

Approved
Chow Duncau Mathenge
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REPUBLIC OF KENYA

THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT - FIFTH SESSION - 2026

**COMMITTEE ON NATIONAL COHESION AND EQUAL
OPPORTUNITY**

**REPORT ON:
THE APPROVAL HEARINGS OF NOMINEES FOR APPOINTMENT TO THE
POSITION OF CHAIRPERSON AND MEMBERS OF THE NATIONAL
COHESION AND INTEGRATION COMMISSION**

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|  THE NATIONAL ASSEMBLY PAPERS LAID | |
| DATE: 29 APR 2026 | |
| DAY: WEDNESDAY | |
| TABLED BY: | VICE-CHAIRPERSON CHOW. DUNCAU MATHENGE |
| CLERK-AT THE-TABLE: | HALIMA SULEIMAN |

**THE NATIONAL ASSEMBLY
PARLIAMENT BUILDINGS
NAIROBI**

APRIL, 2026

Report of the National Cohesion and Equal Opportunity Committee on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission held on 25th and 27th April, 2026 at Mini Chamber, County Hall, 1st Floor.

TABLE OF CONTENTS

| | |
|--|-----------|
| List of Abbreviations and Acronyms..... | iv |
| Annexures | vi |
| Chairperson’s Foreword | vii |
| CHAPTER ONE..... | 1 |
| 1.0 Preface | 1 |
| 1.1 Establishment of the Committee..... | 1 |
| 1.2 Committee Membership..... | 2 |
| 1.3 Committee Secretariat | 3 |
| CHAPTER TWO | 4 |
| 2.0 Background..... | 4 |
| 2.1 The Recruitment Process..... | 4 |
| 2.2 Legal Framework | 4 |
| 2.3 Notification of Nominations..... | 6 |
| 2.4 Notification to the House and Referral to the Select Committee on National Cohesion and Integration | 7 |
| 2.5 Notification to the Public..... | 8 |
| 2.6 Notification to the Nominees | 8 |
| 2.7 Clearance and Compliance Requirements | 8 |
| 2.8 Criteria for Consideration during the Approval Hearings | 10 |
| 2.9 Nomination | 10 |
| 2.10 Constitutional and Statutory Requirements..... | 11 |
| 2.11 Suitability of the nominees for the proposed appointment | 12 |
| CHAPTER THREE | 13 |
| 3.0 MEMORANDA FROM THE PUBLIC ON THE SUITABILITY OF NOMINEES..... | 13 |
| CHAPTER FOUR | 14 |
| 4.0 APPROVAL HEARINGS OF THE NOMINEES | 14 |

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

| | |
|---|-----------|
| 4.1 Dr. Kepha Nyamweya Omae, Nominee for Appointment as Chairperson of the National Cohesion and Integration Commission | 14 |
| 4.1.1 Questions from the General Questionnaire | 14 |
| 4.1.2 General and Sector-Specific Questions for the Nominee | 16 |
| 4.1.3 Committee Observations on the Suitability of the Nominee | 20 |
| 4.2 Ms. Josephine Kirion Eragae Nominee for Appointment as Member of the National Cohesion and Integration Commission | 22 |
| 4.2.1 Questions from the General Questionnaire | 22 |
| 4.2.2 General and Sector-Specific Questions for the Nominee | 25 |
| 4.2.3 Committee Observations on the Suitability of the Nominee | 29 |
| 4.3 Mr. Joseph Kingori Nguyo Nominee for Appointment as Member of the National Cohesion and Integration Commission | 30 |
| 4.3.1 Questions from the General Questionnaire | 30 |
| 4.3.2 General and Sector-Specific Questions for the Nominee | 33 |
| 4.3.3 Committee Observations on the Suitability of the Nominee | 38 |
| 4.4 Mr. Jackson Swadi Kedogo Nominee for Appointment as Member of the National Cohesion and Integration Commission | 39 |
| 4.4.1 Questions from the General Questionnaire | 39 |
| 4.4.2 General and Sector-Specific Questions for the Nominee | 41 |
| 4.4.3 Committee Observations on the Suitability of the Nominee | 45 |
| 4.5 Dr. Samuel Mwachiro Mwawasi Nominee for Appointment as Member of the National Cohesion and Integration Commission | 46 |
| 4.5.1 Questions from the General Questionnaire | 46 |
| 4.5.2 General and Sector-Specific Questions for the Nominee | 49 |
| 4.5.3 Committee Observations on the Suitability of the Nominee | 52 |
| 4.6 Ms. Irene Chepoisho Tulel, HSC Nominee for Appointment as Member of the National Cohesion and Integration Commission | 53 |
| 4.6.1 Questions from the General Questionnaire | 53 |
| 4.6.2 General and Sector-Specific Questions for the Nominee | 56 |
| 4.6.3 Committee Observations on the Suitability of the Nominee | 60 |

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

| | |
|--|-----------|
| 4.7 Mr. Hassan Billow Ahmed Nominee for Appointment as Member of the National Cohesion and Integration Commission | 62 |
| 4.7.1 Questions from the General Questionnaire | 62 |
| 4.7.2 General and Sector-Specific Questions for the Nominee | 64 |
| 4.7.3 Committee Observations on the Suitability of the Nominee | 68 |
| 4.8 Ms. Jerusah Mwaathime Michael Nominee for Appointment as Member of the National Cohesion and Integration Commission | 69 |
| 4.8.1 Questions from the General Questionnaire | 69 |
| 4.8.2 General and Sector-Specific Questions for the Nominee | 73 |
| 4.8.3 Committee Observations on the Suitability of the Nominee | 77 |
| CHAPTER FIVE | 79 |
| 5.0 COMMITTEE OBSERVATIONS | 79 |
| CHAPTER SIX | 83 |
| 6.0 COMMITTEE RECOMMENDATIONS | 83 |

List of Abbreviations and Acronyms

| | | |
|---------------|---|---|
| ADR | - | Alternative Dispute Resolution |
| AI | - | Artificial Intelligence |
| BDS | - | Business Development Services |
| CARE | - | Cooperative for Assistance and Relief Everywhere |
| CBS | - | Chief of the Order of the Burning Spear |
| CECM | - | County Executive Committee Member |
| CEWARN | - | Conflict Early Warning and Response Mechanism |
| CJPD | - | Catholic Justice and Peace Department |
| CPE | - | Certificate of Primary Education |
| DCI | - | Directorate of Criminal Investigations |
| EACC | - | Ethics and Anti-Corruption Commission |
| EAK | - | Evangelical Alliance of Kenya |
| FIDA | - | Federation of Women Lawyers in Kenya |
| HELB | - | Higher Education Loans Board |
| HSC | - | Head of State Commendation |
| ICT | - | Information and Communication Technology |
| IEBC | - | Independent Electoral and Boundaries Commission |
| IGAD | - | Intergovernmental Authority on Development |
| IRS | - | Indepth Research Services |
| KASNEB | - | Kenya Accountants and Secretaries National Examinations Board |
| KAPAM | - | Kenya Association of Professional Managers |
| KBTT | - | Kenya Bible Translation Trust |
| KCA | - | Kenya College of Accountancy |
| KCCAM | - | Kenya Coalition of Church Alliances and Ministries |
| KCF | - | Kenya Christian Forum |
| KCPE | - | Kenya Certificate of Primary Education |
| KCSE | - | Kenya Certificate of Secondary Education |
| KMT | - | Kenya Markets Trust |
| KRA | - | Kenya Revenue Authority |
| LBDA | - | Lake Basin Development Authority |
| LSK | - | Law Society of Kenya |
| LMK | - | Life Ministry Kenya |
| MCA | - | Member of County Assembly |
| MEC | - | Moi Educational Centre |
| MP | - | Member of Parliament |
| NADCO | - | National Dialogue Committee |
| NCEO | - | National Cohesion and Equal Opportunity |

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

| | | |
|--------------|---|--|
| NCI | - | National Cohesion and Integration |
| NCIC | - | National Cohesion and Integration Commission |
| NCTC | - | National Counter Terrorism Centre |
| ODPP | - | Office of the Director of Public Prosecutions |
| ORPP | - | Office of the Registrar of Political Parties |
| PSC | - | Public Service Commission |
| SADO | - | Social Agricultural and Development Organization |
| ToT | - | Trainer of Trainers |
| UN | - | United Nations |
| UNDP | - | United Nations Development Programme |
| USAID | - | United States Agency for International Development |
| WASH | - | Water, Sanitation and Hygiene |

Annexures

| | |
|-------------|---|
| Annexure 1 | Adoption Schedule |
| Annexure 2 | Minutes |
| Annexure 3 | Gazette Notice |
| Annexure 4 | Transmittal Letter by the Chief of Staff and Head of Public Service |
| Annexure 5 | Notification and Message from the Speaker No. 003 of 2026 |
| Annexure 6 | Advertisement notifying the public of the approval hearing and invitation to submit memoranda |
| Annexure 7 | Letters from the Clerk of the National Assembly inviting the nominees for the approval hearings |
| Annexure 8 | Letters from the Clerk of the National Assembly to DCI, HELB, KRA, ODPP, ORPP and EACC requesting information on the nominees |
| Annexure 9 | Letter of clearance from the DCI, HELB, KRA, ODPP, ORPP, and EACC |
| Annexure 10 | <i>Curricula Vitae</i> , certificates and testimonial of nominees |

Chairperson's Foreword

This Report presents the findings of the Committee on National Cohesion and Equal Opportunity on the approval hearings of nominees for appointment as Chairperson and Members of the National Cohesion and Integration Commission.

The recruitment process leading to the nominations was conducted by a Selection Panel duly constituted vide Gazette Notice No. 1002 of 27th January 2026. The process received seventy-nine (79) applicants for the position of Chairperson and six hundred and forty (640) applicants for the positions of Members of the Commission. Following shortlisting, thirteen (13) candidates were shortlisted for the position of Chairperson and one hundred and six (106) candidates for the positions of Members. Interviews were conducted between 2nd and 14th April 2026, with a pass mark set at 70 per cent.

Upon conclusion of the interviews, three (3) nominees for the position of Chairperson and twenty-five (25) nominees for the positions of Members were forwarded to His Excellency, the President, for consideration for appointment as contained in the report of the Selection Panel. (*Annex 1*)

Pursuant to Article 250(2) of the Constitution, Section 17(1) of the National Cohesion and Integration Act (Cap. 7N), and Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), the nominations were transmitted to the National Assembly through a letter dated 14th April 2026 and communicated to the House by the Speaker of the National Assembly on 16th April 2026.

In accordance with Article 124(4) of the Constitution, Section 6 of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), and Standing Order 216(5)(g) of the National Assembly Standing Orders, the Speaker of the National Assembly referred the nominations and accompanying documentation to the Committee on National Cohesion and Equal Opportunity for approval hearings and reporting to the House within the prescribed timelines.

Pursuant to Article 118 of the Constitution, Section 6(3), (4) and (9) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), and Standing Order 45(3) of the National Assembly Standing Orders, the Clerk of the National Assembly notified the nominees and invited the public to submit memoranda on their suitability through advertisements placed in the print media on 17th April 2026. No memoranda were received within the stipulated period.

Further, pursuant to Section 6(9) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), the Clerk of the National Assembly sought background information on the nominees from the Directorate of Criminal Investigations (DCI), Ethics and Anti-Corruption Commission (EACC), Kenya Revenue Authority (KRA), Higher Education Loans Board (HELB), Office of the Director of Public Prosecutions (ODPP) and the Office of the Registrar of Political Parties (ORPP).

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

The Committee conducted approval hearings on 25th and 27th April 2026 in accordance with Section 6(7) and (8) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F). In undertaking the hearings, the Committee evaluated the nominees based on their academic credentials, professional experience, personal integrity, and overall suitability for appointment, as well as the criteria set out under Section 7 of the Act.

Having considered the nominations, supporting documentation, and oral submissions, and being satisfied that the nominees meet the constitutional and statutory requirements, including the provisions of Chapter Six of the Constitution on Leadership and Integrity, the Committee recommends that the House **approves** the appointment of the following—

- (i) **Dr. Kepha Nyamweya Omae** as the Chairperson of the National Cohesion and Integration Commission;
- (ii) **Ms. Josephine Kirion Eragae** as a Member of the National Cohesion and Integration Commission;
- (iii) **Mr. Joseph K. Nguyo** as a Member of the National Cohesion and Integration Commission;
- (iv) **Mr. Jackson Swadi Kedogo** as a Member of the National Cohesion and Integration Commission;
- (v) **Dr. Samuel Mwachiro Mwawasi** as a Member of the National Cohesion and Integration Commission;
- (vi) **Ms. Irene Chepoisho Tulel, HSC** as a Member of the National Cohesion and Integration Commission;
- (vii) **Mr. Hassan Billow Ahmed** as a Member of the National Cohesion and Integration Commission; and
- (viii) **Ms. Teresia Jerusah Mwaathime Michael** as a Member of the National Cohesion and Integration Commission.

May I take this opportunity to acknowledge and thank the Honourable Members of the Committee on National Cohesion and Equal Opportunity for their devotion and commitment to duty in the approval hearings and for making meaningful contributions towards preparing this report.

The Committee would also like to thank the Offices of the Speaker and the Clerk of the National Assembly for the technical and logistical support provided during the exercise. The Committee further appreciates the nominees' cooperation during the parliamentary approval process. The Committee also appreciates the DCI, EACC, HELB, KRA, ODPP, and

ORPP for providing references and background checks related to the suitability of the nominees.

On behalf of the Committee on National Cohesion and Equal Opportunity and pursuant to Article 124(4)(b) of the Constitution, section 8(1) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F and the provisions of Standing Order 199(6) of the National Assembly Standing Orders, I have the honour to present this Report to the House for consideration and approval.

HON. DUNCAN MAINA MATHENGE, MP,
VICE-CHAIRPERSON, COMMITTEE ON NATIONAL COHESION AND
EQUAL OPPORTUNITY

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

CHAPTER ONE

1.0 Preface

1.1 Establishment of the Committee

- I. The Select Committee on National Cohesion and Equal Opportunity is established under Standing Order 212 C. The Committee is mandated to—
 - a) Monitor and promote measures relating to policy and program initiatives in pursuit of peace and national cohesion;
 - b) Investigate, inquire into and report on all matters relating to inter-community cohesion;
 - c) Monitor and promote measures designed to enhance the equalization of opportunities and improvement in the quality of life and status of all persons, including persons who are marginalized on the basis of gender, age, disability, health status, ethnic, racial, cultural or religious background or affiliation or any other such ground;
 - d) Investigate, inquire into and report on all matters relating to discrimination or marginalization of persons referred to under sub-paragraph (c);
 - e) Make proposals to Parliament including legislative proposals for the protection, equalization of opportunities and promotion of the welfare of the groups referred to under sub-paragraph (c); and
 - f) Examine the activities and administration of all state departments and statutory bodies in so far as they relate to the rights and welfare of the persons referred to under sub-paragraph (c).

1.2 Committee Membership

2. The Committee was constituted by the House on 27th October 2022 after the General Election pursuant to Standing Orders 177. The Membership comprises of—

| | Name | Constituency | Party |
|-----|--|----------------|---|
| 1. | The Hon. Yussuf Adan Haji, DSM, CBS, MP – Chairperson | Mandera West | United Democratic Movement (UDM) |
| 2. | The Hon. Duncan Maina Mathenge, MP – Vice Chairperson | Nyeri Town | United Democratic Alliance (UDA) |
| 3. | The Hon. Yusuf Hassan Abdi, MP. | Kamukunji | Jubilee Party (JP) |
| 4. | The Hon. Ndung'u George Koimburi, MP. | Juja | United Democratic Alliance (UDA) |
| 5. | The Hon. Antony Njoroge Wainaina, MP. | Kieni | United Democratic Alliance (UDA) |
| 6. | The Hon. Charles Kamuren, MP. | Baringo South | United Democratic Alliance (UDA) |
| 7. | The Hon. Edward Kaunya Oku, MP. | Teso North | Orange Democratic Movement (ODM) |
| 8. | The Hon. Muthoni Marubu, MP. | Lamu (CWR) | Independent |
| 9. | The Hon. Joseph Samal Lomwa MP. | Isiolo North | Jubilee Party (JP) |
| 10. | The Hon. Joshua Oron Odongo, MP. | Kisumu Central | Orange Democratic Movement (ODM) |
| 11. | The Hon. Martin Peters Owino, MP. | Ndhiwa | Orange Democratic Movement (ODM) |
| 12. | The Hon. Eng. Paul Nzengu, MP. | Mwingi North | Wiper Democratic Movement Kenya (WDM-K) |
| 13. | The Hon. Rahab Wachira Mukami, MP. | Nyeri | United Democratic Alliance (UDA) |
| 14. | The Hon. Agnes Pareyio Mantaine, MP. | Narok North | Jubilee Party (JP) |
| 15. | The Hon. Dick Maungu Oyugi, MP. | Luanda | Democratic Action Party Kenya (DAP-K) |

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

| | Name | Constituency | Party |
|-----|---|---------------------|-------------------------------------|
| 16. | The Hon. Orero Peter Ochieng, MP. | Kibra | Orange Democratic Movement (ODM) |
| 17. | The Hon. Fredrick Lusuli Ikana, MP. | Shinyalu | ANC Party |
| 18. | The Hon. (Dr.) Joseph Iraya Wainaina OGW, MP. | Nominated | United Democratic Alliance (UDA) |
| 19. | The Hon. Jackson Lekumontare Lentoijoni, MP. | Samburu East | Kenya African National Union (KANU) |
| 20. | The Hon. Muratha Anne Wanjiku Mugo, MP. | Kiambu (CWR) | United Democratic Alliance (UDA) |
| 21. | The Hon. Ndakwa David Athman, MP. | Malava | United Democratic Alliance (UDA) |

1.3 Committee Secretariat

3. The Committee, in the execution of its mandates as stipulated in the National Assembly's Standing Orders is supported by a Secretariat as follows:

Ms. Angelina Naserian Lotuai

Clerk Assistant -Lead Clerk/Head of the Secretariat

Mr. John Mutinda

Clerk Assistant III

Ms. Joanne Naneu

Research Officer III

Mr. Amos Tindi

Hansard Reporter

Ms. Audrey Andala

Legal Counsel II

Ms. Rahab Chepkilim

Audio Officer III

Mr. Daniel Sirimoi

Media Relations Officer

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

CHAPTER TWO

2.0 Background

2.1 The Recruitment Process

4. This was done procedurally as follows:

- (i) The recruitment process was initiated vide *Gazette Notice No. 1002 of 2026* and was conducted by a duly constituted Selection Panel.
- (ii) The process received seventy-nine (79) applicants for the Chairperson position and six hundred and forty (640) applicants for the positions of Members of the Commission.
- (iii) For the position of Chairperson, the Selection Panel shortlisted thirteen (13) candidates, while for the positions of Members, one hundred and six (106) candidates were shortlisted, all of whom proceeded to the interview stage.
- (iv) The Panel conducted shortlisting, background vetting and public participation exercises. Interviews for the position of Chairperson were conducted on 2nd and 3rd March 2026, while interviews for the positions of Members were conducted from 4th to 6th, 9th to 13th, and 16th to 19th March 2026 at the Public Service Commission, with a pass mark set at 70 percent.
- (v) Upon conclusion of the interviews, three (3) nominees for the position of Chairperson and twenty-five (25) nominees for the positions of Members were forwarded to His Excellency the President for consideration for appointment.

