

THE MUNICIPALITY OF THE COUNTY OF KINGS
DIVERSITY KINGS COUNTY COMMITTEE
AGENDA

Monday, December 07, 2020

5:00 p.m. meeting

Municipal Complex Council Chambers, 181 Coldbrook Village Park Dr.

Item	Description	Required Action	Responsible	Page
1.	Roll Call		Senior Staff Designate	-
2.	Additions to the Agenda	Decision	Senior Staff Designate /All	-
3.	Approval of Agenda	Decision	Senior Staff Designate /All	-
4.	Disclosure of Conflict of Interest Issues	Decision	All	-
5.	Election of Chair	Decision	Senior Staff Designate /All	-
6.	Election of Vice Chair	Decision	Chair - All	-
7.	Approval of Minutes: <ul style="list-style-type: none"> • November 2, 2020 	Decision	Chair - All	2
8.	Business Arising from Minutes	Discussion	All	-
New Business				
9.	Action Plan Discussion	Presentation & Discussion	Renee Kuehnle, Lightship Strategies Group	4
10.	Work Plan update	Discussion	Brittany Mastroianni	53
11.	VANSDA: Overcoming History	Discussion	Brittany Mastroianni	58
12.	Committee member activity reports (verbal)	Discussion	All	-
Correspondence				
Other Business				
13.	Public Comments			-
14.	Next Meeting: 5pm on Monday, January 04, 2020	Decision	All	-
15.	Adjournment	Decision	All	-

Diversity Kings County Committee
November 2, 2020 at 5pm
Council Chambers, Municipal Complex

Call to Order	Councillor Jim Windsor, Chair, called the meeting to order at 5:09 pm
1. Roll Call:	
Voting Members Present	<p>Jim Winsor – Chair (Councillor, Municipality of the County of Kings)</p> <p>Bev Bliss (Citizen Member)</p> <p>Cate Savage (Councillor, Town of Kentville)</p> <p>Devon Adams (Citizen Member)</p> <p>Emily Lutz (Deputy Mayor, Municipality of the County of Kings)</p> <p>Gerard Tremere (Citizen Member)</p> <p>Jen Ingham (Councillor, Town of Wolfville)</p> <p>Sergio Restrepo (Citizen Member)</p> <p>Ty Walsh (Councillor, Town of Berwick)</p> <p>Violy Curry (Citizen Member)</p>
Advisory Members	None
Staff of the Municipality of the County of Kings	<p>Brittany Mastroianni, Diversity and Outreach Specialist</p> <p>Rob Frost, Deputy CAO</p> <p>Amie Johnstone, Recording Secretary</p>
Guests	<p>Hannah Daltrop, Lightship Strategies</p> <p>Renee Kuehnle, Lightship Strategies</p> <p>Andreas Robinson, Lightship Strategies</p> <p>Nadine Bernard, Lightship Strategies</p>
Regrets	Marg Daley (Citizen Member)
Absent	<p>Gerard Tremere (Citizen Member)</p> <p>Ty Walsh (Councillor, Town of Berwick)</p> <p>Dean Tupper (Citizen Member)</p>
Quorum achieved	
2. Additional to the Agenda	None
3. Approval of the Agenda	On the motion of Jen Ingham, seconded by Bev Bliss, the agenda be approved as circulated. Motion Carried
4. Disclosure of Conflict of Interest Issues:	None
5. Approval of the previous minutes	On the motion of Cate Savage, seconded by Violy Curry, the minutes from October 5, 2020 be approved as circulated. Motion Carried
6. Business arising from the minutes	No Brittany Mastroianni updated the committee on the social media campaign. Sergio, Bev and Brittany met in September. A form will be uploaded to the website in the coming weeks and will be sent more directly to newcomers as well. The initial launch will be to build content with the public launch to come after enough content is built. The frequency of the social media posting will be determined by the quantity of the content collected.

New Business	
7. Action Plan Presentation & Discussion	<p>Lightship Strategies presented an update to the Action Plan for Ending Racism and Discrimination in the County of Kings.</p> <p>During the presentation several questions were posed to the committee related to the Action Plan work,</p> <ul style="list-style-type: none"> • What are your greatest fears about this project? • What is the greatest opportunity? • What stands out to you as being able to implement quickly? • What stands out to you as a priority in your community? • What other actions can you imagine coming out of this plan? • Do you have thoughts or ideas for engagement? • Are there engagement events that have already happened that we can get results from? • What communities want to be a part of this conversation? <p>Suggestions of organizations/groups to explore for engagement include; Acadia, NSCC, Portal Youth, AVFN, GFN, Eassons, AVRCE, RCMP.</p> <p>The committee had some discussion but were asked to reach out to the consultants directly if they have additional ideas or responses any part of the presentation.</p> <p>Hanna Daltrop: hanna@lightshipstrategies.ca Renee Kuehnle: renee@lightshipstrategies.ca</p>
10. Work Plan Update	Brittany Mastroianni presented the Action Plan Update Report dated October 5, 2020 noting that most of these items are tied directly to the Action Plan.
11. Committee Member Reports	Nothing to report this evening
Other Business	
12. Public Comments	None
13. Next Meeting:	Monday, Dec 7, 2020 at 5pm – Council Chambers
Adjournment	
14. Adjournment:	On the motion of Gerard Tremere, seconded by Devon Adams, the meeting be adjourned. Motion carried.

Approvals:

Diversity Kings County Committee

Best Practices & Policy Review



*Update to Action Plan for Ending Racism and
Discrimination in the Municipality of the County of Kings*



Prepared by: Lightship Strategies,
Indigevisor, and Live Infinitus
Date: October 26, 2020
DRAFT FOR REVIEW



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Introduction: What are other communities doing?

