnic contempt, and to emphasize on their role in promoting peaceful co-existence in the counties. During the discussions, the bloggers and journalists highlighted some of the challenges they face in delivering their mandate such as intimidation and harassment from politicians and the public, insufficient resources, intense competition amongst themselves, media censorship, corruption, and conflicting media policy that hinders their effectiveness. The sensitization forums reached over 140 bloggers and journalists in the three counties



NCIC Mr. Kilian Nyambu engaging bloggers and journalists in Isiolo County.

c) Online Hate Speech and Ethnic Contempt Webinar Series

The Commission in collaboration with UNESCO organized a webinar on the International Day of Countering Speech in which experts discussed the pivotal topic of online hate speech and ethnic contempt and analysed the legal provisions and regulatory mechanisms for addressing hate speech and disinformation in Kenya. The panel consisted of experts from regulatory bodies, the media, and tech organizations, among others and NCIC teams. During the discussions, the panellists expressed concern over increased online information pollution through hate speech, misinformation, and disinformation. Sensitization of stakeholder's key amongst them, media practitioners, the youth, and police was discussed as a strategy of addressing the vice. Further, the National Action Plan on Hate Speech developed by NCIC was lauded as the first one ever developed globally indicating the Country's commitment to curb online hate which perpetuates conflicts. The webinar attracted a total of 50 attendees.



Webinar series banner on the International day of countering Hatespeeech

3.3.2 Social Media Monitoring

a) Monitoring of Social Media Platforms and Public Spaces

During the period under review, the Commission continuously monitored the social media platforms to identify and document incidences of hate speech, ethnic contempt, incitement to violence, misinformation and disinformation. The platforms monitored included, Facebook, Twitter, WhatsApp, YouTube, Telegram, and Tik Tok. Following the monitoring exercise, a total of 342 incidences were identified and flagged for investigation as detailed in the table.

Category of Flagged Incidences	Number of Incidences
Incitement	5
Hate Speech	33
Ethnic Contempt	9
Discrimination	65
Disinformation	230
TOTAL	**342**

Table 1: Flagged incidents

The Commission examined various cases flagged across different social media platforms during the period to shed light on the prevalence of these cases across popular social media platforms, offering insights into emerging trends and patterns. The analysis indicates that 69% (235) of the incidents reported are from Twitter (X), followed by Facebook at 16% (55) and, Tiktok and YouTube at 11% (38) and 4% (14) respectively.

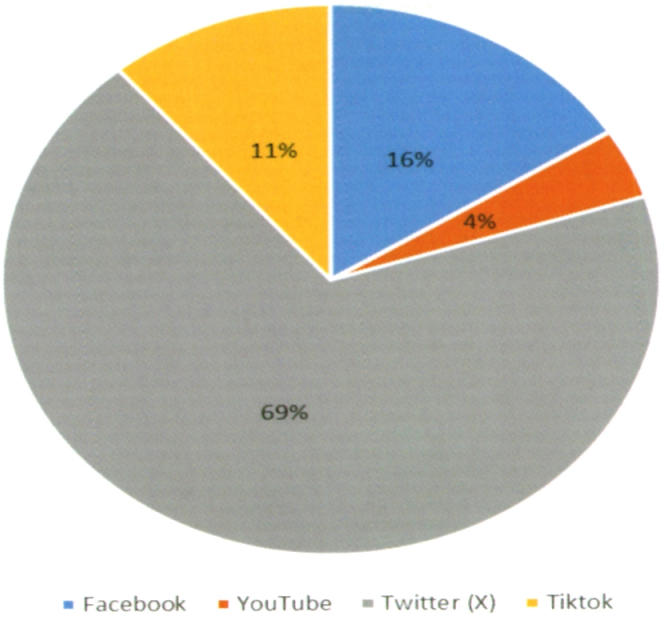


Figure 2: Hate speech Prevalence across social media platforms

Further analysis brought to the fore that comments posted on online news articles, blogs, and online forums elicit the most responses categorized as hate speech. Notably, the comments section of online news articles held the second-highest frequency of incidents involving dangerous speech. It is important to highlight that those responsible for disseminating online hate speech often identify themselves with either real or fake names and tend to use widely understood languages.

The analysis further investigated the levels of online hate speech which were categorized as mild, severe, or dangerous against the type of commenter, listed as either an identifiable commentator, An anonymous commentator, Blogger, or a Politician. The figure below demonstrates that all the Commenters have propagated high levels of dangerous speech while Bloggers perpetuated comments considered to have severe implications

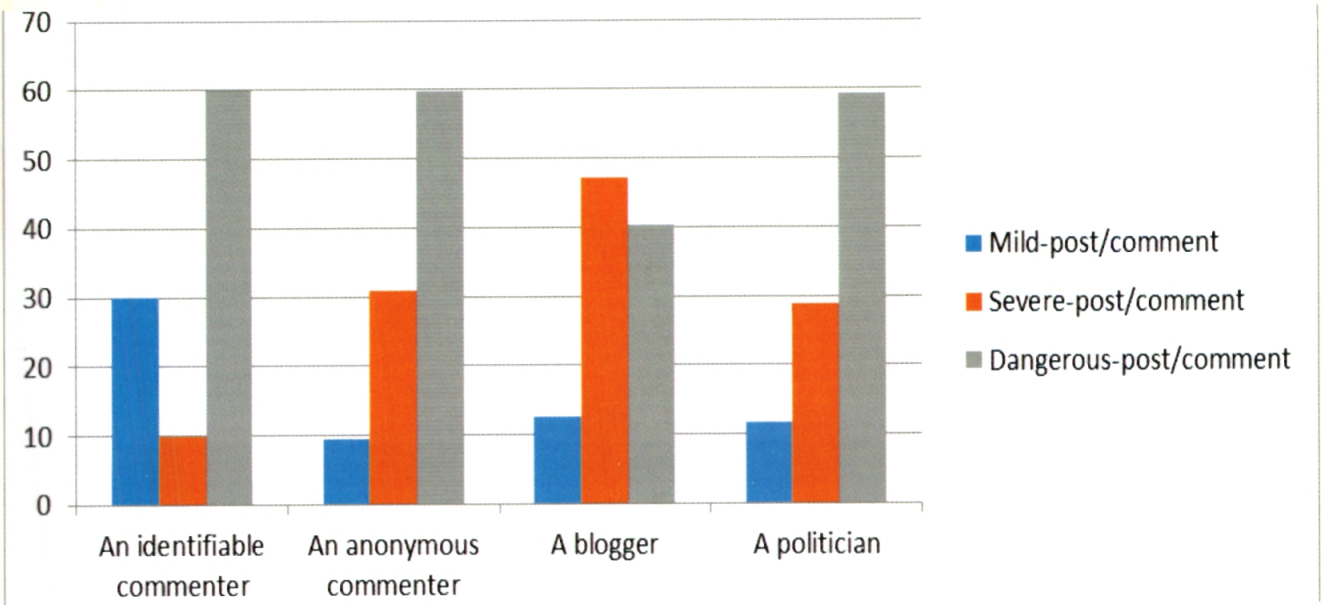


Figure 3: Category of severity of comments by Commenter

b) Capacity Strengthening on Social Media Monitoring and Investigation

To strengthen Early Warning and Response in the country, the Commission with the support of the Peacebuilding Fund, the German Embassy, the Peace and Development Advisor, the UNDP, and OHCHR coordinated a comprehensive portfolio of social media activities to monitor and counter hate speech, incitement, misinformation and disinformation during Kenya's 2022 Elections. The Consortium conducted extensive monitoring of online hate speech, incitement, misinformation and disinformation, developed a lexicon in English, Swahili, and Sheng, and other 15 local languages, including definitions, taxonomies, and benchmarking to monitor developments in relations to hate speech and incitement.