2.2 Legal Framework

5. Article 124(4) of the Constitution provides that when a House of Parliament considers any appointment which its approval is required under this Constitution or an Act of Parliament—

- (a) *the appointment shall be considered by a Committee of the relevant House;*
- (b) *the committee's recommendation shall be tabled in the House for approval; and*
- (c) *the proceedings of the committee and the House shall be public.*

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

6. Article 250(2) of the Constitution provides for the appointment to Commissions. It stipulates that—

“(2) The Chairperson and each member of a commission and each holder of an independent body shall be—

(a) identified and recommended for appointment in a manner prescribed by national legislation;

(b) approved by the National Assembly; and

(c) appointed by the President.

7. Under Section 17 (1) of the National Cohesion and Integration Act, Cap. 7N provides that the Commission shall consist of a chairperson and seven commissioners nominated by the President and approved by the National Assembly in accordance with the First Schedule.

8. Pursuant to paragraph (9) of the First Schedule to the National Cohesion and Integration Act, Cap. 7N, the National Assembly shall, within twenty-one days of the day it next sits after receipt of the names of the nominees, consider all the nominations received and may approve or reject any nomination.

9. The Committee was guided by the following provisions of the Constitution and statutes in executing its mandate —

- i) Article 10 of the Constitution on the national values and principles of governance;
- ii) Article 73 of the Constitution on the responsibilities of leadership;
- iii) Article 75 of the Constitution on conduct of State Officers;
- iv) Article 77 of the Constitution on restriction on activities of State Officers;
- v) Article 78 of the Constitution on citizenship and leadership;
- vi) Chapter Six of the Constitution on Leadership and Integrity;
- vii) Article 118 of the Constitution on public participation;
- viii) Article 124(4) of the Constitution on consideration of persons for appointment to public office;
- ix) Article 232 of the Constitution on values and principles of public service;
- x) Article 250 of the Constitution on appointment to Commissions and Independent Offices;

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

- xi) The Public Appointments (Parliamentary Approval) Act, Cap 7F;
- xii) The Ethics and Anti-Corruption Commission Act, Cap 7H;
- xiii) The Public Officer Ethics Act, Cap. 185B;
- xiv) The Leadership and Integrity Act, Cap. 185; and
- xv) The National Cohesion and Integration Act, Cap 7N.

2.3 Notification of Nominations

10. Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, Cap, 7F stipulate as follows—

“3. Exercise of powers of appointment

An appointment under the Constitution or any other law for which the approval of Parliament is required shall not be made unless the appointment is approved or deemed to have been approved by Parliament in accordance with this Act.

5. Notification of nomination

- (1) *An appointing authority shall, upon nominating a person for an appointment to which this Act applies, notify the relevant House of Parliament accordingly.*
- (2) *A notification under subsection (1) shall be —*
 - (a) *in writing;*
 - (b) *be lodged with the Clerk of the relevant House of Parliament.*
- (3) *A notification of appointment shall be accompanied by information concerning the nominee, having regard to the issues mentioned in section 7.*
- (4) *For purposes of this Act, a notification of nomination shall be deemed to be duly given on the day on which it complies fully with subsections (2) and (3).”*

11. Pursuant to Article 250(2) of the Constitution as read with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, H.E the President, through the Head of Public Service, forwarded to the Speaker of the National Assembly a letter dated 14th April, 2026, annexure 5 forwarding the names and *curricula vitae* of **Dr. Kepha Nyamweya Omae** nominee for appointment as the Chairperson of the National Cohesion and Integration

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

Commission and **Ms. Josephine Kirion Eragae, Mr. Joseph K. Nguyo, Mr. Jackson Swadi Kedogo, Dr. Samuel Mwachiro Mwawasi, Ms. Irene Chepoisho Tulel, HSC, Mr. Hassan Billow Ahmed and Ms. Jerusah Mwaathime Michael** as nominees for appointment as Members of the National Cohesion and Integration Commission.

2.4 Notification to the House and Referral to the Select Committee on National Cohesion and Integration

12. Pursuant to the provisions of Standing Order 42(1) of the National Assembly and vide *Notification No. 003 of 2026 (Annexure 5)* dated 16th April, 2026, the Speaker of the National Assembly conveyed to the House the His Excellency the President's Message on the nomination of:

- (a) **Dr. Kepha Nyamweya Omae** for appointment as the Chairperson for the National Cohesion and Integration Commission.
- (b) **Ms. Josephine Kirion Eragae** for appointment as a Member of the National Cohesion and Integration Commission.
- (c) **Mr. Joseph K. Nguyo** for appointment as a Member of the National Cohesion and Integration Commission.
- (d) **Mr. Jackson Swadi Kedogo**, for appointment as a Member of the National Cohesion and Integration Commission.
- (e) **Dr. Samuel Mwachiro Mwawasi** for appointment as a Member of the National Cohesion and Integration Commission.
- (f) **Ms. Irene Chepoisho Tulel, HSC** for appointment as a Member of the National Cohesion and Integration Commission.
- (g) **Mr. Hassan Billow Ahmed** for appointment as a Member of the National Cohesion and Integration Commission.
- (h) **Ms. Jerusah Mwaathime Michael** for appointment as a Member of the National Cohesion and Integration Commission.

13. In accordance with section 8(1) of the Public Appointments (Parliamentary Approval) Act and Standing Order 216(5)(g) of the National Assembly Standing Orders, the Speaker submitted the names and *curricula vitae* of the nominees were referred to the Select Committee on

National Cohesion and Integration for approval hearings and reporting to the House by close of business on 29th April, 2026.

2.5 Notification to the Public

14. Article 118 of the Constitution provides that Parliament shall facilitate public participation and involvement in its legislative and other business, as well as in the business of its Committees.
15. Section 6(4) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, provides that the Clerk shall notify the public of the time and place for holding an approval hearing at least seven (7) days before the hearing. Consequently, and in accordance with Article 118 of the Constitution, section 6(4) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F and Standing Order 45(3) of the National Assembly Standing Orders, the Clerk of the National Assembly placed an advertisement in the print media and Parliament Website on 17th April, 2026 (*Annexure 6*) notifying the public that the approval hearings of the nominees would be conducted on 25th and 27th April, 2026 at the Mini Chamber, 1st Floor, County Hall, Parliament Buildings and an invitation to submit memoranda.

2.6 Notification to the Nominees

16. The Clerk of the National Assembly vide letters Ref No. **NA/DAA&GPC/NCEO/2026(030, 031, 032,033, 035, 036, 037 and 038** dated 17th April, 2026 (*Annexure 8*) invited the nominees for the approval hearings in accordance with section 6(3) of the Public Appointments (Parliamentary Approval) Act.

2.7 Clearance and Compliance Requirements

17. On 17th April, 2026, the Clerk of the National Assembly, wrote to the Directorate of Criminal Investigations (DCI) Ref No. NA/DAAGPC/NCEO/2026/023, the Ethics and Anti-Corruption Commission (EACC) vide a letter Ref No. NA/DAAGPC/NCEO/2026/021, the Higher Education Loans Board (HELB) vide a letter Ref No. NA/DAAGPC/NCEO/2026/025, the Kenya Revenue Authority (KRA) vide a letter Ref No. NA/DAAGPC/NCEO/2026/024, the Office

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

of the Director of Public Prosecutions (ODPP) vide a letter Ref No. NA/DAAGPC/NCEO/2026/022, and the Office of the Registrar of Political Parties (ORPP) vide a letter Ref No. NA/DAAGPC/NCEO/2026/027, (Annexure 9), requesting information regarding the nominees on the following matters—

- (a) criminal records;
- (b) ethics and integrity;
- (c) higher education loan repayment(s);
- (d) tax compliance;
- (e) active or previous criminal proceedings; and
- (f) political party affiliations.

18. On 21st April 2026, DCI vide a letter Ref No. DCI/CRO/SEC/6/7/21A/VOL. XIX/94 and wrote to the National Assembly and stated that none of the nominees had any previous criminal record.
19. On 24th April 2026, ODPP vide letter Ref No. ODPP/CONF/5/50A wrote to the National Assembly and stated that none of the nominees had active criminal proceedings or previous charges recorded against them.
20. On 22nd April 2026, EACC vide a letter Ref No. EACC.7/10/5 VOL. XXXVI (120) wrote to the National Assembly and stated that the Commission had not undertaken any investigation or recommended prosecution against any of the nominees.
21. On 20th April 2026, HELB vide a letter Ref No. HELB/RR/112009/1/502 wrote to the National Assembly and stated that all of the nominees were in good standing and none of them had any outstanding loans with the Board.
22. On 24th April 2026, KRA vide a letter Ref No. KRA/5/1002/5(13898) wrote to the National Assembly and stated that all the nominees were tax compliant.
23. On 24th April 2026, ORPP vide a letter Ref No. ORPP/CONF/5/50A wrote to the National Assembly and stated none of the nominees were officials of any registered political party in Kenya.

2.8 Criteria for Consideration during the Approval Hearings

24. Section 6(7) and (8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F provides that—

“(7) An approval hearing shall focus on a candidate’s academic credentials, professional training and experience, personal integrity and background.

(8) The criteria specified in the Schedule shall be used by a Committee during an approval hearing for the purposes of vetting a candidate.”

25. Additionally, section 7 of the Act provides that the issues for consideration by the relevant House of Parliament concerning any nomination shall be—

(a) the procedure used to arrive at the nominee;

(b) any constitutional or statutory requirements relating to the office in question; and

(c) the suitability of the nominee for the appointment proposed having regard to whether the nominee’s abilities, experience and qualities meet the needs of the body to which nomination is being made.

26. The Committee was guided by the provisions of sections 6(7), 6(8), and 7 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F as well as section 17 of the National Cohesion and Integration Act, Cap. 7N while conducting the approval hearings.

2.9 Nomination

27. Article 250(2) of the Constitution confers the power to appoint the Chairperson and Members of a Commission on H.E., the President.

28. Section 5(1) of the Public Appointments (Parliamentary Approval) Act further requires the appointing authority to notify the relevant House of Parliament upon nominating a person for appointment.

29. To this end, H.E. the President notified the National Assembly of the nomination of **Dr. Kepha Nyamweya Omae** nominee for appointment as the Chairperson of the National Cohesion and Integration Commission and **Ms. Josephine Kirion Eragae, Mr. Joseph K. Nguyo, Mr. Jackson Swadi Kedogo, Dr. Samuel Mwachiro Mwawasi, Ms. Irene Chepoisho Tulel, HSC, Mr. Hassan Billow Ahmed and Ms. Jerusah Mwaathime Michael** as nominees for appointment as Members of the National Cohesion and Integration Commission.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

2.10 Constitutional and Statutory Requirements

30. The Committee was guided by the following provisions of law on the requirements for appointment to the State offices—

(i) Two-Thirds Gender Rule

31. Article 27(8) of the Constitution provides that the State shall take legislative and other measures to implement the principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender.

(ii) Representation of Regional and Ethnic Diversity

32. Article 130(2) of the Constitution stipulates that the composition of the national executive shall reflect the regional and ethnic diversity of the Kenyan people.

33. Section 17(4) of the National Cohesion and Integration Act, in appointing members to the Commission, the principles of gender equity, ethnic and regional representation shall apply.

(iii) Leadership and Integrity

34. The Committee, in determining the suitability of the nominees, was guided by the provisions on leadership and integrity as outlined under Chapter Six of the Constitution. Article 73(2) of the Constitution provides that the guiding principles of leadership and integrity include –

- (a) selection on the basis of personal integrity, competence and suitability, or election in free and fair elections;*
- (b) objectivity and impartiality in decision making, and in ensuring that decisions are not influenced by nepotism, favoritism, other improper motives or corrupt practices;*
- (c) selfless service based solely on the public interest, demonstrated by —*
 - (i) honesty in the execution of public duties; and*
 - (ii) the declaration of any personal interest that may conflict with public duties.*
- (d) accountability to the public for decisions and actions; and*
- (e) discipline and commitment in service to the people.*

35. Article 75 of the Constitution provides that a State Officer, regardless of their involvement in public or private life, conduct themselves in a manner that avoids any conflict between their personal interests and their duties as a public official. Furthermore, this Article prohibits any State Officer removed from office in accordance with its stipulations from assuming any other State office.

36. Article 77(1) of the Constitution expressly forbids a full-time State Officer from engaging in any form of gainful employment.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

37. Article 77(2) of the Constitution specifically prohibits an appointed State Officer from occupying a position within a political party.
38. Article 78 of the Constitution disqualifies individuals who are not Kenyan citizens from appointment as State Officers. Additionally, a State Officer is prohibited from holding dual citizenship. However, Article 78 (3) provides that state officers shall not include judges and members of commissions.
39. The Committee also considered the requirements outlined in the Leadership and Integrity Act, Cap. 185C.

2.11 Suitability of the nominees for the proposed appointment

40. The suitability of the nominees was evaluated through an examination of their academic credentials, professional training and experience, personal integrity, background, and qualities, as well as their performance during the approval hearings conducted on **Saturday, 25th April, 2026** and **Monday 27th April, 2026**.

CHAPTER THREE

3.0 MEMORANDA FROM THE PUBLIC ON THE SUITABILITY OF NOMINEES

41. Article 118 of the Constitution provides that Parliament shall facilitate public participation and involvement in the legislative business and other business of Parliament and its Committees. Section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F provides that “any person may, prior to the approval hearing and by **written statement on oath**, provide the Clerk **with evidence contesting the suitability of a candidate** to hold office to which the candidate has been nominated”.
42. Pursuant to Article 118 of the Constitution as read with section 6(9) of Public Appointments (Parliamentary Approval) Act, Cap. 7F, the Clerk of the National Assembly placed an advertisement in the print media on Friday, 17th April, 2026 inviting the public to submit memoranda by way of written statement on oath (affidavit) on the suitability or otherwise of the nominees in conformity with section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F.
43. The advertisement indicated that the submissions were to be received by Friday, 24th April, 2026 at 5.00 pm. At the close of the submission deadline, the Committee had **not received any memoranda**.

CHAPTER FOUR

4.0 APPROVAL HEARINGS OF THE NOMINEES

44. The Committee held the approval hearings on Saturday, 25th April, 2026 and Monday 27th April, 2026.
45. The Committee examined the nominees on the areas set out in sections 6(7), 6(8) and 7 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F and established the following information—

4.1 Dr. Kepha Nyamweya Omae, Nominee for Appointment as Chairperson of the National Cohesion and Integration Commission

46. The nominee appeared before the Committee on Saturday 25th April, 2026 at 9.00 am and was vetted under oath to examine his suitability for appointment as Chairperson of the National Cohesion and Integration Commission. The Committee noted the following.

4.1.1 Questions from the General Questionnaire

Citizenship, Date and Place of Birth

47. The nominee is a male adult aged 63 years, was born on 22nd October 1963 in Kisii County and holds Kenyan citizenship.

Academic and Professional Qualifications

48. The nominee holds a Doctor of Philosophy in Organizational Leadership from Pan Africa Christian University, awarded in 2025. He also holds a Master's in Leadership from Pan Africa Christian University, obtained in 2011. He was also awarded a Doctor of Philosophy from United Graduate College and Seminary in 2010, and a Bachelor of Commerce from Jabalpur University in 1989.

Employment Record and Work Experience

49. The nominee is currently the Senior Pastor at Liberty Christian Centre, Nairobi from 1990 to date. He also served as the General Overseer and Presiding Bishop of Redeemed Gospel Church Inc. from 2011 to 2025.
50. He also worked as a Personnel Officer (Human Resource Officer) at Kenya Posts and Telecommunications from 1990 to 1996. He also served as a Lecturer at Universal College in 1990.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

51. The nominee was a Senior Clerical Officer in the Ministry of Energy and Regional Development from 1982 to 1986.

Memberships and Professional Associations

52. The nominee served as a Board Member of the Lake Basin Development Authority (LBDA) from 2004 to 2006. He is also a Member of the Institute of Human Resource Management (IHRM).

53. He has also served as the PTA Chairman of Moi Educational Centre (MEC), Chairperson of the Kenya Bible Translation Trustees Board (KBTT), National Director of World Evangelism of Kenya and Chairperson of the Kenya Coalition of Church Alliances and Ministries (KCCAM).

54. The nominee has also been a Board Member of the Evangelical Alliance of Kenya (EAK), Vice Chairman of the Advisory Council of Life Ministry Kenya (LMK) and a Member of the Advisory Council of the Kenya Christian Forum (KCF).

Honours and Awards

55. The nominee has received several recognitions in acknowledgement of his contributions in leadership and peacebuilding. He was conferred with Honorary Doctorates in Divinity and Humanities by the United Graduate College and Seminary, USA. Additionally, he received a Peace Award in 2021 from the International College of Peace Studies awarded on 16th December, 2021.

Publications and Writings

56. The nominee indicated that he had authored and contributed to the following:

56.1 Understanding Seasons of Change;

56.2 Nuggets for Transformative Leadership;

56.3 A scholarly article examining the moderating effect of inspirational motivation on the relationship between succession planning and growth of evangelical churches in Nairobi City County, Kenya, published in the East African Journal of Humanities and Social Sciences; and

56.4 A study on the effects of leadership succession planning on the growth of evangelical churches in Nairobi County, Kenya, published in the East African Journal of Humanities and Social Sciences.

Sources of Income

57. The nominee stated that his source of income is derived from a mileage allowance received from the Church RGC Liberty Christian Centre. He indicated that for the period January to December 2025, he earned approximately Kshs. 2,160,000 and for the period January to April 2025, he earned approximately Kshs. 720,000, bringing the total declared income to Kshs. 2,880,000 for the period under review.

Statement of Net Worth

58. The nominee declared an estimated net worth comprising various assets, including a rural house and farm valued at approximately Kshs. 30 million, a family residence in Nairobi valued at approximately Kshs. 40 million, and a personal motor vehicle (Land Cruiser V8) valued at approximately Kshs. 13.37 million. He further indicated additional assets, including co-operative shares and insurance valued at approximately Kshs. 7 million, bringing his total estimated net worth to approximately Kshs. 90.37 million.

