INTRODUCTION TO ETHICS AND COMMUNITY DEVELOPMENT

(DHD 105)

DIPLOMA IN HEALTH AND DEVELOPMENT

oliviachepkemboi@gmail.com | Website: www.mua.ac.ke

Facilitator: **Olivia Chepkemboi**

COURSE OUTLINE

COURSE CODE:	DHD 105
COURSE TITLE:	INTRODUCTION TO ETHICS AND COMMUNITY DEVELOPMENT
YEAR:	2024
SEMEMSTER/TRIMESTER:	1
MODE OF STUDY:	REGULAR/ODEL
CREDIT HOURS:	2 hrs
CONTACT HOURS:	36 hrs
LECTURER:	Olivia Chepkemboi
CONTACTS:	+254720-292509 oliviachepkemboi@gmail.com
LECTURE HOURS:	Wednesday 8:30am – 10:30am
CONSULTATION HOURS:	Monday 4.00pm-5.00pm & Thursday 2.00pm– 4.00pm

1.0 Purpose of the Course

The purpose of the course is to bring out those issues of ethics and moral nature so that student can discuss them in class and it is hoped that a sense of moral values will be developed in their lives and help them to become more morally mature in their professional and day today lives.

2.0 Expected Learning Outcomes of the Course

At the end of the course student should be able to;

a) Define such terms as ethics, moral values and relate them with the day today business environment
b) Explain the various theories of ethic and relate them with their experience in their lives;
c) Apply ethical moral in personal life and work place and appreciate organizational culture and ethical behaviour of employees

3.0 Course Content
3.1 Introduction to concept of Ethics Development (Week 1)
- 3.1.1 Values
- 3.1.2 Kinds of Values
- 3.1.3 Characteristics of values
- 3.1.4 Types of Values
- 3.1.5 Ethics and morality

3.2 Categories of ethics (Week 2)
- 3.2.1 Main categories of ethics
- 3.2.2 Role of Ethics in Health and Community Development
- 3.2.3 National cohesion
- 3.2.4 Integrity
- 3.2.5 Unity

3.3 Structural Injustices (week 3)

3.3.1 Definition

3.3.2 Ethnicity

3.3.3 Positive ethnicity

3.3.4 Negative ethnicity

3.4 Peace (week 4)

3.4.1 Peace making

3.4.2 Peace building

3.4.3 Peace transformation

3.5 Stakeholders in national cohesion (week 5)

3.5.1 Public policy approach

3.5.2 Role of NGOs

3.6 Corporate code of ethics (week 6-7)

3.6.1 Advantages of Formulating code of ethics

3.6.2 Implementation of code of ethics

3.6.3 Professionalism and professional ethics code

3.7 Whistle blowing (week 8-9)

3.7.1 Business and community

3.7.2 Importance of whistleblowing health issue in the Society

3.7.3 Business and its stakeholders

3.7.4 Social responsibility

3.7.5 Concept of CSR

3.8 Contemporary Issues In Ethics and Community Development

4.0 TEACHING METHODOLOGY

Teaching will take the form of a three hour lecture per week. The teaching methodology will combine the use of the lecture style inputs and more participatory methods - small group discussions, student presentations, among others.

5.0 COURSE ASSESSMENT

Continuous Assessments Tests	30%
Final Examination	70%
Total	100%

6.0 INSTRUCTIONAL MATERIAL AND EQUIPMENT

Computers/internet services, Overhead projector and LCD journals, pens and white boards, smart board, learning centers.

7.0 COURSE TEXT

O. C. Ferrell (2010) : Business Ethics: Ethical Decision Making & Cases , South-Western College .

Linda K. Trevino (2010) : Managing Business Ethics, Wiley .

Laura Hartman (2010) : Business Ethics: Decision-Making for Personal Integrity & Social Responsibility, McGraw-hill .

8.0 FURTHER READING

O. C. Ferrell (2009) : Business Ethics 2009 Update: Ethical Decision Making and Cases, South-Western College .

Terry Halbert (2008) : Law and Ethics in the Business Environment, South-Western College

Acevedo, A. (2001). Of fallacies and curricula: A case of business ethics. *Teaching Business   Ethics, 5,* 157-170.

Cornelius, N., Wallace ,J. and Tassabehji, R. (2007). An analysis of corporate social. responsibility, corporate identity and ethics teaching in business schools. *Journal of   Business Ethics*, 76, 117-135.

Dean, K. L. and Beggs, J. M. (2006). University professors and teaching ethics: Conceptualizations and expectations. *Journal of Management Education*, 30, 15-44

Goshal, S. (2003). Business schools share blame for Enron. *Financial Times*, July 17, pg. 21.

Jackson, K. T. (2006). Breaking down the barriers: Bringing initiatives and reality into teaching business ethics. *Journal of Management Education*, 30, 65-89.

James, C. R. and Smith, G. (2007). George Williams in Thailand: an ethical decision-making exercise. *Journal of Management Education*, 31, 696-712.

TOPIC ONE: INTRODUCTION TO CONCEPT OF ETHICS DEVELOPMENT

Values

Values determine what is right and what is wrong, and doing what is right or wrong is what we mean by **ethics**. To behave ethically is to behave in a manner consistent with what is right or moral.

Values are standards or ideals with which we evaluate actions, people, things, or situations. Beauty, honesty, justice, peace, generosity are all examples of values that many people endorse. In thinking about values it is useful to distinguish them into four kinds:

Kinds of Values

1. **Personal values**: values endorsed by an individual. For example, some people regard family as their most important values, and structure their lives so that they can spend more time with their family. Other people might value success instead, and give less time to their families in order to achieve their goals.

2. **Moral values**: values that help determine what is morally right or wrong, e.g. freedom, fairness, equality, etc, well-being.

3. Those which are used to evaluate social institutions are sometimes also known as **political values**.

4. **Aesthetic values**: values associated with the evaluation of artwork or beauty.

5. **Economic values:** Economic values are those around money, and may include beliefs around ownership of property, contributing to the common good (taxes!), the balance of supply and demand and so on.

6. **Religious values**: Religious values are spiritual in nature and include beliefs in how we should behave, including caring of one another and in worship of our deity or deities.

Characteristics of Values

Values are different for each person. Values may be specific, such as honoring one's parents or owning a home or they may be more general, such as health, love, and democracy. 'Truth prevails", "love thy neighbor as yourself, "learning is good as ends itself are a few examples of general values.

Individual achievement, personal happiness, and materialism are major values of modem industrial society. It is defined as a concept of the desirable, an internalized creation or standard of evaluation a person possesses. Such concepts and standards are relatively few and determine or guide an individual's evaluations of the many objects encountered in everyday life.

The characteristics of values are therefore:

1. These are extremely practical, and valuation requires not just techniques but also an understanding of the strategic context.

2. These can provide standards of competence and morality.

3. These can go beyond specific situations or persons.

4. Personal values can be influenced by culture, tradition, and a combination of internal and external factors.

5. These are relatively permanent.

6. These are more central to the core of a person.

7. Most of our core values are learned early in life from family, friends, neighborhood school, the mass print, visual media and other sources within the society.

8. Values are loaded with effective thoughts about ideas, objects, behavior, etc.

9. They contain a judgmental element in that they carry an individual's ideas as to what is right, good, or desirable.

10. Values can differ from culture to culture and even person to person.

11. Values play a significant role in the integration and fulfillment of man's basic impulses and desire stably and consistently appropriate for his living.

12. They are generic experiences in social action made up of both individual and social responses and attitudes.

13. They build up societies, integrate social relations.

14. They mold the ideal dimensions of personality and depth of culture.

15. They influence people's behavior and serve as criteria for evaluating the actions of others.

16. They have a great role to play in the conduct of social life. They help in creating norms to guide day-to-day behavior.

17. The values of a culture may change, but most remain stable during one person's lifetime.

18. Socially shared, intensely felt values are a fundamental part of our lives. These values become part of our personalities. They are shared and reinforced by those with whom we interact.

19. Since values often strongly influence both attitude and behavior, they serve as a kind of personal compass for employee conduct in the workplace.

20. These help to determine whether an employee is passionate about work and the workplace, which in turn can lead to above-average returns, high employee satisfaction, strong team dynamics, and synergy.

Types of Values

 These are established throughout one's life as a result of accumulating life experiences and tend to be relatively stable. The values that are important to people tend to affect the types of decisions they make, how they perceive their environment, and their actual behaviors. Moreover, people are more likely to accept job offers when the company possesses the values people care about. Value attainment is one reason why people stay in a company, and when an organization does not help them to attain their values, they are more likely to decide to leave if they are dissatisfied with the job itself.

The Two types of values are;

1. Terminal Values.
2. Instrumental Values.

1. Terminal Values

➢ These are values that we think are most important or most desirable.
➢ These refer to desirable end-states of existence, the goals a person would like to achieve during his or her lifetime.
➢ They include happiness, self-respect, recognition, inner harmony, leading a prosperous life, and professional excellence.

2. Instrumental Values

Instrumental values deal with views on acceptable modes of conductor means of achieving the terminal values. These include being honest, sincere, ethical, and being ambitious. These values are more focused on personality traits and character.

They are given below:

	Terminal Values	Instrumental Values
1	A comfortable life (a prosperous life)	Ambitious (hardworking)
2	An exciting life (a stimulating, active life)	Broadminded (open-minded)
3	A sense of accomplishment (lasting contribution)	Capable (competent, efficient)
4	A world of peace (free of war and conflict)	Cheerful (lighthearted, joyful)
5	A world of beauty (the beauty of nature and the arts)	Clean (neat, tidy)
6	Equality (brotherhood, equal opportunity for all)	Courageous (standing up for your beliefs)
7	Family security (taking care of loved ones)	Forgiving (willing to pardon)
8	Freedom (independence, free choice)	Helpful (working for the welfare of others)
9	Happiness (contentedness)	Honest (sincere, truthful)
10	Inner harmony (freedom from inner conflict)	Imaginative (daring, creative)
11	Mature love (sexual and spiritual intimacy)	Independent (self-reliant, self-sufficient)
12	National security (protection from attack)	Intellectual (intelligent, reflective)
13	Pleasure (an enjoyable, leisurely life)	Logical (consistent, rational)
14	Salvation (saved, eternal)	Loving (affectionate, tender)
15	Self-respect(self-esteem)	Obedient (dutiful, respectful)
16	Social recognition (respect, admiration)	Polite (courteous, well-mannered)

17	A true friend (close companionship)	Responsible (dependable, reliable)
18	Wisdom (a mature understanding of life)	Self-controlled (restrained, self-disciplined)

The values a person holds will affect his or her employment.

