

Executing the Nyeungana Vision

# PLAN A



**nyeusi**<sup>®</sup>

Produced by: Oluwagbemileke Afariogun

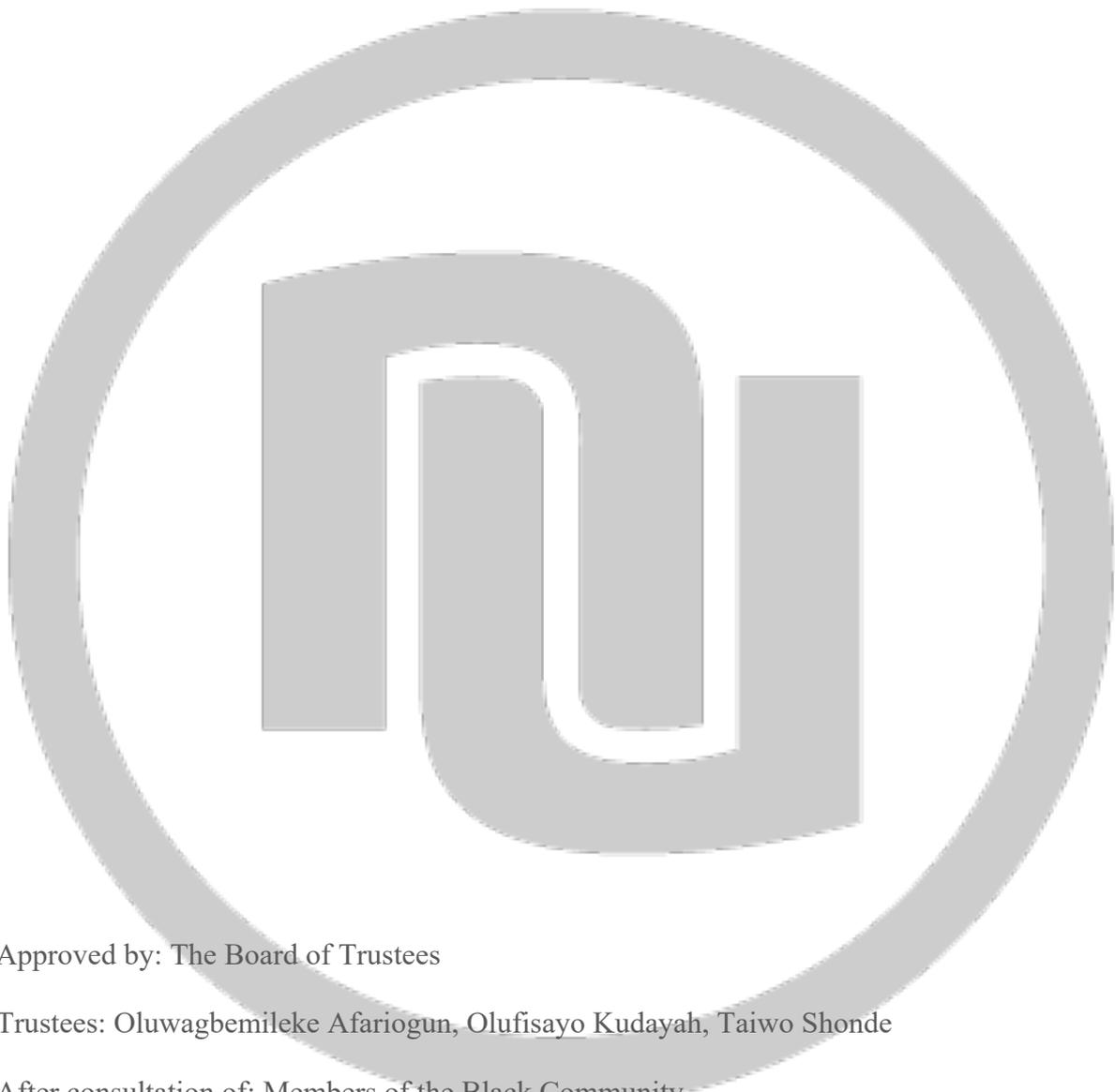
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## Executing the Nyeungana Vision



Approved by: The Board of Trustees

Trustees: Oluwagbemileke Afariogun, Olufisayo Kudayah, Taiwo Shonde

After consultation of: Members of the Black Community

Date: 16 March 2020

Version: 4.0

Updated: 26 February 2022

Signatures

A handwritten signature in black ink, written in a cursive style, is positioned to the right of the word 'Signatures'. The signature appears to be 'Leke'.

## Forewords

Every journey starts with a footstep. Our destination is Nyeungana, and to that effect some of us have started on that course. We invite you to join us.

If what is holding you back is your concern that those that don't wish us well will withdraw their support. Then what you are doing is, failing to prepare the best tomorrow for the black community because you want to please those that don't wish us well.

We wish well, to all who wish us well.

Oluwagbemileke Afariogun – Trustee, Nyeusi

A vision without a plan is just a dream but a vision with a plan and action will bring a change. The vision and plan have been written but without your support there will be no change. Let's act NOW.