Potential Conflict of Interest

59. The nominee stated that there are none.

4.1.2 General and Sector-Specific Questions for the Nominee

60. The Committee posed several questions to the nominee on his suitability for appointment as Chairperson of the National Cohesion and Integration Commission. The nominee responded as follows—

On Assurances on Impartiality, Inclusivity and Service to all Kenyans

61. The nominee submitted that he has been involved in interfaith engagements bringing together religious leaders from different faiths to deliberate on matters of national cohesion. He stated that, notwithstanding his background in the evangelical faith, he would operate within inclusive interfaith frameworks and uphold neutrality and impartiality in the discharge of his duties.

On Suitability for Appointment

62. The nominee submitted that he possesses the requisite skills and competencies derived from experience in boards, committees and commissions. He further stated that he has

participated in peacebuilding initiatives through interfaith forums and engagements with political actors since 2008.

On the Church Leadership Dispute

63. Regarding the church leadership dispute, the nominee initially stated he was not aware of the matter, but upon being provided with details, acknowledged the case of *Kinyua & 29 others v Omae (Sued in his capacity as the Presiding Bishop, Redeemed Gospel Church Incorporated) & 2 others; Munyi (Interested Party) (Miscellaneous Petition E001 of 2024) [2024] KEHC 3606 (KLR) (16 April 2024) (Ruling)*. He clarified that due process was followed in accordance with the church constitution, legal counsel was engaged, and the matter was contested and ultimately struck out for lack of merit.

On His Educational Background

64. The nominee submitted that he undertook his primary education at Geteri Primary School. He stated that his Certificate of Primary Education, issued in 1978, was in poor condition and not legible, and that he had applied for a replacement copy. He further stated that he attained a Division III in the Kenya Certificate of Education (KCE) and subsequently pursued higher education through an alternative pathway that enabled him to study at Rani Durgavati Vishwavidyalaya University, Jabalpur, India.

On Peacebuilding Experience

65. The nominee submitted that he has academic and practical experience in peacebuilding, including training in conflict resolution and mediation. He stated that he has participated in interfaith initiatives, media engagements and public advocacy aimed at promoting national cohesion. He has also received recognition for his role in promoting peace during national crises.

On Position on Disbandment of NCIC

66. The nominee submitted that the proposed merger of the National Cohesion and Integration Commission with other commissions (Kenya National Human Rights Commission (KNHRC), National Gender Equality Commission (NGEC), as suggested in the NADCO report, would not be appropriate. He stated that the Commission should instead be strengthened through legislative and institutional reforms.

Proposed Reforms within the first 100 days

67. The nominee submitted that he would undertake an organisational audit, enhance civic education and strengthen grassroots engagement. He further stated that he would introduce youth-focused initiatives to promote issue-based discourse rather than ethnic-based politics.

On Handling Incitement and Hate Speech

68. The nominee submitted that addressing incitement requires adherence to constitutional and legal frameworks as outlined in Article 33 of the Constitution and the threshold for hate speech determination.

On Conflict Resolution

69. He submitted that conflict resolution should involve mediation, dialogue and engagement with stakeholders, with emphasis on preventive approaches.

On Establishment of a Register of Offenders

70. The nominee submitted that he supports the establishment of a register of offenders under the NCIC Act to document individuals involved in hate speech and incitement. He stated that such a mechanism could serve as a deterrent and inform decisions relating to public office.

On Restoration of Public Trust

71. The nominee stated that limited public visibility has contributed to perceptions of ineffectiveness of the Commission. He submitted that increased civic education and community engagement would be necessary to restore public confidence.

On Addressing Ethnic Mobilization

72. He submitted that ethnic mobilization should be addressed by promoting issue-based politics and fostering a national identity that values diversity.

On Ensuring Compliance with Summons

73. The nominee submitted that non-compliance with summons should be addressed through direct engagement with political leaders and by reinforcing the legal obligation to comply. He stated that failure to honour summons constitutes a breach of the law and indicated

that the Commission should move beyond a public relations approach towards effective enforcement, while maintaining neutrality and fairness in its actions.

On Addressing Auditor-General Findings on Weak Oversight and Governance in the Commission

74. He stated that issues relating to weak oversight and governance, as flagged by the Auditor-General, would require a comprehensive review and strengthening of the internal systems of the Commission. He further stated that, upon assuming office, he would prioritise examining these systems with a view to enhancing accountability, improving institutional controls, and ensuring more effective overall performance of the Commission.

On Financial Declarations on his Mileage Income

75. The nominee submitted that his mileage income arose following his transition from his role as Presiding Bishop. He stated that, while previously he received allowances in that capacity, he now receives limited mileage support in relation to mission work. He further indicated that some income categorised as “others” relates to pending payments from institutions such as the National Social Security Fund, which he is in the process of following up. The nominee also outlined his employment history, including his earlier service in public sector roles and his subsequent transition into ministry.

On Independence in Decision Making

76. The nominee stated that he has maintained neutrality in his engagement with national issues, including through interfaith initiatives. He stated that the Commission must remain impartial and operate strictly within the framework of the Constitution and the National Cohesion and Integration Act. He further submitted that he would not act under undue influence and that decisions would be guided by legal provisions, due process, and the need to serve all Kenyans irrespective of political affiliation.

On Religious Leadership Cohesion

77. The nominee stated that cohesion among religious leaders is achieved through structured interfaith dialogue that brings together different religious organisations. He further stated that such forums facilitate consultation, deliberation and the development of unified positions on national issues. He indicated that these engagements have enabled religious institutions to promote issue-based discourse and contribute to national unity.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

On Key Threats to National Cohesion and Proposed Measures

78. The nominee identified incitement and hate speech, ethnic-based politics, and the influence of youth and social media as key threats to national cohesion. He submitted that these challenges should be addressed through enforcement of applicable legal provisions, strengthening of peace committees, and enhanced civic education. He further stated that digital solutions should be adopted to address online hate speech and that youth should be engaged through school-based programmes, community forums and sustained public engagement initiatives.

On Inclusion of Marginalized Groups

79. He submitted that the inclusion of marginalized groups should be guided by constitutional provisions on inclusivity and affirmative action. He stated that women, youth and persons with disabilities should be actively involved in cohesion initiatives and that existing programmes should be strengthened to enhance their participation and representation.

On any Inducement Request prior to Appearance for the Vetting

80. The nominee confirmed that no member of the Committee, the Secretariat, or any other person had requested or solicited any form of inducement from him in relation to the vetting process.

Closing Remarks

81. The nominee submitted that he was seeking an opportunity to serve the country and contribute to national cohesion using his experience and competencies. He stated that he has been actively involved in peacebuilding initiatives and remains committed to promoting constitutional values, including inclusivity and non-discrimination. He further expressed willingness to work collaboratively with relevant stakeholders to strengthen cohesion and integration and indicated his aspiration for Kenya to serve as a model for peacebuilding.

4.1.3 Committee Observations on the Suitability of the Nominee

82. The Committee having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, his *curriculum vitae*, and

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

having heard his oral submission during the approval hearing, made the following observations on his suitability for appointment as Chairperson of the National Cohesion and Integration Commission—

- (a) THAT in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office as he is a Kenyan citizen.
- (b) THAT the nominee holds a Doctorate in Organizational Leadership, a Master of Arts in Leadership, and a Bachelor of Commerce.
- (c) THAT the nominee meets the requirements of Chapter 6 of the Constitution regarding leadership and integrity, having obtained clearances from the following statutory bodies: DCI, EACC, HELB, KRA, ODPP, and ORPP.
- (d) THAT the nominee has not been adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry in the past three years. On the issue on whether the nominee has been charged in a court of law, the nominee has been a party in *Kinyua & 29 others v Omae (Sued in his capacity as the Presiding Bishop, Redeemed Gospel Church Incorporated) & 2 others; Munyi (Interested Party) (Miscellaneous Petition E001 of 2024) [2024] KEHC 3606 (KLR) (16 April 2024) (Ruling)* concerning the appointment of a regional bishop in his church, which the nominee clarified was resolved through legal process, with the matter being struck out for lack of merit.
- (e) THAT the nominee does not hold office in any political party.
- (f) THAT the nominee declared has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) (conflict of interest), Article 76 (financial probity), and Article 77 (restriction on activities of State Officers) of the Constitution.
- (g) THAT the nominee demonstrated knowledge of matters touching on national cohesion, integration, peacebuilding and conflict resolution.
- (h) THAT the nominee possesses relevant experience in public service, having served as a Board Member at the Lake Basin Development Authority, a Member of the High High-Level Committee on Prisons Crisis, 2008 (Madoka Committee) and a Senior Clerical Officer in the Ministry of Energy and Regional Development.
- (i) THAT the nominee has been involved in peacebuilding initiatives through interfaith fora. He has a peace award from the International College of Peace Studies awarded in 2021.

4.2 Ms. Josephine Kirion Eragae Nominee for Appointment as Member of the National Cohesion and Integration Commission

83. The nominee appeared before the Committee on Saturday 25th April, 2026 at 10.30 am and was vetted under oath to examine her suitability for appointment as Member of the National Cohesion and Integration Commission. The Committee noted the following—

4.2.1 Questions from the General Questionnaire

Citizenship, Date and Place of Birth

84. The nominee is a female adult aged 41 years old born in 1984 in Samburu County and holds Kenyan citizenship.

On Academic and Professional Qualifications

85. The nominee submitted that she is currently pursuing a Doctor of Philosophy in Leadership and Governance at Jomo Kenyatta University of Agriculture and Technology. She further submitted that she holds a Master's degree in Leadership and Governance from the same institution, awarded in 2019, and a Bachelor of Education degree from Bugema University, obtained in 2008.

86. The nominee also stated that she sat for the Kenya Certificate of Secondary Education (KCSE) examination in 2003.

On Employment Record and Work Experience

87. The nominee stated that she has held several senior leadership and public service positions. She further stated that she is currently serving as a Member of the Council of the Morendat Institute of Oil and Gas National Polytechnic since 2026 and as a Member of the Board of Trustees of the Water Sector Trust Fund since 2023. She also served as Chief Advisor on Livestock Production and Agriculture in the County Government of Isiolo in March 2023 and as the County Executive Director of the Horn of Africa Institute from 2022 to 2023.

88. She also served as a County Executive Committee Member in the County Government of Isiolo for Water, Environment, Energy, Climate Change and Natural Resources from 2020 to 2022. She previously served as a County Executive Committee Member for Education, Gender, Sports, Youth, Culture and Social Services from 2017 to 2020. The nominee served as a Ward Administrator in the County Government of Isiolo from 2014 to 2017.

On Memberships and Professional Associations

89. The nominee submitted that she is a member of the Kenya Association of Project Managers where she served as a Projects/Programs Manager in 2021. She has also held various board and committee appointments such as Chairperson of the Fund Development Committee of the Water Sector Trust Fund from 2025 to 2026, and a Member of both the Fund Development Committee and Investment Committee of the same institution from 2023 to 2024.
90. She further served as a Member of the County Project Evaluation Committee in the County Government of Isiolo in 2021 and 2022, and as Chairperson of the Program Steering Committee of Millennium Water Alliance Kenya in 2022. She was also a Member of the National Steering Committee for Education for Life, Action Aid Kenya from 2020 to 2022, and served as Chairperson of the County WASH Forum during the same period.
91. The nominee has also served as a Member of the County Investigation Committee in 2019, a Member of the County Education Board from 2019 to 2021, and a Member of the County Steering Group from 2017 to 2022.

On Honours and Awards

92. The nominee stated that she received an honour from the County Government of Isiolo for outstanding service on 12th December 2018. She also received academic honours for scholastic excellence from Bugema University on multiple occasions, including in 2010, 2011 and between 2012 and 2013.

On Published Writings

93. The nominee stated that he authored a publication titled Service Delivery in Devolved Government System in Kenya, which was published in the International Journal of Scientific Development and Research in 2019.

On Pro-Bono/Charity Work

94. The nominee stated that she has participated in community empowerment programmes, women and youth empowerment initiatives where approximately Kshs. 100,000 was contributed. She also indicated involvement in several fundraising drives for churches amounting to about Kshs. 100,000. In addition, the nominee supported children's homes

through donations of food and non-food items including the donation of approximately Kshs. 50,000 to Kshs. 100,000.

On Public Office, Political Activities and Affiliations

95. The nominee stated that she has held several public offices on an appointed basis, including serving as a Member of the Board of Directors at Northern Rangelands Trust, a Member of the Board of Trustees at Habas Trust Fund, Chief Advisor on Livestock Production and Agribusiness in the County Government of Isiolo, County Executive Committee Member (CECM) for Education, Gender, Youth, Sports, Culture and Social Services in Isiolo County, CECM for Water, Environment, Energy, Climate Change and Natural Resources in Isiolo County, and as a Ward Administrator for Ngaremara Ward under the County Government of Isiolo.

On Sources of Income

96. The nominee stated that her sources of income include a salary from the County Government of Isiolo amounting to Kshs. 2,000,000 and allowances from board meetings and travel totalling Kshs. 1,100,000.

On Statement of Net Worth

97. The nominee stated that her net worth is approximately Kshs. 80,000,000.

On Potential Conflict of Interest

98. The nominee stated that where any conflict of interest arises, she will declare it and recuse herself from the decision-making process. She further indicated that in resolving potential conflicts of interest, she will first identify and recognize the nature of the conflict, whether actual, potential or perceived, including financial, family or personal relationships. She will then disclose the conflict in a formal and documented manner to management, ensure proper documentation of the situation, and where necessary withdraw from the decision-making process to limit personal involvement. She also noted that in cases where conflicts cannot be adequately managed, the concerned individual should resign from the position.

4.2.2 General and Sector-Specific Questions for the Nominee

99. The Committee posed several questions to the nominee on her suitability for appointment as Member of the National Cohesion and Integration Commission. The nominee responded as follows.

On Measures to Address Regional Conflicts and Promote Cohesion

100. The nominee stated that her experience as a civil servant for 13 years, including service as a Ward Administrator and County Executive Committee (CEC) Member, has equipped her with practical experience in addressing conflict and promoting cohesion. She indicated that her role involved coordinating people, ensuring equitable resource distribution, and implementing policies aligned with the mandate of promoting equality and fairness. She further stated that she organized social activities such as sports and cultural events to bring communities together and used both media and social platforms to promote messages of peace and cohesion.

101. The nominee stated that she ensured compliance with constitutional and county legal frameworks in areas such as employment and resource sharing. She further indicated that she would strengthen grassroots structures, including local peace committees and county peace forums, to monitor and promote peace. She emphasized the importance of devolving cohesion efforts and ensuring resources reach county and sub-county levels. Additionally, she stated that she would engage communities directly, utilize alternative dispute resolution mechanisms, and work with elders and local structures to foster reconciliation and harmony.

On Willingness to Relinquish Board Positions

102. The nominee stated that upon appointment, she would resign from all board positions in compliance with the Public Service Act. She further indicated that it is fair and appropriate not to hold multiple positions, noting that such opportunities should be made available to other Kenyans.

On Relevance of Experience to the Role of NCIC Commissioner

103. The nominee stated that her experience as a policy advisor and implementer at both county and national levels has prepared her for the role. She indicated that she would use her expertise to advise government on cohesion policies, ensure compliance with the NCI Act and constitutional provisions and advocate for inclusion of marginalized groups in employment and resource sharing. She further stated that she would promote collaboration

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

between the Commission, national government and non-governmental stakeholders to ensure effective implementation of peace initiatives at the grassroots level.

On Experience in Making Difficult or Unpopular Decisions

105. The nominee submitted that during her tenure as a County Executive Committee Member, she was involved in an incident concerning remarks made by a colleague which she considered to be marginalizing certain communities. She stated that she challenged the remarks and requested an apology, which was not immediately forthcoming. She further stated that she subsequently withdrew from participation in meetings until the matter was addressed, and only resumed attendance after an apology had been issued. She indicated that her actions were guided by constitutional principles of equality and her position against any form of marginalization.

On Educational Background and Academic Progression

105. The nominee clarified that she completed her secondary education in 2003 but did not attain the grades required for direct university entry. She stated that she subsequently engaged in employment for several years before pursuing higher education through the mature entry pathway, which involves aptitude-based assessment for admission into university programmes. The nominee further clarified that the mature entry pathway is a recognized mode of admission within Kenya and the East African region.

On Wealth Declaration

105. On wealth declaration, she stated that her net worth includes assets such as land, houses, vehicles and business premises, some of which are jointly owned within her family. She indicated that she declared assets that do not present a conflict of interest and explained that family property may be shared within a polygamous family structure.

On Strategies to Address Bias in Employment and Inclusion

106. The nominee stated that addressing bias requires enforcement of the NCI Act, noting that the Act has gaps that need alignment with the Constitution. She indicated that the Commission currently has investigative and recommendatory powers but lacks enforcement authority, which should be strengthened through legislative amendments.

107. She further stated that she would ensure compliance in public institutions through audits, particularly diversity audits, to address disparities in employment. She emphasized impartiality in decision-making and accountability across all sectors.

108. On youth engagement, she proposed intergenerational dialogue, school-based programmes, and inclusion of youth in decision-making processes.

On Addressing Hate Speech and Ethnic Conflict

109. The nominee acknowledged that there exist persistent conflicts in regions such as Isiolo, Meru and Samburu counties. She stated that she had previously engaged communities and relevant security agencies in addressing underlying causes of such conflicts. She further stated that she would continue to engage communities directly and complement government interventions through dialogue aimed at promoting peaceful coexistence.

On Bringing Together Groups with Opposing Views and Managing Electoral Tensions

110. The nominee cited her involvement in bringing together stakeholders, including county leadership to address tensions and promote unity. She stated that in addressing electoral tensions, she would adopt a non-partisan approach, emphasizing dialogue and engagement rather than forceful enforcement. She noted that elections are temporary, but the country remains and therefore cohesion must be prioritized through inclusive engagement.

On Measures to Address Imbalance in Public Service and Resource Distribution

111. The nominee stated that addressing imbalances requires enforcement of legal provisions, including those mandating representation of marginalized groups. She indicated that she would advocate for compliance with such laws and promote deliberate budgeting processes targeting marginalized communities. She further emphasized equitable resource distribution to ensure no region feels excluded.

On Drivers of Ethnic Tension and Social Fragmentation

112. The nominee identified political incitement, ethnic mobilization, weak national identity and emerging dynamics such as youth influence and organized groups as key drivers of conflict. She stated that addressing these issues requires institutional strengthening, legal reforms and rebuilding public trust in institutions through adherence to the rule of law.

On Addressing Gender-Based Violence and Cohesion Challenges

113. The nominee stated that legal frameworks addressing gender-based violence exist but are not adequately implemented. She indicated that her efforts included conducting surveys and establishing gender focal persons at the village level, although challenges remain due to resource constraints. She emphasized the need to strengthen enforcement of existing frameworks and engage county governments and stakeholders to address the issue effectively.

On Response to Audit Concerns in County Departments

114. The nominee acknowledged that audit queries existed during her tenure but stated that these were normal and were addressed through responses submitted to the Auditor-General. She clarified that the issues raised in later reports occurred after she had left office and she could not comment on them.