For example, someone who has an orientation toward strong stimulation may pursue extreme sports and select an occupation that involves fast action and high risks, such as firefighter, police officer, or emergency medical doctor.

Someone who has a drive for achievement may more readily act as an entrepreneur.

Ethics and Morality

Ethics and morals relate to "right" and "wrong" conduct. While they are sometimes used interchangeably, they are different: ethics refer to rules provided by an external source, e.g., codes of conduct in workplaces or principles in religions. Morals refer to an individual's own principles regarding right and wrong.

Morality is a code of behavior usually based on religious tenets, which often inform our ethical decisions. Morals come from within. Ethics deals with codes of conduct set my policies in the workplace and morality is the standards that we individually set for ourselves in regards to right and wrong.

Ethics and morality are founding principle of human society. Mere existence of any society depends upon these duos. They set up path for rightness and limits wrong doing. Increased interdependence in today's world of societies, nations and people make it necessary to follow ethical behavior and practice morality.

Ethics and morality are always relevant and useful in the world, irrespective of time.

The principles of ethics are based on the eternal laws of human existence without which no human relationship can sustain.

Some examples of the laws of ethics and morality are:

- Truthfulness
- Honesty and integrity
- Faithfulness
- Love and compassion
- Kindness
- Charity
- Courage
- Justice

These laws are so universal that even the criminals and immoral people expects these laws to be used with them.

A case in example

A burglar was trying to steal from a safe by opening the lock. Just then he saw a sticker on the safe proclaiming: 'The safe is open. Just move this knob.'The thief accordingly moved the knob, but it set off a loud alarm. Immediately, the police arrived and arrested the burglar. As he was being taken away, he said weeping, 'I have now lost all faith in humanity.'

We all expect people to be ethical with us.

- We want our beloved and spouse to be faithful to us.

- We want our friends and relatives to speak truth with us.
- We want justice in the world.
- We expect kindness from others when we are wrong.

However, many people still don't follow the ethical path because they can't resist the instantaneous gratification that comes by following unethical and immoral ways like,

- Lying
- Cheating
- Corruption
- Crime

However, all the immoral activities lead to permanent loss of character & honour; and cause immense suffering in life just as the fast foods and intoxicants spoil the health forever. A person must be ethical and moral at all point of time since these principles are eternal which can never become outdated.

Ethics plays a crucial role in both health and community development, as it provides a moral framework for decision-making, guides behavior, and ensures that actions are aligned with principles of fairness, justice, and respect for human dignity. The importance of ethics in the context of health and community development are:

1. **Patient-Centered Care:** Ethical principles, such as respect for autonomy and patient rights, are fundamental in providing patient-centered care. A commitment to ethics ensures that healthcare professionals consider the preferences and values of individuals in the decision-making process, fostering trust between healthcare providers and patients.

2. **Equitable Access to Healthcare:** Ethical considerations are essential in addressing health disparities and ensuring equitable access to healthcare services. Ethical decision-making helps identify and rectify systemic barriers that may prevent certain groups within a community from receiving adequate healthcare.

3. **Informed Consent and Shared Decision-Making:** Ethical practices emphasize the importance of obtaining informed consent from individuals before medical interventions. Shared decision-making, guided by ethical principles, involves patients in the decision-making process, respecting their autonomy and values.

4. **Community Engagement:** Ethical community development involves engaging community members in the decision-making processes related to health initiatives. Informed, participatory approaches ensure that community perspectives, needs, and concerns are considered, leading to more effective and sustainable health programs.

5. **Health Education and Promotion:** Ethical communication is vital in health education and promotion efforts. Providing accurate and unbiased information, respecting cultural diversity, and avoiding stigmatization contribute to the effectiveness of health campaigns and interventions.

6. **Resource Allocation and Justice:** Ethical considerations are crucial in the fair allocation of healthcare resources. Ethical frameworks help policymakers and healthcare professionals navigate difficult decisions related to resource distribution, ensuring that limited resources are used in a just and equitable manner.

7. **Professional Integrity and Accountability:** Ethics in healthcare reinforces the importance of professional integrity, accountability, and responsibility. Healthcare professionals are expected to adhere to ethical standards in their interactions with patients, colleagues, and the broader community.

8. **Public Health Preparedness and Response:** Ethical considerations are integral to public health emergency preparedness and response. Ethical guidelines help balance the need to protect public health with individual rights, privacy, and dignity during times of crisis.

9. **Community Well-Being:** Ethical community development prioritizes the well-being of individuals within a community. This includes efforts to improve social determinants of health, such as education, housing, and employment, to enhance overall community health and development.

10. **Environmental Health and Sustainability:** Ethical considerations extend to environmental health, emphasizing the importance of sustainable practices to protect the environment and ensure the long-term health of communities.

TOPIC TWO: CATEGORIES OF ETHICS

Ethics is a branch of philosophy that involves systematizing, defending, and recommending concepts of right and wrong conduct. The field of ethics, along with aesthetics, concerns matters of value, and thus comprises the branch of philosophy called axiology.

Ethics seeks to resolve questions of human morality by defining concepts such as good and evil, right and wrong, virtue and vice, justice and crime. As a field of intellectual inquiry, moral philosophy also is related to the fields of moral psychology, descriptive ethics, and value theory.

Three major areas of study within ethics recognized today are:

1. **Meta-ethics** - concerning the theoretical meaning and reference of moral propositions, and how their truth values (if any) can be determined

2. **Normative ethics** - concerning the practical means of determining a moral course of action

3. **Applied ethics** - concerning what a person is obligated (or permitted) to do in a specific situation or a particular domain of action.

Meta-Ethics

Meta-ethics is the branch of ethics that asks how we understand, know about, and what we mean when we talk about what is right and what is wrong. An ethical question pertaining to a particular practical situation—such as, "Should I eat this particular piece of chocolate cake?"—cannot be a meta-ethical question (rather, this is an applied ethical question).

A meta-ethical question is abstract and relates to a wide range of more specific practical questions. For example, "Is it ever possible to have secure knowledge of what is right and wrong?" is a meta-ethical question.

Meta-ethics has always accompanied philosophical ethics. For example, it is implied that less precise knowledge is possible in ethics than in other spheres of inquiry, and he regards ethical knowledge as depending upon habit and acculturation in a way that makes it distinctive from other kinds of knowledge.

Normative Ethics

Normative ethics is a branch of philosophy that deals with determining what is morally right or wrong, good or bad, and how individuals and societies should behave. It provides a framework for evaluating and prescribing moral principles that guide our actions. In simpler terms, normative ethics helps us understand the rules and principles that govern ethical behavior.

Examples of normative ethics include:
1. **Utilitarianism:** This ethical theory suggests that actions are morally right if they lead to the greatest happiness for the greatest number of people. For example, if a policy decision benefits the majority of the population, it might be considered morally right from a utilitarian perspective.
2. **Deontology:** Deontological ethics focuses on the inherent nature of actions rather than their consequences. It asserts that some actions are morally required, forbidden, or permissible based on universal principles or rules. For instance, telling the truth is considered morally required, regardless of the consequences.
3. **Virtue Ethics:** Virtue ethics emphasizes the development of good character traits. It suggests that acting in ways that embody virtues like honesty, courage, and compassion leads to moral behavior. An example is praising an individual for consistently demonstrating honesty and integrity.
4. **Rights-Based Ethics:** This ethical framework asserts that individuals have certain inherent rights, and moral actions respect and protect those rights. For instance, the right to privacy is a foundational principle, and actions that infringe upon this right may be considered morally wrong.

5. **Contractarianism:** Contractarian ethics proposes that moral principles are those that individuals would agree to under fair and impartial conditions. An example is the social contract theory, where individuals agree to follow certain rules for the greater good and protection of everyone's interests.

National Cohesion

National Cohesion is a process and an outcome of instilling and enabling all citizens in the country to have a sense as well as a feeling that they are members of the same country, engaged in a common enterprise and facing shared challenge.

Role of Ethics in Health and Community Development

Ethics plays a critical role in health and community development, guiding decisions, actions, and policies to ensure that they are morally sound, fair, and considerate of the well-being of individuals and communities. The role of ethics in health and community development include:

1. **Patient-Centered Care:** In healthcare, ethics emphasizes the importance of patient-centered care. It guides healthcare professionals to respect the autonomy, dignity, and rights of patients, involving them in decision-making and providing care that aligns with their values.

2. **Equity and Social Justice:** Ethics is central to addressing health disparities and promoting equitable access to healthcare services. Ethical considerations help identify and rectify systemic barriers that may contribute to disparities, ensuring that everyone has a fair chance to lead a healthy life.

3. **Informed Consent:** Ethical principles, particularly the concept of informed consent, are crucial in healthcare. Before any medical intervention, individuals have the right to be informed about the nature, risks, and benefits of the proposed treatment, allowing them to make informed decisions about their care.

4. **Community Engagement:** In community development, ethics guides the process of engaging community members. It emphasizes the importance of inclusive and participatory decision-making, ensuring that the community's perspectives,

needs, and concerns are considered in the planning and implementation of development initiatives.

5. **Resource Allocation and Justice:** Ethical considerations are essential in the fair allocation of healthcare resources. Ethical frameworks help address questions about resource distribution, ensuring that decisions are made in a just and equitable manner, and that resources are used to maximize benefit and minimize harm.

6. **Public Health Policies:** In public health, ethical principles inform the development and implementation of policies. For example, ethical considerations guide decisions about vaccination programs, quarantine measures, and other interventions, balancing the need to protect public health with individual rights and privacy.

