

**IASSW GRANT FINAL REPORT**  
**Tangaza University College, Nairobi, Kenya**  
**December 2018**

*Topic*

In the time of urgent political conflicts: Post-election training and empowerment of community leaders, social workers, and social transformers for peace and social cohesion in Kenya (Tangaza University College), South Africa (University of Pretoria), and the United States (Dominican University).

Program in Social Transformation  
Institute of Social Ministry  
&  
Mtanni University (Huruma Campus)

**Both programs under Tangaza University College  
10/4/2018 – 10/13/2018 in Nairobi, Kenya**

*Rationale and the Purpose of the Project*

Aligned with the Social Work and Social Development (SWSD)'s 2016 global agenda<sup>1</sup> on “promoting human dignity and worth of all peoples,” as well as the mission of the International Association of Schools of Social Work (IASSW) to “enhance cooperation among schools of social work world-wide,” Tangaza University College in Kenya is respectfully submitting a grant application for the collaboration focused on **empowerment and capacity-building for community leaders, social workers, and social transformers in the time of urgent political conflicts with four universities in Kenya, South Africa, and the USA**. Kenya has just come out from a much tensed election process that has left the country divided. One of the major tasks ahead for social workers and development workers is to build social cohesion amongst communities. The similar needs are detected also in South Africa and the USA with recent political and social conflicts and elections, and the partners involved in this project see the urgent call for training and empowering community leaders, social workers, and development professionals on the ground. Coordinated by Tangaza, faculty from four schools of social work and social transformation in three countries will gather for a two-day training and empowerment, a day of community engagement dialogue (community dialogues between the leaders and their communities), and a two-day conference:

The objectives were:

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<sup>1</sup> As a reminder, in addition to the 2016 agenda, our team is mindful of the mission of 2018 (promoting environmental and community sustainability) as well as that of 2020 (strengthening the importance of human relationships). We believe it is important to maintain our cross-national work directly relevant and consistent to those missions for the long run.

- (1) To empower, train, and learn from communities leaders for peace building and social cohesion efforts in the informal settlements in Nairobi (Huruma, Korokocho, and Mathare ).
- (2) To create forum where the communities leaders interact with students and faculty in Social Work and Social Transformation. Through this engagement between the community leaders, faculties, and students, we will share experiences and generate knowledge and skills to enhance the social work and social transformation contribution towards sustainable peace and social cohesion.
- (3) The research will be carried out with the faculty and students on the benefits of international collaboration in the between the four universities.
- (4) Partner universities will also discuss the possibility of signing an MOU for a lasting collaboration and partnership.

[Appendix One for the detailed schedule of the project \(three activities\).](#)  
[Appendix Two for the Active Non-violence Training \(activity one\).](#)  
[Appendix Three for the Mentor-Mentee Dialogue flyer \(activity three\).](#)

### ***Project Outcomes, Dissemination, and Future Plan***

Three main activities were accomplished during the project.

ACTIVITY ONE – participating in and gathering data from the Active Non-violence Training at the Huruma Slum Campus with community leaders and peace ambassadors.





**ACTIVITY TWO** – conversation among students from the main campus and Mtaani University (Huruma Campus) for the first time. Transportations and meals were provided for the sessions. Faculty and students from graduate programs also participated.

Here the main role of the project participants from all three universities was observing, listening to, and taking notes to collect data. Prior to all presentations and conversations, the purpose of the project was explained and consents were asked for.



ACTIVITY THREE - there was a dialogue/workshop focused on discussing issues around mentor-mentee relationship in academic settings and how both parties fulfill their roles in an efficient and ethical manner particularly to empower students. The project participants learned much about some of the challenges faced uniquely at Tangaza as well as the common obstacles encountered by academics everywhere. We broke into groups to further discuss some of the possible remedies. Last two days (other activities) – the project participants spent a couple of hours together to reflect, discuss, and write up on the sessions held during the week. We also took some time to plan some of the action plan items for coming months.

There will be three specific efforts to continue our project and disseminate the outcomes:

- (1) We have collected a significant amount of data from all activities. The project participants continue to organize and analyze the data and share their experiences and findings with their respective universities.
- (2) We plan to submit an abstract to present at the 2020 Social Work, Education, and Social Development (SWSD) in Italy. The Council on Social Work Education (CSWE) or Society for Social Work and Research (SSWR) will also be an appropriate venue depending on the timing of the research progress.
- (3) We plan to publish our findings in a peer reviewed journal for better and effective dissemination. We anticipate this will be finalized by 2020.