On Independence and Neutrality in Decision-Making

115. The nominee stated that she has operated in politically sensitive environments but maintained independence by adhering to legal frameworks. She indicated that she consistently reflected on her decisions and ensured they were guided by law and accountability. She assured the Committee that she would remain non-partisan and independent in discharging her duties.

On Understanding of Marginalized Communities

116. The nominee stated that marginalized communities include underserved and excluded populations across various contexts, including persons with disabilities, gender-based marginalization, and other forms of exclusion, and are not limited to specific geographic regions.

Measures to Restore Public Trust in NCIC

117. The nominee stated that lack of public trust in the Commission arises from legal and institutional limitations, particularly the Commission's inability to enforce its recommendations. She indicated that strengthening the legal framework, enhancing transparency and providing regular public feedback on investigations and outcomes would restore confidence in the institution.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

Conduct in Decision-Making and Teamwork

118. The nominee clarified that her decision to walk out of a cabinet meeting was after repeated attempts to seek an apology for a statement she considered marginalizing. She stated that the action was taken as a last resort and that dialogue remains her preferred approach. She further indicated that in a commission setting, she would engage in discussion and consensus-building even where disagreements arise.

Confirmation on Integrity and Legal Record

119. The nominee confirmed that she has never been convicted in a court of law and has not been adversely mentioned in any parliamentary or county assembly committee report.

Clarifications on any Inducement Request prior to Appearance for the Vetting

120. The nominee stated that she had not been approached by any member of the Committee or any other person for inducement in relation to her appearance before the Committee. She indicated that her invitation to appear was formally communicated through a letter from the Clerk of the National Assembly and not through informal channels.

Closing Remarks

121. The nominee expressed appreciation to the Committee for the opportunity to present herself and indicated that service in the Commission requires sacrifice. She emphasized the importance of national unity, noting that Kenya is a shared home for all citizens, and urged that cohesion be prioritized beyond political processes.

4.2.3 Committee Observations on the Suitability of the Nominee

122. The Committee having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, his *curriculum vitae* and having heard her oral submission during the approval hearing, made the following observations on her suitability for appointment as Member of the National Cohesion and Integration Commission—

- (a) THAT in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office as she is a Kenyan citizen.

- (b) THAT the nominee holds a Master of Science Agriculture and International Development, a Bachelor of Science in Leadership and Governance and a Bachelor of Arts in Education.
- (c) THAT the nominee meets the requirements of Chapter 6 of the Constitution regarding leadership and integrity, having obtained clearances from the following statutory bodies: DCI, EACC, HELB, KRA, ODPP and ORPP.
- (d) THAT the nominee has neither been charged in a court of law nor adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry in the past three years.
- (e) THAT the nominee does not hold office in any political party and has committed to resigning from all other public boards upon appointment to avoid conflicts of interest.
- (f) THAT the nominee has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) (conflict of interest), Article 76 (financial probity), and Article 77 (restriction on activities of State Officers) of the Constitution.
- (g) THAT the nominee, through public service experience of thirteen (13) years, has demonstrated knowledge of peace and cohesion, conflict resolution, public administration and gender equality, and has experience to serve as Member of the National Cohesion and Integration Commission.
- (h) THAT the nominee possesses relevant experience in public service, having served as Ward Administrator, County Executive Committee Member and currently serves as a Board Member of the Water Sector Trust Fund and Council Member of the Morendat Institute of Oil and Gas.

4.3 Mr. Joseph Kingori Nguyo Nominee for Appointment as Member of the National Cohesion and Integration Commission

123. The nominee appeared before the Committee on Saturday 25th April, 2026 at 12.00 noon and was vetted under oath to examine his suitability for appointment as Member of the National Cohesion and Integration Commission. The Committee noted the following—

4.3.1 Questions from the General Questionnaire

Citizenship, Date and Place of Birth

124. The nominee is a male adult aged 56 years, was born in 1970 in Kiambu County and holds Kenyan citizenship.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

Academic and Professional Qualifications

125. The nominee holds a Master of Business Administration degree from Dedan Kimathi University; a Bachelor of Education degree from Moi University; a Kenya Advanced Certificate of Education from Mweru High School; and a Kenya Certificate of Education from Wandumbi Secondary School and a Certificate of Primary Education from Wandumbi Primary School.

Employment Record and Work Experience

126. The nominee has extensive experience in public administration and the education sector. He is currently serving as a Senior Deputy Secretary in the State Department for Investment Promotion since 2023. Prior to this, he served as a Senior Deputy Secretary in the State Department for East African Community from 2021 to 2022; in the State Department for Broadcasting and Telecommunication from 2020 to 2021; and in the State Department for Agriculture from 2020 to 2020.

127. He also served as a Personal Assistant to the Cabinet Secretary in the Ministry of Agriculture and Livestock from 2018 to 2020. He also had a long career in the education sector, serving as Senior Principal at Kanjuri High School from 2013 to 2017, Principal at Kiriti High School from 2010 to 2013, and Principal at Mathakwa-ini Secondary School from 2006 to 2009. He also served as Deputy Principal at the same institution from 2003 to 2006, Senior Teacher at Gatugi Girls' Secondary School from 1999 to 2002, and as a Teacher at Mucharage Secondary School in 1998 and Tarasaa High School from 1995 to 1997.

Memberships and Professional Associations

128. The nominee has recorded several notable professional achievements across both public administration and the education sector. From 2023 to 2025, he played a key role in supporting the establishment and operationalization of a newly created State Department. In June 2021, he facilitated the resolution of a long-standing office accommodation dispute between Teleposta Towers Management and the Ministry of ICT, Innovation and Youth Affairs.

129. He further demonstrated strong institutional leadership during his tenure at Kanjuri High School, where the school consistently improved its academic and co-curricular performance. This included attaining top positions within Nyeri County and achieving national recognition in the Kenya Certificate of Secondary Education (KCSE) examinations from 2014 to 2016, as well as advancing music training to national levels in 2017.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

130. The nominee also served in national and sectoral taskforces and leadership roles, such as Chairperson of a taskforce on career progression guidelines for Government Advertising Agency personnel, a member of a taskforce on film empowerment, Acting Director of Administration in the State Department for Broadcasting and Telecommunication, and Chairperson of the Tetu District Secondary Schools Heads Association from 2008 to 2013.

Pro-Bono/Charity Work

131. The nominee stated that he has undertaken various pro bono and charitable activities over many years, including offering free services to youths through seminars in many schools and groups, providing free services to initiates within church set-ups in different churches such as Ruringu Parish and Wandumbi Parish, making donations to various children's homes, sponsoring school fees for different students and donating blood to Nyeri and Embu Blood Banks over time.

Public Office, Political Activities and Affiliations

132. The nominee stated he has held various public and leadership positions across government and institutional frameworks. Since February 2023, he has been serving as a Board Member and Alternate Director to the Principal Secretary at the Special Economic Zones Authority, an appointed position. In 2021, he was a member of the Film Empowerment Programme Taskforce and also served as Chairman of the Government Advertising Agency Taskforce on Career Guidelines. Additionally, he previously held an elective leadership role as Chairman of the Tetu District/Sub-County Heads and Principals Association, having been elected by secondary school principals, a position that did not attract remuneration aside from allowances during official assignments.

Sources of Income

133. The nominee reported multiple sources of income for the period under review, with a total estimated annual income of approximately Kshs. 4,240,000. The primary source is salary earnings amounting to Kshs. 1,850,000, supplemented by allowances from the Special Economic Zones Authority totaling Kshs. 300,000. Additional income is derived from dividends and allowances from Eleven Wings Company Limited estimated at Kshs. 400,000, as well as returns from New Fortis Sacco (Kshs. 120,000) and Biashara Sacco (Kshs. 70,000). The nominee also reported income from family-associated businesses and partnerships amounting to approximately Kshs. 1,500,000.

Statement of Net Worth

134. The nominee declared an estimated net worth of approximately Kshs. 99,950,000, comprising a diversified portfolio of assets. These include real estate holdings such as a family residential property in Skuta, Nyeri valued at Kshs. 29 million, a plot along the Nyeri–Nairobi highway in Muruguru/Aguthi valued at Kshs. 12 million, a plot in Ruiru East Block valued at Kshs. 15 million, farmland in Wandumbi/lhithe valued at Kshs. 6 million, and ancestral land in Wandumbi valued at Kshs. 7 million. The nominee also holds shares in Eleven Wings Company Limited, including cash and land for sale, valued at Kshs. 25 million. Additional assets include motor vehicles, a Toyota Harrier (Kshs. 3 million) and a Toyota Noah (Kshs. 2 million), as well as Sacco share investments in New Fortis (Kshs. 700,000) and Biashara Sacco (Kshs. 250,000).

Potential Conflict of Interest

135. The nominee stated that there are none. However, in the event that any conflict arises, the nominee indicated that it would be addressed through disclosure and avoidance.

4.3.2 General and Sector-Specific Questions for the Nominee

136. The Committee posed several questions to the nominee on his suitability for appointment as Member of the National Cohesion and Integration Commission. The nominee responded as follows.

Integrity and Compliance with Legal Requirements

137. The nominee stated that he is a person of good standing in terms of integrity and has not been adversely mentioned or interrogated in any matter. He indicated that he has complied with all statutory requirements, including possession of a Tax Compliance Certificate, Certificate of Good Conduct, EACC self-declaration, and HELB clearance, and that his academic certificates have been authenticated by the Commission for University Education. He further stated that he is not an official member of any political party, as confirmed by the Registrar of Political Parties.

Net Worth Declaration

138. On wealth declaration, the nominee stated that he has been submitting declarations as required in public service and confirmed that his net worth, comprising buildings, funds, plots and shares, amounts to Kshs. 92.5 million. He explained that some investments are

held jointly with others, noting that in certain instances he invests with partners to grow his resources, including shareholding in a company.

Motivation for Seeking Appointment to the NCIC

139. The nominee stated that throughout his career as a teacher, principal and public administrator, he has interacted with diverse communities across the country, which shaped his commitment to cohesion and integration. He indicated that he considers himself a strong advocate for cohesion and is concerned by the amplification of ethnic and religious divisions.

140. He further stated that while serving in government, he feels constrained in mainstreaming cohesion beyond his current institutional mandate and therefore seeks to serve at the national level through the Commission to promote cohesion across the country. He also explained that his professional journey, from teaching to public administration has broadened his perspective and equipped him with a wider understanding of governance and national issues.

Disclosure on Professional Associations and Memberships

141. The nominee stated that his professional background in education and administration does not involve highly regulated professional bodies, but rather associations. He indicated that he has been a member of associations such as heads' associations, including serving as a county chair for seven years, and is also a member of national government administrative officers' associations.

142. He further explained that he did not initially list these as professional bodies because they do not strictly regulate professional practice in the same manner as statutory bodies. However, he indicated his intention to join the Kenya Association of Professional Managers (KAPAM).

Key Threats to National Cohesion

143. The nominee identified political competition, land disputes, religious discrimination and perceived inequities in employment and resource allocation as key threats to cohesion and equal opportunity. He stated that these issues can lead to perceptions of exclusion and inequality.

Response to Misinformation

144. On misinformation and propaganda, the nominee stated that advancements in media, social media and artificial intelligence have increased the spread of misinformation. He emphasized the need for verification of information before dissemination and indicated that institutions such as the Communications Authority can assist in verifying authenticity. He further noted the importance of equipping individuals with digital skills to detect misinformation and counter propaganda effectively.

Maintaining Integrity

145. On maintaining integrity, the nominee stated that he has consistently upheld principles in leadership roles and has not compromised his values, noting that adherence to rules and consistency in decision-making are key to maintaining integrity.

Transition from Teaching to Public Administration

146. The nominee stated that his transition from teaching to public administration was through a competitive process conducted by the Public Service Commission, which assessed his qualifications and competencies before appointing him. He indicated that his experience in public administration has enabled him to deliver results, citing an instance where he coordinated multiple government agencies to resolve a longstanding financial dispute involving public institutions.

Application of Constitutional Values

147. On application of Article 10 and national values, the nominee stated that his role involved mainstreaming cohesion within government departments and providing evidence of compliance to relevant authorities. He indicated that, if appointed, he would extend these efforts nationally by promoting inclusivity, equal opportunity in recruitment, and consideration of marginalized groups across institutions.

Addressing Conflict of Interest and Ethical Compliance

148. The nominee stated that his appointment to public service positions was not political but sanctioned through the Public Service Commission (PSC). He emphasized adherence to ethical standards and indicated that his progression in public service has been based on performance and institutional processes.

Strategies to Address Political Polarization and Promote Cohesion

149. The nominee acknowledged that ethnic polarization and political competition pose significant challenges to cohesion, especially during election periods. He stated that the Commission should adopt both immediate and long-term strategies, including proactive collaboration with institutions such as the Independent Electoral and Boundaries Commission and national administrative structures to prevent conflict before it escalates.
150. He emphasized that cohesion efforts should go beyond responding to crises and should instead focus on pre-emptive measures that foster a sense of belonging among citizens. He further stated that encouraging inclusive employment practices and ensuring equitable access to opportunities would strengthen national identity and cohesion.

Clarification on Ministry Placement and Professional Experience

151. The nominee stated that he is an employee of the Ministry of Interior and National Administration, which deploys officers across various ministries and departments as required. He explained that although he is currently serving in the State Department for Investment Promotion, his parent ministry remains the Ministry of Interior, which retains the authority to redeploy him.

Management of Potential Conflict Between Public Duties and Business Interests

152. The nominee stated that he conducts business in partnership with others, which creates separation between his personal interests and business operations. He indicated that he does not directly manage family businesses and therefore does not foresee any conflict of interest. He further stated that his experience in public administration, including chairing procurement processes, has enabled him to avoid conflicts between public duties and personal interests.

Enforcement of Constitutional Values and Institutional Compliance

153. The nominee stated that enforcement of Article 10 and Article 232 requires monitoring recruitment processes and ensuring compliance with requirements on gender balance, disability inclusion and representation of diverse communities. He indicated that public reporting and scrutiny can promote accountability, as institutions may seek to avoid negative publicity.
154. He further stated that collaboration with Parliament and other oversight bodies would strengthen enforcement, including raising non-compliance issues in audit processes and

legislative oversight. He also emphasized the importance of working with enforcement agencies to ensure timely action where violations occur.

Use of ICT and Youth Engagement in Promoting Cohesion

155. The nominee stated that digital platforms and artificial intelligence can be leveraged to detect early warning signs of conflict and counter harmful narratives. He indicated that youth engagement is critical, proposing the use of youth ambassadors to disseminate positive messages and promote cohesion. He further stated that enhancing institutional capacity in ICT would enable the Commission to respond effectively to emerging threats.

Position on Zoning and Electoral Practices

156. The nominee stated that zoning arrangements are agreements between political actors and should be evaluated based on their impact on cohesion. He indicated that while such arrangements may be intended to reduce conflict, their implications should be carefully considered within the broader context of national unity and constitutional principles.

Clarifications on any Inducement Request prior to Appearance for the Vetting

157. The nominee confirmed that at no time, either directly or indirectly, has any member of the Committee, Secretariat, or any other person approached him for inducement in relation to his appearance before the Committee. He stated that the allegation made by the former Chair of the Commission is a matter for that individual to substantiate.

158. He further indicated that, if appointed, one of his priorities would be to strengthen relations between the Commission and Parliament, noting that existing relations have not been optimal.

Closing Remarks

159. The nominee expressed appreciation to the Committee for the opportunity to appear before it and acknowledged the professionalism of the vetting process. He indicated his desire to serve in the Commission and requested the Committee to consider his nomination. He emphasized his commitment to serving the country and contributing to national cohesion.

4.3.3 Committee Observations on the Suitability of the Nominee

160. The Committee having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, his *curriculum vitae* and having heard his oral submission during the approval hearing, made the following observations on his suitability for appointment as Member of the National Cohesion and Integration Commission—

- (a) THAT in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office as he is a Kenyan citizen.
- (b) THAT the nominee holds a Masters of Business Administration, a Bachelors of Education and a Diploma in Education Management.
- (c) THAT the nominee meets the requirements of Chapter 6 of the Constitution regarding leadership and integrity, having obtained clearances from the following statutory bodies: DCI, EACC, HELB, KRA, ODPP, and ORPP.
- (d) THAT the nominee has neither been charged in a court of law nor adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry in the past three years.
- (e) THAT the nominee does not hold office in any political party.
- (f) THAT the nominee has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) (conflict of interest), Article 76 (financial probity), and Article 77 (restriction on activities of State Officers) of the Constitution.
- (g) THAT the nominee, demonstrated knowledge of topical, administrative and technical issues touching on national cohesion, integration, mitigation of misinformation and propaganda, and management of threats to national unity, and has experience to serve as Member of the National Cohesion and Integration Commission.
- (h) THAT the nominee possesses relevant experience in public service, having served as Senior Deputy Secretary in various ministries and State Departments including Water, Agriculture, Information and Communication Technology, East African Community, and Investment Promotion, and as the first Administrator of the State Department for Investment Promotion.
- (i) THAT the nominee has demonstrated commitment to national cohesion and integration throughout his career, having served as Principal of schools with diverse student populations, and currently serving as Chair of the National Values and Principles of Governance Committee within the State Department for Investment Promotion.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

4.4 Mr. Jackson Swadi Kedogo Nominee for Appointment as Member of the National Cohesion and Integration Commission

161. The nominee appeared before the Committee on Saturday, 25th April 2026 at 2.00 p.m. and was vetted under oath to examine his suitability for appointment as Chairperson of the National Cohesion and Integration Commission. The Committee noted the following—

4.4.1 Questions from the General Questionnaire

Citizenship, Date and Place of Birth

162. The nominee is a male adult aged 57 years, was born in 1968 in Vihiga County and holds Kenyan citizenship.

Academic and Professional Qualifications

163. The nominee holds a Bachelors in Public Management from KCA University (2018-2021). He holds a Diploma in County Governance from KCA University (2015-2016), and a Certificate in County Management from KCA University.

Employment Record and Work Experience

105. The nominee has extensive experience in governance and public administration. He is currently serving as a Board Member of the Lake Basin Development Authority since 2023. He also served as an Elected Member of the County Assembly (MCA) for Kabwareng Ward in Nandi County from 2013 to 2022, during which period he served as the Chairperson of the Public Investments Committee (PIC) in the County Assembly of Nandi.