7. **Global Health Equity:** Ethical considerations extend to global health, promoting principles of fairness and justice in addressing health disparities at a global level. Ethical global health practices involve collaboration, resource sharing, and a commitment to improving health outcomes for all.

8. **Cultural Sensitivity:** In both healthcare and community development, ethics underscores the importance of cultural sensitivity. It requires understanding and respecting the diverse cultural backgrounds of individuals and communities to ensure that interventions are culturally appropriate and respectful.

9. **Environmental Health and Sustainability:** Ethical considerations in community development include a focus on environmental sustainability. This involves making choices that promote the health of both individuals and the environment, considering the long-term impact of development initiatives on the ecological balance.

10. **Accountability and Transparency:** Ethics emphasizes the importance of accountability and transparency in both healthcare and community development. Open communication, honesty, and accountability mechanisms build trust among stakeholders, fostering a culture of ethical conduct.

11. **Human Rights and Dignity:** Ethics underscores the protection of human rights and dignity. In both health and community development, actions and policies are evaluated based on their impact on the fundamental rights and dignity of individuals.

Role of the National Cohesion and Integration Commission in Kenya

The Commission came out of the realization that long-lasting peace, sustainable development and harmonious coexistence among Kenyans requires deliberate normative, institutional, and attitudinal processes of constructing nationhood, national cohesion, and integration.

The National Cohesion and Integration Commission draws its existence from the National Dialogue and Reconciliation Agreement signed in Nairobi on 1 February 2008 by the Government; Party of National Unity (PNU) and Orange Democratic Movement (ODM) delegations, and witnessed by H.E. Kofi A. Annan for the Panel of Eminent African Personalities.

The mandate of the National Cohesion and Integration Commission

1. Foster a general understanding of the concepts of national cohesion and integration in reference to the Constitution of Kenya (2010);
2. Address causes of ethnic discrimination, negative ethnicity, perceptions of discrimination, unequal distribution of resources and opportunities;
3. Unify and integrate Kenyans into a cohesive society guided by national values and the principles of governance contained in Article 10 of the Constitution;
4. Foster equity and social justice by building on, or complementing other on-going national processes aimed at addressing nationhood, national cohesion and integration;
5. Establish and promote principles, standards and best practices that should guide the process of national cohesion and integration, and reconciliation;

6. Provide a schedule of roles for various stakeholders in the operationalisation of the national cohesion and integration process, and establish how these stakeholders can be mobilized to play their roles effectively;

7. Provide an organizational framework for the implementation of the policy's strategic objectives; and

8. Provide a framework for mainstreaming national cohesion and integration into national development programmes, projects, and activities including infusing cohesion principles into laws and policies as stipulated in the National Cohesion and Integration Act.

Powers of the National Cohesion and Integration Commission

1. Promote the elimination of all forms of discrimination on the basis of ethnicity or race;

2. Discourage persons, institutions, political parties and associations from advocating or promoting discrimination or discriminatory practices on the ground of ethnicity or race;

3. Promote tolerance, understanding and acceptance of diversity in all aspects of national life and encourage full participation by all ethnic communities in the social, economic, cultural and political life of other communities;

4. Plan, supervise, co-ordinate and promote educational and training programmes to create public awareness, support and advancement of peace and harmony among ethnic communities and racial groups;

5. Promote respect for religious, cultural, linguistic and other forms of diversity in a plural society;

6. Promote equal access and enjoyment by persons of all ethnic communities and racial groups to public or other services and facilities provided by the Government;

7. Foster arbitration, conciliation, mediation and similar forms of dispute resolution mechanisms in order to secure and enhance ethnic and racial harmony and peace;

8. Investigate complaints of ethnic or racial discrimination and make recommendations to the Attorney-General, the Human Rights Commission or any other relevant authority on the remedial measures to be taken where such complaints are valid;

9. Investigate on its own accord or on request from any institution, office, or person any issue affecting ethnic and racial relations;

10. Identify and analyze factors inhibiting the attainment of harmonious relations between ethnic communities, particularly the barriers to the participation of any ethnic community in social, economic, commercial, financial, cultural and

political endeavours, and recommend to the Government and any other relevant public or private body how these factors should be overcome;

11. Determine strategic priorities in all the socio-economic, political and development policies of the Government impacting on ethnic relations and advise on their implementation;

12. Recommend to the Government criteria for deciding whether any public office or officer has committed acts of discrimination on the ground of ethnicity or race;

13. Monitor and review all legislation and all administrative acts relating to or having implications for ethnic or race relations and equal opportunities and, from time to time, prepare and submit to the Government proposals for revision of such legislation and administrative acts;

14. Initiate, lobby for and advocate for policy, legal or administrative reforms on issues affecting ethnic relations;

15. Monitor and make recommendations to the Government and other relevant public and private sector bodies on factors inhibiting the development of harmonious relations between ethnic groups and on barriers to the participation of all ethnic groups in the social, economic, commercial, financial, cultural and political life of the people;

16. Undertake research and studies and make recommendations to the Government on any issue relating to ethnic affairs including whether ethnic relations are improving;

17. Make recommendations on penalties to be imposed on any person for any breach of the provisions of the Constitution or of any law dealing with ethnicity;

18. Monitor and report to the National Assembly the status and success of implementation of its recommendations;

19. Issue notices directing persons or institutions involved in actions or conduct amounting to violations of human rights on the basis of ethnicity or race to stop such actions or conduct within a given period and; do all other acts and things as may be necessary to facilitate the efficient discharge of its functions.

Stakeholders in ensuring national cohesion is achieved includes but are not limited to religious leaders, non-governmental organisations, international organisations among other that are usually directly and indirectly involved with cohesion relates issues.

Logo of National Cohesion and Integration Commission

Integrity

It is defined as having strong moral principles and being honest. In other words, a person with integrity is someone who is truthful and can be trusted. Integrity is a very important virtue to have in life because it helps you to be a good person. When you have integrity, you are more likely to make good decisions, treat others with respect, and be successful in life. Without integrity, people can become dishonest or sneaky- even if they don't mean to. It's also easier for others to take advantage of people without integrity.

Importance of Integrity:

Integrity is important for many reasons.

1. It helps to build trust between you and others. People are more likely to trust someone with integrity, which can help them in both their personal and professional life.

2. Integrity can help you stay true to yourself. It can be easy to get caught up in what others want or expect from you, but if you have integrity, you will be able to stay true to your own values and beliefs.

3. Integrity can lead to success both professionally and personally. If you do the right thing even when no one is watching, people will notice. If you do things that you know are wrong because they may benefit you, eventually people will find out, and then they won't respect you.

Integrity is one of the fundamental values that employers seek in the employees that they hire. It is the hallmark of a person who demonstrates sound moral and ethical principles at work. ... Honesty and trust are central to integrity. Acting with honor and truthfulness are also basic tenets in a person with integrity.

In ethics when discussing behavior and morality, an individual is said to possess the virtue of integrity if the individual's actions are based upon an internally consistent framework of principles. These principles should uniformly adhere to sound logical axioms or postulates. One can describe a person as having ethical integrity to the extent that the individual's actions, beliefs, methods, measures and principles all derive from a single core group of values. An individual must therefore be flexible and willing to adjust these values to maintain consistency when these values are challenged—such as when an expected test result is not congruent with all observed outcomes. Because such flexibility is a form of accountability, it is regarded as a moral responsibility as well as a virtue.

An individual's value system provides a framework within which the individual acts in ways which are consistent and expected. Integrity can be seen as the state or condition of having such a framework, and acting congruently within the given framework.

One essential aspect of a consistent framework is its avoidance of any unwarranted (arbitrary) exceptions for a particular person or group—especially the person or group that holds the framework. In law, this principle of universal application requires that even those in positions of official power be subject to the same laws as pertain to their fellow citizens. In personal ethics, this principle requires that one should not act according to any rule that one would not wish to see universally followed. For example, one should not steal unless one would want to live in a world in which everyone was a thief.

Ways to Demonstrate Integrity in the workplace

5 ways to demonstrate integrity in the workplace

Respect others opinion

Address Conflict Honestly and Respectfully

Be a Role Model

Be Ready to Work

Report Unethical Behavior

Traits of Integrity

People of integrity have several key traits that set them apart from others. They are honest, reliable, and trustworthy. They possess a strong moral compass and always do the right thing, even when it's not easy. People of integrity are also respectful and humble. They treat others with kindness and compassion and are always mindful of their words and actions. With these qualities, people of integrity inspire respect in those around them and they are known for setting an example of how to live life with dignity. The individual with integrity will know what is right and be willing to act on that knowledge. In contrast, a person without integrity might be dishonest or act out of self-interest at the expense of others.

Integrity traits
Having integrity means you

01 Express gratitude when other people help you

02 Value honesty and openness

03 Are responsible and accountable for your actions, good and bad

04 Respect yourself and others around you no matter where you ore

05 Are reliable and trustworthy

06 Help those in need without sacrificing your own health

07 Are patient and flexible, even when unexpected obstacles show up

Ways to show your integrity

1. Keeping promises and commitments that you have made.

2. Speaking up for others when they cannot speak for themselves, such as in situations of abuse or discrimination.

3. Treat other people with dignity and respect, including those who may not be respected by society (e.g., homeless people).

4. Refusing to participate in activities that harm others, such as drug dealing or cyberbullying.

5. **Honesty in Communication:** Communicating transparently and honestly with community members, healthcare professionals, and stakeholders builds trust. Integrity is evident when information about health programs, services, and outcomes is conveyed truthfully.

6. **Respect for Confidentiality:** Upholding the privacy and confidentiality of individuals' health information demonstrates integrity. Healthcare providers and community health workers must adhere to ethical standards to protect sensitive information and respect individuals' right to privacy.

7. **Informed Consent Practices:** Ensuring that individuals have the necessary information to make informed decisions about their health and well-being is a manifestation of integrity. This involves obtaining valid informed consent before any medical intervention or participation in research.

8. **Equitable Access to Healthcare:** Demonstrating integrity in community health means ensuring equitable access to healthcare services for all community members, irrespective of socio-economic status, ethnicity, or other factors. This involves addressing health disparities and promoting inclusive practices.