**Special thanks for the Mr. Ombok who facilitated the Active Non-violence Training for three days (photo with the project participants – Brother Jonas from Tangaza, Prof. Lombard from the University of Pretoria, and Prof. Shim from Dominican University).**



## Appendix One

### **Tangaza –Dominican- Pretoria Univesities Collaboration PROGRAMME OF ACTIVITIES -2018**

**Dates: 8 to 13 October**

**Venue: Tangaza and Huruma**

#### **Activity One**

**8-10 October**

**a. Workshop**

Training of Huruma Peace ambassadors on non-active violence

- b. **Participants:** Peace ambassadors (Huruma community leaders and alumni of DCDE)
- c. **Venue:** Huruma
- d. **Facilitators:** Mr. Ombok Otieno & Mr. Richard Kakeeto
- e. **Coordination:** ISMM

#### **Activity two**

**11 October**

- a. **Symposium:** Pedagogy of social transformation - Dialogue between Huruma students and Tangaza Community

*The symposium brings together students, alumni of Huruma, Tangaza students and faculty to discuss the pedagogy of Social Transformation. The symposium will attempt to answer the question: what pedagogy kick-start the process of social transformation. It will be based on the practical experience of the students of Huruma. At the end of the symposium, we will award some students who are actors of social transformation in the slum.*

- b. **Participants:** Huruma students, Tangaza Students, and faculties
- c. **Venue:** Tangaza
- d. **Facilitators:** Ms. Saraphina Njoki, Ms. Gillian Nyambura, Prof. Antoinette Lombard and Joyce Shim
- e. **Coordination:** SASS

### **Activity three**

**12 October**

a. **Workshop**

Topic: Dialogue on a mentor-mentee relationship in academia of cross-cultural:  
Exploring diverse identity and empowering students

*This workshop builds on the workshop organised by prof. Faith Maina on the mentor-mentee relationship. It aims at building a good mentor-mentee relationship so as to enhance the post-graduate research process.*

b. **Venue:** Tangaza

c. **Facilitators:** Prof. Joyce Shim and Prof. Antoinette Lombard

d. **Coordination:** Post-graduate

### **Other activities**

Joint Research on social accountability

Ms. Gillian Nyambura, Prof. Antoinette Lombard, and Joyce Shim & Br. Jonas

## Appendix Two (Activity One)

### TANGAZA UNIVERSITY COLLEGE\_- UNIVERSITY MTAANI

Presented by:  
Charity Gathungu

#### SCOPE

- **Introduction**
  
- **Active non violence**
  
- **Definitions**
  
- **Conflict**
  - Causes of conflict
  - Conflict curve
  - Outcomes of conflict
  - Analyzing conflict
  - Conflict mitigations
  
- ❖ Conflict management
- ❖ Conflict transformation
- ❖ Conflict resolution
  
- **Violence**
  - Versus violence
  - Causes of violence
  - Conflict types of violence
  - Results of violence
  - Common responses to violence

#### **INTRODUCTION**

With the ongoing Kura Yangu, Maisha Yangu (KYMY) (My vote my life (MVML)) project, many issues have been arising and many people are getting the information on how having a ward agenda, maintaining peace, and voting wisely is important to the community as a whole. Many peace ambassadors among them DCDE students and peace keepers in the community have been taking part as well. Several peace ambassadors' trainings have been done before all of which have had different but equally helpful focus areas. This peace ambassadors training was focusing on active non-violence.

Kenya has just had the general elections earlier in August 2017. A lot has been happening and in order to understand active non-violence, these activities were first discussed and evaluated to help us understand our current position as a nation. Among the major happening that has been the trend/ talk on the lips of almost every Kenyans before, during and after the election include:-

- Death of IEBC official
- General elections
- Nullification of the presidential results
- Death of citizens after elections
- Call for cessation
- 318 or more petitions in court
- Proposal of amendment of electoral laws
- Continued demonstrations
- Intimidation of individuals and/or institutions by politicians
- Division among communities
- Hatred among citizens
- Poorly performing economy

The peace ambassadors were active on the ground in various ways relating to peace keeping in the community. From the activities they were carrying out, they shared the successes and the challenges they faced.