Ayo Kudahah – Trustee, Nyeusi

## About

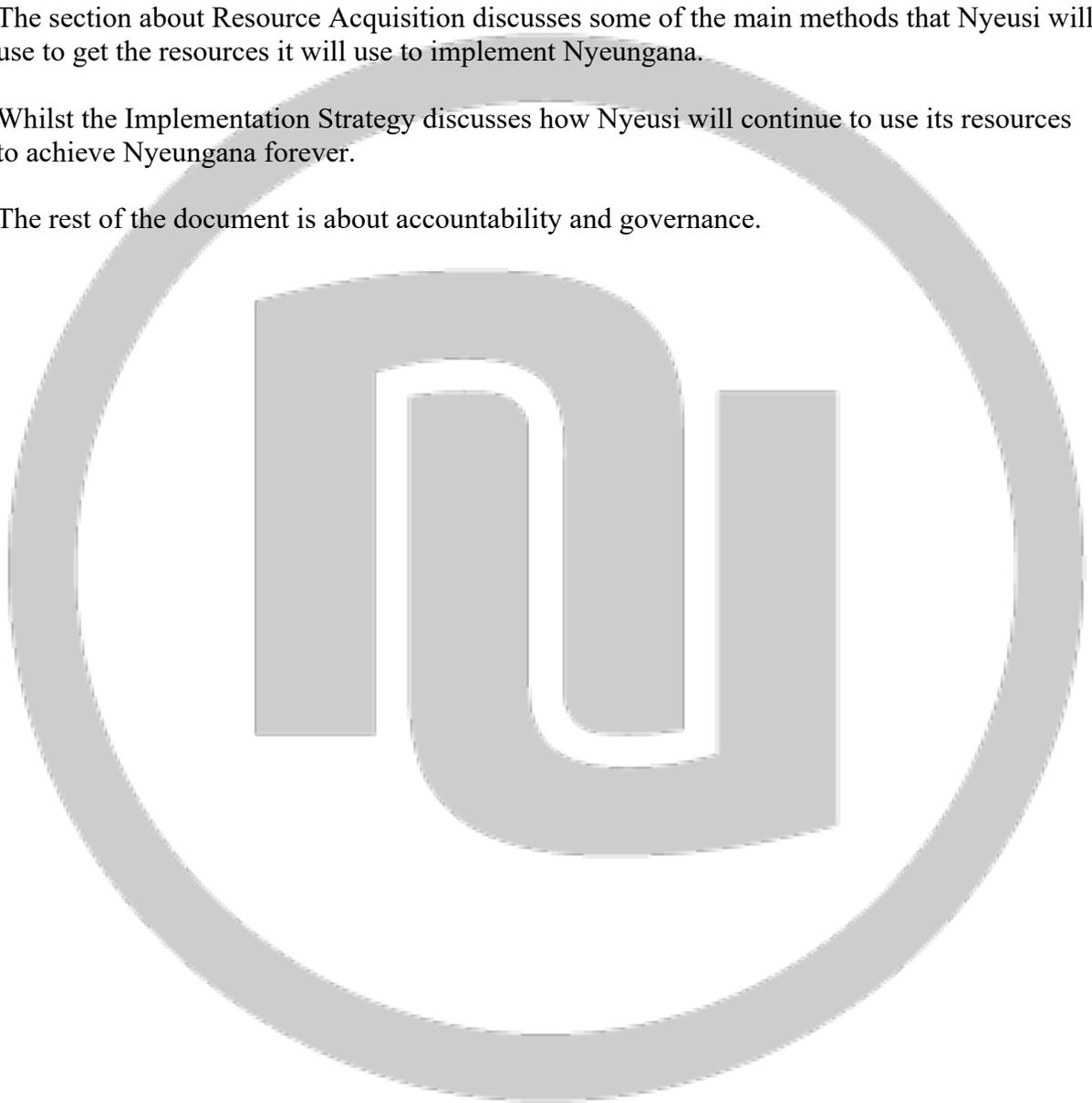
This document sets out the Nyeusi's strategy for implementing the Nyeungana vision. The document is split over two key sections:

- Resource Acquisition
- Implementation Strategy

The section about Resource Acquisition discusses some of the main methods that Nyeusi will use to get the resources it will use to implement Nyeungana.

Whilst the Implementation Strategy discusses how Nyeusi will continue to use its resources to achieve Nyeungana forever.

The rest of the document is about accountability and governance.