In addition to the lexicon, an actor watch list was developed, mapping 15,980 candidates and entities involved in the 2022 General elections enabling the creation of trigger alerts for viral content for review and flagging potential hate speech/incitement originating from influential accounts. For their analysis, CfA used their existing Media Cloud and Media Data tools, which have already mapped over 1,200 news sources in Kenya, along with tailored automated data processing, advanced network analysis, and AI-powered cutting-edge technology for human rights-focused media monitoring. For example, the tools use natural language processing (NLP) in multiple languages to identify topics of interest, and then track how these narratives evolve, including offering insights into who is pushing specific narratives/topics, and what the sentiment is around the issues. In addition, CfA deployed trained human 'sentinels' to monitor 'dark social' media groups on platforms such as WhatsApp and Signal or closed Telegram groups that cannot be monitored by machine solutions, using watch lists /lexicons to systematically track groups or individuals sharing toxic content.

3.3.3 Status of Hate Speech, Ethnic Contempt Cases

During the reporting period, the Commission received 53 hate speech, ethnic contempt and ethnic-based political violence cases. Out of these, five (5) cases are before the court, 32 are under investigation, nine (9) are set for conciliation while seven (7) have been concluded.

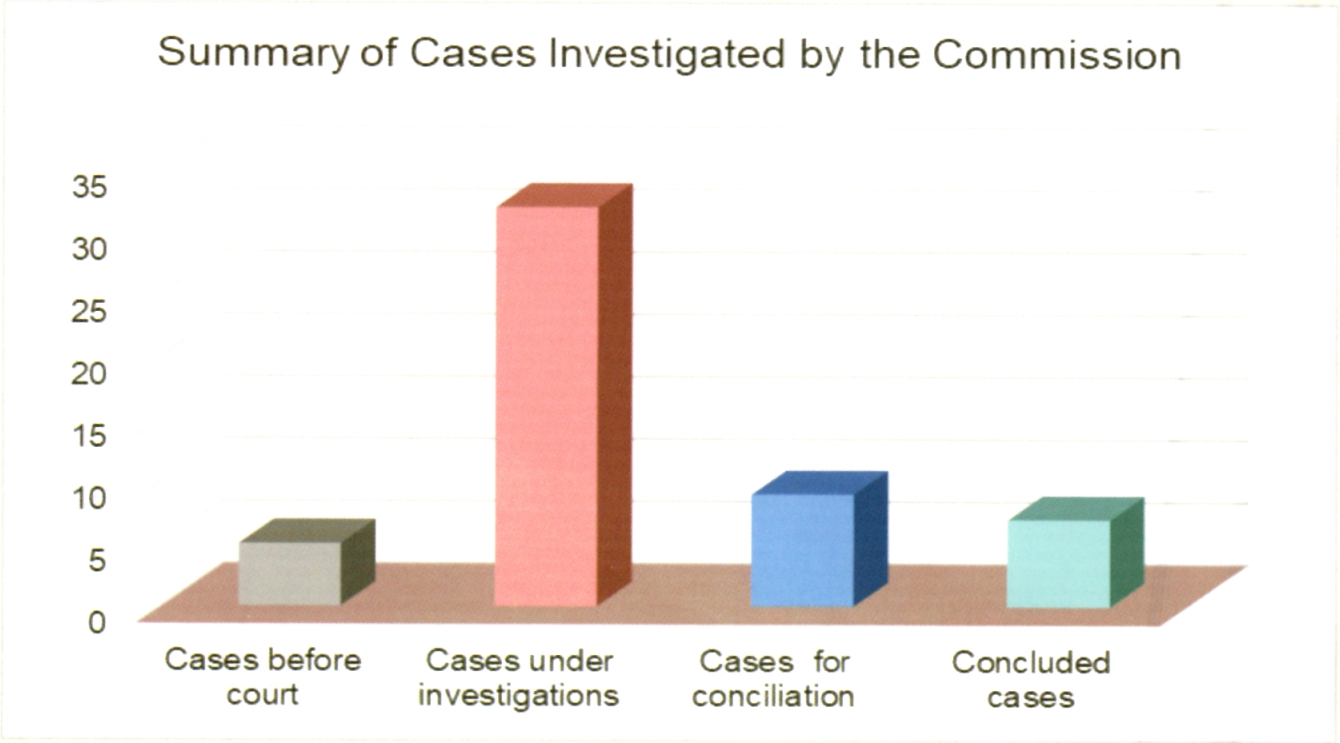


Figure 4: Status of Cases Investigated by the Commission in FY 2022-2023

3.4 ORGANISATIONAL CAPACITY STRENGTHENING

3.4.1 Staff Establishment

During the period under review the human resource strength and capacity of the Commission was 84 staff members in-post against an approved staffing establishment of 189. The staff are spread in the various grades/cadres as indicated in the table below;

S/No	Grade	Establishment	In post	Variance
1.	NCIC 1	1	1	0
2.	NCIC 2	4	2	2
3.	NCIC 3	14	7	7
4.	NCIC 4	29	16	13
5.	NCIC 5	83	17	63
6.	NCIC 6	21	16	6
7.	NCIC 7	28	19	9
8.	NCIC 8	2	6	(4)
9.	NCIC 9	4	0	4
10.	NCIC 10	3	0	3
TOTAL		**189**	**81**	**108**