### **Successes**

- Peace dialogues were held and embraced
- Meetings advocating for peaceful coexistence
- Building our communication with our immediate neighbors
- Preaching peace especially to parents with disabled children and to the community around them
- Reporting incidences on social media and on free toll numbers given by peace cop
- Not taking sides and convincing people based on facts

### **Challenges**

- People had the stand that without justice there will be no peace which is not wrong, only that to them justice is when their preferred candidate wins even in unjust means
- Students that were invited to facilitate in the communities were often mistaken for IEBC officials
- Peacepreneurship among the community members
- Police interference with peace
- Community members provoking the police
- Non-partisans among police officers, IEBC officials and Peace advocates
- Blame game
- Community profiling

This peace ambassadors training targeted three different groups each of which could attend the training for two consecutive days. The first group attended on 11<sup>th</sup> and 12<sup>th</sup> Oct 2017 with an attendance of 20 and 16 participants respectively. Second group of peace ambassadors attended on 16<sup>th</sup> and 17<sup>th</sup> October 2017 with 17 participants for both days. The third group only attended on 18<sup>th</sup> October 2017 and the participants were 11. The total number of participants reached was 81. The facilitators were Mr Nicholus Dola and Rev. Antony Sasaka, both from Chemichemi ya ukweli.

Since the training offered was the same for all the three groups of participants, the content and methods used were the same. To better understand active non violence, a foundation was laid to first understand conflict and violence and the issues around them.

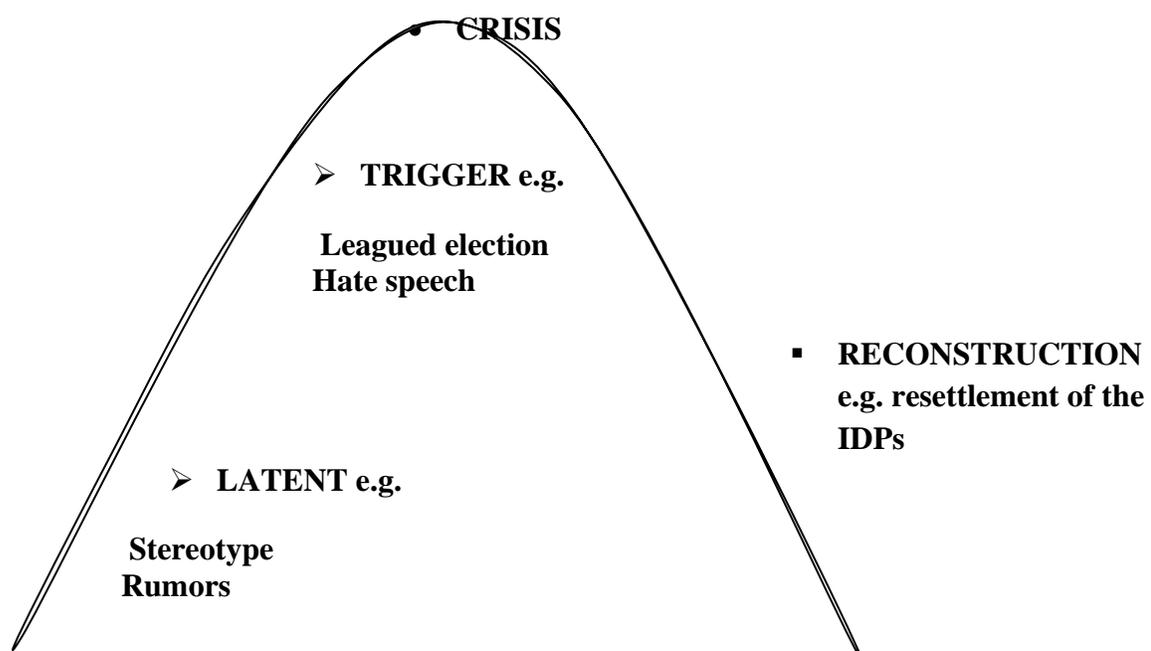
## DEFINITIONS

**Conflict** is misunderstanding or level of disagreement. Conflicts are not necessarily bad or destructive. They are important in every society for its development. What make conflict bad are the negative responses that may arise from it. However, positive response is possible. Conflicts can occur within a person, among individual, or communities and nations. Level, reasons, causes and results of conflicts vary depending on the type of conflict and how we respond to the conflict.

### Current causes of conflicts in Kenya

- Understanding of the constitution and its application
- Act of parliament
- Court's ruling

## CONFLICT CURVE



## OUTCOMES OF CONFLICT

- ✓ Anarchy
- ✓ Division among communities
- ✓ Weakening of some institutions
- ✓ Lack of trust and fear in the community
- ✓ People relocation
- ✓ Misinterpretation/ misunderstanding
- ✓ Pain
- ✓ Ground is hostile

## ANALYZING CONFLICT

Several methods can be used to analyze and understand conflicts. In this training, two methods were used to help focus any given conflict. Analyzing conflicts helps realize and distinguish between the problem, the root causes and the effects.

- (i) Use of the **problem tree**  
Using the analogy of a tree, the roots represent the root causes of the problem, the trunk represents the problem itself and the branches represent the effects of the problem
- (ii) Use of the **analogy of the onion**  
The red ring onion used in this analogy has many layers. The outer layers represent the current position of the conflict, mid-layers represent the interest of those involved in the conflict and the inner most layers represent the underlying needs.