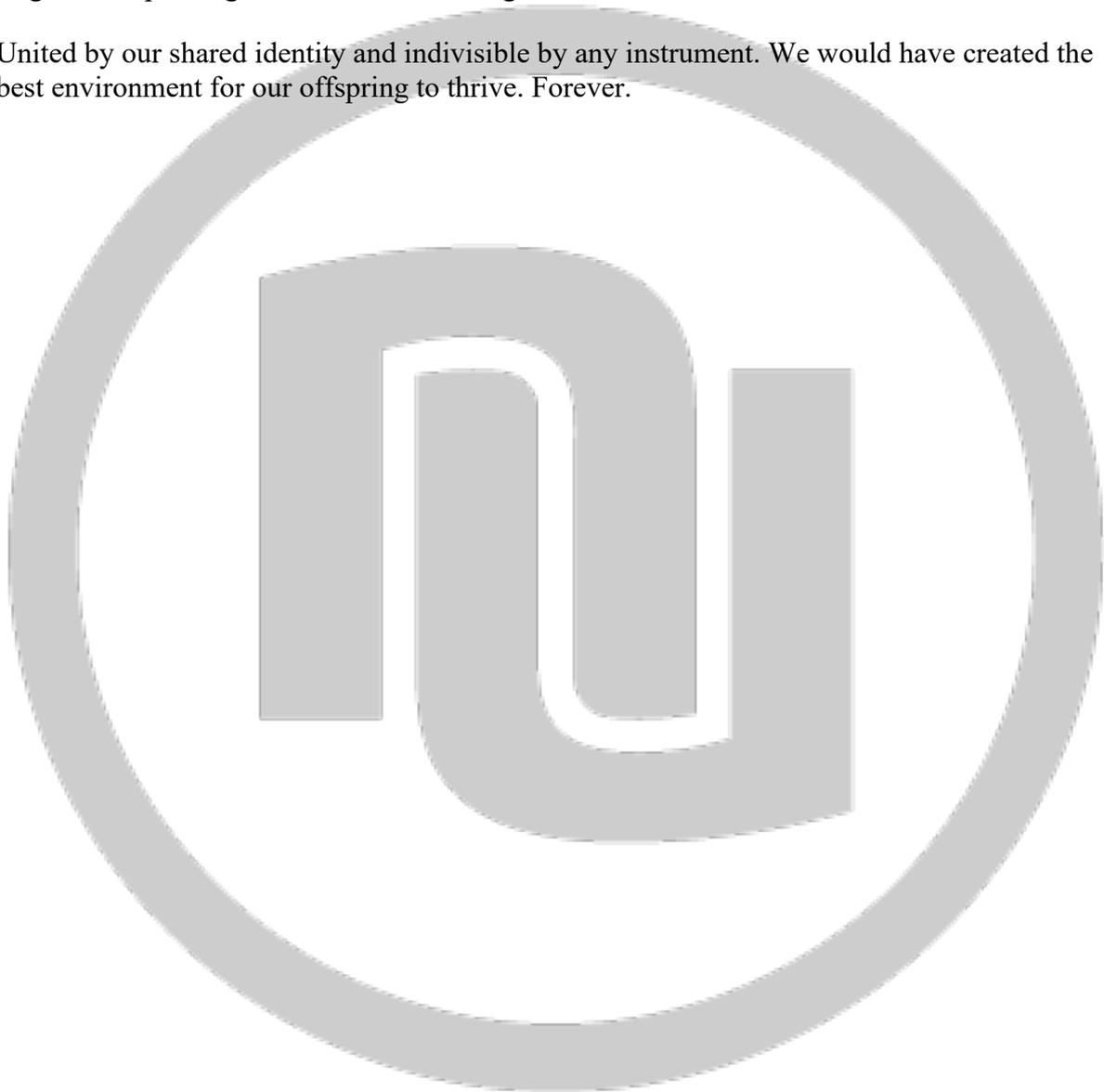


## The Nyeungana Vision

Imagine a tomorrow where all black people are forever united across physical geographic borders in their fight against poverty, marginalisation, injustice, discrimination and any other form of oppression. A tomorrow where we all feel empowered to help one another and are incredibly proud to be us. Whilst truly embracing our unique and natural beauty.

In that tomorrow we will be a superpower that is making positive contribution on the world's stage whilst pushing each other to new heights in the advancement of human endeavour.

United by our shared identity and indivisible by any instrument. We would have created the best environment for our offspring to thrive. Forever.



## Resource Acquisition

### Lottery

We will work with a private firm (outsource) in order to run a registered lottery, where majority of the proceeds will go to Nyeusi.

At the moment, the plan is to run two types of lotteries.

- Pick 6
- Guess the Number

#### Pick 6

This lottery is the type where players will select 6 unique numbers between the numbers 1 to 49.

At set intervals, there will be a draw, where 6 main numbers will be selected. Players that have 3 or more matching numbers will win a price. Those that match all 6 numbers will win the jackpot.

#### Guess the Number

This game gives players the opportunity to guess the value of a number that was secretly selected between a predefined range.

Take for example: the number 7 was secretly selected by the software. The player is told to guess the number that was secretly selected. The only clue the player will have is that the number is between 1 to 100 inclusive. The player will have a predefined set of possible attempts. If the player doesn't guess the secretly selected number within the given possible attempt, then the game will be over for that user. Those that guess the right number within the allowed number of attempts will win the cumulative price money since the last time that anyone successfully guessed the number.

### Donations

Like most charities we will also welcome donations from members of the public.

Due to money laundry and the charity commissions regulations, we will need to know more about donors that make more than a single donation of £50,000. The same scrutiny will be applied to anyone that leaves over £100, 000 behind in their will for us.

### Businesses and Individuals

Any individual or businesses that we are supporting will be required to fill out a Nyeungana commitment form (see Appendix C - Trustee's Commitment Form for Nyeungana). As a result, they will be encouraged to donate money to Nyeusi regularly. These donations will be used by the charity for its purpose.

## Executing the Nyeungana Vision

Businesses and individuals who join the Nyeungana community maybe asked to pay a nominal annual registration fee to help with the administration of the community\*.

## Ads on Online Publication

We will provide publications on various platforms (e.g. apps & web) that pays publishers on the basis of the demand on their publications.

## Human Resources

We will ask members of the Nyeungana community (anyone within our community who has signed the Nyeungana commitment form) to volunteer to help realise Nyeungana. Working with us to help realise our purpose. Those that volunteer would be given loyalty points/coin which they will be able to transfer with one another. The production of this loyalty point/coin will be outsourced to a software company that's a member of the Nyeungana community.