Table 2: NCIC staff establishment

STRUCTURE FOR NATIONAL COHESION AND INTEGRATION COMMISSION

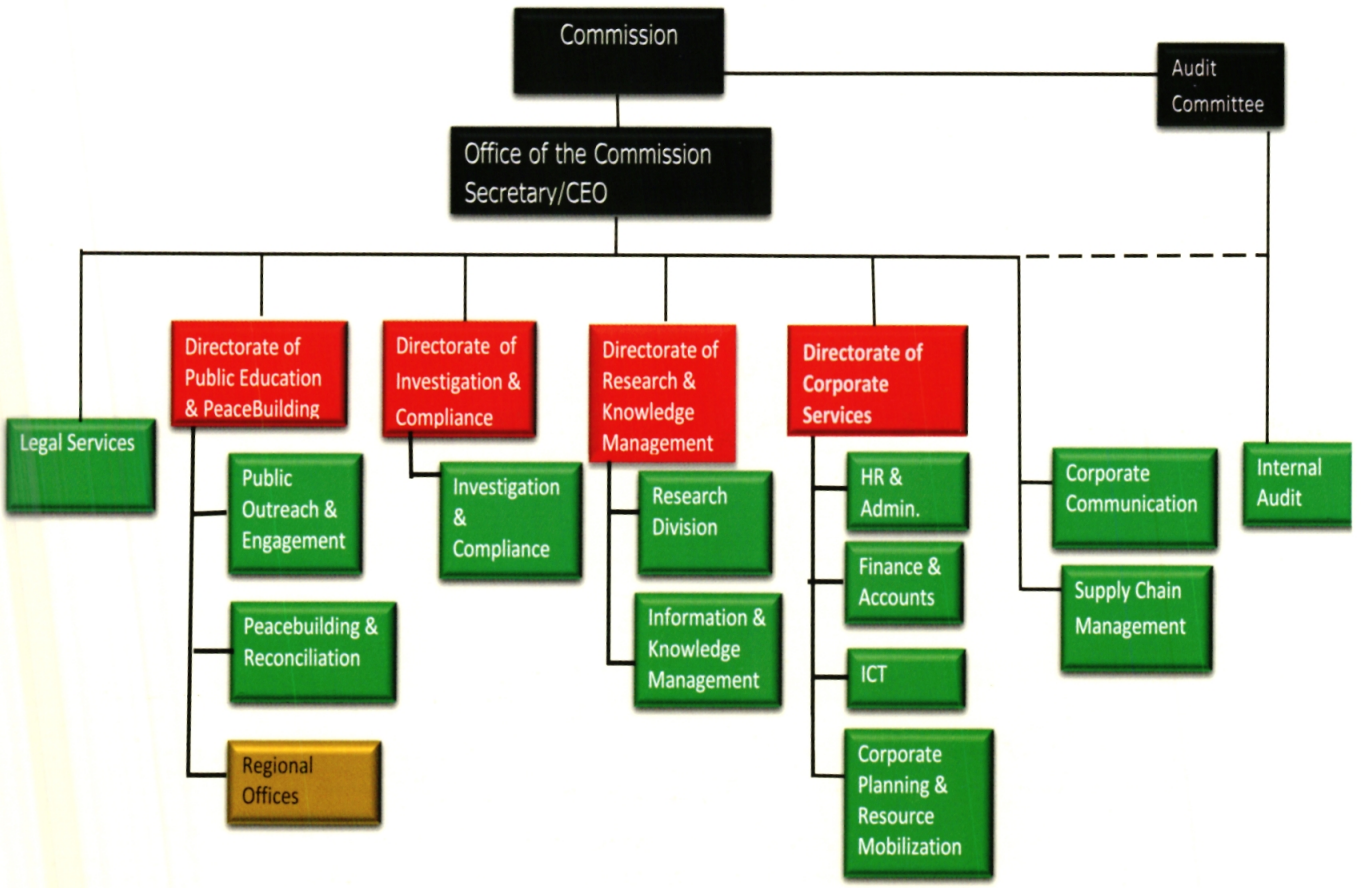


Figure 5: NCIC organogram

3.4.2 Staff Development and Motivation

During the period under review the Commission enhanced the capacity of staff through training and skills development in relevant fields and specialisation. The Commission trained several staff on the following courses: Senior Management Course, Public Speaking and Presentation Skills, Strategic Leadership Development Program and Minute Writing. The trainings were held at the Kenya School of Government-KSG Lower Kabete. Other courses held in other institutions include Virtual Forensic Internal Control and Training of Trainers. A total of 14 staff were trained in the mentioned courses.

3.4.3 Development of Career Progression Guidelines and Harmonization of Staff Allowances

During the reporting period, the Commission engaged the State Department of Public Service Management (SDPSM) to provide technical expertise in the harmonisation of NCIC structure and job groups with Civil Service Job Groups. The State Department provided the Commission with the technical expertise in the harmonization and review of the career progression guidelines and implementation of allowances as provided for in the NCIC HR Manual 2023. The Career progression guidelines provide a clearly defined career structure, which will attract, motivate and facilitate retention of suitably qualified and competent officers in the National Cohesion and Integration Commission (NCIC). The guidelines also provide for clearly defined job descriptions and specifications with clear delineation of duties and responsibilities at all levels within the career structure to enable the officers understand the requirements and demands of their job. This will enhance performance and productivity of staff in the Commission.

3.4.4 Staff Welfare

To enhance staff welfare and motivation of staff, the Commission with support from the National Treasury, Mortgage and Car Loan Department, and Ministry of Housing developed and finalized the NCIC Employees House Mortgage Scheme Fund Regulations, 2023. The regulations provide guidelines that will apply in the loan scheme for the purchase or development of residential property by the National Cohesion and Integration Commission Employees. Management of staff welfare through the housing scheme will increase job satisfaction, productivity as well as attract and retain talent in the Commission.

3.4.5 Staff Recruitment

During the period under review the Commission embarked on strengthening its workforce by recruiting a total number of 5 officers. A breakdown of the officers recruited is as tabulated here below:

S/No	Designation	No. Of Officers Recruited
1.	Investigations and Compliance Officer	1
2.	Finance and Accounts Officer	1
3.	Senior clerical Officer	1
4.	Driver	2
	Total Staff Recruited	

Table 4: No. of staff recruited

3.4.6 Internships and Industrial Attachments

The Commission has a robust internship and industrial attachment programme whose aim is to provide on the job skills development and training for young graduates. During the period under review the Commission provided Internships and Industrial Attachments to Twenty (20) graduates, who were placed in various departments. The internship and attachment program has over the years expanded and has enabled many graduates to gain valuable work experience and acquire employability skills.

a) **Hosting of Virtual Meetings**-The Commission hosted 95 virtual meetings in the period under review. The online and virtual engagement has enhanced the ability of staff to adapt and embrace technology and enhance effective communication and consequently enhancing productivity.
b) **Electronic Document Management System (EDMS)**-The Commission adopted and implemented an Electronic Document Management System (EDMS) with the aim of streamlining storage and retrieval of information. This system promotes efficiency in data management and ensures that data and information is organised and easily accessible.
c) **Global Calendar-** The Commission adopted a Global Calendar system which has enabled the Commission to synchronise and manage events, activities across different departments. This system has improved coordination and planning and enhanced communication.
d) **On boarding Services on E-Citizen-** The Commission on-boarded its online services to the E-citizen portal in order to provide a seamless experience for the public to lodge complaints and as well as seek services from the Commission through the E-Citizen portal.
e) **Online Early Warning System -** The Commission in collaboration with ECES and developed an Early Warning System (EWS) which aims at timely identification, reporting and response to potential conflict alerts from across the Counties.
f) **Activation of Bulk SMS System -** The Commission activated a bulk SMS system with the short code 1547. This system has greatly enhanced efficiency in communication with a wide variety of audiences, key among them employees, clients and stakeholders.

3.4.7 Digitization and embracing ICT

The Commission in compliance with the Government policy on digitization has committed and made deliberate efforts to modernise its technological infrastructure with the aim of improving data management, enhancing security measures, and effective communication with and among staff and the public. During the period under review the Commission put in place the following ICT related interventions and strategies;

a) **Hosting of Virtual Meetings**-The Commission hosted 95 virtual meetings in the period under review. The online and virtual engagement has enhanced the ability of staff to adapt and embrace technology and enhance effective communication and consequently enhancing productivity.
b) **Electronic Document Management System (EDMS)**-The Commission adopted and implemented an Electronic Document Management System (EDMS) with the aim of streamlining storage and retrieval of information. This system promotes efficiency in data management and ensures that data and information is organised and easily accessible.
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3.4.8 Procurement of Goods and Services

The Commission developed a procurement and disposal plan in line with the PPA Act in order to guide and streamline the procurement of goods and services. The total procurement budget for the Commission for the financial year 2022-2023 was KES 150,000,000. During the period under review, the Commission procured goods, works and services from various suppliers worth KES 153,194,400. It is worth noting that, KES 58,123,207 representing 37.9 % of the total awarded contracts was to the special category of women, youth and people with disabilities in line with the government policy on Access to Government Procurement Opportunities (AGPO). The Commission therefore, complied with the 30% AGPO threshold.

3.4.9 Policies Laws and Legal Frameworks

a) Review of the National Cohesion and Peace Building Bill 2021

During the period under review, the Commission engaged the Senate Committee on National Cohesion and Equal Opportunity and reviewed the National Cohesion and Peace Building Bill. The review process aimed at harmonizing the Bill with the NCIC Amendment Bill. The review forum brought together 12 members of the Senate Committee and 7 members of the Senate Secretariat, the NCIC Commissioners, Technical staff, and other stakeholders key among them the Federation of Women Lawyers (FIDA) and the Department of the National Cohesion (DNC). The consultative meeting resolved to harmonize and merge all the Bills and fast track and lobby for submission and debate in the Senate.

b) Review of the NCI Act No. 12 of 2008

During the period under review, the Commission engaged the Senate Committee on National Cohesion and Equal Opportunity and reviewed the National Cohesion and Peace Building Bill. The review process aimed at harmonizing the Bill with the NCIC Amendment Bill. The review forum brought together 12 members of the Senate Committee and 7 members of the Senate Secretariat, the NCIC Commissioners, Technical staff, and other stakeholders key among them the Federation of Women Lawyers (FIDA) and the Department of the National Cohesion (DNC). The consultative meeting resolved to harmonize and merge all the Bills and fast track and lobby for submission and debate in the Senate.

c) Validation of Human Resource Instruments

During the period under review, the Commission reviewed and validated the Human Resource Policy and Procedures Manual, Performance Management, and Code of Conduct. The policy documents were aligned to the Public Service Act (PSC) Act 2017, the PSC regulations, 2020, and other government regulations and have been approved and adopted.

d) Review of Kenya's Peacebuilding Architecture

Kenya's architecture for peacebuilding refers to the policies, laws, structures, systems, actors, resources, objectives, principles, and values as well as processes relating to the prevention, management, and resolution

of crises and conflicts, and sustaining peace. Kenya has a National Peacebuilding Policy, the Sessional Paper No. 5 of 2014, and an elaborate infrastructure for sustaining peace anchored in the National Steering Committee on Peacebuilding and Conflict Management (NSC) in the Ministry of Interior and National Administration (MINA). The national architecture also includes the National Cohesion and Integration Commission (NCIC), the Directorate of National Cohesion and Values, the National Counter Terrorism Centre (NCTC), Civil Society Organizations, Faith Based Organizations, the media, private sector, regional and international organizations, and development partners.