106. He also served as Chairperson of the Transport and Disaster Management Committee at the Nairobi City Council from 2007 to 2012. During the same period, he was also an Elected Councillor representing Mathare Mabatini Ward in the Nairobi City Council

Memberships and Professional Associations

107. The nominee has undertaken various professional development programmes to enhance his leadership, governance and conflict resolution capabilities. These include a Transformative Leadership Course at the Kenya School of Government in 2024, training in Disaster Risk Reduction and Emergency Response with the Red Cross in 2009, and a course in Conflict Resolution and Mediation with the National Cohesion and Integration Commission (NCIC) in 2020. He has also undertaken theological training through the Organization of African Instituted Churches in 2011.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

108. He has notable achievements in governance and community development. He contributed to the establishment of an early warning system for disaster response in Nairobi, supported efforts towards fiscal accountability through recovery of misallocated public funds, and initiated programmes aimed at youth and women empowerment. Additionally, he has been involved in peacebuilding initiatives, including training youth leaders in conflict resolution and promoting social cohesion. He has also supported environmental conservation initiatives and enhanced community participation in development programmes.

Honours and Awards

109. The nominee stated that he was awarded a trophy by the African Divine Church on 2nd November 2025 in recognition of his commitment to fostering unity within the Church.

Pro-Bono/Charity Work

110. The nominee indicated that he has served as a board member of several schools and contributed to the establishment of educational institutions, including Musasa Secondary School and Kijilile Secondary School. He further stated that he has supported these institutions through provision of meals and mobilization of resources from well-wishers to assist students, including payment of school fees prior to receipt of government capitation.

111. The nominee also indicated that he has participated in construction of churches and organization of youth engagement activities, such as football tournaments, aimed at promoting social cohesion and keeping young people constructively engaged. In addition, he stated that he has contributed to the construction of administrative infrastructure, including police houses and office facilities, within his community.

Public Office, Political Activities and Affiliations

112. The nominee stated that he has held public office as a Member of the Board of Directors at the Lake Basin Development Authority. He further indicated he was a member of the ODM Party from 2006 to 2012, the UDF Party from 2013 to 2016, the ANC Party from 2016 to 2022, and is currently a member of the UDA Party from 2022 to date. He indicated that during his association with these political parties, his role was to participate in campaigns and mobilize support for the party and his candidature.

Sources of Income

113. The nominee stated that his source of income is derived from small-scale farming, from which he earns approximately Kshs. 320,000.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

Statement of Net Worth

114. The nominee declared that his net worth comprises various assets, including 15 acres of land valued at approximately Kshs. 50 million, motor vehicles valued at approximately Kshs. 5 million, and three houses valued at approximately Kshs. 22 million. He further indicated cash holdings in a bank account amounting to approximately Kshs. 300,000.

Potential Conflict of Interest

115. The nominee stated that there are none.

4.4.2 General and Sector-Specific Questions for the Nominee

116. The Committee posed several questions to the nominee on his suitability for appointment as Member of the National Cohesion and Integration Commission. The nominee responded as follows.

Educational Background and Academic Progression

117. The nominee stated that he began his primary education in 1978 and later sat for his KCPE in 1986, noting that his certificate was lost but he has provided confirmation from the school. He indicated that he joined secondary school and studied up to Form Two but was unable to continue due to lack of school fees, after which he relocated to Nairobi. He explained that during this transition period, he undertook the International General Certificate of Secondary Education (IGCSE) as part of his alternative academic pathway. He further stated that he later sought approval from the Ministry of Education to sit for examinations as a private candidate, proceeded to undertake certificate and diploma studies, and eventually obtained a Bachelor's degree, noting that he navigated significant personal challenges to achieve this academic progression.

Experience in Conflict Resolution and Peacebuilding at the Ward Level

118. The nominee stated that upon being elected as a Member of County Assembly, he found his ward deeply divided following the 2007–2008 post-election violence. He indicated that he established forums involving elders, youth, churches and other stakeholders to promote dialogue and reconciliation. He further stated that he addressed inequality in resource distribution by ensuring equitable allocation of projects across the ward, which contributed to restoring unity. He cited his re-election as evidence of improved cohesion and stability in the area.

Preparedness to Address National Cohesion Challenges

119. The nominee stated that he is prepared to address national cohesion challenges, emphasizing his experience in dealing with ethnic conflict, hate speech, discrimination and inequality. He indicated that he would be guided by the Constitution, particularly Article 10, and would rely on dialogue, engagement and diplomacy to bring communities together. He further stated that his experience working in cosmopolitan areas demonstrates his ability to engage diverse communities and promote unity.

Measures to Address Hate Speech and Ethnic Conflict

120. The nominee stated that addressing hate speech requires strengthening monitoring systems, especially on digital platforms where such content is increasingly prevalent. He indicated that the Commission should work with relevant agencies, including investigative bodies, to gather sufficient evidence for enforcement. He emphasized the need to apply constitutional provisions, including Article 33, noting that freedom of expression does not extend to propaganda, hate speech or incitement. He further stated that engagement, dialogue and public sensitization would complement enforcement measures.

Practical Experience in Managing Inter-Community Conflict

121. The nominee cited cattle rustling and inter-community tensions as key sources of conflict in his area. He stated that he addressed these issues by organizing community forums and encouraging individuals to identify perpetrators by name rather than attributing crimes to entire communities, which helped reduce tensions. He indicated that this approach contributed to improved relations among communities.

Vision and Strategy for the Commission

122. The nominee stated that his vision is to achieve a united, peaceful and harmonious Kenya, emphasizing that diversity should be embraced as a strength. He indicated that the Commission should build trust through transparency and engagement with citizens at the grassroots level. He further stated that his strategy includes applying his experience, adhering to the Constitution and legal frameworks, and ensuring effective and transparent operations of the Commission.

Exceptional Qualities and Suitability for Appointment

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

123. The nominee stated that his experience as an elected leader in a cosmopolitan area demonstrates his ability to unite diverse communities. He emphasized that his approach focuses on dialogue, engagement and diplomacy rather than punitive measures, and that his experience interacting with communities equips him to promote cohesion at the national level.

Disengagement from Politics and Commitment to Neutrality

124. The nominee stated that upon applying for the position, he made a deliberate decision to shift from political engagement to public service. He indicated that, if appointed, he would operate within the Constitution and relevant laws and would not engage in political activities. He emphasized that his role would be to unite the country, promote peace and ensure harmony among citizens.

Political Affiliation and Membership

125. The nominee stated that he has been a member of various political parties over time and is currently a member of a political party, though not an official. He indicated that he seeks guidance from the Committee on whether such membership is permissible for a public officer and expressed willingness to comply with legal requirements.

Experience in Public Service and Institutional Roles

126. The nominee stated that he served as a Member of County Assembly for two terms and as a councillor prior to that. He indicated that he chaired the Public Investment and Accounts Committee for ten years and served in committees related to planning, strategy and finance. He further stated that he is a board member of the Lake Basin Development Authority and has contributed to strategic planning, including incorporation of affirmative action measures in employment.

Response to Employment Diversity Concerns at Lake Basin Development Authority

127. The nominee acknowledged concerns regarding non-compliance with employment diversity requirements, including representation of persons with disabilities and ethnic balance. He stated that the board addressed these issues through a strategic plan (2023–2027) incorporating affirmative action measures, with implementation beginning in 2024/2025. He further indicated that steps have been taken to correct imbalances and ensure future compliance with the law.

Approach to Resolving Ongoing Inter-Community Conflict

128. The nominee stated that resolving conflicts requires identifying underlying causes such as inequality in resource distribution, lack of opportunities or incitement. He emphasized the importance of engaging communities directly, understanding the root causes of conflict, and promoting dialogue to achieve lasting solutions.

Integrity and Compliance

129. The nominee stated that he has never been convicted in a court of law and has not been summoned by Parliament or any assembly. He indicated that he has complied with all requirements under Chapter Six of the Constitution.

Net Worth Declaration

130. He stated that his net worth is approximately Kshs. 80 million, consisting of land, houses and other assets.

Clarification on Personal Associations

131. The nominee clarified that he has no familial relationship with a former member of the Commission sharing a similar name, stating that the similarity is coincidental.

Clarifications on any Inducement Request prior to Appearance for the Vetting

132. The nominee stated that no member of the Committee, Secretariat or any other person has approached him for inducement in relation to his appearance before the Committee, and that he has not approached any member for such purposes.

Additional Personal Declaration

133. The nominee stated that he is also a pastor and indicated that he would be guided by faith in his work, emphasizing the importance of moral grounding in public service.

Closing Remarks

134. The nominee expressed gratitude to the Committee for the opportunity to appear before it and reiterated his commitment to serving the country by promoting peace, unity and cohesion. He emphasized his willingness to work with all stakeholders and to apply his experience in fostering national integration.

4.4.3 Committee Observations on the Suitability of the Nominee

135. The Committee having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, his *curriculum vitae* and having heard his oral submission during the approval hearing, made the following observations on his suitability for appointment as Member of the National Cohesion and Integration Commission—

- (a) THAT in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office as he is a Kenyan citizen.
- (b) THAT the nominee holds a Bachelor's Degree in Public Management and a Diploma in County Governance and Management.
- (c) THAT the nominee meets the requirements of Chapter 6 of the Constitution regarding leadership and integrity, having obtained clearances from the following statutory bodies: DCI, EACC, HELB, KRA, ODPP, and ORPP.
- (d) THAT the nominee has neither been charged in a court of law nor adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry in the past three years.
- (e) THAT the nominee indicated that he is currently a member of the United Democratic Alliance party; therefore, the Committee noted that, pursuant to Article 77(2) of the Constitution and Section 12 of the Political Parties Act, the restriction on public officers relates to being a founding member of a political party and does not extend to maintaining membership in a political party.
- (f) THAT the nominee has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) (conflict of interest), Article 76 (financial probity), and Article 77 (restriction on activities of State Officers) of the Constitution.
- (g) THAT the nominee, demonstrated knowledge of national cohesion and integration issues, including hate speech prevention, ethnic conflict resolution, peacebuilding strategies and constitutional provisions on national values and unity, and has the experience to serve as Member of the National Cohesion and Integration Commission.
- (h) THAT the nominee possesses relevant experience in public service, having served as Councillor in Mathare Ward; Chairman, Transport and Disaster Management in Nairobi City Council; Member of County Assembly, Kabwareng Ward in Nandi County; and Board member of the Lake Basin Development Authority.

4.5 Dr. Samuel Mwachiro Mwawasi Nominee for Appointment as Member of the National Cohesion and Integration Commission

136. The nominee appeared before the Committee on Monday, 28th April, 2026 at 9.00 a.m. and was vetted under oath to examine her suitability for appointment as Member of the National Cohesion and Integration Commission. The Committee noted the following—

4.5.1 Questions from the General Questionnaire

Citizenship, Date and Place of Birth

137. The nominee is a male adult aged 52 years, was born on 4th June, 1973 in Taita Taveta County and holds Kenyan citizenship.

Academic and Professional Qualifications

138. The nominee holds a Doctor of Philosophy (PhD) in Economics from Mohanlal Sukhadia University, India, from 1998 to 2002. He also holds a Master of Arts in Economics from the same university, from 1996 to 1998, and a Bachelor of Arts degree in Sociology, Economics and Public Administration from Mohanlal Sukhadia University, from 1993 to 1996. He attained his Kenya Certificate of Secondary Education (KCSE) from St. Mary's High School, Lushangonyi in 1991, and his Kenya Certificate of Primary Education (KCPE) at Kizumanzi Primary School in 1987. The nominee also holds a Diploma in Basic Beliefs (Religious Studies) from Madras, India, awarded in 1994.

Employment Record and Work Experience

139. The nominee has extensive experience in academia and higher education. He is currently serving as a Senior Lecturer at Pwani University since 2010. He also served as a Lecturer in the Department of Sociology, Anthropology and Economics at Egerton University from 2008 to 2010.

140. He also briefly served as a Principal Lecturer and Head of Outreach Programmes at the Cooperative College of Kenya from August 2008 to November 2008. The nominee served as a Lecturer and later as a Senior Lecturer in the Department of Business Administration at Kenya Methodist University, Meru, from 2003 to 2008.

Memberships and Professional Associations

141. The nominee has held various academic, administrative and governance appointments within Pwani University and related institutional structures. He currently serves as the

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

Dean of the School of Business and Economics at Pwani University, having been appointed in November 2024. He has previously served in acting capacities as Director and Dean of the Board of Graduate Studies. He has also held leadership roles as an academic programme leader and has been appointed to several internal committees, including those responsible for staff recruitment, institutional restructuring, human resource policy review and university governance.

142. The nominee has further served as an internal examiner for numerous Masters and PhD theses, and has been a member of Boards of Examiners for postgraduate programmes. He has also participated in various university committees and taskforces, including those focusing on academic programmes, strategic planning, staff development and quality assurance.

Publications and Writings

143. The nominee stated that he had done several publications and articles including—

- (a) Samuel Mwachiro Mwawasi. Managerial Practices for Knowledge sharing in Organizations. International Journal of Research and Innovation in Social Science (IJRISS) Volume VI, Issue III, March, 2022/ISSN 2454-6186; DOI:10.47772/IJRISS.2022.6322
- (b) Mwawasi S M (2022). Leveraging Knowledge Sharing to Achieve Sustainable Competitive Advantage in Organizations. Journal of Strategic Management.Vol6 (1) pp71-77. <https://doi.org/10.53819/81018102t2043>
- (c) Apida Felix, Dr. Pepela Anthony, Dr. Mwachiro Samuel, Dr. Koech Ronald, Influence of Human Capital on Employee Competency in Four and Five star rated hotels in Nairobi County-Kenya, International Journals of Academics and Research; Business and Management Journal, Vol 4, Issue 2,74-82, ISSN:2617-4138, DOI:10.32898/ibmj.01/4.2article11(Nov21-Jan2022)
- (d) Apida Felix, Dr. Pepela Anthony, Dr. Mwachiro Samuel, Dr. Koech Ronald, Influence of Relational Capital on Employee Competency in Four and Five star rated hotels in Nairobi County-Kenya, International Journals of Academics and Research; Business and Management Journal, Vol 4, Issue 2,63-73, ISSN:2617-4138, DOI:10.32898/ibmj.01/4.2article10(Nov21-Jan 2022)
- (e) Samuel Mwachiro Mwawasi; Analyzing the influence of Selected Talent Management Practices on Employee Discretionary Work Behaviour in Organizations, Journal of Human Resource Management, Vol.9No.3,2021, pp. 64-68. DOI:10.11648/j.jhrm.20210903.12

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

- (f) Victoria Ng'ethe, Lugogo Fikirini, Samuel Mwachiro; The Association between outsourcing and Cash-flow Management in Public Universities in the Coast Region of Kenya; Ruwaza Africa, Journal of Contemporary Research in Humanities and Social Sciences, ISSN-2225-7144, Vol. VI. pg 229-242.
- (g) Lucy W. Gichinga, pro. Elegwa Mukulu, Dr. Samuel Mwachiro; factors determining lecturers perception of student evaluation of teaching in Kenyan universities, international journal of humanities and social studies, (ISSN 2321-9203), vol 2, (10), pg 213-229, 2014.
- (h) Lucy W. Gichinga, Prof. Elegwa Mukulu, Dr. Samuel Mwachiro; Use of Academic Staff Appraisal to attain Competitive Advantage: A Comparative study of Kenyan Universities, international journal of social sciences and entrepreneurship, vol. I (12), 534-569, 2014.
- (i) Irrigation projects, rehabilitation problems and ecological crisis, Anvesak, volume no. I. January-June 2002.
- (j) Globalisation, multinational corporations and intellectual property rights, impact on Indian economy: Indian economic conference vol. 2000.

Pro-Bono/Charity Work

144. The nominee stated that he has participated in sourcing for secondary school textbooks, with approximately 197 books delivered to Our Lady of Perpetual Succour Girls Secondary School in Sagalla, Voi Subcounty.

Public Office, Political Activities and Affiliations

145. The nominee stated that he is currently serving as the Dean, School of Business and Economics at Pwani University, having been appointed on 4th November 2024 for a two-year contract.

Sources of Income

146. The nominee stated that his sources of income include salary amounting to Kshs. 3,942,178, Safaricom dividends totalling Kshs. 13,000, and Imarika Sacco dividends amounting to Kshs. 36,000.

Statement of Net Worth

147. The nominee stated that his net worth is approximately Kshs. 12,000,000.

Potential Conflict of Interest

148. The nominee stated that there are no potential conflicts of interest. In the event that any conflict arises, the nominee indicated that it would be addressed through declaration of the conflict of interest before the start of official business and declaration of any gifts received.

4.5.2 General and Sector-Specific Questions for the Nominee

149. The Committee posed several questions to the nominee on his suitability for appointment as Member of the National Cohesion and Integration Commission. The nominee responded as follows.

Academic Background, Publications and Contribution to Cohesion Discourse

150. The nominee stated that he has extensive experience in academia, with publications largely focused on management and human resource disciplines. He confirmed that he has not undertaken any publication specifically on national cohesion and integration, noting this as a gap and indicating that he would refocus his research interests towards cohesion-related issues going forward.

Sources of Income and Net Worth

151. The nominee stated that his primary source of income is his salary as a lecturer, together with administrative allowances earned in his role as a dean. He explained that the perceived inconsistency between his income and declared net worth arises from social and contextual factors, particularly the high dependency burden, where his income supports extended family and community obligations.

152. He further clarified that his net worth comprises salary savings, shares in a Sacco and Safaricom, parcels of land located in Taita Taveta and Nairobi, and motor vehicles.

Key Threats to National Cohesion and Proposed Interventions

153. The nominee identified ethnicization of politics, proliferation of firearms and weak enforcement of laws as key threats to national cohesion. He stated that addressing these threats requires strengthening civic education to enable citizens understand their rights and obligations, enforcing existing laws through collaboration with law enforcement agencies, and reshaping national narratives through targeted communication strategies.

154. He further indicated that engagement with stakeholders, including religious leaders, community leaders, opinion leaders and digital influencers, would be necessary to address these challenges at both grassroots and national levels.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

Experience in Mediation and Conflict Resolution

155. The nominee stated that he has not participated in formal mediation processes but has been involved in resolving community disputes through legal mechanisms rather than mediation.

Transition from Academia to Investigative and Regulatory Role

156. The nominee stated that his academic background equips him with the ability to adapt to different environments, including investigative and regulatory functions. He indicated that he would rely on legal frameworks, including the Constitution and relevant laws, to guide investigative processes and decision-making within the Commission.

Promotion of Equality and Non-Discrimination (Article 27)

157. The nominee stated that he would institutionalize principles of equality and non-discrimination within the Commission's operations, including recruitment, promotion and decision-making processes. He emphasized the importance of diversity, equity and inclusivity in all institutional processes and indicated that these principles would guide his approach.

Addressing Economic Inequality and Resource Distribution

158. The nominee acknowledged the existence of economic disparities in Kenya and stated that such inequalities can be addressed through fiscal policy measures, including taxation and targeted public expenditure. He indicated that if approved as a member of the Commission, he would engage Parliament to advocate for policy reforms that support equitable distribution of resources and targeted support for disadvantaged groups.