## Mitigating the Risk of Money Leaving the Community

In order to mitigate the risk of money leaving the Nyeungana community, there will be an agreement within the Nyeungana commitment form that once the owner of the company passes away their wealth would be assessed by the community to see if it runs a risk of leaking wealth, if it does, the ownership of the wealth will be returned to the Nyeungana community.

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\* **NOTE:** The financial commitment to the Nyeungana community, is outside of any contractual commitment to Nyeusi that an individual, entity or organisation might have (on the basis of for example a service rendered to the said individual, entity or organisation).

# Implementation Strategy

## Introduction

This section discusses how we will use the money generated by the activities in the section above, to help realise the Nyeungana vision.

We will predominantly be a funding charity, providing grants and funding to other charity/charities/organisations to help realise the Nyeungana vision.

## Overseer

We will partner with a charity or multiple charities that will ensure that whichever community we work in is using the money appropriately. We refer to these charity/charities as Overseers. The Overseer will be signed up to the Nyeungana vision.

The leadership and management of any entity/individual that's signed up to the Nyeungana vision must be reflective of the Nyeungana vision.

As an Overseer, the overseeing charity will be responsible for signing the King or the nominated member of a community to the Nyeungana vision. They will then assist in empowering the said individual with an administration, that's signed up to the vision and has all the skills set required in administering the vision and spending the money they are allocated effectively and efficiently making sure that the money is well spent and they can account for all expenditures.

The overseer, working in conjunction with the King or the nominated Leader of a particular community. Will work towards developing a good enough economy/industry on the basis of the local resource and or opportunity.

The King/Nominated Leader (KONL) of the community role is not the role of a larger than life character but the role of a servant leader, whose sole purpose is to serve the community in a humble, modest, honest, transparent and efficient way.

As things stand, the current plan is to use the kingdom of Ogunmakin, in Nigeria as a pilot to test this initiative.

## Grass Root

### Introduction

This section explains how the Nyeungana vision will be realised from the grassroots (e.g. local community, diaspora & business and family).

### KONL: Local Community

The overseer will work closely with the KONL, to establish a code of conduct that the community subscribes to. They will also establish an industry & invest in education for the community. The overseer will work with the KONL in order to get the buy in of the community. In the process ensuring that the community is living the Nyeungana vision. All

## Executing the Nyeungana Vision

KONL that we work with will have to sign the Nyeungana commitment form (see Appendix C - Trustee's Commitment Form for Nyeungana), as a result signing up to the vision.

### Diaspora

We will work closely with the Diaspora organisation of every black country in order to assist their diaspora to sign up to the vision. We will do this by working closely with business that offer goods and services that the diaspora wants and provide grant to the diaspora organisations. All diaspora organisations that we partner with will have to sign the Nyeungana commitment form (see Appendix C - Trustee's Commitment Form for Nyeungana), as a result signing up to the vision.

### Family

We will work closely with organisations that provide affordable counselling services and promote family unity, in order to allow easy accessibility for those with the Nyeungana community. These organisations will help in still the value of the Nyeungana vision as part of everyday family life. All family that we help will have to sign the Nyeungana commitment form (see Appendix C - Trustee's Commitment Form for Nyeungana), as a result signing up to the vision.

### People – Empowering Individuals

All member of the Nyeungana vision will be given counselling in being, financially sound, health mentally and physically and legal know how. Everyone that we help will have to sign the Nyeungana commitment form (see Appendix C - Trustee's Commitment Form for Nyeungana), as a result signing up to the vision.

### Business & Job Creation

Working closely with the overseer we will provide business incubation centres, with access to funding, loans, mentors and business know how. We will endeavour to have at least one business in every sector that can serve members of our community effectively. The businesses will have shareholders agreement in place as the aim is to, keep the money within our community, so should one of the shareholders pass away and there is a risk of the money leaving our community then the community will look into absorbing the share so that the money does not leave the community. As alluded to above all businesses that we help will have to sign the Nyeungana commitment form (see Appendix C - Trustee's Commitment Form for Nyeungana), as a result signing up to the vision.

### Education

We will invest in education. Educating the community about the benefit of the Nyeungana vision. We will instruct those that we are funding to ensure they provide top class educations and upskilling our community in the most relevant & topical areas that will benefit our community. Ensuring to think ahead in order to ascertain the skill set that we might require in the future and teaching those to the appropriate generation.

## Health

We will invest in health care and research into health care in order to make to have top care health system that's affordable for members of our community.

## Electricity, Internet & Infrastructure

We will research how to provide cheap and affordable, electricity, internet and infrastructure to members of the Nyeungana community.

## Politics

We will lobby politicians to sign up to the Nyeungana vision and fund a training academy that will create the next generation politicians who will be signed up to the Nyeungana vision.

## Art & Culture

The board of trustees of Nyeusi will carry out these objectives by providing either online access (through all forms of media) or hard copies publications about black arts and culture.

We will help teach a culture of integrity, discipline, dedication and what we call a culture of committed-together<sup>†</sup>.

In addition to this, where possible we will also make grants to other organisations or registered charities that are signed up to the Nyeungana vision, whose objectives are to promote black arts and culture. In carrying out the above we will also make sure that the criterion of merit is satisfied with regards to the art and culture being promoted.