During the reporting period the Commission in collaboration with the National Steering Committee on Peace Building and Conflict Management, UNDP and Uwiano Platform members conducted the Peace Building Architecture (PBA) Review Process. The PBA review aimed at assessing the risks, systems, policies, and legal frameworks, peacebuilding architecture, digital peacebuilding, financing, and mapping of peacebuilding stakeholders. The PBA teams collected data by conducting 3 Focused Group Discussions (FGDs) and 10 Key Informant Interviews (KIIs) in each of the 33 Counties across the County as well as conducted regional consultation forums.



Uwiano Platform Principals and Uwiano Technical Working Group during a consultative forum on the PBA

3.4.10 Strategic Partnerships and Collaborations

a) Uwiano Platform for Peace

During the reporting period, the Commission together with the Uwiano Platform for Peace Members re-launched the Uwiano Platform to strengthen responsiveness to peace challenges, especially during General Election 2022. The Uwiano Platform for Peace provided a structured coordination framework for conflict prevention and interventions geared towards peaceful elections. The membership of the Uwiano platform comprises, the National Steering Committee on Peace Building and Conflict Management (NSC) (Co-Chair), National Cohesion and Integration Commission (NCIC) (Co-Chair), Peacenet, UNDP, IEBC, NPS, ORPP,

COG, KEPSA, MCK, IRCK, and UN-Women. The coordination of peace stakeholders under the platform contributed significantly to the peaceful elections in 2022.



Uwiano Principals and Uwiano Technical Working Group during a quarterly meeting in Nairobi

b) Integrated Public Complaints Referral Mechanism

The Commission has continued to support and utilize the Integrated Public Complaints and Referral Mechanism (IPCRM) an initiative of the Ethics and Anti-Corruption Commission (EACC), Kenya National Commission on Human Rights (KNCHR), National Cohesion and Integration Commission (NCIC), National Anti-Corruption Campaign Steering Committee (NACCSC), Commission on Administrative Justice (CAJ) and Transparency International (TI). The IPCRM initiative aims at strengthening partnerships between the state oversight institutions in handling, management, and response to received complaints and reports, as well as feedback to the members of the public who lodge complaints. The initiative involves receiving any complaints from any partner agency and referring them through an online system to the relevant agency for the appropriate actions. As a result of this partnership, handling, management, and disposal of received complaints and reports as well as feedback to the members of the public lodging of public complaints has been strengthened.

c) Multi-Agency Working Group on Hate Speech Management

During the period under review, the Commission in collaboration with other key Government agencies revamped the multi-agency working group to improve the management of hate speech, ethnic contempt, incitement to violence, and other related offenses. The working group comprises 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) and National Steering Committee on Peace Building and Conflict Management (NSC). The multi-agency forum has enhanced coordination in the management of hate speech and ethnic contempt.

d) Support in Development of United Nations Sustainable Cooperation Development Framework Joint Programme

The Commission supported and participated in developing the United Nations Sustainable Cooperation Development Framework (UNSDCF) Kenya 2023-2026 Joint Programme in Nakuru County. The joint program aims to address the immediate and underlying causes of conflict and division such as perceived exclusion and marginalization, intersecting vulnerabilities affecting youth/women and PWDs, negative ethnicity, hate speech, poverty and inequalities, small arms proliferation, limited engagement of women/ youth in peace processes, violent extremism, disputes over natural resources and adverse effects of climate change. Over 20 state and non-state actors participated in the development process.

e) Devolution Conference Warrior Awards

During the period under review, the Commission participated and supported the Multi-Agency Committee that was tasked to participate in the shortlisting and Evaluation of the Devolution Warrior Awards that was conducted in Nakuru County. The Devolution Warrior Awards recognising and celebrating the efforts of individuals and institutions that have shown exemplary performance in promoting, protecting and championing devolution in Kenya. The award has seven (7) entry categories namely, Simba, Ndovu, Kifaru, Nyati, Chui, Njiwa and Tai. The process involved online voting for the public which enabled Kenyans to participate and nominate their warriors who were to enter the Award competition and were to be awarded during the 10th Devolution Conference scheduled in August 2023.



Devolution Warrior Awards 2023 Multi-Agency Committee

f) Participation in My Kenya My Story Film Award

During the reporting period, the Commission participated in the 6th Edition of the My Kenya My Story Mobile Phone Film Competition Awards Gala, hosted by the Kenya Film Commission. This event celebrated the outstanding achievements of local creatives, specifically the youth, who excelled in this year's Mobile Film Competition. The theme for this year's competition was cantered around Peace, Tolerance, and Conflict Resolution.

The prestigious Awards Gala took place at the Anga Cinema CBD, 20th Century Plaza, and brought together key stakeholders in the film industry. Notable attendees included Mr. Raymond Ochieng, the Secretary of State Department of Youth Affairs, Mr. Timothy Owase, the CEO of Kenya Film Commission among others. During his address, Mr. Raymond Ochieng praised the competition as a noble and commendable initiative, emphasizing its timely contribution to the expansion of filmmaking opportunities and the protection of young talent. The gala culminated in the recognition of the 2nd and 1st runners-up, the winning film was awarded a prize of Ksh. 200,000, acknowledging their exceptional work and creativity.



The My Kenya My Story Nomination poster

Participation in the National Diversity and Inclusion Awards & Recognition (DIAR) Awards

During the reporting period, the Commission participated in the DIAR awards, an annual event that honors and celebrates champions of Diversity, Equity, Inclusion, and Belonging in Kenya. The Commission achieved the 1st Runners up position in the category of Diversity, Equity, Inclusion, and Belonging (DEIB), which

encompasses crucial aspects for enhancing workplace morale and driving business success. Organizations that prioritize diversity of thought, experience, and ideas are proven to be more effective in fulfilling their objectives and resonating positively with the public. Embracing diversity not only fosters a more inclusive work environment but also leads to greater innovation and overall success. The Commission is committed to continue enhancing promotion of diversity, equity, inclusion, and belonging within the organization and beyond, as it is a critical element in realization of sustainable peace and co cohesion.



NCIC Staff receiving the award during the DIAR Award

g) Participation in the launch of Kenya General Election Documentaries

The Commission, joined UNDP Kenya and various stakeholders and partners at Century Cinemax, Sarit Centre in Nair obi for a screening of documentaries on Kenya's General Elections of August 2022. During the event, UN Resident Coordinator in Kenya, Mr. Stephen Jackson, commended the efforts put forth in establishing a strategic partnership that resulted in Kenya's successful elections. He emphasized the importance of increased collaboration and joint interventions to combat hate speech both online and offline, highlighting their significance in ensuring peaceful elections. The NCIC Vice Chairperson, Ms. Wambui Nyutu, praised the longstanding partnership between the UN, government institutions, and other peace actors. She noted that this collaboration had effectively countered fake news, misinformation, disinformation, and hate speech, while also addressing incitement and enhancing the Early Warning Early Response mechanism. The Principal Administrative Secretary State Department for Internal Security, Ms. Anne Ngetich, reaffirmed the Kenyan government's unwavering commitment to promoting sustainable peace.



UNDP Kenya Partners and stakeholders in Elections during the screening of Kenya's election documentaries in Nairobi County

h) Participation in the National Conversation on Reconciliation

The Commission participated in the National Conversation on Reconciliation, Fruit of Forgiveness, and Healing. During this forum, the NCIC Chairperson delivered a keynote address focusing on the transformative effects of Reconciliation, Forgiveness, and Healing on the lives of Kenyans. Emphasizing the importance of restorative justice, the Chairperson highlighted that the process of restoring a fractured society requires mutual acknowledgment of past suffering and the transformation of destructive attitudes and behaviours into constructive relationships, ultimately leading to sustainable peace. Furthermore, the Chairperson outlined the practical reconciliation processes implemented by NCIC in various regions, including Nandi-Kakamega, Kisumu-Kericho, Nandi-Vihiga counties at the Tabolwa-Kabras border, Narok North and Narok South Sub-counties, as well as Marsabit and Mandera. These peace processes successfully de-escalated conflicts and facilitated the signing of peace agreements among communities.