Understanding and Prevention of Hate Speech

159. The nominee defined hate speech as communication intended to intimidate, create fear or impose political ideas in a manner that disrupts societal harmony. He stated that preventing hate speech requires strengthening research capacity within the Commission to generate evidence-based interventions, applying constitutional provisions under Article 33, and engaging community leaders, religious organizations, civil society and youth.

160. He further indicated that collaboration with institutions such as the Communications Authority and investigative agencies would support monitoring and enforcement, while

digital platforms and influencers could be used to disseminate counter-narratives and promote cohesion.

Use of ICT, AI and Social Media in Promoting Cohesion

161. The nominee stated that ICT and artificial intelligence can be leveraged to provide early warning systems for conflict through monitoring communication patterns and identifying inflammatory content. He indicated that such technologies can be used to track sources of harmful messaging, flag or block such content, and support dissemination of positive messaging.

162. He further stated that social media can be used to promote cohesion through targeted messaging, including collaboration with influencers, while misinformation and disinformation can be countered through research and dissemination of factual information.

Addressing Localized Cohesion Challenges

163. The nominee acknowledged the existence of cohesion challenges in his home County, including land disputes and historical grievances. He stated that he would address such issues through legal processes and community engagement.

Conflict of Interest

164. On conflict of interest, he stated that where a conflict arises due to personal or regional considerations, he would recuse himself from the matter to ensure impartiality and allow other members of the Commission to handle the issue objectively.

Independence, Judgment and Practical Competence

165. The nominee stated that his academic background does not limit his ability to effectively discharge the mandate of the Commission. He emphasized that the Commission operates within established legal frameworks and collaborates with various stakeholders, which would support effective performance of duties.

Experience in Handling Institutional Disagreements

166. The nominee stated that in his professional experience, he has not encountered situations involving disagreements requiring resistance to undue influence, noting that he conducts his duties in accordance with the law and that such scenarios have not arisen in his work.

Willingness to Resume Current Position if Not Appointed

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

167. The nominee stated that in the event he is not successful, he would return to his academic position and continue serving in that capacity.

Clarifications on any Inducement Request prior to Appearance for the Vetting

168. The nominee confirmed that neither the Chairperson, members of the Committee, the Secretariat, nor any other person has approached him to solicit inducement in relation to his appearance before the Committee.

Closing Remarks

169. The nominee expressed appreciation to the Committee for the opportunity to appear before it and reiterated his commitment to serving the country, indicating his readiness to contribute to advancing national cohesion and integration.

4.5.3 Committee Observations on the Suitability of the Nominee

170. The Committee having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, his *curriculum vitae* and having heard his oral submission during the approval hearing, made the following observations on his suitability for appointment as Member of the National Cohesion and Integration Commission—

- (a) THAT in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office as he is a Kenyan citizen.
- (b) THAT the nominee holds a Doctorate in Economics, Master of Arts in Economics and a Bachelor's Degree in Sociology, Economics and Public Administration.
- (c) THAT the nominee meets the requirements of Chapter 6 of the Constitution regarding leadership and integrity, having obtained clearances from the following statutory bodies: DCI, EACC, HELB, KRA, ODPP, and ORPP.
- (d) THAT the nominee has neither been charged in a court of law nor adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry in the past three years.
- (e) THAT the nominee does not hold office in any political party.
- (f) THAT the nominee has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) (conflict of interest), Article 76 (financial probity), and Article 77 (restriction on activities of State Officers) of the Constitution.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

- (g) THAT the nominee demonstrated commitment to refocusing his research interests on matters of national cohesion and integration, and articulated knowledge of national cohesion, and has the qualifications to serve as Member of the National Cohesion and Integration Commission.
- (h) THAT the nominee possesses relevant experience in public service and institutional management, having served as Dean of the School of Business and Economics at Pwani University, where he has demonstrated leadership in administration, strategic planning, quality assurance, procurement management and performance contracting.

4.6 Ms. Irene Chepoisho Tulel, HSC Nominee for Appointment as Member of the National Cohesion and Integration Commission

171. The nominee appeared before the Committee on Monday, 27th April, 2026 at 10.30 a.m. and was vetted under oath to examine his suitability for appointment as a Member of the National Cohesion and Integration Commission. The Committee noted the following—

4.6.1 Questions from the General Questionnaire

Citizenship, Date and Place of Birth

172. The nominee is a female adult aged 45 years, who was born in 1981 in West Pokot County and holds Kenyan citizenship.

Academic and Professional Qualifications

173. The nominee holds a Masters in Armed Conflict and Peace Studies from the University of Nairobi (2009-2012). She also holds a Bachelors in Integrated Community Development Peace and Conflict Transformation from Daystar University (2001-2005), and attained her Kenya Certificate of Secondary Education (KCSE) from Immaculate Heart Junior Rate from 1997 to 2000.

Employment Record and Work Experience

174. The nominee has extensive experience in governance, public policy, peacebuilding and programme management. She is currently serving as Director of Political Affairs in the Executive Office of the Deputy President since 2025. She previously served as a Member of the Independent Panel of Advisors for the Review of Kenya's Peacebuilding Architecture from 2023 to 2024.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

175. She also served as a Project Manager under the National Counter Terrorism Centre (NCTC) in partnership with the European Union from 2018 to 2023, and concurrently as a Project Manager under the United Nations Development Programme (UNDP) and NCTC from 2016 to 2022. The nominee also served as a Project Coordinator with the Independent Electoral and Boundaries Commission (IEBC) and international partners from 2012 to 2016.
176. The nominee served as Country Coordinator of the Intergovernmental Authority on Development (IGAD) Conflict Early Warning and Early Response Mechanism (CEWARN) for Kenya from 2010 to 2012, having previously served as Assistant Country Coordinator from 2008 to 2009. She also worked as a Gender and Development Programme Officer with CARE International in 2007, and as an intern with Africa Peace Forum and Oxfam GB Kenya in the early stages of her career.

Memberships and Professional Associations

177. The nominee has held various roles in professional, advisory and peacebuilding institutions at both national and international levels. She serves as a Resource Person at the International Peace Support Training Centre in Nairobi, where she lectures on conflict early warning and response, preventive diplomacy, peacebuilding, conflict management and election security. She also served as a Member of the Independent Panel of Advisors for the Review of Kenya's Peacebuilding Architecture from 2023 to 2024.
178. She has been actively involved in national peacebuilding frameworks, having served as a Member of the Technical Committee of the National Steering Committee on Peacebuilding and Conflict Management under the Office of the President since 2008, and as Chairperson of the Conflict Analysis Group within the same committee from 2011 to 2012.
179. The nominee has also held governance roles within Action Aid International Kenya, including serving as a Member of the Board of Directors from 2005 to 2010, Chairperson of the Finance and Planning Committee from 2008 to 2010, and as a Member of the General Assembly and co-opted member of the Finance and Planning Committee in 2010.

Honours and awards

180. The nominee has received several recognitions for her contributions to leadership and peacebuilding. In 2017, she was recognized among the Top 40 Under 40 Influential Women by the Business Daily. She was also awarded a Head of State Commendation (HSC) in 2012 for her contribution to peacebuilding and conflict management. She was also a recipient of

the Australian Leadership Award Fellowship in 2013, specializing in peacebuilding and conflict management.

Published Writings

181. The nominee stated that she has authored a master's research study titled, *Women and Peacebuilding in Pastoral Conflicts: A Case Study of Pokot Women in Sigor Region of West Pokot*.

Pro-Bono/Charity Work

182. The nominee stated that she has provided moral and material support to students from humble families in Tiaty.

Public Office, Political Activities and Affiliations

183. The nominee stated that she has held various public and professional positions, all on an appointed basis, spanning governance, peacebuilding and development sectors. Since April 2025, she has been serving as Director of Political Affairs in the Executive Office of the Deputy President. Prior to this, she served as a Member of the Independent Panel of Advisors for the Review of Kenya's Peacebuilding Architecture from July 2023 to November 2024. Between July 2018 and March 2023, she worked as a Project Manager reporting to the Director of the National Counter Terrorism Centre (NCTC) under UNDP and the European Union, a role she similarly held from November 2016 to April 2022 under UNDP and NCTC.
184. Earlier, she served as Project Coordinator at the Independent Electoral and Boundaries Commission (IEBC) from March 2012 to November 2016, reporting to the CEO in collaboration with the International Institute for Democracy and Electoral Assistance and UNDP. From January 2010 to February 2012, she was the Country Coordinator for IGAD's Conflict Early Warning and Early Response Network (CEWARN) in Kenya, having previously served as Assistant Country Coordinator from July 2008 to December 2009. She also worked as a Gender and Development Programme Officer with CARE International in Dadaab from September 2007 to June 2008, and earlier as an intern with Africa Peace Forum (2007) and Oxfam GB Kenya (June–August 2004). Additionally, she served as a Returning Officer during the November 2005 National Referendum on Kenya's Proposed Constitution, and between 2001 and 2006, she was involved with the Kabichbich Environmental Youth Group as an advisor on HIV/AIDS intervention strategies and fundraising programmes.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

185. The nominee further stated that she is not a member of any political party and has no current linkages to any political party, noting that her previous engagement with the IEBC was strictly in a professional capacity within an electoral management body and not a political entity.

Sources of Income

186. The nominee stated that her source of income is an annual gross salary amounting to Kshs. 3,163,200.

Statement of Net Worth

187. The nominee stated that her net worth is approximately Kshs. 33.4 million.

4.6.2 General and Sector-Specific Questions for the Nominee

188. The Committee posed several questions to the nominee on her suitability for appointment as Member of the National Cohesion and Integration Commission. The nominee responded as follows.

University Admission Pathway and Academic Progression

189. The nominee stated that her KCSE grade was a C and explained that she undertook a pre-university programme between 2001 and 2002 in Daystar University, where she completed units that were later transferred and enabled her to proceed with her university education. She indicated that the transcript reflects the transfer of these units, although she was not specific on the policy framework underpinning the programme, noting that it has been in existence and allows transfer of a limited number of units to subsequent levels.

Independence and Political Affiliation

190. The nominee stated that she currently serves as Director of Political Affairs in the Office of the Deputy President, a role she has held for one year, where she provides political advisory support and analysis. She emphasized that prior to this role, she served as a member of the Independent Panel of Advisors reviewing Kenya's peacebuilding architecture and has over 19 years' experience in peacebuilding.

191. She assured the Committee that her long-standing involvement in peacebuilding, including during the 2007–2008 post-election violence and subsequent institutional reforms, demonstrates her independence.

192. She further stated that her experience across various institutions, including IGAD, IEBC and the National Counter Terrorism Centre, equips her with the capacity to serve

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

impartially. She noted that her involvement in reviewing peacebuilding institutions and identifying coordination gaps gives her an advantage in strengthening cohesion frameworks.

Application of Armed Conflict Expertise to Hate Speech and Cohesion

193. The nominee stated that her academic and professional experience in armed conflict and peace studies has involved monitoring and reporting conflicts within Kenya and across borders, especially in pastoralist regions. She indicated that addressing hate speech requires strengthening legal frameworks, including supporting amendments to the NCI Act to enhance enforcement powers such as prosecution and summons.

194. She further stated that sustainable peace requires adherence to the rule of law, collaboration with partners, and a preventive approach to conflict management. She emphasized that devolution and equalization mechanisms have contributed to addressing structural inequalities, while continued enforcement and follow-up are necessary to sustain progress.

Experience in Handling Disagreements and Conflict Resolution

195. The nominee stated that in her previous role as a Programme Manager at the National Counter Terrorism Centre, she managed donor-funded programmes involving security officers. She further stated that in one instance, she declined to authorize payment for an officer who had attended a workshop only on the final day, citing non-compliance with established guidelines. The nominee further stated that the matter was subsequently escalated, but she maintained her position in accordance with the applicable regulations. She indicated that this led to improved understanding and strengthened working relationships with respect to adherence to donor funding procedures.

Commission Independence and Personal Integrity

105. The nominee stated that independence of the Commission would be upheld through adherence to the Constitution, particularly Chapter Six and Article 73 on leadership and integrity. She emphasized that the Commission must operate within the law to build public trust and ensure impartiality.

106. She further stated that her current role as Director of Political Affairs would not affect her independence, noting that her long experience in peacebuilding positions her to operate at a policy level without bias.

Net Worth Declaration

107. The nominee stated that her net worth is approximately Kshs. 33 million, comprising of land at her rural home, a parcel of land in another location, a residential house in Rongai and a motor vehicle.

Donor Funding and Resource Mobilization for the Commission

108. The nominee stated that she has extensive experience in donor funding and programme management, including mobilizing funding from UNDP and the European Union. She indicated that she successfully managed projects, including securing direct funding for a government institution and overseeing implementation and audits without adverse findings.

109. She further stated that, if appointed, she would leverage her credibility and networks within the donor community to mobilize additional resources for the Commission to complement government funding and support programme implementation.

Sustainable Peace and Cultural, Behavioural and Structural Interventions

110. The nominee stated that sustainable peace requires intentional efforts at all levels of society, including inculcating values of cohesion and patriotism from a young age. She emphasized the need to institutionalize peace education in schools, promote positive national identity and ensure continuous engagement with communities.

111. She further stated that peacebuilding efforts must be consistent rather than reactive, noting that conflict tends to escalate during election periods due to lack of sustained engagement. She emphasized continuous monitoring and early warning systems to prevent escalation of conflicts.

Addressing Inter-Community Conflicts and Building Trust

112. The nominee stated that her experience working across different regions, including northern Kenya, has enabled her to engage communities with neutrality and build trust. She indicated that her involvement in peace caravans, community training and dialogue initiatives has strengthened her credibility among communities.

113. She further stated that in situations of active conflict, immediate interventions require security presence, while long-term solutions involve engagement with community elders, leaders and stakeholders, supported by early warning and response mechanisms.

Use of ICT, AI and Early Warning Systems

114. The nominee stated that technology plays a critical role in monitoring and addressing hate speech and misinformation, particularly on digital platforms. She indicated that her experience included monitoring misinformation during the COVID-19 period and countering it through targeted interventions.
115. She further stated that the Commission should invest in technology to detect AI-generated content, strengthen early warning systems and collaborate with partners and investigative agencies to address emerging threats. She emphasized the need for proactive communication and continuous engagement to build public trust.

Peacebuilding Education and Youth Engagement

116. The nominee emphasized the importance of integrating peace and cohesion education into school systems to shape attitudes from a young age. She stated that early engagement of youth is critical in preventing recruitment into conflict and extremist activities.
117. She further indicated that programmes such as school clubs and partnerships with the Ministry of Education can support dissemination of peace messages and strengthen national identity among young people.

Addressing Ongoing Conflict Situations

118. The nominee acknowledged the complexity of ongoing conflicts, noting that in high-tension situations, immediate peace dialogue may be difficult. She stated that interventions should involve security agencies, community elders and structured engagement processes, supported by early warning systems to prevent escalation.

Programs Targeting Communities and Risk of Profiling

119. The nominee stated that during her tenure at the National Counter Terrorism Centre, programmes were designed using a soft approach focused on community engagement rather than targeting specific groups. She indicated that no community felt profiled, as the approach emphasized collaboration, trust-building and addressing underlying issues.
120. She further noted that some earlier amnesty programmes risked being perceived as rewarding negative behaviour, but these were discontinued and replaced with more appropriate approaches.

Clarifications on any Inducement Request prior to Appearance for the Vetting

121. The nominee stated that she had not been approached by any member of the Committee, Secretariat, or any other person to solicit inducement in relation to her appearance before the Committee.

Declaration on Adverse Mentions in Reports

122. The nominee stated that she has never been adversely mentioned in any court of law, Parliamentary committee report, Senate report or county assembly proceedings.

Motivation for Seeking Appointment

123. The nominee stated that her motivation is driven by a long-standing passion for peacebuilding, which has guided her career. She emphasized her commitment to contributing to a cohesive and peaceful Kenya and expressed readiness to serve at a higher policy level if given the opportunity.

Willingness to Resume Current Position if Not Appointed

124. The nominee indicated that her passion remains in peacebuilding and that she would continue serving in her current role if not successful, while maintaining her commitment to advancing peace initiatives.

Closing Remarks

125. The nominee reiterated her commitment to promoting peace, cohesion and national unity, emphasizing her experience, passion and readiness to contribute effectively to the mandate of the Commission.

4.6.3 Committee Observations on the Suitability of the Nominee

126. The Committee having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, her *curriculum vitae* and having heard her oral submission during the approval hearing, made the following observations on her suitability for appointment as Member of the National Cohesion and Integration Commission—

- (a) THAT in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office as she is a Kenyan citizen.

- (b) THAT the nominee holds a Master of Arts in Armed Conflict and Peace Studies and a Bachelor of Arts in Integrated Community Development Peace and Conflict Transformation.
- (c) THAT the nominee meets the requirements of Chapter 6 of the Constitution regarding leadership and integrity, having obtained clearances from the following statutory bodies: DCI, EACC, HELB, KRA, ODPP, and ORPP.
- (d) THAT the nominee has neither been charged in a court of law nor adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry in the past three years.
- (e) THAT the nominee does not hold office in any political party, although she currently serves as Director of Political Affairs in the Office of the Deputy President, a position she acknowledged as political in nature but which she has committed to manage with independence and impartiality should she be appointed to the Commission.
- (f) THAT the nominee has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) (conflict of interest), Article 76 (financial probity), and Article 77 (restriction on activities of State Officers) of the Constitution.
- (g) THAT the nominee demonstrated extensive knowledge of peace building, conflict management, electoral risk management, counterterrorism, and cohesion and integration issues, has the experience to serve as Member of the National Cohesion and Integration Commission.
- (h) THAT the nominee possesses over nineteen (19) years of relevant experience in peace building and policy advisory roles, having served as Gender and Development Officer at Dadaab Refugee Camp; Assistant Country Coordinator and Country Coordinator for Conflict Early Warning and Early Response at Africa Peace Forum/IGAD; Electoral Risk Management Officer at the Independent Electoral and Boundaries Commission; Program Manager at the National Counterterrorism Center; Member of the Independent Panel of Advisors to Review the Peace Building Architecture for Kenya; and currently as Director of Political Affairs in the Office of the Deputy President.

4.7 Mr. Hassan Billow Ahmed Nominee for Appointment as Member of the National Cohesion and Integration Commission

127. The nominee appeared before the Committee on Monday, 27th April, 2026 at 12.00 noon and was vetted under oath to examine his suitability for appointment as a Member for the National Cohesion and Integration Commission. The Committee noted the following—

4.7.1 Questions from the General Questionnaire

Citizenship, Date and Place of Birth

128. The nominee is a male adult aged 40 years, was born in 1986 in Wajir County and holds Kenyan citizenship.

Academic and Professional Qualifications

129. The nominee holds a Bachelor of Arts in Education from Kenyatta University obtained in 2009. He has also undertaken various professional training programmes such as certifications in Fraud Awareness from OneSource Financial Services Ltd., Risk Management from Kenya Markets Trust (KMT), Market Systems Development from the BDS Donor Coordination Group, and Results-Based Monitoring and Evaluation from Indepth Research Services (IRS).