We will use the following Criteria in making our decision as to what, who and how we fulfil this objective

### ***Educational Criteria***

In order to ensure that we fulfil these criteria we will use experts (see Expert Selection Criteria below) to ensure that the art or culture being promoted strikes an emotion or experience which is enlightening, and which is, or is capable of being, of value to the public. The expected output will include broadening the mind of the public, developing their powers of insight, perception and appreciation.

### ***Public benefit Criteria***

We will ensure the objective benefits the public (especially the black community) by:

- providing sufficient public access;

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<sup>†</sup> If a group of people agree that whoever turns up late to a meeting pays a fine, then if anyone is pardon from this penalty, then everyone else have to unanimously agree to pay their own share of the original fine regardless of the reason that the person is late. They also can only use if for the purpose that they always use the fine for.

## Executing the Nyeungana Vision

- ensuring any private benefit gained by individuals is incidental and properly regulated

### ***Expert Selection Criteria***

#### *Art*

We will seek expert's advice when it comes to determining what arts we promote, by doing so we will select experts that meets the following criteria:

- Expert must have academic qualification or work experience (or both) relevant to the art or culture in question
  - Qualification includes college or university education in art.
  - He or she must in material terms be independent (impartial). He or she must be able to speak objectively in a non-partisan way about the collection; this means that he or she must have no material interest or family connection with the promoters, trustees, the organisation or the collection.
  - The Expert must be signed up to the Nyeungana vision.

#### *Culture*

We will seek expert's advice when it comes to determining what culture we promote, by doing so we will select experts that are either qualified and/or experienced or can prove that that particular culture is part of a heritage they were born into.

- The Expert must be signed up to the Nyeungana vision.

## Names and Etiquette

Nyeusi will create a database of appropriate Nyeungana names for babies and provide an etiquette guideline for all members of the community.

## Food

We will establish a library of the key diet of all communities in the Nyeungana community and promote these cuisines. We will endeavour to publish these foods in a means that will make it easily assessible and fund restaurants and schools that will teach members of our communities in ways to prepare these recipes and provide rating for restaurants that serve the Nyeungana recipe.

## Fashion

We will establish a library of the key fashion style of all communities in the Nyeungana community and promote these fashions. We will endeavour to publish these styles in a means that will make it easily assessible and fund fashion houses/ceremonies and schools that will teach members of our communities in ways to make these outfits. Also ensuring that all models used are geared in a way to realise Nyeungana.

## Language

We will promote Swahili as the business language of the Nyeungana community. Sponsoring an institution that will keep the language up to date and schools and app that will teach the language.

## Spirituality

Members of the Nyeungana community will be urged to put the community first as a result putting the future of their offspring first and living at peace with one another.

At the core would be educating members of the community to ensure that their spiritual enlightenment means they are more dedicated to not allowing division within the Nyeungana community and ideally not to idolise anyone outside the community.

## News, Magazine, Entertainment & Sport

We will work with media agents to ensure that all their publications are geared towards realising Nyeungana. We will also do this within the sports and entertainment sector. Ensuring that they (News, Magazine, Entertainment and sport) are geared to promote Nyeungana.

## Awards, Ceremonies & Workshops

To get the buy in from the community in some of our initiatives we will hold workshops to educate people within the Nyeungana community.

Also, in order to reward those who are most committed to Nyeungana, we will run award ceremonies to cover a lot of sectors, some of which has been stated. Below:

- Restaurant
- Individual contribution to different sector
- Arts
- KONL
- Fashion
- Chef
- Politics
- Innovation
- Dedication to the spirit of Nyeungana
- Diaspora
- Community
- Family
- Media
- Sports
- Entertainment
- Beauty

## Accountability

We will operate an open accounting policy. Hence, all donations received and most importantly all expenditures will be published on our website, open for the public to scrutinise.



## The Nyeungana Donation Initiative

At Nyeusi we believe that the speed of progression of every community can be judged on the basis of how they treat the people that selflessly stick their neck out for them and the length that that community will go to in order to secure a brighter future for the next generation.

As a result of the above, 20% of all donations to us will go into a special fund to help assist the descendants of all those whose ancestors have stood out as having made outstanding sacrifices for our community (the descendants that have applied to have access to the funds). The remaining 80% will go towards our effort to secure Nyeungana.



## Appendices

### Appendix A – Extra Guidelines Regarding Activities

#### **Supplement and Revision to the Nyeusi Application - Application No: 5121137**

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##### **How the topics of research will be selected, by whom and against which criteria.**

- The trustees make the decision on which topics are considered so long as
  - The topics furthers the charity's charitable purposes, and
  - The proposed research topic passes the research questionnaire outlined

below.

##### **Who will undertake this selection process and what their experience and competence may be?**

- The trustees will undertake the selection process using the questionnaire below.
- As expected, the trustees have to have a sound knowledge of the charities purpose.

##### **Who will undertake the research and what qualifications, experience and competence they have?**

- An educational institution or an individual who's qualified in the field being researched
- The lead researcher would have passed an interview stage and have appropriate qualification (university degree) or work experience in the appropriate field that the research is being carried out.

##### **How the research will be monitored and its value assessed and by whom?**

- The trustees will monitor the research. The value of the research would have been assessed during the questionnaire stage (see below). It will be down to the trustees to ensure that the cost and timeline of the research is still reasonable, and any public benefit outweighs the cost.

##### **How any results will be disseminated?**

- Most results will be disseminated online through the charities website or in the case of any intellectual property being discovered as a result of the research then the publication will be through the appropriate intellectual property office

##### **Under whose name will the results be published?**

- The name of the charity, Nyeusi.