NCIC Chairperson addressing delegates during the National Conversation on Healing and Reconciliation in Nairobi County

i) Participation in a Consultative Meeting on Promotion of Administrative Justice

The Commission participated in a consultative meeting organized by the Commission on Administrative of Justice (CAJ) Office of the Ombudsman. The purpose of the meeting was to discuss the promotion of Administrative Justice by public entities in relation to the eviction case of the Ogiek community. On May

26, 2017, the African Court on Human and People's Rights delivered a judgment in favour of the Mau Ogiek community, who had been forcefully evicted from Mau Forest. The Court ruled that the Republic of Kenya violated the Ogiek's rights to property, natural resources, culture, freedom of religion, development, and non-discrimination through the forced eviction. The NCIC pledged its commitment to taking all necessary actions to implement the African Court's decision and fulfil its mandate of promoting non-discrimination for a peaceful, cohesive, and integrated society.



Stakeholders during the consultative meeting on the Mau Ogiek eviction case organised by CAJ in Nairobi County

j) Participation in a Consultative Meeting with the UN Assistant Secretary General

The Commission took part in a consultative meeting with the UN Assistant Secretary General for Peacebuilding, Ms. Elizabeth Spehar, in Nairobi County. This forum was organized by the United Nations Office of the Resident Coordinator (UNORC) with the goal of engaging stakeholders in the peace sector to discuss best practices learned after the General Elections in 2022. In attendance were other key stakeholders such as UNDP Kenya, OHCHR, NSC, and CSOs that were involved in implementing the Peace Building Fund project. During the meeting, the Assistant Secretary General commended the peace actors for their unwavering efforts in promoting peace in Kenya and expressed a commitment to exploring further collaborative initiatives. Overall, the meeting served as a platform for sharing insights and experiences, as well as fostering partnerships to strengthen peacebuilding efforts in Kenya.



Stakeholders in the peace sector during the meeting with UN Assistant Secretary General Peacebuilding in Nairobi County

k) Consultative meeting on management of on-line hate speech

During the review period, the Commission had the privilege of hosting a delegation of experts from the Allard K. Lowenstein Human Rights Clinic at Yale Law School, along with stakeholders in the peace sector. The purpose of the meeting was to engage in discussions on how to enhance existing efforts in combating online Hate Speech. The session delved into examining successful strategies from around the globe that have effectively addressed online hate speech. The experts and stakeholders commended the development of the Kenya Action Plan on Hate Speech management. They emphasized the importance of all stakeholders implementing the action plan to create a safe digital space and foster peace and unity within the country.



NCIC Vice Chairperson Commissioner Wambui Nyutu leading the engagement with the delegation from Yale Law School in Nairobi County

l) Hosting Delegation of Senators from Zimbabwe

During the reporting period, the Commission had the privilege of hosting a delegation of Honourable Senators from the Parliament of Zimbabwe, along with members of staff from the thematic Parliamentary Committee on Peace and Security. The purpose of the delegation's visit was to engage in a knowledge-sharing exercise, exchanging experiences and best practices in the realm of peace and security. The discussions focused on Kenya's successful strategies in maintaining peace before, during, and after elections, as well as identifying areas of mutual interest for potential future collaboration.



The delegation of senators from Zimbabwe hosted by the Commission at NCIC Headquarters

m) Participation in the Launch of UNESCO Framework for Enabling Intercultural Dialogue

The Commission participated in the Regional launch of the UNESCO Framework for Enabling Intercultural Dialogue and the accompanying global report titled "We Need to Talk: Measuring Intercultural Dialogue for Peace and Inclusion" in Nairobi County. The discussions centered around regional trends for fostering intercultural dialogue in East Africa and recommendations for implementing the UNESCO Framework.

During the event, the Commission shared valuable insights on its interventions, frameworks, policies, and strategies aimed at addressing challenges and opportunities related to promoting ethnic, cultural, and religious diversity. Additionally, the Commission highlighted its efforts towards building national unity, social cohesion, reconciliation, and peacebuilding at both national and regional levels. Overall, the event provided a platform for fruitful discussions and collaboration on creating inclusive environments that support intercultural dialogue for peace and inclusion.



NCIC Commissioner making his contribution and other delegates during the Launch of UNESCO framework for intercultural dialogue

n) Participation in the Global Peace Summit

During the period under review, the Commission participated in the Global Peace Summit (GPS) held in Nairobi, Kenya. The GPS is a groundbreaking initiative that aims to make a global impact by bringing together leaders from over 150 countries. The primary goal of the summit is to engage with young people, amplify their voices for social equity, and foster a harmonious environment among various networks and societies. Furthermore, the GPS is committed to achieving the 17 United Nations Sustainable Development Goals (SDGs) by the year 2030. Throughout the summit, leaders from around the world engaged in discussions and developed strategies for implementing community-based activities and peace dialogues. These initiatives are designed to promote interfaith harmony, compassion, and tolerance as a means to combat violence and extremism.

In addition, delegates at the summit focused on advocating for human rights, spearheading international peace initiatives, and raising awareness about social peace and inclusivity on a global scale. Through a collaborative network, the GPS aims to create a more peaceful and tolerant world for future generations.



Delegates during the Global Peace Summit in Nairobi County

o) Launch of the Marsabit Peace Centre

The prevalence of violence in Marsabit County significantly increased from 2005, reaching a peak in 2021 and early 2022, where daily killings become very common in Marsabit town. During the reporting period, the Commission collaborated with Interpeace to open the Marsabit Peace Centre in Marsabit, aiming to expand its presence in the region and enhance its peacebuilding initiatives in the county. The establishment of the Centre is crucial in restoring peace and security, as well as in finding sustainable solutions to the inter-communal conflicts in the area. The partnership with Interpeace will play a vital role in addressing the cycles of violence and promoting lasting peace in Marsabit County.



Dignitaries during the launch of the Marsabit Peace Centre in Marsabit County

p) Meeting with the Commonwealth Observer Mission

During the review period, the Commission conducted a briefing session with the Commonwealth Elections Observer Mission in Nairobi County, Kenya. The Observer Mission had arrived in Kenya in preparation to observe the General Election scheduled for August 9th, 2022. The team having been officially invited by the IEBC would be deployed nationwide to observe the electoral process, In attendance at the briefing session were key stakeholders in peace, cohesion and elections, including the IEBC, Ministry of Interior and Coordination of National Government, African Union, IRCK, European Centre for Electoral Support, and Security Research and Information Centre. The purpose of the briefing was to update the observer team on the level of preparedness for conducting a peaceful election.

q) Participation in the National Conference on Elections

The Commission participated in the National Elections Conference organized by the IEBC at the Kenyatta International Convention Centre in Nairobi. The theme of the conference was "Moving Kenya Towards a Stronger Democracy," aiming to facilitate the exchange of experiences on election conduct and the security measures implemented by the IEBC to ensure fair and credible elections.

The conference was attended by stakeholders from various sectors, including local, national, and international partners. During the event, IEBC Chairperson emphasized Kenya's status as a growing democracy that deserves recognition. He highlighted the robust electoral culture of the country and underscored the need to nurture it for future generations. The IEBC Chairperson indicated that all the political leaders, particularly the four presidential candidates would sign a peace pledge. This pledge was to signify a public commitment to upholding peace during and after the elections, fostering a peaceful and stable political environment in Kenya



Election Stakeholders and panellists engaging during the National Conference on Elections organised by IEBC in Nairobi County

r) Support Strategic Planning for UCSPAK

During the period under review, the Commission supported the development of a strategic plan for Universities and Colleges Students' Peace Association of Kenya (UCSPAK). The student's organisation is a key partner to the Commission ad has been in the frontline in promoting peace and the cohesion agenda among the student fraternity in colleges and Universities across the country. The process involved conducting a series of engagements which included a development workshop and three validation forums.