This shows that in order to uncover the underlying issues and the root causes of the problem, it is a process that needs time.

## CONFLICT MITIGATIONS

Mitigation is a way of making something less severe. Conflict mitigation is a way of making the effect of a conflict less severe, finding out and tackling the root causes to alleviate and end the conflict. This involves several methods or processes such as conflict management, conflict transformation and conflict resolution.

**Conflict transformation** is the dynamism of a conflict either by its progression to become violence, or by being reduced/ eradicated and the processes involved.

**Conflict management** revolves around the short term processes involved to ensure the crisis of a conflict is handled without turning into violence. To reduced or eradicated the conflict, conflict resolution takes over to offer the long term solution.

**Conflict resolution** is about the processes and methods applied to give long term solutions to a conflict.

## **VIOLENCE**

**Violence** is the use of physical force, usually intended to cause injury or destruction. Violence is often referred by scholars the weapon/tool for the weak.

### **The relation between conflict and violence.**

In most cases, violence can be prevented through conflict mitigation processes, but the failure to do this leads to the development of conflict into violence.

## **CAUSES OF VIOLENCE**

In Kenya today, some of the reasons why violence occurs are;

- ❖ Politics
- ❖ Differing ideologies
- ❖ Missed opportunities
- ❖ Power and leadership
- ❖ Resources
- ❖ Ethnicity
- ❖ Socialization
- ❖ Education and values
- ❖ Culture and tradition

## **TYPES OF VIOLENCE**

The types of violence are mainly determined by how they affect the victim. They include

- ❖ Physical violence
- ❖ Emotional violence,
- ❖ Psychological violence and
- ❖ Structural violence

This can affect social, cultural, governance and/or religious systems, for example in matters of allocations and distributions. To handle it, it is important to build trust before taking action.

## **RESULTS OF VIOLENCE**

- Pain
- Deaths
- Extra judicial
- Curfew
- Militants
- killings

- Destructions
- Riots
- Displacements
- Anger
- Injuries
- Detention
- Ethnic tension
- Property lose
- Genocide
- Sexual harassment  
and abuse
- Rape
- Taking over

When violence erupts, different reactions arise. They are unfortunately mostly negative, unless there is an intervention to make it otherwise. Those helping to end the conflict commonly responses to violence by counter-violence and passivity where they neither take part in nor take sides to any of the parties involved in the violence. An example is in the mediation or arbitration process.

## **CONCLUSION**

**Active non violence is an attitude of the mind**, and a **way of life** that seeks to **transform an individual and the society into a situation of sustainable peace** without recourse to any form of violence.

It can also be said to be a system of personal, societal and international change based on the **force of truth** and **the power of love**.

The understanding listed there before about understanding conflicts and violence is also the basis of understanding how then do we have, and bring to effectiveness, active non-violence. It is important to deal with conflict instead of waiting to take action when violence strikes.

**Appendix Three (Activity Three)**

**Tangaza University College**

**Dialogue on the Mentor-Mentee Relationship in a  
Cross-Cultural Academic Settings**

Oct 12, 2018

9am-1:30 pm

with

Prof. Antoinette Lombard (University of Pretoria, Pretoria, South Africa) and  
Prof. Joyce Shim (Dominican University, Chicago, USA)

9:00-9:30 designate	Welcoming remark - Prof. Selvam Sahaya - DVC Academic
	Introduction of the workshop: Dr. Edel Churu - Dean School of Art and Social Sciences
9:30-10:00	Expectations from participants
10:00-10:20 Joyce	Experience of supervising/mentoring post-graduate students -
10:20-10:40	Experience of supervising/mentoring post-graduate students - Antoinette
10:40 - 11:10	Health Break
11:10- 11:40	What is the agenda / themes to be discussed
11:40- 12:30	Group work or open dialogue
12:30-1:30	Reflection and way forward



**SCHOOL OF ARTS AND SOCIAL SCIENCES  
&  
POST-GRADUATE STUDIES AND RESEARCH OFFICE  
TANGAZA UNIVERSITY COLLEGE**

## **Faculty Workshop**

**Dialogue on the mentor-mentee relationship in cross-cultural academic settings.**



### **Objective:**

**Building a good mentor-mentee relationship  
so as to enhance the post-graduate research process.**

**Venue: D10 – Tangaza**

**Time: 9.00 am – 4.00pm**

**Date: 12 October**



### **Facilitators:**

**Prof. Antoinette Lombard – Pretoria University - South Africa  
Prof. Joyce Shim – Dominican University – Chicago USA**