

high level individuals has led to the reduction of hate speech and ethnic contempt during political rallies.

### 3. Making the Education Sector Responsive to National Cohesion.

The Commission has advocated for the mainstreaming of national cohesion in school curriculum and education policy as well as supporting school co-curricular activities such as Drama and Music festivals. Further, NCIC has lobbied for the streamlining the quota system of admission to ensure that students are admitted to schools beyond their respective counties of origin. The Commission has been facilitating the establishment of Amani (Peace) Clubs in all learning institutions, besides having structured engagement with Educational Administrators on cohesion and integration matters.

### 4. Encouraging inclusion in resource sharing in National and County Government through conducting of Ethnic Audits.

To ensure that Kenyans from different communities access opportunities and resources provided by the government, the Commission has been undertaking ethnic audits on public employment opportunities. The Commission has so far conducted ethnic audits on the Civil Servants, Public Universities, County Governments and Parastatals. Ethnic Audit reports have brought to the fore debates on the recruitment of staff in various government establishments and the challenges of nepotism and tribalism. These ethnic audits have resulted in the inclusion of minority communities in public employment and design of programmes that would improve the capacity of excluded communities.

### 5. Opening up of candid discussions on ethnicity and appreciation of ethnic diversity through diversity conversations.

The diversity conversations have sought to explore real or perceived issues around ethnicity by providing Kenyans with an opportunity to discuss publicly issues surrounding ethnicity that were initially discussed in the private realm. The Commission has educated the public on the dangers of hate speech and ethnic contempt which are new offences under the Kenyan jurisprudence.

### 6. Facilitating a peaceful vote in the 2010 Referendum and the 2013 General Elections.

NCIC monitored political rallies and political gatherings to ensure political leaders do not engage in hate speech besides charging and prosecuting leaders suspected to propagate hate speech. The Commission promoted non-violent political process through interactive advocacy platforms such as media engagement and road shows as well as engaging mobile phone service providers on the monitoring of bulk SMS.

### 7. Capacity Building for Journalists and Sensitisation of Members of the Fourth Estate on National Cohesion.

The Commission in partnership with media organisations has managed to develop Media Guidelines on Hate Speech as well as conduct Media Monitoring on Hate Speech and Social Media. NCIC has been conducting trainings and capacity building of media practitioners on conflict sensitive reporting.

### 8. Empowered Women and Youth leaders to Effectively Participate in Peace Building and Conflict Resolution.

To enhance the participation of women and youth on peace building, national cohesion and integration processes, NCIC has been conducting capacity building trainings on peace, national cohesion, conflict resolution and mediation amongst women and youth leaders with an aim of creating a pool of cohesion agents across the country.

### 9. Undertaking research and publications in cohesion related issues.

The Commission publishes cutting edge research on inhibitors of ethnic relations and proffers policies to Government and other non-state actors on how to improve peaceful co-existence. Studies conducted have influenced public debates and opinions on issues related to ethnicity and social cohesion. The Social Cohesion Index which identified the level of cohesion in Kenya and within specific counties has informed policies of County Governments and other Government Agencies and has enabled Counties to review their cohesion status and discuss issues related to peace and cohesion.

### 10. Infusing Cohesion and Integration Principles in Draft Bills

The Commission has developed and published a "Checklist for infusion of Cohesion and Integration principles into legislation and policy" that will serve as a tool for Parliamentarians at both the National and County level to ensure that policies and legislation that are passed contain principles of cohesion, integration and non-discrimination. The Commission has also published the "Minimum Standards and Principles for Recruitment to Ensure Inclusiveness and Diversity at the County Level", which provides tangible rules for county governments to follow during their recruitment process.

### 11. Mainstreaming National Cohesion and Integration Principles in Civil Service.

In the performance contracting of Ministries, Departments and Agencies (MDAs), the Commission contributed towards developing a criterion on mainstreaming national cohesion and national values. This criterion has been adopted by MDAs and they are utilising it to sensitise their organisations on national cohesion and national values and include the same in their performance appraisal reports.

### 12. Establishment of Partnerships and Networks.

The Commission has successfully established partnerships with other public institutions, civil society organisations, media and development partners, among others. Such partnership and networks has served to create synergy and generate support for technical and financial assistance. This has led to the creation of platforms, processes and initiatives that have encouraged cohesion and promoted practices that reinforce integration and reconciliation among Kenyans.

*NCIC invites Kenyans of all walks of life to participate in the national cohesion processes through deliberate symbiotic partnerships that must remain a pillar to peace building, national reconciliation and integration in the country.*

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# National Cohesion and Integration Commission



One People

One Nation

One Destiny

## About Us

The National Cohesion and Integration Commission (NCIC) is a statutory body established under the National Cohesion and Integration Act No. 12 of 2008. The Commission draws its existence from the Kenya National Dialogue and Reconciliation Agreement signed in Nairobi on February 28, 2008 after the 2007/2008 post-election violence. The establishment of NCIC recognised the need for a national institution to build national identity and values, mitigate ethno-political competition and ethnically motivated violence, eliminate discrimination on ethnic, racial and religious basis and promote national reconciliation and healing

## Vision

A Peaceful, Cohesive, United and Integrated Kenyan Society.