The NCIC team with Student leaders from Eldoret University at the Strategic Plan Validation Forum in Nairobi County

s) Funding Partners

The Commission has been supported by diverse partners and stakeholders from local, regional as well as the international arena. In particular, International development partners have been instrumental in supporting and funding various projects and programs geared towards the achievement of NCIC's mandate. During the period under review the Commission was supported and collaborated in the implementation of activities and projects by the following partners; The Government of Kenya (GoK), the United Nations Development Programme (UNDP), the Swedish International Development Agency (SIDA), Office of United Nations Resident Coordinator (UNORC), German International Development Agency (GIZ) through the Civil Peace Service (CPS), Swiss Federal Department of Foreign Affairs through the Embassy of Switzerland in Kenya, Danish International Development Agency (DANIDA) and United States Agency for International Development (USAID) through Act Change Transform (ACT!), The European Union (EU) through the European Centre for Electoral Support (ECES) and InterPeace among others.

3.4.11 Organisational Branding and Visibility

a) Press Conferences

During the period under review, the Commission held 20 media press conferences aimed at appraising the media and the public on the status of peace and cohesion in the country. In particular, the Commission called on all Kenyans to embrace tolerance and peaceful coexistence. The press statements were covered on various media channels, including radio, TV, as well as on NCIC social media platforms. The press statements enhanced information sharing, awareness, and visibility of the Commission.



NCIC Chairperson, Commissioners and Uwiano Principals during press conferences

b) Celebrating the Annual Customer Service Week

In the period under review, the Commission marked and celebrated the Annual Customer Service Week, which is celebrated every year in the first week of October. The celebration in 2022 marked the 31st year of celebrating Customer Service Week. Thousands of organizations across the world celebrate Customer Service Week with the aim of recognizing and entrenching the value of service and the contributions of their frontline teams in the delivery of service in their respective mandates. The Commission, through its social media outlets, sent a thanksgiving message to Kenyans and lauded them for promoting and maintaining peace during the General Elections 2022.

"We are immensely grateful to all Kenyans for their help in executing our mandate as well as your aid in achieving our dream of *#ElectionsBilaNoma* and Your support as customers is invaluable. This year we celebrate the service and the vital role played by all Kenyans in keeping our country peaceful!"



Some of the celebrative messages from the Commission during the customer service week

c) Dissemination of IEC Materials

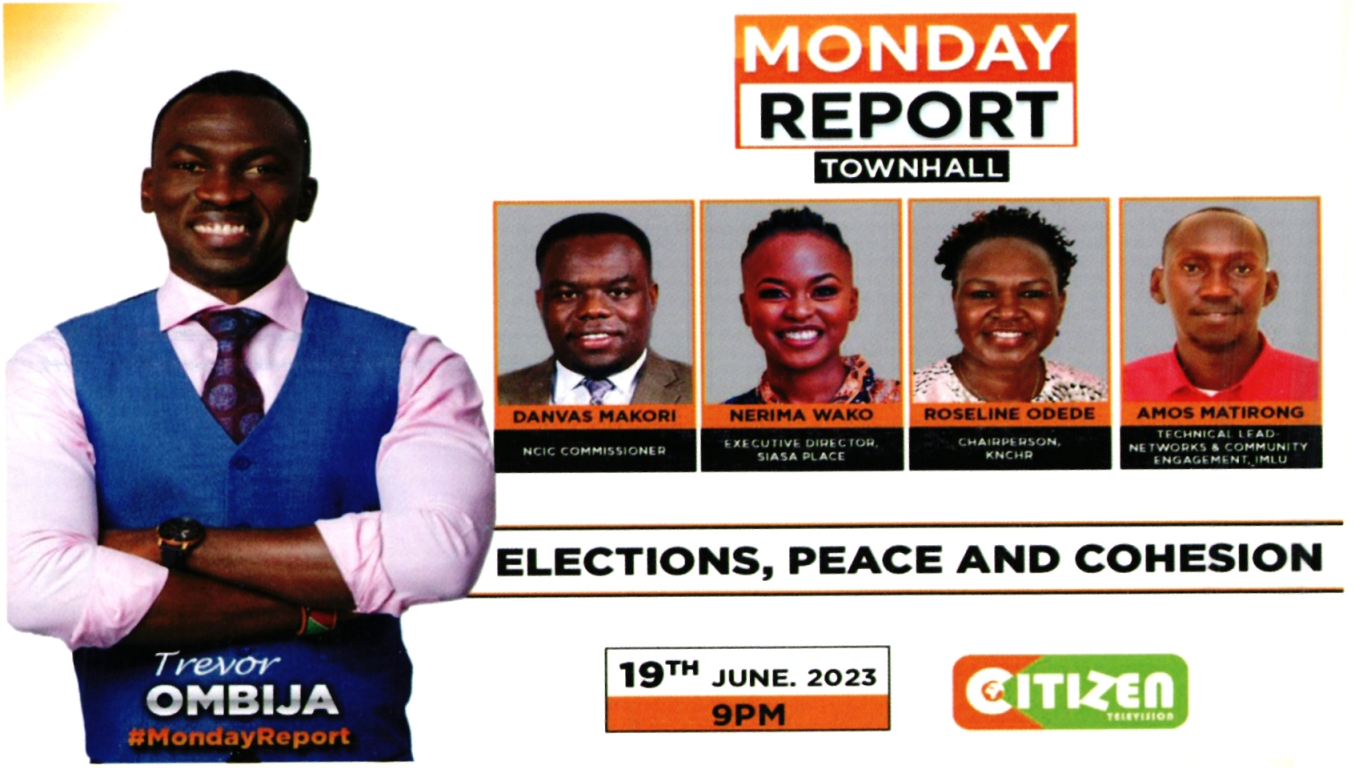
To enhance visibility, the Commission designed, produced, and disseminated assorted Information, Communication, and Educational (IEC) materials to different target groups across the country. The various materials bore peace messages and were disseminated to different audiences through roadshows, peace caravans, peace tournaments, trainings, and community engagements. In the period under review, over 50,000 IEC materials, which included wristbands, t-shirts, *lessos,* banners, reflector jackets, caps, and flyers among others, were disseminated, contributing to enhanced awareness among the citizenry.



Left -Participants donning branded materials and Right dissemination of IEC material by NCIC staff during a forum

Promoting Visibility through Mainstream and Social Media Platforms

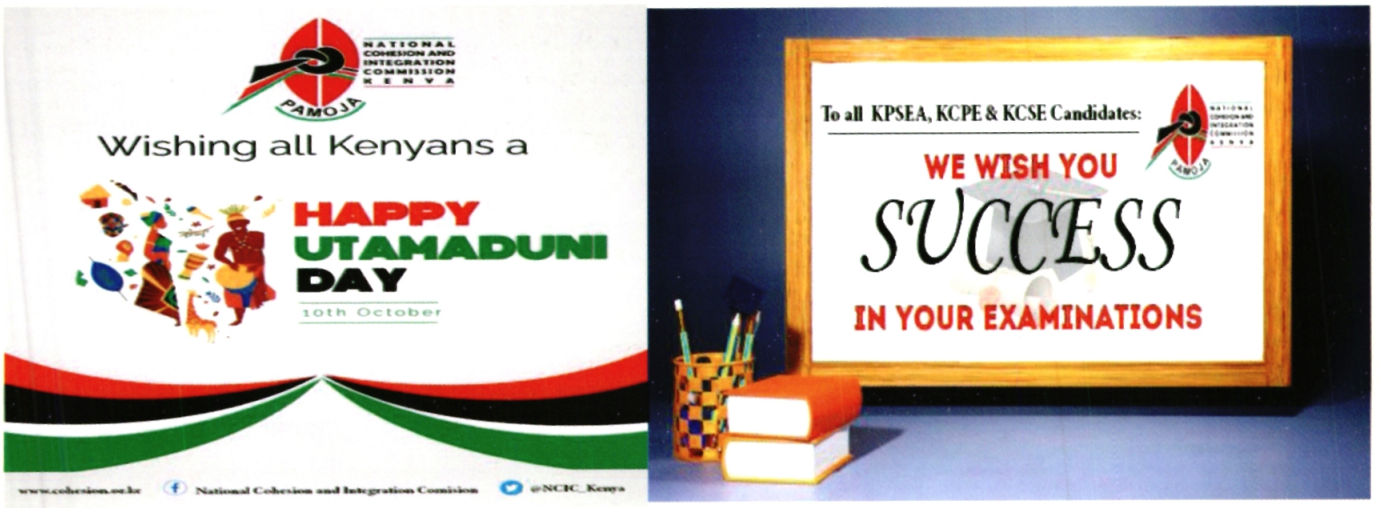
During the period under review, the Commission leveraged both social media platforms and traditional media channels, including the NCIC website, Twitter, Facebook, and Instagram, as well as traditional media to enhance its brand and visibility. Following these engagements, a total of 12 million listeners were reached with targeted messages, thereby enhancing the visibility and corporate image of the Commission.