9. **Fair Resource Allocation:** Transparent and fair distribution of healthcare resources, including funding, personnel, and medical supplies, is a demonstration of integrity. Decisions about resource allocation should be based on the needs of the community, guided by ethical principles.

10. **Community Engagement and Participation:** Integrity is reflected in community health initiatives that actively involve community members in decision-making processes. This includes seeking input, incorporating local knowledge, and

respecting community preferences in the planning and implementation of health programs.

11. **Ethical Research Practices:** In the context of community health research, integrity is upheld by following ethical guidelines and standards. This includes obtaining informed consent, ensuring participant safety, and conducting research that contributes positively to the community.

12. **Adherence to Professional Standards:** Healthcare professionals and community health workers demonstrating integrity adhere to professional standards and ethical codes of conduct. This involves maintaining competency, avoiding conflicts of interest, and putting the well-being of individuals and communities above personal interests.

13. **Cultural Sensitivity and Diversity:** Integrity is evident when community health programs and services are culturally sensitive and inclusive. Respecting and valuing cultural diversity within the community ensures that healthcare practices align with the values and beliefs of diverse populations.

14. **Accountability for Outcomes:** Integrating accountability mechanisms into community health programs demonstrates integrity. This involves monitoring and evaluating the impact of health interventions, taking responsibility for outcomes, and making necessary adjustments to improve effectiveness.

15. **Collaboration and Partnerships:** Building collaborative partnerships with other organizations, agencies, and community stakeholders is a reflection of integrity. Working together towards common goals and sharing resources promotes a collective approach to community health.

Unity

Unity is being together or at one with someone or something. It's the opposite of being divided. This is a word for togetherness or oneness.

Unity is of utmost importance for society as well as the whole country. "Strength is always with Unity" is a popular phrase and it is true to its every word. Unity represents togetherness. Therefore, it is standing together for every thick and thin matter. There are many stories as well as real-life incidences have proved that unity always leads a

harmonious and fulfilling life for all. On the other hand, many people still do not understand the importance of staying in unity. People keep fighting over insignificant things and at last end up with loneliness.

People in unity look forward to work towards a common goal instead of satisfying their own selfish motives. People love their nation as well as their fellow citizens. Therefore, it is the fact that they would be able to grow with a better lifestyle only when there is national development. And it is but obvious that national development is possible only when they maintain unity. Hence, this goes a long way in the development of the nation.

Government's Role in Building Unity

Unity can be achieved if each individual is ready to leave his individual interests and work for the betterment of the nation as a whole. Undoubtedly this spirit must be inborn. But the government can play an important role in building unity among people. Few steps in which this can be achieved are as follows:

1. **End Corruption-**

A country can never be prosperous if its political system is corrupt. So, the political leaders must be chosen with utmost care. Also, the government must make it possible by imposing the required legal measures.

2. **Lower Economic Disparity-**

There is a lot of economic disparity in our country. As we can see that rich people are becoming richer day by day and the poor are getting poorer. This makes the poor people adopt the criminal means that hamper national development. The government must bridge this gap.

3. **Educate People-**

People must be educated about many things related to the country's development and also about the importance of unity. This should be made a part of the school curriculum. Many other means are also there through which it can be emphasized.

Advantages of Unity

Here are some of the advantages of unity:

1. **Help and Support-**

People help each other and provide moral as well as financial support when it is needed. On the other hand, living in isolation will make anyone feel insecure and introvert.

2. **Good Guidance-**

It is a proven fact that when we stay united then we may seek guidance from others them for both personal and professional matters.

3. **Proper Growth-**

Staying united is good for our growth as well as the nation's development. This is also good for the family in particular and all-round development of children.

4. **Source of Motivation-**

When we work together, we are motivated and encouraged to work harder. Also, we push each other to accomplish the goals and this works as a great motivational factor.

5. **Greater Accomplishment-**

When we work together as a team, we are able to accomplish greater goals which might not be possible alone.

6. **Fighting a Mission-**

Fighting a mission becomes much easier when there are more numbers of people involved. Indian national movement for freedom is it's the best example. Many social evils and unjust practices have been fought and eradicated in the past only because of unity among people.

People in unity look forward to work towards a common goal instead of satisfying their own selfish motives. People love their nation as well as their fellow citizens. Therefore, it is the fact that they would be able to grow with a better lifestyle only when there is national development.

And it is but obvious that national development is possible only when they maintain unity. Hence, this goes a long way in the development of the nation.

Factors Which Have Promoted National Unity In Kenya Independence

1. The use of common languages English and Kiswahili which enable people of different ethnic groups to communicate.
2. The establishment of National schools which enable pupils form different parts of the country to meet and interact/education integration of
3. Intermarriage enables people of different ethnic backgrounds.
4. Expansion of university Education which enables people/students from different ethnic groups to interact.
5. Expansion of job opportunities which enables people of different ethnic groups to meet and interact at their places of work.

6. Development of urban centers has encouraged people from different ethnic background to meet and interact.

7. Development of transport network has facilitated free movement of people in the country.

8. Promotion of sporting and other cultural activities though which people of different ethnic groups interact/ Dissuading of tribal associations.

9. The harambee spirit/Nyayo Philosophy which has made it possible for people of different ethnic group/religious background to work together on various projects

10. The establishment of settlement schemes which has made it possible for people form different parts of the country to meet and interact.

11. Existence of the institution of presidency is one unifying factor.

12. The use of the national flag which is recognized by all Kenyans.

13. The use of the National anthem which invokes the spirit of unity among Kenyans.

14. The coat of arms which is recognized by all Kenyans.

15. One constitution

TOPIC THREE: STRUCTURAL INJUSTICES

Structural injustice is a distinctive kind of injustice. Broadly speaking, a social structure can be understood as a system of rules (both formal and informal) responsible for the relative power positions and the distribution of resources among the different agents complying with such rules.

A social structure can be said to be unjust when the rules perpetuated through it persistently disadvantage some social groups *vis-à-vis* others. Whatever baseline is chosen to help identify structural injustice, if the injustice is to count as *structural* and not merely a result of unfair or unequal distribution, it must express some more persistent or deeper power differential between social groups. One particularly salient feature of structural injustice lies in the fact that systems of social rules seem to be self-perpetuating.

For example, social rules might have been created by agents who no longer exist or they might have emerged as a result of the unintended consequence of certain patterned social interactions. They might continue to be endorsed either through negligence or failure to correct them. Or they might persist because of powerful social narratives upholding them or because they benefit agents who have become impervious to the oppression of others but continue to occupy the key offices and positions that allow such rules to be replicated.

Ethnicity

Ethnicity refers to classifications based on such elements as race, nationality, language, culture, religion, tribe, and background. Ethnicity also generally encompasses a large group of people who share these characteristics.

Ethnic culture

This are the characteristics, values, beliefs, religion, attitudes, customs and language that pertain a given group of people who share a common ancestral origin. It is the behaviour

of a certain tribe. Every ethnic group or tribe has its own distinct culture though some cultures may be shared by different ethnic groups.

In Kenya there are many ethnic groups and each has its own customs since each ethnic has a distinct origin. Due to this diversity, some customs may be out-dated or have a negative impact on the nation. However, the customs are still important in our today's life hence it's important to embrace our cultures.

An Ethnic Group

This is a category of people who identify with each other based on similarities such as common ancestry, language, history, society, culture or nation. Ethnicity is usually an inherited status based on the society in which one lives. Membership of an ethnic group tends to be defined by a shared cultural heritage, ancestry, origin myth, history, homeland, language or dialect, symbolic systems such as religion, mythology and ritual, cuisine, dressing style, art or physical appearance.

Ethnic groups, derived from the same historical founder population, often continue to speak related languages and share a similar gene pool. By way of language shift, acculturation, adoption and religious conversion, it is sometimes possible for individuals or groups to leave one ethnic group and become part of another (except for ethnic groups emphasizing homogeneity or racial purity as a key membership criterion).

Ethnicity is often used synonymously with terms such as nation or people. In English, it can also have the connotation of something exotic (cf. "ethnic restaurant", etc.), generally related to cultures of more recent immigrants, who arrived after the dominant population of an area was established.

The largest ethnic groups in modern times comprise hundreds of millions of individuals (Han Chinese being the largest), while the smallest are limited to a few dozen individuals (numerous indigenous peoples worldwide). Larger ethnic groups may be subdivided into smaller sub-groups known variously as tribes or clans, which over time may become

separate ethnic groups themselves due to endogamy or physical isolation from the parent group.

Conversely, formerly separate ethnicities can merge to form a pan-ethnicity, and may eventually merge into one single ethnicity. Whether through division or amalgamation, the formation of a separate ethnic identity is referred to as ethnogenesis.

Positive Ethnicity

First of all, ethnic cultures and customs are important in a way that one has a sense of belonging and identity. This will make you able to define who you are, where you come from and slightly define your future. You will be able to associate with others from the same ethnic background comfortably and you will also be able to learn how to associate with others from different ethnic cultures. This will improve your self-esteem and boost your own personal character. Once you have a sense of identity you will be comfortable with your own life and you will know where to run to in case of any problem.

Our others rely heavily on our ethnic cultures. Even before studying the subjects, anyone who embraces his or her culture ethnic cultures are also a basis for understanding of many of the subjects we study in learning institutions. Subjects like history, geography, law, economics, political science, linguistics among and customs has personal education and knowledge about ethnic customs even before joining any learning institution. It is also a basis for research for these subjects especially history and linguistics. This reasons and many other reasons make the ethnic customs be an important base of information in the education field.

Our ethnic cultures and customs can be used as a means of entertainment. Since one ethnic group's culture is different from the other, when exposed to different culture can be a major form of entertainment. Watching dancing styles or hearing songs from other ethnic groups really entertains many people. Also articles and carvings from different ethnic groups are entertaining materials for different people. This can also act as a tourist

attraction to the nation and earn income for the country hence raising her economy. It is also a source of income for individuals where it will raise their way of living hence improving the standards of living of the citizens.