## Identifying and Avoiding Bias in Research<sup>1</sup>

### Type of Bias Pre-research bias

Flawed study design Selection bias

### Bias during research

Interviewer bias Recall bias

### Bias after research

Citation bias

### Steps to Take in Order to Avoid

- Clearly define risk and outcome, preferably with objective or validated methods. Standardize and blind data collection.
- Select subjects using rigorous criteria to avoid confounding results.
- Standardize interviewer's interaction with subject. • Use objective data sources whenever possible.
- Where possible find studies that are not in the main journals

<sup>1</sup> Reference - <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2917255/>

### Questionnaire/Checklist for Carrying Out Research

- Is the subject of the proposed research in line with our charitable purpose and will it further our charitable aim?
- Is the lead researcher qualified?
- Which of the following qualification do they have?
  - degree or,
  - work experience in field
- Has lead researcher read, understood and is committed to our guide on avoiding bias in conducting research?
- Do we have an agreed method of disseminating knowledge gained from the research?

- Name who will be in charge of ensuring knowledge gained through the research is disseminated to our beneficiaries within 6 months of the conclusion of the research.
- Is there any known potential private benefit that can arise as a result of this research?
- Is there any conflict of interest with any of the trustees or parties involved with the research?
  - a declaration of the absent of conflict of interest will be required from all parties involved
- Does the cost of the research outweigh the potential benefit (trustees will need to find a way of attributing value of knowledge gain from the outcome of the research and weigh it against the cost – this process will need to be documented)
- Is the research proposed likely to be for the benefit of the public (trustee will need to document how they've come to this conclusion)?
- Is there any evidence that this research will benefit a particular political party or is a joint partnership with a commercial organisation (If yes, we cannot carry out this research)?
- Are the trustees certain that any decision made regarding the proposed research are legally sound (If No we cannot carry out this research).

#### **RESPONSE TO OBJECTION 7**

##### **What we will do to directly further the purpose of equality between men and women**

- We will re-educate the public by
  - Media (of any form) publication to help dispel the myth that enables inequality
- By using documented facts from well-established sources
- Help enlighten the beneficiaries of the negative impact of inequality
- Work closely with commercial and non-commercial organisation within the community to help adopt a policy of equality and to take affirmative action where there is an under representation of a particular sex.
- Lobby governments to adopt equality policies and implement affirmative actions in areas where there is an under representation of a particular sex.
- Lobby government to adopt courses designed to help break down discrimination of one sex against the other into a particular country's educational curriculum.
- Providing grants into research to help understand the root cause of gender discrimination and to understand how to better eliminate inequality.
- Providing grants to help design courses that are proven to help reshape the minds of anyone that is prone to gender discrimination.

##### **How the services and activities are specifically designed and delivered.**

The services and activities will be designed to dispel myths about any particular sex. Addressing any misconception that the public might hold and highlighting the benefits of equality and the disadvantages of gender inequality.

The services and activities will be delivered through courses, policies and affirmative actions designed to help combat inequality.

**Who the activities and services are directed towards**

Mainly people within the black community.

**How the activities and services will be accessed.**

Surveys will be carried out every so often designed to gage the perception of the community towards gender equality. Areas that's been address of lacking proportionate representation of a particular sex will also be accessed to see if the in balance has been addressed.

**RESPONSE TO OBJECTION 8**

We will carry out political activities and/or campaigns whenever we deem it will further our charitable purpose.

***Definition***

**Campaigning:** Refers to awareness-raising and efforts to educate or involve the public by mobilising their support on a particular issue, or to influence or change public attitudes. We also use it to refer to campaigning activity which aims to ensure that existing laws are observed.

**Political Activity:** Refers to activity which is aimed at securing, or opposing, any change in the law or in the policy or decisions of central government, local authorities or other public bodies, whether in this country or abroad. It includes activity to preserve an existing piece of legislation, where we oppose it being repealed or amended.

**To What Extent Will We Carry Out Campaigning and/or Political Activity**

We will carry out campaigning and/or political activity when we deem that it will help further our charitable purposes and we have done our due diligence. In this case, that we are happy with the outcome of completing the questionnaire/checklist below.

**How These Activities Directly Further Our Charitable Purpose**

We will conduct both campaigning or political activity where changes in the law, policy, upholding the law, raising public awareness of an issue (to name a few) has been considered as a means to help or support the achievement of one or more of our charitable purposes as detailed in our objects.

**Campaigning and Political Activity: Questionnaire / Checklist For Our Trustees**

1. What is/are the objective(s) of this campaign?

2. How would this campaign or political activity further or support the purposes of the charity?
3. What's the likelihood of this activity being successful?
4. Is the activity party political (If Yes do not undertake this activity)?
5. Will this activity become the sole reason for our existence (if yes do not carry out this activity)?
6. Will carrying out this activity give support or funding to a political party, or to a candidate or politician (if yes, do not carry out this activity. NOTE: a charity may give its support to specific policies advocated by political parties, if it would help achieve our charitable purpose).
7. Is there an alternative, more effective way of achieving this objective?
8. Are any claims well founded?
9. How regularly will the effectiveness of this campaign be measured?
10. Who is assigned the task of measuring it?
11. When starting a petition, have we made clear what the purpose of the petition is (if no, don't start the petition)?
12. Are there any risks of leakage of fund, if so, what are the set safe guards?
13. Does the benefit of this activity outweigh the cost?
14. What are the risks of partaking in this activity and what are the safe guards?
15. What are the strategy for delivering this activity?
16. What are the steps to evaluate the success of this activity?
17. Have we taken all reasonable steps to comply with the ASA Code & BCAP Code (Advertising Standards Authority (ASA), and also the Broadcast Committee of Advertising Practice (BCAP))?
18. Have we taken steps to ensure every event in our control is peaceful? This includes liaising with the police or other authority.
19. We will not engage in the following:
  1. political advertising in the broadcast media (RE: Communications Act 2003)