Some of the visibility engagements on media platforms

d) Bulk Messaging

The Commission has embraced bulk messaging to its audiences and clients as it provides a very wide reach in a cost-effective way, as well as enabling direct engagement with the target groups. In the build-up to the General Elections 2022, the Commission disseminated peace messages on peaceful elections through bulk SMS. As a result, over 5,000 peace messages were disseminated before, during, and after the general elections.



Some of the Bulk SMS sample messages that were disseminated

3.4.12 Monitoring Evaluation Reporting and Learning

a) Performance Contracting

During the reporting period, the Commission embraced performance contracting in line with the Government policy, which prioritizes the use of performance contracting (PC) as its key Commitment for Results Framework (CFR). The PC is part of the broader public service reforms aimed at improving efficiency and effectiveness in the management of the public sector, and in particular, quality service delivery to the citizens. The Commission developed the PC, which was signed by the Commission Secretary and cascaded to the Directors, Deputy Directors, and other staff.

b) Reporting and Compliance

During the reporting period, the Commission conducted its financial undertakings and program performance reporting in conformance with the Public Finance Management Act (PFM) 2012 and attendant regulations and reporting standards. The Commission developed and submitted performance reports to the Parliament, National Treasury, Ministry of Interior and Coordination of National Government through the State Department of Internal Security and National Administration, Vision 2030 Delivery Secretariat, Office of Controller of Budget (OCOB), National Values and Ethics Medium-Term Plan (MTP) Sector Working Group, as well as various funding partners.

c) Monitoring and Evaluation of Projects and Programs

The Commission, in collaboration with the implementing partners in the UNDP-supported Transcending Peace and Security program, conducted a joint evaluation mission for the program, which has been implemented from 2020-2023. The evaluation was conducted with the objective of documenting the

successes, challenges, and lessons learned, and informing future programming. The evaluation team engaged the project beneficiaries and stakeholders in the project Counties, which included Samburu, Nakuru, and Nairobi.

In addition, the Commission, in partnership with the German International Development Agency (GIZ), conducted a monitoring and evaluation exercise following the implementation of a programme that focused on strengthening the capacity of local peace structures. The evaluation targeted the project beneficiaries and stakeholders in Nakuru, Narok, and Uasin Gishu Counties. Following the evaluation, it was established that the trainings on Early Warning and Early Response instilled knowledge and skills that enabled the peace structure members to report and share alerts in a timely manner with relevant authorities, consequently averting tension and conflicts.

SECTION FOUR

CHALLENGES, LESSONS LEARNT AND RECOMMENDATIONS

During the period under review, the Commission experienced the following challenges, lessons learned, and recommendations.

4.1 Challenges and Lessons Learned

a) **Budgetary constraints**: This challenge manifests itself in inadequate staffing, limited regional presence, and the inability to sustain long-term programming.

b) **Limitation of NCI Act 2008**: The NCI Act has gaps and is still undergoing review and amendment to enhance the effectiveness and efficiency of the Commission.

c) **Statutory nature of the Commission**: The Commission is established by an Act of parliament and not anchored in the Constitution, which exposes it to vulnerabilities and dependence on political goodwill.

d) **Slow judicial process**: The judiciary experiences a backlog of cases exceeding the one-year timeline. This causes hate speech cases to drag for a long time resulting in low public trust.

4.2 Recommendations

a) Advocate for allocation of adequate resources
b) Strengthening of the National Cohesion and Integration Act.
c) Enhancing partnerships and linkages at local, national and regional levels
d) Scaling up early warning, early response, and prevention mechanisms.
e) Conducting regular stakeholders' consultations and engagements.

4.3 Lessons Learned

a) Leveraging strategic partnerships and linkages is critical for effectiveness and impact
b) Stakeholder consultations is vital for realisation of sustainable peace and cohesion
c) Long term programming builds community trust, local ownership and creates impact

SECTION 5

AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH JUNE 2023

REPUBLIC OF KENYA

OFFICE OF THE AUDITOR-GENERAL

Enhancing Accountability

REPORT

OF

THE AUDITOR-GENERAL

ON

NATIONAL COHESION AND INTEGRATION COMMISSION

FOR THE YEAR ENDED 30 JUNE, 2023

19 JAN 2024

NATIONAL COHESION AND INTEGRATION COMMISSION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDING

30TH JUNE, 2023

Prepared in accordance with the Accrual Basis of Accounting Method under the International Public Sector Accounting Standards (IPSAS)

National Cohesion and Integration Commission
Annual Report and Financial Statements
For the year ended June 30, 2023.

2. Key Entity Information and Management

(a) Background information

The Commission is a statutory body 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/CEO
- Management

(d) Fiduciary Management

The key management personnel who held office during the financial year ended 30th June 2023 and who had direct fiduciary responsibility were:

No.	Designation	Name
1.	Commission Secretary/CEO (1st July 2022- 4th April 2023)	Dr. Skitter W. Ocharo, HSC
2.	Ag. Commission Secretary/CEO (5th April 2023-30th June 2023)	Harrison Kariuki
3.	Director Research & Knowledge Management	Millicent Okatch
4.	Deputy Director Human Resources	Caroline Gateru
5.	Deputy Director Procurement	John-David Odhiambo
6.	Head of Finance	Catherine Njuki

National Cohesion and Integration Commission
Annual Report and Financial Statements
For the year ended June 30, 2023.

Key Entity Information and Management (Continued)

(e) Fiduciary Oversight Arrangements

The key fiduciary oversight arrangements with regard to the Commissions are as follows

- Finance and General-Purpose committee
- Audit and Risk Committee
- Ministry of Interior and National Administration
- Office of the Auditor General
- Public Accounts Committee
- National Cohesion and Equal Opportunities and Regional Integration Committee
- Public Procurement Regulatory Authority
- Development partners

(f) Commission Headquarters

P.O. Box 7055 - 00100
Britam Towers
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 SMS	1547

(h) Entity Bankers

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

National Bank of Kenya
Harambee Avenue Branch
P.O. Box 72866 – 00200
Nairobi

National Cohesion and Integration Commission
Annual Report and Financial Statements
For the year ended June 30, 2023.

14. Statement of Financial Performance for the year ended 30 June 2023

	Note	2022-2023	2021-2022
		Kshs	Kshs
Revenue from non-exchange transactions			
Transfers from other government entities	5	382,941,400	652,750,000
Public contributions and donations	6	71,752,606	67,296,026
Total revenue		**454,694,006**	**720,046,026**
Expenses			
Use of goods and services	7	331,038,957	443,715,677
Employee costs	8	227,113,800	200,940,725
Depreciation and amortization expense	9	30,557,612	31,092,286
Repairs and maintenance	10	21,227,220	19,742,550
Total expenses		**609,937,590**	**695,491,238**
Surplus (deficit)for the year		**(155,243,584)**	**24,554,788**

The notes set out on pages 6 to 26 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:

.....	.....	.....
Harrison Kariuki	**Catherine Njuki**	**Rev. Dr. Samuel Kobia CBS**
Ag. Commission Secretary/CEO	**Head of Finance**	**Commission Chairman**
	ICPAK M/No:6758	
28th September, 2023	28th September, 2023	28th September, 2023

National Cohesion and Integration Commission
Annual Report and Financial Statements
For the year ended June 30, 2023.