Ethnic cultures are important in a way that one will appreciate his or her ethnic background. One will also be able to appreciate other ethnic backgrounds. This will bring about social cohesion since there will be peace among different ethnic groups. This will enable exchange of different practices, learn other group's way of living. Appreciating and exchanging of values between is one way of keeping our nation at peace thus let us always appreciate other people's way of life and culture keeping in mind that we are all different from different cultural backgrounds.

Negative Ethnicity

On the other hand, ethnic cultures and customs also have their disadvantages. Firstly, this is the one and only cause of tribalism. This is a form of corruption where a person favors another person of the same ethnic background regardless of an objective evaluation of ability or suitability. For instance, favoring a person who did not deserve is corruption caused by ethnicity. Many employers tend to favor employees from their own communities who do not deserve the employment at the expense of many others who are suitable. This type of corruption brings underdevelopment to the country and can bring about fights hence ruining the country's peace and peace between different ethnic groups.

Each ethnic group is associated with its distinct language. Since it is difficult to learn and understand the ethnic languages, a language barrier is created between different ethnic groups. This will make understanding of one another at workplaces, schools among others difficult. Lack of communication will bring about underdevelopment or may trigger even wars due to different people not understanding each other. Language barrier can also cause wars between communities which is a threat to national security. Ethnicity also causes war between communities due to land ownership. This is also another threat to the national security.

Some ethnic cultures have outdated practices which can not be accepted in today's world. Some cultures like female genital mutilation are outdated and not accepted. In fact it is illegal to carry out such a practice in our country today. Our ethnic background bring forth many practices that are outdated, shameful and which have no value to our daily lives hence this is one of the disadvantages of our ethnic cultures.

As we can see, ethnicity has its advantages and disadvantages but it is upon us to choose what is good for ourselves and leave what is not beneficial. We should choose to embrace and appreciate both our ethnic groups as well as others; this promotes peace. We should also not embrace the outdated cultures of our ethnic groups. We should not hang ourselves of non-beneficial cultural practices. Therefore, let us embrace our cultures, appreciate other cultures gain every good thing from them and be alert not to be driven to cause harm to others and the nation using our cultures.
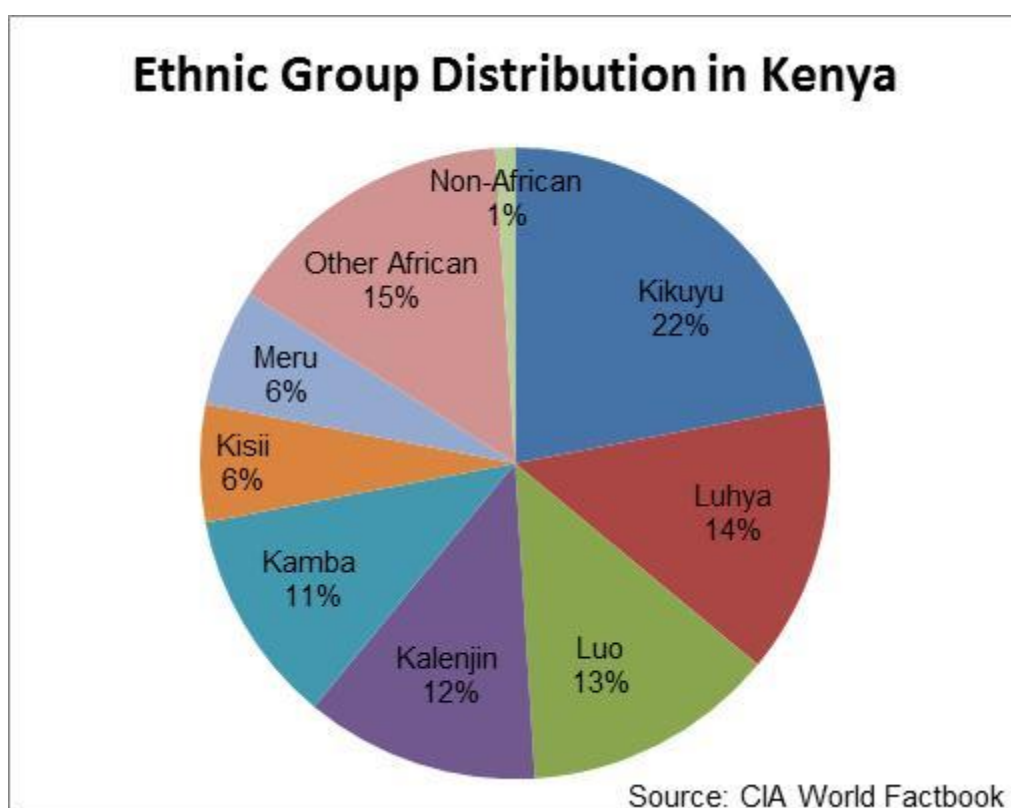
TOPIC FOUR: PEACE

Peace is when people are able to resolve their conflicts without violence and can work together to improve the quality of their lives. Peace is when: everyone lives in safety, without fear or threat of violence, and no form of violence is tolerated in law or in practice. Peace is based on a consequent balance of powers and involves a corresponding structure of expectations and patterns of cooperation. Moreover, peace may become unstable when an increasing gap develops between expectations and power, as here defined, and may collapse into conflict, violence, or war.

Peace Making

Peace making is practical conflict transformation focused upon establishing equitable power relationships robust enough to forestall future conflict, often including the establishment of means of agreeing on ethical decisions within a community, or among parties, that had previously engaged in inappropriate (i.e. violent) responses to conflict. Peace making seeks to achieve full reconciliation among adversaries and new mutual understanding among parties and stakeholders.

Peace making is a vibrant, powerful concept. At its best, peace-making creates relational and structural justice that allows for social and personal well-being. This is an ideal objective, perhaps not attainable in all conflicts. Nevertheless, peace-making implies the use of cooperative, constructive processes to resolve human conflicts, while restoring relationships. Peace-making does not deny the essential need for adversary processes, but peace-making places adversary processes into a larger perspective. Litigating disputes is not seen as a primary dispute resolution mechanism, but as a last-resort process.

Peace Building

Peace building is an activity that aims to resolve injustice in nonviolent ways and to transform the cultural & structural conditions that generate deadly or destructive conflict. It revolves around developing constructive personal, group, and political relationships across ethnic, religious, class, national, and racial boundaries. This process includes violence prevention; conflict management, resolution, or transformation; and post-conflict reconciliation or trauma healing, i.e., before, during, and after any given case of violence

Peace building is about dealing with the reasons why people fight in the first place and supporting societies to manage their differences and conflicts without resorting to violence. It involves a broad range of measures, which can take place before, during and after conflict. They aim to prevent the outbreak, escalation, continuation and recurrence of conflict.

What contributes to peace?

To understand peacebuilding, we need to appreciate the factors that contribute to peace, the absence of which can potentially lead to conflict. Peace is when:

➢ everyone lives in safety, without fear or threat of violence, and no form of violence is tolerated in law or in practice

➢ everyone is equal before the law, the systems for justice are trusted, and fair and effective laws protect people's rights

➢ everyone is able to participate in shaping political decisions and the government is accountable to the people

➢ everyone has fair and equal access to the basic needs for their wellbeing – such as food, clean water, shelter, education, healthcare and a decent living environment

➢ everyone has an equal opportunity to work and make a living, regardless of gender, ethnicity or any other aspect of identity

Peace building approaches often refer to 'positive' and 'negative' peace. This is used to denote a transition from violence to peace, which can be seen in two phases: improved stability and 'positive peace'. Stability means the absence of violence, when people can get on with their lives after the fighting stops. This return to normality is welcome. But stability frequently masks the reality that grievances or other causes of conflict have not been addressed and may erupt again. Because of this, this period has been dubbed 'negative peace', which helps explain why a third or more of peace agreements break down.

The challenge is to use periods of stability to build longer-term, 'positive' peace. This means achieving improvements in governance, and in fair access to economic opportunities, justice, safety and other aspects of wellbeing, such as health, education and a decent environment in which to live.

These are the factors that, taken together, provide people with the resilience that allows them to deal with their differences and conflicts without violence.

Achieving Peace Building

Peace building can be achieved through:
- ➢ engaging in various forms of diplomacy
- ➢ Strengthening democracy and inclusive politics (e.g. electoral frameworks, active citizenship initiatives, etc.)
- ➢ Improving justice systems (e.g. anti-corruption initiatives, constitutional reforms, access to justice initiatives, truth commissions, etc.)
- ➢ working to improve general security
- ➢ working together with business and trade to create sustainable jobs or improve their employment practices
- ➢ improving infrastructure and urban and rural planning
- ➢ including peace education in curricula
- ➢ creating free and inclusive media

- improving healthcare
- making development programmes in conflict areas more sensitive to conflict dynamics

Importantly, peace building is done collaboratively, at local, national, regional and international levels. Individuals, communities, civil society organisations, governments, regional bodies and the private sector all play a role in building peace.

Peace building is a long-term process, as it involves changes in attitudes and behaviours, and institutional norms.

Peace Transformation

Peace transformation is a concept designed to reframe the way in which peace building initiatives are discussed and pursued, particularly in contexts of ethnic conflict. Traditionally the emphasis has been on conflict resolution and conflict management methods, which focus on reducing or defusing outbreaks of hostility.

Conflict transformation, in contrast, places a greater weight on addressing the underlying conditions which give rise to that conflict, preferably well in advance of any hostility, but also to ensure a sustainable peace. In other terms, it attempts to make explicit and then reshape the social structures and dynamics behind the conflict, often employing analytical tools borrowed from systems thinking. "The very structure of parties and relationships may be embedded in a pattern of conflictual relationships that extend beyond the particular site of conflict. Conflict transformation is therefore a process of engaging with and transforming the relationships, interests, discourses and, if necessary, the very constitution of society that supports the continuation of violent conflict".

TOPIC FIVE

Stakeholders In National Cohesion - NGOs

Functions of an NGO

NGOs worldwide perform a wide range of services aimed towards human wellbeing and social welfare. These organizations relentlessly work towards development and bringing a positive change in the society. NGOs may have different structures, activities and policies, but all NGOs are committed towards their cause and perform their functions to achieve their respective goals.