2. Anything pertaining to slander, libel or criminal

20. Do we have evidence of a petition's authenticity (if no, do not submit the petition)?

21. Are any of the objectives of this campaign outside the purposes of the charity?

22. What would be the duration and financial cost of the campaign?

23. What risks would the charity be exposed to in undertaking this campaign? (and how could these risks be mitigated).

1. Risk of acting outside charity's purposes/misuse of charity funds?

2. Breach of legal/good practice requirements on campaigning?

3. Costs and benefits?

4. Risk of failure to meet objectives?

5. Financial risk?

6. Reputational risk?

7. Risk to independence?

8. Unintended consequences?

9. Other?

#### **GENERAL RESPONSE**

We are aware of all the guidance that have been recommended in the objection letter by the charity commission and we have read and understood them. Also just to emphasize that the charity will operate worldwide.

## Appendix B – Extra Guidelines: Arts & Culture Activities

### **RE: The relieving and prevention of suffering and poverty within the black community throughout the world**

Provide funds for projects that will increase the quality of education that is available to the black community

Provide funds for research into how to tackle and prevent this purpose

Provide funds for think tank organisation's regarding policies or projects that would help combat this purpose

Lobbying and campaigning regarding policies that will help combat this purpose

**RE: Establishing true equality between men and women within the black community to a level that makes it the envy and aspiration of all other communities throughout the world**

- We will re-educate the public by
  - Media (of any form) publication to help dispel the myth that enables inequality
  - By using documented facts from well-established sources
- Help enlighten the beneficiaries of the negative impact of inequality
- Work closely with commercial and non-commercial organisation within the community to help adopt a policy of equality and to take affirmative action where there is an under representation of a particular sex
- Lobby governments to adopt equality policies and implement affirmative actions in areas where there is an under representation of a particular sex.
- Lobby government to adopt courses designed to help break down discrimination of one sex against the other into a particular country's educational curriculum.
- Providing grants into research to help understand the root cause of gender discrimination and to understand how to better eliminate inequality.
- Providing grants to help design courses that are proven to help reshape the minds of anyone that is prone to gender discrimination.

**How the services and activities are specifically designed and delivered.**

The services and activities will be designed to dispel myths about any particular sex. Addressing any misconception that the public might hold and highlighting the benefits of equality and the disadvantages of gender inequality. The services and activities will be delivered through courses, policies and affirmative actions designed to help combat inequality.

**Who the activities and services are directed towards?**

Mainly people within the black community.

**How the activities and services will be accessed.**

Surveys will be carried out every so often designed to gauge the perception of the

community towards gender equality. Areas that's been address of lacking proportionate representation of a particular sex will also be accessed to see if the in balance has been addressed.

**RE: Conflict resolution and reconciliation within the black community throughout the world**

Provide funds for research into how to tackle and prevent this purpose

Provide funds for projects that will help tackle this purpose

Provide funds for think tank organisation's regarding policies or projects that would help combat this purpose

Lobbying and campaigning regarding policies that will help combat this purpose

**More on Think Tank Activities**

Our activity with regards to think tank will be to, provide grants to think tank organisations, both profits and non-profit think tanks. In doing so, as requested by the commission, when publishing the output of a think tank we will ensure:

- that in order to be educative topics are not promoting a point of view or solutions.
- that we are not just providing information instead we will make sure that the presentation of topics are provided in a balanced manner. We will also ensure that on politically controversial topics we ensure neutrality in the way the information is presented.
- We will avoid making recommendations in relation to inherently political issues on the basis of opinions.
- We will avoid research based wholly on opinions.

**More on Research Activities**

When conducting research in order to uphold the integrity of the research we will apply the following rules:

- Use competent people & qualified people
  - The lead researcher would have passed an interview stage
  - Have appropriate qualification (university degree) or work experience in the appropriate field that the research is being carried out.
- Ensure conclusions are reached by appropriate methodology and free from bias

- The lead researcher must show evidence that they have read, understood and are committed to the guidelines set in the sub section below titled – “Identifying and Avoiding Bias in Research”
  - We will make sure research carried out is done in order to further our charitable purpose and has an educational merit in carrying it out.
  - We will ensure knowledge acquired from the research is disseminated in a reasonable way to our beneficiaries within 6 months of the conclusion of the research
  - Ensure that each research is justified and undertaken for the public benefit and not solely or mainly for self-interest or for private or commercial consumption.
- The outlined questionnaire/checklist below is completed before each research is carried out.

**How the topics of research will be selected, by whom and against which criteria.**

- The trustees make the decision on which topics are considered so long as
  - The topics furthers the charity’s charitable purposes, and
  - The proposed research topic passes the research questionnaire outlined below.