130. He also holds certifications in Making Markets Work from the Springfield Centre and Monitoring and Evaluation Fundamentals from Global Health (USAID) in collaboration with the Johns Hopkins School of Public Health. The nominee is also a trained Trainer of Trainers (ToT) under UN Women in gender-responsive civic education.

Employment Record and Work Experience

131. The nominee has extensive experience in governance, development programming and public service. He is currently serving as a Member of the Public Service Board in Wajir County since 2019. He also served as Manager of the Livestock Programme at Gatsby Africa from 2022 to 2025.

132. He also served as Portfolio Manager for the North Eastern Region at Kenya Markets Trust from 2016 to 2022. He served as Program Manager for the Programme to Enhance Resilience in Somalia under the Social Agricultural and Development Organization (SADO) in partnership with Catholic Relief Services from 2014 to 2016. The nominee also served as Area Manager at Save Somalia Women and Children from 2013 to 2014.

133. The nominee served as Program Coordinator for Livestock and Agriculture at Arid Lands Development Focus (ALDEF) from 2012 to 2013, and as Governance and Advocacy

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

Manager at the Rural Agency for Community Development and Assistance from 2010 to 2012.

Pro-Bono/Charity Work

134. The nominee stated that he has served as a volunteer civic educator, actively participating in community-based civic education initiatives. He indicated that his engagements have focused on promoting constitutional awareness, good governance, peacebuilding and national cohesion.

135. He also stated that he has dedicated time to facilitating civic education forums, community dialogues and mentorship programmes, tailored to address specific community needs through structured outreach activities. Additionally, he indicated that he has supported these initiatives through public sensitization efforts aimed at enhancing civic responsibility, mutual understanding and social cohesion within the communities he has served.

Public Office, Political Activities and Affiliations

136. The nominee stated that he has held public office as a Member of the County Public Service Board from 2019 to 2025, having been appointed to the position.

Sources of Income

137. The nominee stated that in the year 2025, his income was derived from the Wajir County Government, where he earned salaries and gratuity amounting to Kshs. 4,940,000. He further indicated that in 2026, he received Kshs. 650,000 from the sale of a motor vehicle.

Statement of Net Worth

138. The nominee stated that his net worth is approximately Kshs. 25,500,000.

Potential Conflict of Interest

139. The nominee stated that potential conflicts of interest may arise from family relationships, professional or business engagements, political or community affiliations, and financial interests that could intersect with the mandate of the Commission. He indicated that, upon assumption of office, he will disclose all relevant interests in accordance with the law.

140. He further stated that, in the event of any actual or perceived conflict of interest, he will declare the conflict to the appropriate authority, recuse himself from any related deliberations or decisions, and take appropriate measures, including divestment or

restructuring of interests, in line with applicable legal and ethical standards. He affirmed his commitment to impartiality, transparency, and upholding the integrity of the Commission.

4.7.2 General and Sector-Specific Questions for the Nominee

141. The Committee posed several questions to the nominee on his suitability for appointment as Member of the National Cohesion and Integration Commission. The nominee responded as follows.

Primary Education Background

142. The nominee stated that he completed his primary education in Kima Primary School in Luanda, Vihiga County and attended approximately six to seven different primary schools due to transfers while under the care of a guardian who was a government administrator. He indicated that he has not yet collected his primary school certificate but can do so.

Net Worth Declaration

143. On net worth, the nominee stated that it comprises of land in Nairobi, a house in Wajir, a motor vehicle, and other properties including livestock.

On Strengthening the Effectiveness of the NCIC

144. The nominee stated that the perception of the Commission as “toothless” arises from its lack of constitutional powers to prosecute, sanction or vet political leaders. He indicated that, if appointed, he would work with other Commissioners and Parliament to push for legislative amendments to strengthen the Commission’s powers in prosecution, investigation and decision-making so that those involved in incitement or hate speech can face the law.

On Early Warning Signs for Conflict and Peacebuilding Experience

145. The nominee stated that his experience in peacebuilding involved establishing peace committees that bring together elders, youth, religious leaders and professionals to negotiate and resolve conflicts. He explained that in pastoralist communities, conflicts are often driven by competition over resources such as pasture, and that structured approaches such as migratory planning and community engagement can help mitigate tensions and prevent violence.

On Conflict of Interest and Ethical Conduct

146. The nominee clarified that his earlier indication of potential conflict of interest was an error in wording and that he does not have any conflict of interest that would affect his work. He stated that he would discharge his duties with fairness, transparency and impartiality, ensuring that he serves all Kenyans equally.

On Integrity, Chapter Six and Public Service Practice

147. The nominee stated that Chapter Six of the Constitution is fundamental in guiding public servants to uphold integrity and honesty. He explained that in his role at the County Public Service Board, they ensured transparency in recruitment by advertising positions in national newspapers and publicizing opportunities widely to avoid perceptions of bias or political influence.

On Political Affiliation and Independence

148. The nominee stated that he does not have any political affiliation and that his interactions with politicians have been strictly within the context of his official duties. He emphasized that his work has been guided by constitutional provisions and human resource policies, including implementation of a County Equity Plan to promote inclusion of youth and persons with disabilities.

On Public Service Recruitment and Promotion Practices

149. The nominee stated that recruitment and promotion within the County Public Service Board were guided by availability of resources and structured planning. He explained that promotions were staggered based on budgetary allocation and prioritized technical staff to enhance service delivery. He further indicated that efforts were made to improve representation, including increasing the proportion of persons with disabilities in the workforce.

On Suitability for Appointment and Personal Attributes

150. The nominee stated that his suitability is based on his experience in both public and private sectors, his impartiality and his willingness to speak his mind and stand for what is right. He emphasized that impartiality is essential for effective service and that his integrity has enabled him to execute his duties without undue influence.

On Experience in Handling Difficult Decisions and Political Pressure

151. The nominee cited an instance where the executive sought to promote a large number of public officers without sufficient budget. He stated that the board resisted this pressure and instead prioritized promotion of technical staff based on available resources. He indicated that despite resistance from the executive, the board maintained its position and implemented the decision.

On Equalization Fund and Contribution to Cohesion

152. The nominee stated that the Equalization Fund has improved livelihoods in ASAL regions by supporting projects in education and security, thereby promoting coexistence. He cited an example where a school was constructed in a neutral location between two conflicting communities to foster interaction and reduce conflict.

On Addressing Inter-Community Conflicts and Promoting Cohesion

153. The nominee stated that conflicts in ASAL regions are largely driven by competition over resources and political factors. He indicated that addressing these conflicts requires working with local leadership, community elders, youth and religious leaders to promote dialogue and equitable resource sharing. He emphasized the use of rangeland planning and migration systems to manage resource use and prevent conflict.

On Handling Hate Speech, Incitement and Preventive Action

154. The nominee stated that in addressing cases of hate speech or incitement, the Commission should rely on evidence and work in collaboration with relevant security agencies to take appropriate action. He further stated that upon receipt of credible information, the Commission would issue summons and initiate the necessary legal processes. He further emphasized that enforcement mechanisms should be strengthened to enhance effective action.

155. The nominee further stated that preventive measures would include monitoring emerging threats, engaging relevant stakeholders, and ensuring accountability for public statements. He noted that irresponsible speech may have serious consequences, including loss of life.

On Position on the Future of the NCIC

156. The nominee submitted that the National Cohesion and Integration Commission is a critical institution in promoting peaceful coexistence and addressing discrimination. He stated that he does not support its disbandment and instead advocated for the strengthening of its mandate through legislative measures, including the enhancement of its enforcement capacity through powers of prosecution and sanction.

On Response to County Assembly Allegations on Recruitment Practices

157. The nominee stated that during his tenure, the County Public Service Board complied with applicable legal requirements, including submitting the requisite reports and adhering to principles of transparency in recruitment processes. He further stated that job advertisements were published on national platforms to enable all qualified Kenyans to apply, and that measures were undertaken to promote diversity and inclusion, including the recruitment of technical personnel from outside the County.

158. The nominee further stated that while challenges persisted in attaining the statutory threshold of thirty percent employment from outside the County, the Board undertook deliberate measures to enhance representation and fairness in recruitment.

On Independence and Ability to Withstand Pressure at the National Level

159. The nominee stated that he has demonstrated the ability to act independently and withstand external pressure, including resisting attempts to influence recruitment processes. He submitted that his decisions would be guided by the Constitution and applicable legal frameworks, and that he would maintain independence in the discharge of his duties, including when dealing with persons of influence.

On Use of Media in Promoting National Cohesion

160. The nominee submitted that media, including social and mainstream platforms, constitutes a critical tool in the promotion of national cohesion. He stated that the Commission should engage the media proactively to counter hate speech through positive messaging and civic education. He further indicated that collaboration with media houses and relevant information and communication technology stakeholders would be necessary to promote peaceful coexistence.

Clarifications on any Inducement Request prior to Appearance for the Vetting

161. The nominee stated that no member of the Committee, Secretariat, or any other person has approached him to solicit inducement in relation to his appearance before the Committee, and that he has not interacted with any of them prior to the vetting.

Declaration on Integrity and Adverse Mentions

162. The nominee stated that he has never been adversely mentioned in any court of law, Parliamentary committee report, Senate report or county assembly proceedings.

Clarification on Personal Details

163. The nominee confirmed that the discrepancy in the year of birth between his school leaving certificate and national identification document relates to the same individual.

Motivation for Seeking Appointment

164. The nominee stated that his motivation is driven by a passion for peacebuilding and a desire to contribute to national cohesion.

Closing Remarks

165. He expressed appreciation to the Committee for the opportunity and indicated that, if appointed, he would leverage his experience to promote cohesion, equitable access to opportunities, and peaceful coexistence across the country.

166. He further stated that if not successful, he would continue serving in his current role while maintaining his commitment to peacebuilding.

4.7.3 Committee Observations on the Suitability of the Nominee

167. The Committee having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, his *curriculum vitae* and having heard his oral submission during the approval hearing, made the following observations on his suitability for appointment as Member of the National Cohesion and Integration Commission—

- (a) THAT in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office as he is a Kenyan citizen.
- (b) THAT the nominee holds a Bachelor of Arts in Education.

- (c) THAT the nominee meets the requirements of Chapter 6 of the Constitution regarding leadership and integrity, having obtained clearances from the following statutory bodies: DCI, EACC, HELB, KRA, ODPP, and ORPP.
- (d) THAT the nominee has neither been charged in a court of law nor adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry in the past three years.
- (e) THAT the nominee does not hold office in any political party.
- (f) THAT the nominee has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) (conflict of interest), Article 76 (financial probity), and Article 77 (restriction on activities of State Officers) of the Constitution.
- (g) THAT the nominee, demonstrated knowledge of topical issues including hate speech, political violence, ethnic tensions and community cohesion, and possesses the qualifications and experience to serve as Member of the National Cohesion and Integration Commission.
- (h) THAT the nominee possesses relevant experience in public service, having served as Member of Wajir County Public Service Board.

4.8 Ms. Jerusah Mwaathime Michael Nominee for Appointment as Member of the National Cohesion and Integration Commission

168. The nominee appeared before the Committee on Monday, 27th April, 2026 at 2.00 p.m. and was vetted under oath to examine her suitability for appointment as a Member for the National Cohesion and Integration Commission. The Committee noted the following—

4.8.1 Questions from the General Questionnaire

Citizenship, Date and Place of Birth

169. The nominee is a female adult aged 32 years, was born in 1993 in Kitui County and holds Kenyan citizenship.

Academic and Professional Qualifications

170. The nominee pursued a Master of Laws (LL.M) in Corporate and Financial Law at the University of Nairobi from 2022 to 2025, and is currently awaiting graduation. She also undertook the Certified Secretaries (CS) programme under KASNEB in 2025, and has obtained certification as a Certified Legal and Compliance Auditor from the Kenya School

of Law in 2025. She is also currently pursuing professional training in Arbitration with the Chartered Institute of Arbitrators.

171. She holds a Postgraduate Diploma in Law from the Kenya School of Law, obtained from 2018 to 2019, and is a Certified Professional Mediator, having completed mediation training at the Mediation Training Institute of East Africa in 2019. She also holds a Certificate in Counselling and Psychology from the Amani Counselling Centre and Training Institute, obtained from 2018 and 2019.
172. She graduated with a Bachelor of Laws (L.L.B) degree from the University of Nairobi from 2014 to 2017 and also holds an Advanced Certificate in Church Management and Leadership from the Catholic University of Eastern Africa in 2014. She completed her secondary education at The Kenya High School and her primary education at Ikanga Primary School.

Employment Record and Work Experience

173. The nominee has extensive experience in legal practice, governance and public administration. She is currently serving as a Technical Advisor on Constitutional Affairs and Human Rights in the Executive Office of the President since 2025. She also serves as a Board Director at the National Lottery Board since 2024 and at Holy Ghost Primary School, Mukuru, since 2023.
174. She also served as Managing Partner at T.J Michael & Company Advocates from 2020 to 2025, and has been an Accredited Court Annexed Mediator with the Judiciary since 2021. She is also an Alternative Dispute Resolution (ADR) Practitioner, a role she has undertaken since 2019.
175. The nominee has served in various professional and governance roles, including as a Member of the Law Society of Kenya Tax Committee from 2022 to 2024, a Member of the East Africa Law Society Tax Committee from 2022 to 2025, and as a Board Director at Finatrack Global Limited since 2020. She also briefly served as Legal and Human Resource Manager at Tuffsteel Limited in 2021 and at Finatrack Global Limited in 2020.
176. She served as a Trainee Advocate at B.A Ouma and Associates Advocates from 2019 to 2020, and as a Legal and Research Fellow at Mulekyo and Company Advocates from 2014 to 2017. She also undertook legal attachments at Makadara Law Courts and Milimani Commercial Courts in 2015, and briefly worked as a teacher at Mahoo Girls Secondary School from 2012 to 2013.

Memberships and Professional Associations

177. The nominee is a Member of the Law Society of Kenya, the Institute of Chartered Mediators and Conciliators, and the Chartered Institute of Arbitrators. She has also served as a member of the Law Society of Kenya Tax Committee from 2022 to 2024 and the East Africa Law Society Tax Committee from 2022 to 2025.
178. The nominee also holds several governance and board roles, including serving as a Board Member of the National Lottery Board since 2024, a Board Member of Holy Ghost Primary School, Mukuru since 2023, and a Board Member of the Linda Jamii Initiative under St. Bhakita Catholic Church since 2023. She further stated that she is a member of the Catholic Justice and Peace Department (CJPD) since 2023.

Publications and Writings

179. The nominee stated that she has authored and contributed to a number of academic and legal writings:
- a. L.L.B dissertation titled “The Viability of Existing Environmental Legislation in Curbing Electronic Waste in Kenya.”
 - b. A summary of provisions of the Constitution of Kenya relating to the constitutionalizing of administrative law;
 - c. An analysis on the implementation of Article 159 of the Constitution, with particular focus on Alternative Dispute Resolution (ADR);
 - d. A commentary on the winding up of companies in Kenya under the Insolvency Act, 2015; and
 - e. A discussion on company law, specifically the doctrine of lifting the corporate veil.

Honours and Awards

180. The nominee was awarded the Best Student Award by the Council of Legal Education in 2019 for emerging as the top performer in Legal Practice Management in the Kenya School of Law 2018 Bar Examination series. She has also been nominated as a finalist in the Nairobi Legal Awards for the Young Lawyer of the Year category in 2021 and 2024.
181. She was also recognized as the top KCPE student in Mutomo District in 2007 by the District Education Steering Committee, and received multiple awards during her secondary education for excellence in co-curricular activities, including debating and music festivals.

Public Office, Political Activities and Affiliations

182. The nominee stated that she has held public office in various capacities. She currently serves as a Technical Advisor in the Office of the Senior Advisor on Constitutional Affairs and Human Rights within the Executive Office of the President, an appointed position. She further indicated that she serves as a Board Director of the National Lottery Board, also by appointment.

Pro-bono/Charity Work

183. The nominee supports access to education by sponsoring secondary school education for young girls in Kitui, Taveta and Mukuru kwa Njenga. She also serves as a pro bono Advocate with Kituo Cha Sheria, the Federation of Women Lawyers (FIDA) and the Law Society of Kenya (LSK).

184. She is also involved in community governance and charitable initiatives, including serving on the Board of Management of Holy Ghost Primary School in Mukuru and on the Board of the Linda Jamii Initiative under St. Bakhita Catholic Church, which supports vulnerable communities in Mukuru and Pipeline areas. She has also volunteered at Ikanga Sub-District Hospital in Kitui County and serves as a volunteer first aider with St. John Ambulance. Further, she contributes as a volunteer teacher at St. Paul's Catholic University Chapel in Nairobi and supports various children's homes through the Tusaidie Mtoto Initiative.

Sources of Income

185. The nominee stated that her sources of income include business proceeds as well as remuneration and allowances derived from public office.

Statement of Net Worth

186. The nominee stated that her net worth is approximately Kshs. 80 million, comprising interests in a law firm (T.J Michael & Company Advocates), shares in various limited companies, land and properties located in Kajiado/Kaputei, Kitui and Nairobi, as well as motor vehicles.

Potential Conflict of Interest

187. The nominee stated that there are none.

4.8.2 General and Sector-Specific Questions for the Nominee

188. The Committee posed several questions to the nominee on her suitability for appointment as Member of the National Cohesion and Integration Commission. The nominee responded as follows.

Strengthening the Effectiveness of the NCIC

189. The nominee stated that the NCI Act was enacted in 2008 prior to the 2010 Constitution, which presents a challenge as it is not fully grounded in the constitutional framework. She indicated that although the Act provides a broad mandate with multiple functions, its implementation has been constrained by weak structural alignment and enforcement mechanisms.

190. She referenced the NCI Bill, 2023 currently before Parliament, noting that it seeks to align the Commission's mandate with the 2010 Constitution and strengthen enforcement mechanisms. However, she observed that the current legal framework does not adequately address emerging challenges such as hate speech on digital platforms, and that evidence collection and preservation in the digital space require strengthening to meet evidentiary standards.

191. She further identified gaps in the proposed Bill, including the omission of provisions safeguarding the independence of the Commission and the introduction of renewable terms, which she indicated may undermine institutional independence. On enforcement, she clarified that prosecution is constitutionally vested in the Office of the Director of Public Prosecutions, and emphasized the need for NCIC to strengthen investigations, evidence gathering and collaboration with relevant institutions, while prioritizing preventive approaches through early warning systems.

Legal Threshold for Hate Speech and Safeguards in Prosecution

192. The nominee stated that hate speech must meet specific thresholds, including elements of ethnic incitement, propaganda and messaging intended to create division or hatred, as limited under Article 33 of the Constitution. She emphasized the importance of assessing the context, intent and impact of speech to distinguish it from protected freedom of expression.