## Mission

Facilitate the elimination of all forms of ethnic discrimination and proactively promote tolerance, understanding, acceptance of diversity, peaceful coexistence and unity.

## Core Values

- Professionalism
- Integrity
- Affirmative action for the Marginalised and the Minorities
- Inclusivity and
- Respect for Diversity

## Mandate of the Commission

NCIC is mandated to facilitate and promote equality of opportunity, good relations, harmony and peaceful co-existence between persons of the different ethnic, religious and racial communities of Kenya, and to advise the Government on all aspects thereof.

The Commission's main goal therefore, is to promote national unity in Kenya. As a result, NCIC facilitates processes and policies that encourage elimination of all forms of ethnic discrimination irrespective of background, social circle, race and ideological belief(s). Additionally, the Commission enhances the capacity of Kenyans to appreciate the significance of diversity.

## Objectives of the Commission

1. Facilitate and promote equal opportunity, good relations, harmony and peaceful co-existence of persons of different ethnic and racial communities and advice the Government on all matters thereof.

2. Eliminate all forms of ethnic or racial discrimination and discourage persons, institutions, political parties and associations from advocating or promoting discrimination.
3. Enhance tolerance, understanding and acceptance of diversity in all aspects of national life.
4. Promote respect for religious cultural and linguistic diversity in a plural society.
5. 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;
6. Promote arbitration, conciliation, mediation and similar forms of conflict resolution mechanisms.
7. Investigate complaints of discrimination and make recommendations to the Attorney General, Human Rights Commission or other authority on remedial measures to be taken where such complaints are valid.
8. Investigate on its own accord or on request from any institution, office, or person any issue affecting ethnic and racial relations.
9. Initiate, lobby for and advocate for policy, legal or administrative reforms on issues affecting ethnic relations.
10. Undertake research and studies and make recommendations to the Government on any issue relating to ethnic affairs including whether ethnic relations are improving.
11. Monitor and report to the National Assembly the status and success of implementation of its recommendations.
12. Determine strategies and priorities in all socio-economic, political and development policies of the government impacting on ethnic relations and advise on their implementation.

## Organisational Structure

The Commission is composed of both the Commissioners and the Secretariat. NCIC Commissioners include the Chairperson and seven (7) Commissioners appointed by the President after nomination by the National Assembly. The Chairperson of the Kenya National Commission on Human Rights, the Chairperson of National Gender and Equality Commission and the Chairperson of the Commission on Administrative Justice (Office of the Ombudsman).

The Secretariat is composed of the Commission Secretary / Chief Executive Officer, and other members of staff who serve in two broad directorates namely; Administration and Finance; and Programmes and Technical Services. The Administration and Finance Directorate is the administrative arm of NCIC. It provides administrative coordination in the prudent management of finance, human resource, procurement and physical assets of the organisation. The Programmes and Technical Services Directorate is the technical arm of NCIC. It is responsible for designing, developing, implementing, monitoring and evaluating the Commission's programmes and activities.

It is composed of the five (5) Departments namely Civic Education and Advocacy, Research, Policy and Planning, Reconciliation and Integration, Complaints, Legal and Enforcement, and Communication and Knowledge Management.

The work of the Commission entails broader mission of encouraging and promoting ethnic, religious and racial harmony among the diverse communities of Kenya. It goes beyond the receipt and adjudication of complaints.

## NCIC's Strategic Focus

The Commission's Strategic focus has been anchored in the following five areas:

1. Build and strengthen the capacity of institutions and the public in fostering national identity and values.
2. Promote national peace building, reconciliation, cohesion and integration among the different ethnic, racial and religious groups of Kenya through awareness creation and other reconciliation approaches.
3. Ensure compliance of the laws and best practices that promote national cohesion and integration.
4. Undertake research and studies on any issue relating to ethnic affairs and make recommendations to the Government.
5. Enhance the capacity of NCIC to effectively and efficiently discharge its mandate within the Constitution of Kenya, 2010.

## Milestones

Since its establishment, the NCIC has made significant contributions towards building a cohesive and integrated Kenyan society. These include:

### 1. Ethnic and Sectarian Conflict Resolution, Mitigation and Transformation.

The Commission has facilitated mediation, dialogue and reconciliation in a number of conflicts in different counties, with some culminating into the signing of peace accords where communities have agreed to proactively pursue peaceful co-existence. The peace accords have reduced violent conflict episodes in these communities.

### 2. Enforcing the provisions of the NCI Act, and especially on Hate Speech.

NCIC makes inquiries into allegations and complaints on the basis of discrimination, harassment and hate speech for the purposes of the National Cohesion and Integration (NCI) Act 2008. Complaints that fall outside the mandate of NCIC are referred to the other relevant government agencies and departments for their necessary action. The Commission has strengthened its capacity to receive and investigate complaints. NCIC has dealt with several hate speech related cases. Following investigations into complaints received, the Commission has recommended to the Office of the Director of Public Prosecutions (DPP) the prosecution of several individuals for the offences of hate speech and ethnic contempt. Those who faced charges include Cabinet Secretaries as well as Members of Parliament. The prosecution of these