15. Statement of Financial Position as at 30 June 2023

	Note	2022-2023	2021-2022
		Kshs	Kshs
Assets			
Current assets			
Cash and cash equivalents	11	2,803,481	79,949,710
Receivables from non-exchange transactions	12	61,212,904	71,667,507
		64,016,385	**151,617,217**
Non-current assets			
Property, plant and equipment	13	163,098,032	172,640,949
Intangible assets	14	1,020,181	1,530,194
		164,118,213	174,171,144
Total assets		**228,134,597**	**325,788,361**
Liabilities			
Current liabilities	15	99,821,134	46,407,132
Non-current liabilities	15(b)	7,764,000	6,720,000
Total liabilities		**107,585,134**	**53,127,132**
Reserves			
Accumulated surplus		108,570,644	263,814,228
Capital Fund		11,978,820	8,847,000
Net assets		**120,549,464**	**272,661,228**
Total net assets and liabilities		**228,134,597**	**325,788,361**

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

.....	.....	.....
Harrison Kariuki	**Catherine Njuki**	**Rev. Dr. Samuel Kobia CBS**
Ag. Commission	**Head of Finance**	**Commission Chairman**
Secretary/CEO	**ICPAK M/No:6758**	
28th September, 2023	28th September, 2023	28th September, 2023

National Cohesion and Integration Commission
Annual Report and Financial Statements
For the year ended June 30, 2023.

16. Statement of Changes in Net Assets for the year ended 30 June 2023

	Capital Fund	Retained Earnings	Total
	Kshs	Kshs	Kshs
At 1st July 2021	**8,847,000**	**239,259,440**	**248,106,440**
Total comprehensive surplus for the year	-	24,554,788	24,554,788
At 30 June 2022	**8,847,000**	**263,814,228**	**272,661,288**
Total comprehensive surplus for the year	-	(155,243,584)	(155,243,584)
Capital donated during the year	3,131,820	-	3,131,820
At 30 June 2023	**11,978,820**	**108,570,644**	**120,549,464**

National Cohesion and Integration Commission
Annual Report and Financial Statements
For the year ended June 30, 2023.

17. Statement of Cash Flows for the year ended 30 June 2023

	Note	2022 - 2023	2021 - 2022
		Kshs	Kshs
Surplus (Deficit) for the year		(155,243,584)	24,554,788
Adjustments for:			
Depreciation & amortization	9	30,557,612	31,092,286
Operating surplus before working capital changes		**(124,685,972)**	**55,647,074**
Decrease in trade and other receivables		10,454,603	52,916,776
Increase in trade and other payables		54,458,001	(34,294,455)
Cash generated from operating activities		**(59,773,368)**	**74,269,395**
Cash flows from investing activities			
Purchase of property, plant & equipment	13	(17,372,861)	(58,333,048)
Net cash flows used in investing activities		**(17,372,861)**	**(58,333,048)**
Net Increase / Decrease in cash		(77,146,229)	15,936,347
Cash & cash equivalent at the beginning of the year		79,949,710	64,013,363
Cash & cash equivalents at the end of the year		**2,803,481**	**79,949,710**

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

.....	.....	.....
Harrison Kariuki	**Catherine Njuki**	**Rev. Dr. Samuel Kobia CBS**
Ag. Commission	**Head of Finance**	**Commission Chairman**
Secretary/CEO	**ICPAK M/No:6758**	
28th September, 2023	28th September, 2023	28th September, 2023

National Cohesion and Integration Commission
Annual Report and Financial Statements
For the year ended June 30, 2023.

18. Statement of Comparison of Budget and Actual amounts for the year ended 30 June 2023

	Original Budget	Adjustments	Final Budget	Actual on comparable basis	Performance difference	% of Utilization
	Kshs	Kshs	Kshs	Kshs	Kshs	%
Revenue						
Government grants and subsidies	342,750,000	40,191,400	382,941,400	382,941,400	-	100
Public contributions and donations	13,850,000	57,902,606	71,752,606	71,752,606	-	100
Total income	**356,600,000**	**98,084,006**	**454,694,006**	**454,694,006**	-	
Expenses						
Compensation of employees	203,236,110	(2,727,275)	200,508,835	227,113,800	(26,604,966)	113.2
Rent	42,792,864	810,000	43,602,864	43,924,755	(321,891)	100.74
Repairs and maintenance	13,340,236	1,921,420	15,261,656	21,227,220	(5,965,564)	139.09
Other expenses	97,230,790	98,079,861	195,310,651	317,671,815	(122,351,164)	162.64
Total expenditure	**356,600,000**	**98,084,006**	**454,684,006**	**609,937,590**	**(155,243,584)**	134.14
Deficit for the year				(155,243,584)		

Budget notes

1. The Commission recruited additional staff and cohesion monitors in the year to assist in the EWER imitative in the run up to the 2023 General elections and monitoring the state of cohesion in the period after
2. The Commission leased office space in Isiolo to serve the upper Eastern region hence the over expenditure on rent
3. The Commission has an aged fleet of Motor vehicles that breakdown often requiring repairs. Some of them underwent major repairs like replacement of gear boxes and engine repairs in the year resulting in overutilization of the budgetary allocation.
4. There was in increase in expenses like domestic travel and medical insurance that lead to the overall overutilization in other expenses

NOTES

NOTES

REPUBLIC OF KENYA

NATIONAL COHESION AND INTEGRATION COMMISSION

MKATABA WA HUDUMA WA TUME YA UWIANO NA UTANGAMANO

NATIONAL COHESION AND INTEGRATION COMMISSION KENYA

PAMOJA

NAMBARI	HUDUMA	MAHITAJI	MALIPO	MUDA
1.	Kujibu maswali yanayoulizwa	Maombi ya mteja	**Bila malipo**	Mara moja – siku tatu
2.	Majibu ya malalamishi au maoni	Kupokea malalamishi au maoni	**Bila malipo**	Kukiri kupokea kwa muda wa siku moja
3.	Kusambaza ripoti ya kila mwaka	Hamna	**Bila malipo**	Mrejesho katika muda wa siku saba (7) Septemba kila mwaka
4.	Masomo ya umma	Panapohitajika	**Bila malipo**	Kulingana na ratiba ya kazi
5.	Amani na kuleta uwiano	Panapohitajika	**Bila malipo**	Kulingana na ratiba ya kazi
6.	Kuchunguza kesi	Taarifa kuhusu kabila, kidini au ubaguzi wa rangi unaloletwa kwa tume	**Bila malipo**	Katika miezi mitatu kabla ya kupata (Within 3 months of receipt)
7.	Huduma za kisheria	Taarifa kuhusu kesi	**Bila malipo**	Katika masaa arobaini na nane(48)
8.	Wahitimu wa wasambazaji	Hati za zaburi ana kutimiza maagizo yariratibishwa kwa hati za zaburi	**Bila malipo** Shilingi 1000 kwa fomu zilizochukuliwa kwa ofisi	Kupeana majibu kwa uhitimu ya zaburi katika mwezi moja (30) baada ya kufungua zaburi
9.	Tathminie ya hati za nukuu	Hati za zaburi ana kutumiza maagizo yarirabitishwa kwa hati za zaburi	**Bila malipo**	Kutoa maoni juu ya tuzo ndani ya siku thelathini (30) tangu kufunguliwa kwa zaburi. Kuandaa na kusaini mkatabe ndani ya siku kumi nan ne (14) tangu tarehe ya taarifa ya tuzo
10.	Utoaji wa agizo la ununuzi wa mitaa	Nukuu	Utoaji wa agizo la ununuzi wa mitaa	Baada ya siku saba (7) kutoka tarehe ya tuzo
11.	Kutupa	Kulingana na sharia za serikali	Bei ya kutangaza	Kila mwaka
12.	Malipo kwa wasambazaji	Stakabadhi za kuthibitisha	**Bila malipo**	Wiki moja baada ya kupokea risiti ya ankara
13.	Kutayarisha malipo	Stakabadhi za kuthibitisha	**Bila malipo**	Baada ya kupokea malipo
14.	Kuajiri, kuchagua na kutumwa	Tangazo la ajira, barua za kuomba kazi	**Bila malipo**	Katika siku sitini (60)

One People **One Nation** **One Destiny**

One People
One Nation
One Destiny

National Cohesion and Integration Commission (NCIC)
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Twitter Handle: @NCIC_Kenya
Facebook Page: National Cohesion and Integration Commission