NGOs facilitate government policies to reach remote areas and enhance the overall effectiveness of social welfare schemes. As discussed in the section above, NGOs perform a variety of services for social wellbeing either through implementing development projects or through policy advocacy.

Most NGOs contribute in the overall development of a community through their engagement in social issues and therefore s are recognized as the third pillar of development. Most NGOs have the following inherent **features associated** with them:

1. Grass root linkages
2. Participatory approach
3. Community engagement
4. Community trust
5. Long-term commitment

Most experts recognize the role of NGOs in all areas of development and have classified their **role** into the following categories:

1. **Developing Infrastructure:** Some NGOs primarily help in development and operation of infrastructure. These organizations purchase land and then use the land for construction of schools, hospitals, wells, public toilets etc. which is used by community at large.

2. **Research and Development:** These NGOS conduct research and help in enhancing knowledge on current issues. They develop innovative solutions based on the research to deal with social problems.

3. **Advocacy:** Several NGOs attempt to influence policy development in favor of poor and marginalized communities. These NGOs are most likely to conduct rallies, stage demonstrations, participate in policy formulation etc.

4. **Dissemination of Information:** In areas where government is unable to reach out to people, NGOs help in disseminating information about government schemes, policies and programs. They help in generating awareness about relevant government projects.

5. **Training and Capacity Building:** NGOs provide training and conduct capacity building courses to empower marginalized communities.

6. **Facilitate Dialogue:** NGOs can facilitate both upward communication from people to government and downward communication from the government to the people. This two-way flow of information helps in designing better projects and effective policies.

Fundamental Principles/Values of an NGO

Successful people and organizations follow certain set of rules that helps them grow and sets them apart. These rules are the fundamental principles that largely influence the working style of people and their organizations. A principle can be

defined as a rule that helps people in understanding the context around us and then accordingly suggests the best way to operate in the given condition. Along with providing guidance in our day to day lives, principles also help in successfully completing the given assignments.

For a NGO to be successful, there are certain fundamental principles that should be incorporate in its day to day working.

1. **Transparency and Accountability:** All NGOs should be transparent and accountable in their day to day activity. This means that NGOs should be open and honest about their activities, funding and internal operations. Most NGOs follow a protocol that enhances their credibility by making the more accountable and transparent.

2. **Transparency:** Your NGO should be open about the activities it undertakes, the funding it receives and the people it helps. Information related to NGO working should be easily accessible and should be available to relevant stakeholders. Transparency empowers NGOs to approach donors, develop collaborations and improve performance.

3. **Accountability:** Accountability refers to the obligation of an individual or organization to account for its activities, accept responsibility for them, and to disclose the results in a transparent manner. Accountability is a very large term and encompasses several issues of an NGO; some of these may include organizational management structure, financial procedures, human resource policies etc. Accountability is a fundamental principle for any organization, you must explain to the stakeholders how you have used the resources and what are the impacts your organization has yielded. Experts suggest the following four aspects of accountability for an NGO.

- *Upward Accountability:* This refers to the responsibility of an NGO towards being accountable to funders, donors and government institutions. As an

organization you are answerable to donors and funders about how you will be utilizing their money.

- *Horizontal Accountability:* This refers to being responsible with project partners, peers and related organizations. This also includes enhancing partnerships and collaborations with other organizations and stakeholders.

- *Downward Accountability*: This means that as an organization you are responsible towards your beneficiaries and the target audience.

- *Internal Accountability:* One of the most important aspects of accountability is to be answerable to your own employees and your organizations mission. It means that you have ethical standards and governance structures and justify your organizations core value.

Advantages of being Transparent and Accountable

1. Improved rapport with donors and funders: donors and funders are more accessible to organizations that are transparent.
2. Trust amongst communities: Local communities tend to get involved with NGOs that provide and share information with the beneficiaries.
3. Facilitates partnerships and collaborations: Being transparent helps you in developing partnerships with other organizations and agencies.
4. Greater employability: Your staff will continue to work with you as they would feel secure to work for an organization that is credible.
5. Improved performance: Tools to enhance accountability and transparency, help you to keep check on your activities thereby improving your performance.

Ways to ensure accountability and transparency in your NGO:

- **Registration**: Make sure your organization has a legal status and is registered under a relevant legal framework. Registering your NGO will not help you in enhancing your accountability but would also enable you to interact with government agencies and diverse donors.

- **Accreditations and certifications:** This refers to an external agency certifying that your organization complies with a set of norms and policies. Accreditation ensures that your organization has been evaluated by a third party and fulfills the nationally recommended standards and policies.

- **Annual Reports and financial reports**: Publishing your annual reports regularly is a great way to ensure that you are fulfilling the required activities responsibly. The annual report provides the readers with details about all the activities that your organization undertook a particular year. Another important tool to enhance accountability is to regularly update and compile your financial reports. This report clearly indicates your income and expenditure on a monthly, quarterly and annual basis.

- **Third Party Audits and Evaluation:** Many organizations rely on evaluation and external audits as an accounting tool. The external audits help you to analyze and see if you are complying with the industry standards and norms.

- **Develop your own set of self-regulation procedures:** This is considered to be one of the most effective ways to enhance accountability. Develop your own policies of keeping records, formats for reports, trip and field reports, internal minutes.

- **Conduct due diligence before partnering with a new organization:** Conduct in-depth research of a new partner firm before entering in a partnership. This will help you in selecting reliable partners who have a clean background and have not been involved in fraud or an anti-social activity.

- **Appoint a rating agency or watchdog firm:** Several organizations set up their own standards and rating systems to measure the performance of other organizations. The rating system can be applied to various activities and functions of the NGO.

Besides Transparency and Accountability, the Toronto declaration on NGO values suggests ten other core values to be adopted by NGOs. These core values are:

1. **Service beyond self**: The very purpose of NGOs is to serve others. Integrating this value in the overall working of the NGO not only makes them socially acceptable, it also makes them more responsive to take up societal issues. It is important for NGOs to responsibly take up societal issues and serve the community.

2. **Respect for human rights:** An NGO respects human rights and does not violate them in any form. The Universal Declaration of Human Rights endows all human with certain fundamental rights (which includes freedom, equality, freedom of thought, practice a certain religion, family integrity etc.) An NGO should recognize these rights and under no circumstance question or violate these rights.

3. **Maintain a vision:** All NGOs irrespective of their size or area of work, should maintain a vision for their existence. This simple means that NGOs should have the potential to think beyond the reality and envision an ideal society. All the work that is carried out under the NGO should be target to achieve the vision.

4. **Responsibility:** NGOs are entrusted with a responsibility towards the public and the society. As an NGO you have to take ownership of all activities undertaken by you.

5. **Cooperation beyond borders:** Most NGOs work to address existing social ills prevalent in the society. As an NGO you should collaborate and cooperate with other NGOs to foster positive change. An NGO should work beyond borders to achieve its organizational goals in particular and societal vision in general.

6. **Public mindedness:** Make sure that the funding you receive is strictly used for society and for the public. An NGO should be responsible and caring attitude toward the environment in all of its activities.

7. **Truthfulness:** An NGO should be truthful in its dealings with its donors, project beneficiaries, staff, members, partner organizations, government, and the general public. An NGO under no circumstance should be involved in money laundering, bribery, corruption, financial improprieties or illegalities.

8. **Nonprofit Integrity:** The organization should operate as a not-for-profit organization. In case of any surplus generated through its operations, it should be utilized solely to help the organization fulfill its mission and objectives.

9. **Comprehensive viewpoint:** An NGO should follow a comprehensive approach towards problem solving.

10. **Voluntarism:** NGOs are formed by private initiative, resulting from the voluntary actions of individuals who have chosen to pursue a shared interest of concern.

It is important for you to understand the basic concept of NGOs and their working so that you can establish an NGO. Make sure to integrate some of these values in your NGO procedures, to enhance overall effectiveness and success of the organization.

TOPIC SIX: CORPORATE CODE OF ETHICS

A code of ethics is a guide of principles designed to help professionals conduct business honestly and with integrity. A code of ethics document may outline the mission and values of the business or organization, how professionals are supposed to approach problems, the ethical principles based on the organization's core values and the standards to which the professional is held. A code of ethics, also referred to as an "ethical code," may encompass areas such as business ethics, a code of professional practice and an employee code of conduct

Both businesses and trade organizations typically have some sort of code of ethics that its employees or members are supposed to follow. Breaking the code of ethics can result in termination or dismissal from the organization. A code of ethics is important because it clearly lays out the rules for behavior and provides the groundwork for a preemptive warning.

Regardless of size, businesses count on their management staff to set a standard of ethical conduct for other employees to follow. When administrators adhere to the code of ethics, it sends a message that universal compliance is expected of every employee.

A code of ethics and professional conduct outlines the ethical principles that govern decisions and behavior at a company or organization. They give general outlines of how employees should behave, as well as specific guidance for handling issues like harassment, safety, and conflicts of interest

Advantages of Formulating code of ethics

Formulating a code of ethics in community health offers numerous advantages, contributing to the effectiveness, transparency, and ethical conduct of healthcare practices. Benefits of establishing a code of ethics in community health are:

1. **Guidance for Decision-Making:** A code of ethics provides clear guidance for healthcare professionals and community health workers when faced with ethical dilemmas. It serves as a reference point for making decisions that align with ethical principles and standards.

2. **Promotion of Ethical Conduct:** The existence of a code of ethics promotes a culture of ethical conduct within the community health sector. It reinforces the importance of integrity, honesty, and respect for individuals' rights, creating a foundation for ethical behavior.

3. **Enhanced Trust and Credibility:** A well-established code of ethics enhances the trustworthiness and credibility of community health organizations and professionals. It signals to community members, stakeholders, and partners that ethical considerations are prioritized in all aspects of healthcare delivery.

4. **Protection of Patient Rights:** A code of ethics explicitly outlines the rights of patients and community members, ensuring that their dignity, privacy, and autonomy are protected. This contributes to patient-centered care and fosters trust between healthcare providers and the community.