193. She further stated that proper evidence gathering is critical before any action is taken, noting that the absence of clear regulations under the NCI Act has hindered operationalization of enforcement mechanisms. She emphasized the need for regulations to establish clear procedures for handling hate speech cases, including standards for summoning individuals and determining thresholds.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

194. She also highlighted the importance of collaboration with institutions such as the Communications Authority, the Directorate of Criminal Investigations (DCI), the National Police Service and the ODPP to ensure that cases presented for prosecution meet the required legal standards.

Experience in Mediation and Dispute Resolution

195. The nominee stated that while she has not specifically handled inter-ethnic disputes, she has extensive experience as a legal practitioner and court-annexed mediator. She indicated that she has handled complex disputes involving land, family, succession and commercial matters, and has successfully facilitated amicable settlements by identifying underlying issues and promoting win-win outcomes. She emphasized that this experience equips her with practical skills applicable to resolving inter-community conflicts.

Areas of Strength and Capacity Development within NCIC Mandate

196. The nominee stated that her strongest area is public education and sensitization, noting that misinformation and disinformation contribute significantly to conflict. She emphasized the importance of engaging youth, who form a significant proportion of the population, through targeted forums and platforms that enable them to participate in dialogue and receive accurate information.

197. She proposed strengthening civic education by engaging political actors, organizing forums for dialogue, and fostering collective decision-making on acceptable conduct. She further indicated that collaboration with institutions and stakeholders would enhance effectiveness in promoting cohesion.

Transition from Advisory Role to NCIC Commissioner

198. The nominee stated that her current role as a technical advisor involves research, preparation of briefs and supporting constitutional implementation. She indicated that serving in NCIC would enable her to directly operationalize constitutional provisions, particularly those relating to national values, equality and non-discrimination. She emphasized that the role aligns with her professional background and passion for constitutional law.

Ownership and Management of Professional Interests

199. The nominee confirmed that she relinquished management of her law firm but retained ownership.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

Threshold for Summons and Handling Complaints of Hate Speech

200. The nominee stated that there is need for clear legal thresholds to determine what constitutes hate speech, including distinctions between public and private communication. She indicated that summoning individuals may be necessary to assist in investigations and establish whether elements of hate speech exist, especially where complaints have been raised. She emphasized that such processes should be guided by clear standards and proper investigation procedures.

Addressing Inter-Community Conflict and Ensuring Neutrality

201. The nominee expressed condolences to victims of inter-community conflict and emphasized the need for security agencies to ensure accountability. She stated that conflicts should not be prematurely classified as ethnic without understanding underlying causes, which may include resource scarcity.

202. She emphasized the importance of identifying root causes, promoting dialogue among stakeholders, and engaging community leaders to develop sustainable solutions. She further stated that she would act impartially and support mediation efforts to foster peaceful coexistence.

Addressing Political Violence, Gangs and Youth Radicalization

203. The nominee stated that youth unemployment and vulnerability contribute to recruitment into gangs and political violence. She emphasized the need to address root causes through youth empowerment, engagement, and provision of opportunities.

204. She further proposed strengthening early warning systems, enhancing collaboration with law enforcement agencies, enforcing penalties for perpetrators and political actors, and leveraging social media to counter negative narratives and promote cohesion.

Constitution and National Cohesion

205. The nominee stated that the Constitution of Kenya 2010 is progressive and foundational for democracy but identified areas that may affect cohesion, including the absence of a formal structure for opposition, which may create perceptions of exclusion. She also highlighted challenges in balancing equality and equity in resource distribution and appointments, noting that interpretations of constitutional provisions may lead to perceptions of marginalization. She suggested that the Constitution may benefit from review and possible amendments to address emerging challenges.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

Intra-Community Hate Speech

206. The nominee stated that hate speech can occur within communities, especially among sub-groups or sub-tribes, and may involve incitement or division within the same ethnic group.

Promoting Equity and Diversity in Public Employment

207. The nominee stated that current legal provisions require that no more than one-third of employees in a public institution should come from the same ethnic community, with proposed amendments seeking to further reduce this threshold. She emphasized the importance of proportionality in applying diversity requirements, taking into account population distribution among communities. She further distinguished between equality and equity, noting that equitable approaches consider contextual factors to ensure fair representation.

Position on Merging Constitutional Commissions (NADCO Report)

208. The nominee stated that constitutional commissions, including the Kenya National Human Rights Commission (KNHRC), Commission on Administrative Justice (CAJ), National Gender and Equality Commission (NGEC), and NCIC, serve distinct roles in operationalizing different provisions of the Constitution. She disagreed with proposals to merge these commissions, stating that each plays a critical and unique role. She further stated that recommendations in the NADCO report do not override existing law and that unless legislative changes are enacted, the current legal framework remains in force.

Tenure of Commissioners and Institutional Independence

209. The nominee stated that longer non-renewable terms for commissioners are based on research and are intended to enhance independence and reduce fear of removal. She noted that independent offices operate within a system of checks and balances involving Parliament and the Judiciary, ensuring accountability while preserving autonomy.

Use of Digital Platforms and Youth Engagement

210. The nominee stated that digital platforms, including social media, are critical for engaging youth and promoting cohesion. She emphasized leveraging these platforms to disseminate information, counter misinformation and promote positive narratives through targeted communication strategies.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

Clarifications on any Inducement Request prior to Appearance for the Vetting

211. The nominee confirmed that no member of the Committee, Secretariat or any other person has approached her to solicit inducement in relation to her appearance before the Committee.

Closing Remarks

212. The nominee expressed appreciation to the Committee for the opportunity to appear before it and indicated her hope that the Committee would consider her for appointment. She also acknowledged the nominating authority and reiterated her commitment to serving in the position if approved.

4.8.3 Committee Observations on the Suitability of the Nominee

213. The Committee having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, her *curriculum vitae* and having heard her oral submission during the approval hearing, made the following observations on her suitability for appointment as Member of the National Cohesion and Integration Commission—

- (a) THAT in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office as she is a Kenyan citizen.
- (b) THAT the nominee holds a Postgraduate Diploma in Law and a Bachelor's Degree of Law. She is a legally qualified professional holding the following professional credentials: Advocate of the High Court of Kenya and Member of the Law Society of Kenya; Certified Professional Mediator and Member of the Institute of Chartered Mediators; Certified Secretary and Member of the Institute of Certified Secretaries, Kenya; Certified Legal Auditor; Associate Arbitrator and Member of the Institute of Chartered Arbitrators, Kenya; and possesses training in counselling, psychology and strategic leadership and management.
- (c) THAT the nominee meets the requirements of Chapter 6 of the Constitution regarding leadership and integrity, having obtained clearances from the following statutory bodies: DCI, EACC, HELB, KRA, ODPP, and ORPP.
- (d) THAT the nominee has neither been charged in a court of law nor adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry in the past three years.
- (e) THAT the nominee does not hold office in any political party.

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

- (f) THAT the nominee has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) (conflict of interest), Article 76 (financial probity), and Article 77 (restriction on activities of State Officers) of the Constitution.
- (g) THAT the nominee, demonstrated knowledge of constitutional law, national cohesion and integration issues, alternative dispute resolution mechanisms and the structural and operational challenges facing the NCIC and has the requisite qualifications and experience to serve as Member of the National Cohesion and Integration Commission.
- (h) THAT the nominee possesses relevant experience in public service, having served as a Technical Advisor in the Office of the Senior Advisor on Constitutional Affairs and Human Rights in the Executive Office of the President, Accredited Court Annexed Mediator in the Judiciary, and a Board member of the National Lottery Board.

CHAPTER FIVE

5.0 COMMITTEE OBSERVATIONS

214. Pursuant to sections 6(7), 6(8) and 7 of the Public Appointments (Parliamentary Approval) Act, the Committee observed as follows—
215. The Clerk of the National Assembly placed advertisements in the print media on Friday 17th April, 2026 inviting members of the public to submit memoranda by way of written statements on oath (affidavits) with supporting evidence contesting the suitability of the nominees to the office they have been nominated by mail, hand delivery of or email on or before Friday, 24th April, 2026 by 5.00 p.m.
216. The Committee received no memoranda from the public.
217. **Dr. Kepha Nyamweya Omae** nominee for appointment as Chairperson for the National Cohesion and Integration Commission possesses the requisite academic qualifications, including a Doctorate in Organizational Leadership, a Master's degree in Leadership and a Bachelor of Commerce. He satisfies the requirements of Chapter Six of the Constitution on leadership and integrity, having obtained clearances from the DCI, EACC, HELB, KRA, ODPP, and ORPP. The Committee further noted that the nominee despite being a party in the case of *Kinyua & 29 others v Omae (Sued in his capacity as the Presiding Bishop, Redeemed Gospel Church Incorporated) & 2 others; Munyi (Interested Party) (Miscellaneous Petition E001 of 2024) [2024] KEHC 3606 (KLR) (16 April 2024)*, due process was followed in accordance with the church constitution, legal counsel was engaged, and the matter was struck out on lack of merit. Further, the Committee also recognized the nominee's active involvement and national recognition in peacebuilding through interfaith forums.
218. **Ms. Josephine Kirion Eragae** nominee for appointment as Member of the National Cohesion and Integration Commission: The Committee observed that the nominee possesses the required academic qualifications, including a Master of Science in Agriculture and International Development, a Bachelor of Science in Leadership and Governance, and a Bachelor of Arts in Education. The Committee found that she satisfies the requirements of Chapter Six of the Constitution on leadership and integrity, having obtained clearances from the DCI, EACC, HELB, KRA, ODPP, and ORPP and noted that she has neither been charged in a court of law nor adversely mentioned in any parliamentary investigation or commission of inquiry in the past three years. Through the nominee's thirteen years of public service as a Ward Administrator, County Executive Committee Member, Board Member of the Water Sector Trust Fund, and Council Member of the Morendat Institute

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

of Oil and Gas, the nominee demonstrated knowledge of peacebuilding, cohesion, conflict resolution, public administration and gender equality, making her suitable for appointment as a Member of the National Cohesion and Integration Commission.

219. **Mr. Joseph K. Nguyo** nominee for appointment as Member of the National Cohesion and Integration Commission: The Committee observed that the nominee possesses the required academic qualifications, including a Master of Business Administration, a Bachelor of Education, and a Diploma in Education Management. The Committee further noted that the nominee demonstrated knowledge of key administrative, technical, and policy issues relating to national cohesion, integration, mitigation of misinformation and propaganda, and the management of threats to national unity. His extensive public service experience, including service as Senior Deputy Secretary in various ministries and as the first Administrator of the State Department for Investment Promotion, as well as his commitment to national cohesion through leadership in diverse educational institutions and as Chair of the National Values and Principles of Governance Committee, make him suitable for appointment as a Member of the National Cohesion and Integration Commission.
220. **Mr. Jackson Swadi Kedogo** nominee for appointment as Member of the National cohesion and Integration Commission: The Committee observed that the nominee holds a Bachelor's Degree in Public Management and a Diploma in County Governance and Management. The Committee further noted that the nominee demonstrated sufficient knowledge of national cohesion and integration matters, including hate speech prevention, ethnic conflict resolution, peacebuilding strategies and constitutional provisions on national values and national unity, making him suitable for service as a Member of the National Cohesion and Integration Commission. Additionally, the nominee possesses relevant public service experience, having served as a Councillor for Mathare Ward, Chairman of Transport and Disaster Management in the Nairobi City Council, Member of County Assembly for Kabwareng Ward in Nandi County, and Board Member of the Lake Basin Development Authority.
221. **Dr. Samuel Mwachiro Mwawasi** nominee for appointment as Member of the National Cohesion and Integration Commission: The Committee observed the nominee holds a Doctor of Philosophy (PhD) in Economics, a Master of Arts in Economics, and a Bachelor of Arts degree in Sociology, Economics and Public Administration. The Committee further noted the nominee demonstrated commitment to redirecting his research focus toward national cohesion issues and showed adequate understanding of national cohesion and integration, making him qualified to serve as a Member of the National Cohesion and

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission

Integration Commission. The Committee also noted that he possesses relevant public service and institutional management experience, particularly through his service as Dean of the School of Business and Economics at Pwani University, where he demonstrated strong leadership in administration, strategic planning, quality assurance, procurement management, and performance contracting.

222. **Ms. Irene Chepoisho Tulel**, nominee for appointment as Member of the National Cohesion and Integration Commission: The Committee observed that the nominee holds a Masters in Armed Conflict and Peace Studies and a Bachelors in Integrated Community Development Peace and Conflict Transformation. The Committee further noted that the nominee demonstrated extensive knowledge of peacebuilding, conflict management, electoral risk management, counterterrorism, and cohesion and integration issues, making her suitable to serve as a Member of the National Cohesion and Integration Commission. The Committee also observed that the nominee possesses over nineteen years of relevant experience in peacebuilding and policy advisory roles, having served in key positions including Gender and Development Officer at Dadaab Refugee Camp, Assistant Country Coordinator and Country Coordinator for Conflict Early Warning and Early Response at Africa Peace Forum/IGAD, Electoral Risk Management Officer at the Independent Electoral and Boundaries Commission, Program Manager at the National Counterterrorism Center, Member of the Independent Panel of Advisors to Review the Peace Building Architecture for Kenya.

223. **Mr. Hassan Billow Ahmed** nominee for appointment as Member of the National Cohesion Commission: The Committee observed the nominee holds a Bachelor of Arts in Education and that he demonstrated sufficient knowledge of key national cohesion issues, including hate speech, political violence, ethnic tensions and community cohesion. Further, the nominee possesses the qualifications and experience necessary to serve as a Member of the National Cohesion and Integration Commission. The Committee further noted that nominee has relevant public service experience, having served as a Member of the Wajir County Public Service Board, which supports his suitability for the position.

224. **Ms. Jerusah Mwaathime Michael** nominee for appointment as Member of the National Cohesion Commission: The Committee observed the nominee holds a Postgraduate Diploma in Law and a Bachelor of Laws (L.L.B) Degree. The Committee further noted that the nominee demonstrated strong knowledge of constitutional law, national cohesion and integration issues, alternative dispute resolution mechanisms and the structural and operational challenges facing the NCIC. The Committee also observed that the nominee has relevant public service experience, having served as a Technical Advisor

in the Office of the Senior Advisor on Constitutional Affairs and Human Rights in the Executive Office of the President, an Accredited Court-Annexed Mediator within the Judiciary and as a Board Member of the National Lottery Board.

CHAPTER SIX

DATE: 29 APR 2026

DAY.

6.0 COMMITTEE RECOMMENDATIONS

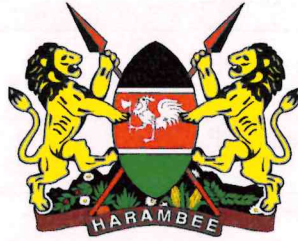
225. Having considered the suitability of the nominees for appointment during the approval hearings pursuant to Article 250 (2) of the Constitution and sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, and Standing Order 204(4) of the National Assembly Standing Orders, the Committee recommends that this House **approves**—

- (i) **Dr. Kepha Nyamweya Omae** nominee for appointment as the Chairperson for the National Cohesion and Integration Commission.
- (ii) **Ms. Josephine Kirion Eragae** nominee for appointment as a Member of the National Cohesion and Integration Commission.
- (iii) **Mr. Joseph K. Nguyo** nominee for appointment as a Member of the National Cohesion and Integration Commission.
- (iv) **Mr. Jackson Swadi Kedogo** nominee for appointment as a Member of the National Cohesion and Integration Commission.
- (v) **Dr. Samuel Mwachiro Mwawasi** nominee for appointment as a Member of National Cohesion and Integration Commission.
- (vi) **Ms. Irene Chepoisho Tulel**, HSC nominee for appointment as a Member of the National Cohesion and Integration Commission.
- (vii) **Mr. Hassan Billow Ahmed** nominee for appointment as a Member of National Cohesion and Integration Commission.
- (viii) **Ms. Jerusah Mwaathime Michael** nominee for appointment as a Member of the National Cohesion and Integration Commission.

Signed.....  Date..... 29.4.26

**HON. DUNCAN MAINA MATHENGE, MP,
VICE-CHAIRPERSON, COMMITTEE ON NATIONAL COHESION AND
EQUAL OPPORTUNITY**

Report of the Committee on National Cohesion and Equal Opportunity on the Approval Hearings of Nominees for the Position of Chairperson and Members of the National Cohesion and Integration Commission


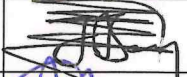
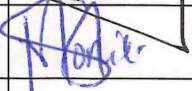




COMMITTEE ON NATIONAL COHESION AND EQUAL OPPORTUNITY

ADOPTION SCHEDULE

We, the undersigned members of the Committee on National Cohesion and Equal Opportunity, today...28/4/2026.....do hereby affix our signatures to this **REPORT ON THE APPROVAL HEARINGS OF NOMINEES FOR APPOINTMENT TO THE POSITION OF CHAIRPERSON AND MEMBERS OF THE NATIONAL COHESION AND INTEGRATION COMMISSION** to affirm our approval and confirm accuracy, validity and authenticity: -

| No. | NAME | SIGNATURE |
|-----|--|-----------|
| 1. | The Hon. Yussuf Adan Haji, CBS, MP - Chairperson | |
| 2. | The Hon. Duncan Maina Mathenge, MP - Vice Chairperson | |
| 3. | The Hon. Yusuf Hassan Abdi, MP. | |
| 4. | The Hon. George Koimhuri, MP. | |
| 5. | The Hon. Antony Njoroge Wainaina, MP. | |
| 6. | The Hon. Charles Kamuren, MP. | |
| 7. | The Hon. Edward Kaunya Oku, MP. | |
| 8. | The Hon. Jackson Lekumontare Lentoijoni, MP. | |
| 9. | The Hon. Joseph Samal Lomwa MP. | |
| 10. | The Hon. Joshua Oron Odongo, MP. | |
| 11. | The Hon. Martin Peters Owino, MP. | |
| 12. | The Hon. Eng. Paul Nzengu, MP. | |

| No. | NAME | SIGNATURE |
|-----|---|---|
| 13. | The Hon. Rahab Wachira Mukami, MP. | |
| 14. | The Hon. Agnes Pareyio Mantaine, MP. |  |
| 15. | The Hon. Dick Maungu Oyugi, MP. |  |
| 16. | The Hon. Muthoni Marubu, MP. |  |
| 17. | The Hon. Fredrick Lusuli Ikana, MP. |  |
| 18. | The Hon. (Dr.) Joseph Iraya Wainaina OGW, MP. |  |
| 19. | The Hon. Anne Wanjiku Mugo Muratha, MP. | |
| 20. | The Hon. Peter Orero Ochieng', MP. | |
| 21. | The Hon. Athman Ndakwa, MP. | |