**Who will undertake this selection process and what their experience and competence may be?**

- The trustees will undertake the selection process using the questionnaire below.
- As expected, the trustees have to have a sound knowledge of the charities purpose.

**Who will undertake the research and what qualifications, experience and competence they have?**

- An educational institution or an individual who’s qualified in the field being researched
- The lead researcher would have passed an interview stage and have appropriate

qualification (university degree) or work experience in the appropriate field that the research is being carried out.

**How the research will be monitored and its value assessed and by whom?**

- The trustees will monitor the research. The value of the research would have been assessed during the questionnaire stage (see below). It will be down to the trustees to ensure that the cost and timeline of the research is still reasonable, and any public benefit outweighs the cost.

**How any results will be disseminated?**

- Most results will be disseminated online through the charities website or in the case of any intellectual property being discovered as a result of the research then the publication will be through the appropriate intellectual property office

#### **Under whose name will the results be published?**

- The name of the charity, Nyeusi

#### **Identifying and Avoiding Bias in Research<sup>31</sup>**

##### **Type of Bias Pre-research bias**

Flawed study design Selection bias

##### **Bias during research**

Interviewer bias Recall bias

##### **Bias after research**

Citation bias

##### **Steps to Take in Order to Avoid**

- Clearly define risk and outcome, preferably with objective or validated methods. Standardize and blind data collection.
- Select subjects using rigorous criteria to avoid confounding results.
- Standardize interviewer's interaction with subject. • Use objective data sources whenever possible.
- Where possible find studies that are not in the main journals

<sup>31</sup> Reference - <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2917255/>

#### **Questionnaire/Checklist for Carrying Out Research**

- Is the subject of the proposed research in line with our charitable purpose and will it further our charitable aim?
- Is the lead researcher qualified?
- Which of the following qualification do they have?
  - degree or,
  - work experience in field

## Executing the Nyeungana Vision

- Has lead researcher read, understood and is committed to our guide on avoiding bias in conducting research?
- Do we have an agreed method of disseminating knowledge gained from the research?
- Name who will be in charge of ensuring knowledge gained through the research is disseminated to our beneficiaries within 6 months of the conclusion of the research.
- Is there any known potential private benefit that can arise as a result of this research?
- Is there any conflict of interest with any of the trustees or parties involved with the research?
  - a declaration of the absent of conflict of interest will be required from all parties involved
- Does the cost of the research outweigh the potential benefit (trustees will need to find a way of attributing value of knowledge gain from the outcome of the research and weigh it against the cost – this process will need to be documented)
- Is the research proposed likely to be for the benefit of the public (trustee will need to document how they've come to this conclusion)?
- Is there any evidence that this research will benefit a particular political party or is a joint partnership with a commercial organisation (If yes, we cannot carry out this research)?
- Are the trustees certain that any decision made regarding the proposed research is legally sound (If No we cannot carry out this research).

## Appendix C - Trustee's Commitment Form for Nyeungana

### **Trustee's Commitment Form for Nyeungana**

*Please fill out the form below. Answering how you will help bring about Nyeungana, in your day to day work or business and in your own personal life forever.*

#### **Provide unity across physical geographic borders for black people**

In Business/work:

To own lifestyle (personal life):

#### **Help tackle poverty within the black community**

In Business/work:

To own lifestyle (personal life):

#### **Help tackle marginalisation within the black community**

In Business/work:

To own lifestyle (personal life):

**Help tackle injustice within the black community**

In Business/work:

To own lifestyle (personal life):

**Help tackle discrimination against the black community and against members of the black community**

In Business/work:

To own lifestyle (personal life):

**Help tackle suffering within the black community**

In Business/work:

To own lifestyle (personal life):

**Help with the relieve of suffering within the black community**

In Business/work:

To own lifestyle (personal life):

**Help promote equality between men and women**

In Business/work:

To own lifestyle (personal life):

**Help promote conflict resolution and reconciliation within the black community**

In Business/work:

To own lifestyle (personal life):

**Help tackle other forms of oppression within the black community**

In Business/work:

To own lifestyle (personal life):

**Help and facilitate a means to empower members of the black community to help one another**

In Business/work:

To own lifestyle (personal life):

**Help promote the unique and natural beauty of black people**

In Business/work:

To own lifestyle (personal life):

**Help members of the black community to push each other to new heights in the advancement of human endeavour**

In Business/work:

To own lifestyle (personal life):

**Help provide a shared identity within the black community**

In Business/work:

To own lifestyle (personal life):

**Help fight elements that could cause division within the black community**

In Business/work:

To own lifestyle (personal life):

**Help to advance the education of the general public in the arts and culture of people from the black community**

In Business/work:

To own lifestyle (personal life):

**Will you be committed to the Nyeungana vision and community and be prepared to take direction from the community for the benefit of the Nyeungana vision?**

Yes

No

**Governing Law and Jurisdiction**

This Agreement and any dispute or claim (including non-contractual disputes or claims) arising out of or in connection with it or its subject matter or formation shall be governed by and construed in accordance with the law of England and Wales. Each party irrevocably agrees that the courts of England and Wales shall have exclusive jurisdiction to settle any dispute or claim (including non-contractual disputes or claims) arising out of or in connection with this Agreement or its subject matter or formation

Signed by:

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Name

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Signature

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Date

Witnessed by

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Name

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Signature

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Date

Witnessed by

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Name

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Signature

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Date