5. **Accountability and Responsibility:** The formulation of a code of ethics establishes a framework for accountability and responsibility. Healthcare professionals and community health workers are held accountable for their actions, and the code provides a basis for addressing unethical behavior.

7. **Consistency in Practices:** Having a code of ethics promotes consistency in healthcare practices. It helps standardize ethical expectations, ensuring that all members of the community health team adhere to the same principles, reducing variability in decision-making.

8. **Professional Development:** A code of ethics supports the ongoing professional development of healthcare professionals. It serves as a tool for training and education, helping individuals in the community health sector understand and internalize ethical standards.

9. **Conflict Resolution:** In situations where ethical conflicts arise, a code of ethics provides a basis for resolving disputes. It offers a set of principles and procedures to address disagreements and find ethical solutions that are acceptable to all parties involved.

10. **Community Engagement and Trust-Building:** A transparent and well-communicated code of ethics fosters community engagement and trust-building. Community members are more likely to engage with healthcare services when they perceive that ethical principles guide the actions of healthcare providers.

11. **Adaptability to Changing Circumstances:** A code of ethics can be flexible and adaptable to changing circumstances in healthcare. Regular reviews and updates enable the code to evolve alongside advancements in medical practices, technology, and societal values.

12. **Positive Organizational Culture:** Establishing a code of ethics contributes to the development of a positive organizational culture. It sets the tone for professionalism, ethical behavior, and a commitment to the well-being of the community, creating a healthy work environment.

Implementation of Code of Ethics

Implementing a code of conduct includes the following:

Implementing a code of conduct in the workplace involves communicating the policies and guidelines to all staff and providing any necessary training to ensure they

understand the code. The code should be practiced and promoted by management to lead the way for staff.

Before you implement your code of conduct, ask yourself the following questions:

- Which method will you use to implement the code?
- How and when will you publicise the code, both inside and outside of your business?
- What do you need to do so the values in your code are reflected in all relevant business policies and practices?

Methods of delivering the code

1. **Induction package**

Induction training is a chance for employers and new employees to review and understand expectations and requirements. Along with a code of conduct, the induction package may include a training manual, mission statement, work health and safety information or any other information that you wish to deliver to new employees.

2. **One-on-one training**

A business representative - such as the owner, manager, supervisor, HR staff member or trainer - could work through the code of conduct and other requirements and expectations with existing employees.

3. **Online training course**

Codes of conduct can be delivered online in a format that allows staff to work through topics at their own pace (although a deadline should be set to ensure it is done in a timely manner). After completing the course, staff should be able to print a competency certificate as proof that they understand the code.

4. **Company intranet**

Providing the code of conduct on the company intranet allows all staff to access it when they need to.

5. **Employee handbook**

A printed version of your employee handbook left in a communal area such as a staff room will provide staff easy access to the code of conduct when required.

6. **Noticeboards**

A summary version of the full code of conduct can act as a reminder to staff. Different parts of the code can be highlighted in different parts of your office - for example, you can put up signs in kitchens about cleanliness and respect for others.

Understanding the code

Get feedback from your staff to ensure that they understand the code of conduct and what is expected of them. If they don't fully understand some areas, provide appropriate training. For example:

- physically show them designated smoking areas
- give examples of websites that are inappropriate
- role-play a difficult phone call or sale and demonstrate how it should be handled.

Accepting the code

Ask staff to sign a document to say that they agree to abide by the code of conduct. This can minimise conflict if an employee violates the code and you need to take disciplinary action.

Professionalism and professional ethics code

What is professionalism and ethics?

Professionally accepted standards of personal and business behavior, values and guiding principles. Codes of professional ethics are often established by professional organizations to help guide members in performing their job functions according to sound and consistent ethical principles.

A good code of ethics in health is essential for maintaining the trust of patients, promoting professionalism, and ensuring the highest standards of care. Examples of applying a good code of ethics in health can be seen in:

1. **Patient Confidentiality:**
   - **Scenario:** A healthcare professional comes across sensitive patient information.
   - **Ethical Application:** Adhering to strict confidentiality guidelines, the professional ensures that patient information is not disclosed to unauthorized individuals. This fosters trust and protects patient privacy.

2. **Informed Consent:**
   - **Scenario:** Before a medical procedure, a patient needs to be informed about potential risks, benefits, and alternatives.
   - **Ethical Application:** The healthcare provider thoroughly discusses the procedure with the patient, provides all necessary information, and obtains informed consent. This respects the patient's autonomy and ensures they are fully aware of their choices.

3. **Cultural Sensitivity:**
   - **Scenario:** A healthcare professional is treating a patient from a different cultural background.
   - **Ethical Application:** The professional considers the patient's cultural beliefs and practices, respecting diversity and tailoring care to the individual's cultural needs. This helps in providing patient-centered care.

4. **Conflict of Interest:**
   - **Scenario:** A physician has a financial interest in a medical product or service they recommend to patients.
   - **Ethical Application:** The physician discloses any potential conflicts of interest to the patient, ensuring transparency. This helps maintain the patient's trust and ensures that recommendations are based on the patient's best interests rather than personal gain.

5. **Continuing Education:**
   - **Scenario:** A healthcare professional has outdated knowledge in their field.
   - **Ethical Application:** The professional actively engages in continuous learning, staying updated on the latest medical advancements and evidence-based practices. This commitment to ongoing education ensures that patients receive the best and most current care.

6. **Professional Boundaries:**
   - **Scenario:** A therapist develops a personal relationship with a client.
   - **Ethical Application:** The therapist maintains professional boundaries, avoiding dual relationships that could compromise the therapeutic relationship. This protects the well-being of the client and upholds the integrity of the therapeutic process.

7. **Resource Allocation:**
   - **Scenario:** A hospital faces a shortage of medical supplies during a crisis.

- **Ethical Application:** Healthcare professionals make fair and transparent decisions regarding the allocation of limited resources, prioritizing patient needs based on medical criteria rather than personal biases. This ensures equitable distribution and promotes justice in healthcare delivery.

TOPIC SEVEN: WHISTLE BLOWING

Whistleblowing is the term used when a worker passes on information concerning wrongdoing. In this guidance, we call that "making a disclosure" or "blowing the whistle". The wrongdoing will typically (although not necessarily) be something they have witnessed at work.

The Features of Whistle blowing are:

1. **Act of Disclosure:**

Intentionally conveying information outside approved organizational channels when the person is under pressure not to do so from higher-ups.

2. **Topic**

The information is believed to concern a significant moral problem for the organization.

3. **Agent**

The person disclosing the information is an employee or former employee.

4. **Recipient**

The information is conveyed to a person or organization who can act on it.

Types of Whistle Blowing

1 **External Whistle blowing:**

External whistle blowing is the act of passing on information outside the organisation.

2 **Internal Whistle blowing:**

Internal whistleblowing is the act of passing on information to someone within the organization but outside the approved channels. Either type is likely to be considered as disloyalty, but the second one is often seen as less serious than the latter. From corporations" point of view both are serious because it leads to distrust, disharmony, and inability of the employees to work together.

3 **Open Whistle blowing:**

Open whistle blowing is when the individuals openly revealing their identity as they convey the information.

4 **Anonymous Whistle blowing:**

Anonymous whistleblowing is when an individual conveying the information conceals his/her identity.

Whistleblowing and the Business and community

An individual "blows the whistle" when they disclose information which relates to suspected wrongdoing or dangers at work. Whistleblowing concerns usually relate to the conduct of managers or staff, but they may sometimes relate to the actions of a third party, such as a customer, supplier or service provider.

Importance of whistleblowing health issue in the Society

1. **Patient Safety and Care Quality:** Whistleblowing can bring attention to unsafe or substandard practices that jeopardize patient safety. Healthcare professionals who speak up about such issues contribute to the improvement of care quality and the prevention of medical errors.

2. **Prevention of Fraud and Corruption:** Whistleblowers can expose fraudulent activities or corrupt practices within healthcare organizations. This is vital for maintaining the integrity of healthcare systems, ensuring that resources are used efficiently, and preventing financial misconduct that could compromise patient care.

3. **Public Trust and Confidence:** Whistleblowing fosters public trust by demonstrating that healthcare professionals and organizations are committed to ethical standards. When the public is aware that issues are addressed transparently and responsibly, confidence in the healthcare system is reinforced.

4. **Legal and Regulatory Compliance:** Whistleblowing is often a mechanism for reporting violations of laws and regulations within the healthcare industry. This helps ensure that healthcare organizations adhere to legal standards, protecting both the rights of patients and the integrity of the healthcare profession.

5. **Employee Well-being:** Whistleblowing protections can encourage healthcare employees to come forward with concerns without fear of retaliation. This is essential for creating a culture of openness, where employees feel empowered to voice their concerns about unethical or unsafe practices.

6. **Early Detection of Systemic Issues:** Whistleblowers can bring attention to systemic issues within healthcare organizations, allowing for early intervention and the implementation of corrective measures. Identifying and addressing problems at an early stage can prevent larger, more widespread issues from developing.

7. **Ethical Conduct and Professionalism:** Whistleblowing reinforces the importance of ethical conduct and professionalism in the healthcare sector. It sends a message that deviations from ethical standards will not be tolerated and that the priority is the well-being of patients and the public.

8. **Continuous Improvement:** Whistleblowing mechanisms contribute to a culture of continuous improvement within healthcare organizations. By addressing concerns and learning from reported issues, organizations can implement changes and enhance their practices over time.

9. **Accountability and Responsibility:** Whistleblowing holds individuals and organizations accountable for their actions. When misconduct is brought to light, it becomes possible to investigate, take appropriate disciplinary actions, and ensure that responsible parties are held accountable for their actions.

Social Responsibility

In the business world, much like life, planning ahead is of great importance. Ensuring that a corporation has a public policy and report document in place that address their whistle-blowing concerns can save business valuable resources and help ensure a problem doesn't escalate. Having an anonymous whistle-blower's hotline can be another great way to help ensure an employee feels like he or she can report grievances without the threat of possible repercussions.

Concept of CSR

Public policy approach and knowing When to Whistle-blow

1. When the actions of your company 'will cause serious and considerable harm to the public'

2. If you "identify a serious threat or harm" that could result from the actions of your employer

3. If your "immediate supervisor does not act", it's your duty to report the infraction up the chain of command

4.You have "documented evidence that is convincing to a reasonable, impartial observer" that the actions of your employer put the public in danger

5. Finally, you must "believe that revealing the wrongdoing to the public will result in the changes necessary to remedy the situation"

Role of NGOs in Whistleblowing

An NGO can work with whistle blowers and other local residents who have information about bribery and corruption. The NGO then becomes a clearing house for presenting effective claims. The rewards, which can be in the millions of shillings, would then be paid to the "analyst" whom, through contractual agreements, may provide the reward money back to the NGO for its anti-corruption assistance and advice and/or provide compensation to the original sources of the information.

TOPIC EIGHT: COMMUNITY DEVELOPMENT

Community development is "a process where community members come together to take collective action and generate solutions to common problems." Community development is anything dealing with people working together to make our community better can be put under Community Development, whether those are social or economic needs. The goal is to make the entire community stronger." City planning, beautification, and zoning and permitting are all part of community development.

Community development seeks to empower individuals and groups of people with the skills they need to effect change within their communities. These skills are often created through the formation of social groups working for a common agenda. Community developers must understand both how to work with individuals and how to affect communities' positions within the context of larger social institutions.

For any country to develop, the community needs to develop. It is the most common basic unit of society after the family and when there is development in the community, there is a general improvement in a nation's economy.

Various Definitions of Community Development

The various definitions of community development are:

A set of values and practices which plays a special role in overcoming poverty and disadvantage, knitting society together at the grass roots and deepening democracy. There is a community development profession, defined by national occupational standards and a body of theory and experience going back the best part of a century. There are active citizens who use community development techniques on a voluntary basis, and there are also other professions and agencies which use a community development approach or some aspects of it.

Both an occupation (such as a community development worker in a local authority) and a way of working with communities. Its key purpose is to build communities based on justice, equality and mutual respect.

Community development involves changing the relationships between ordinary people and people in positions of power, so that everyone can take part in the issues that affect their lives. It starts from the principle that within any community there is a wealth of knowledge and experience which, if used in creative ways, can be channeled into collective action to achieve the communities' desired goals.

Community development practitioners work alongside people in communities to help build relationships with key people and organizations and to identify common concerns. They create opportunities for the community to learn new skills and, by enabling people to act together, community development practitioners help to foster social inclusion and equality.

Approaches to Community Development

1. **Community Engagement**; focuses on relationships at the core of facilitating "understanding and evaluation, involvement, exchange of information and opinions, about a concept, issue or project, with the aim of building social capital and enhancing social outcomes through decision-making"

2. **Women Self-help Group**; focusing on the contribution of women in settlement groups.

3. **Community capacity building**; focusing on helping communities obtain, strengthen, and maintain the ability to set and achieve their own development objectives.

4. **Large Group Capacitation**; an adult education and social psychology approach grounded in the activity of the individual and the social psychology of the large group focusing on large groups of unemployed or semi-employed participants, many of whom with Lower Levels of Literacy (LLLs).

5. **Social capital formation**; focusing on benefits derived from the cooperation between individuals and groups.

6. **Nonviolent direct action**; when a group of people take action to reveal an existing problem, highlight an alternative, or demonstrate a possible solution to a social issue which is not being addressed through traditional societal institutions (governments, religious organizations or established trade unions) to the satisfaction of the direct action participants.

7. **Economic development**, focusing on the "development" of developing countries as measured by their economies, although it includes the processes and policies by which a nation improves the economic, political, and social well-being of its people.

8. **Community economic development** (CED); an alternative to conventional economic development which encourages using local resources in a way that enhances economic outcomes while improving social conditions. For example, CED involves strategies which aim to improve access to affordable housing, medical, and child care.[9]

    a. A worker cooperative is a progressive CED strategy that operates as businesses both managed and owned by their employees. They are beneficial due to their potential to create jobs and providing a route for grassroots political action. Some challenges that the worker cooperative faces include the mending of the cooperative's identity as both business and as a democratic humanitarian organization. They are limited in resources and scale

9. **Sustainable development**; which seeks to achieve, in a balanced manner, economic development, social development and environmental protection outcomes.

10. **Community-driven development** (CDD), an economic development model which shifts overreliance on central governments to local communities.

11. **Asset-based community development** (ABCD); is a methodology that seeks to uncover and use the strengths within communities as a means for sustainable development.

12. **Faith-based community development**; which utilizes faith-based organizations to bring about community development outcomes.

13. **Community-based participatory research** (CBPR); a partnership approach to research that equitably involves, for example, community members, organizational representatives, and researchers in all aspects of the research process and in which all partners contribute expertise and share decision making and ownership, which aims to integrate this knowledge with community development outcomes.

14. **Community organizing**; an approach that generally assumes that social change necessarily involves conflict and social struggle in order to generate collective power for the powerless.

15. **Participatory planning** including community-based planning (CBP); involving the entire community in the strategic and management processes of urban planning; or, community-level planning processes, urban or rural.

16. **Language-based development, or Language revitalization.** This approach is focused on the use of a language as a means of serving the community. This involves the creation of books, films, and other media in the language development which is expected to help a community to develop its culture.

What is the Importance of Community Development

Community development is important because it provides the foundation a city builds off of to improve the lives of its citizens. It creates strong, diverse communities that are able to attract and keep talent, start and grow businesses, and overcome issues that arise. Citizens will be happier, healthier, richer, and live longer lives. Businesses will have a larger base of customers who can purchase their products and services, and the city will earn tax income to continue to support important programs and reduce debt.

When community development is effective, there is less crime, less disparity between citizens, better jobs available, a more talented workforce, and less overall issues that

impact residents. Community development doesn't necessarily solve problems in a city; it reduces problems and increases opportunities for growth. Without community development, both economic and business development suffer greatly.

importance of community development?

It helps in agricultural growth

Part of community development activities include farm work and taking care of animals. Agriculture is the backbone of most economies and Kenya here is the perfect example of countries that heavily rely on agriculture.

Community development sees to it that people get the right information on the best farming methods, the right equipment and encouragement, not to mention ideas required for the success of agriculture.

It helps in development of the health sector

Through community development, public health facilities are created. These facilities assist in treating of ailments that may affect members of the community such as malaria, typhoid among other common diseases.

It helps in development of schools and educational centres

The importance of an education cannot be undermined, mostly because it shapes the future of all the members of the community. Through the community development process, funds and resources are brought together for building of schools and other types of educational centres to equip the community with the tools needed to succeed in future.

It helps in development of administrative structures

With each kind of community development project, a leader is needed to oversee the activities. Often times, the community gets to select an able leader that will help them make the best decisions. It generally leads to creation of leaders.

It helps in development of human resource

The community development process creates employment for members of the community to enable smoother running of the schools, farms, health centres, among other amenities that come about as a result of the community development process. This also leads to a reduction in crime rate.

It provides a sense of inclusion

Community development encourages participation from all members from children to adults, of course everyone with their own suitable role to play and this inclusion brings about a sense of unity and everyone learns to value each other.

It helps in the improvement in the overall living standards of people at the community level

Through all of the above mentioned importances of community development, such as agriculture, the educational centre growth, reduction in crimes among others mentioned, the quality of life is improved significantly.

Types of Community Development.

Community development projects are aimed at strengthening local communities. There are many different ways to develop communities. Types of community development projects include those aimed at improving the safety of its members, and enhancing social and cultural performance in the region. Financing community development projects, foundations, and local organizations can motivate the community cities and villages for the purpose of future growth and development.

Some development programs can be directed to assisting specific segments of the population to satisfy their social needs. This assistance includes the following types of community development projects:

Decrease in unemployment rate projects. This assistance can be realized through building job training centers for the unemployed and helping adults in the community find employment. To achieve this goal, local companies can cooperate with community organizations to hire displaced workers. The programs provide job-related training, job search assistance, and other programs. Job placement programs that are aimed at lowering an unemployment rate can also involve educational programs that are conducted at universities and colleges.

Homelessness prevention projects. Community programs aimed at preventing homelessness in the community can involve upgrading facilities for homeless people, economic empowerment for low-income families, helping no-income families in gaining access to public funding and receiving help from the government.

Neighborhood stabilization projects. A neighborhood stabilization programs are dealing with foreclosures and home abandonment. The local governments can purchase foreclosed and abandoned homes in the community region. The thing is abandoned homes often become centers of various crimes. Neighborhood stabilization programs may demolish an abandoned home or redevelop it for more productive use. It helps in improving the overall economic outlook.

Domestic violence community projects. Such projects provide relief to the victims of abuse. The programs create and upgrade facilities for domestic violence victims or offer safe places for survivors of domestic violence and their children. These programs are also aimed at psychological support and encouraging survivors of domestic violence. The victims may also be provided with the legal help and advise on the possible methods of acting against the abuser.

Cultural development programs. The cultural component of a community is vital to its stable growth. By encouraging a local cultural life, a village, town or city can help enhance its reputation as a comfortable, enjoyable place to live. Creating a local chorus, city orchestra is an example of the culture-based community development programs.

Types of community

The three types of communities are rural, urban, and suburban.

1. **Rural.** Rural communities are placed where the houses are spread very far apart. Many people think of rural communities as farmland.
2. **Urban.** Urban communities are located in cities.
3. **Suburban.** The suburban areas are the mix of the urban and rural.

How to Facilitate Community Development in Your City

Successful community development takes collaboration among stakeholders who are dedicated to working together to define and solve problems within the community and pursuing opportunities. It requires those not associated with the government (also known as the private sector) to get involved through volunteering and take action. As a member of a community — you are a stakeholder, and you can contribute to the development of your community.

There are many ways to get involved, including:

➢ Attending a City Council meeting
➢ Volunteer to help at a local event hosted by the city
➢ Ask local representatives if they would be willing to go out for a cup of coffee to talk
➢ Serve on a Board
➢ Volunteer time for a Committee that helps with Community Development
➢ Volunteer to help people outside your usual circle of friends and influence
➢ Encourage others to be involved with local organizations