As the world's population urbanizes rapidly, immigrants and migrants contribute to a changing social fabric, many communities' populations are aging and the world experiences socioeconomic shifts, there is a growing call for communities of all sizes to meet people's needs for inclusion, respect, safety, understanding and justice for historical wrongs (York University, 2010). As this represents shifting expectations and goals at the community level, municipal governments, leaders and staff, in partnership with other orders of government and local or national groups play an essential role in carving the path their communities can take to combat racism and discrimination in the practical ways that their municipalities function through policy, land use, hiring, service and program delivery, etc.

York University's report entitled *Enhancing the Role of Municipalities Against Racism and Discrimination* touts the efforts of the Coalition of Municipalities Against Racism and Discrimination (CMARD), as a part of the International Coalition of Cities Against Racism launched by UNESCO in 2004. Still, member municipalities have fragmented or lacking approaches to ending racism and discrimination in their communities. While many Canadian municipalities have developed holistic equity and diversity plans that address various equity issues and others have developed targeted frameworks for specific equity-seeking communities such as the City of Vancouver, other member municipalities have not built the themes of equity into community strategizing or planning whatsoever. For this reason, using the list of member municipalities in the Canadian Coalition of Municipalities Against Racism and Discrimination does not serve as an adequate starting point for identifying best practices, but rather serves as a reminder that there is room for growth, setting precedents, and challenging the status quo as it relates to themes of equity in community planning.

Much of what has been identified as best practices are plans and reports that have been developed at the municipal, federal or institutional level. Plans and reports have been included in this review that do not explicitly target anti-discrimination or equity policy, but rather have used equity, inclusion and intersectionality as a lens from which they approach planning work, such as Vancouver's *A Healthy City for All* (2014) as a way to recognize the inextricability of equitable social participation from community health outcomes. Reports have also been included that more directly address equity from a community planning approach in order to recognize the ways in which municipal and land use planning strategies have been used to displace and harm specific communities and groups, thereby contributing to systemic discrimination.

Based on a review of reports, strategic plans and actions plans on themes of equity, diversity and anti-discrimination, common themes, best practices, and practices to avoid were uncovered. These findings will help guide how the County of Kings develops its updated Anti-Racism and Discrimination Action Plan. The links for each document can be found in the Resources section.



Reports and Resources for Best Practices	Enhancing the Role of Municipalities Against Racism and Discrimination by York University presented to the Ontario Human Rights Commission and the Canadian Race Relations Foundation
	Municipal Action Guide: Advancing Racial Equity in Your City by National League of Cities (2017)
	Advancing Equity and Inclusion: A Guide for Municipalities by the City for All Women Initiative (CAWI) (2015)
	Welcoming & Inclusive Communities Toolkit: Templates and tools for Alberta's municipalities by the Alberta Urban Municipalities Association (2014)
	Planning for Equity: Policy Guide by the American Planning Association (2019)
Canadian Anti-Racism / Diversity and Inclusion Plans	2015-2018 Strategic Plan: Equity, Diversity & Human Rights Division (2015) and "Equity, Diversity & Inclusion" Initiatives (2020) in the City of Toronto
	Building a Foundation for Change: Canada's Anti-Racism Strategy 2019 – 2022 by Canadian Heritage, Government of Canada (2019)
	A Healthy City for All (2014) and A City for All Women: Women's Equity Strategy: 2018-2028 (2018) and other targeted initiatives by City of Vancouver
	Gender Equity, Diversity and Inclusion Strategy (2019) & The Social Wellbeing Policy (2019) by Calgary
US Anti-Racism / Diversity and Inclusion Plans	Diversity Action Plan (2017) & Strategic Plan to Advance Racial Equity, Diversity and Inclusion (2016) by Portland Metropolitan Region, Oregon

Table 1: Plans and Documents Reviewed for Best Practices



1. Best Practice Review: Trends and Conclusions

The following section describes conclusions from reviewing the plans which include a summary of the information included within plans, direction on actions, methods and outcomes.

1.1 Many plans begin with an explanation of why we need an Action Plan.

The plans reviewed here include a section explaining why this type of plan is needed. Typically, this involves recognizing the historical marginalization of community groups and systemic barriers facing segments of the population. Historical marginalization can reflect local stories of discrimination as well as examples from the national or societal level, tying specific issues to historical events such as freed Black slaves settling in a region.

Some plans give specific examples, anecdotes, or statistics that reflect what local residents are experiencing. In the case that the community is smaller and sharing this information is unethical, care should be taken to ensure this information cannot be linked to a small group of individuals. For this reason, some plans include more general statistics or anecdotes that reflect an intersectional analysis without tying it to place.

Plans will also speak generally about the benefits of having an action plan that addresses issues of social equity. Benefits typically include economic growth, increased sense of belonging, increased safety, and overall improved quality of life and social outcomes such as participation, health, and education.

1.2 Plans are founded on concepts which need to be explained. Each plan includes terminology.

It is important to make clear the definitions that the plan is working with. Members of the public should not be left to seek out their own definitions for important terminology, especially when many of these terms are part of a rapidly evolving discourse.

Aboriginal People: This is the overall term used in Canada's 1982 Constitution Act to refer to First Nations, Inuit and Métis people. The word recognizes the fact that Aboriginal peoples are the original people of Canada (Alberta Urban Municipalities Association, 2014). Increasingly, this term is being used to only refer to Indigenous Peoples in a legal context and not making casual references.

Accessibility: Accessibility involves removing the barriers faced by individuals with a variety of disabilities (which can include, but is not limited to: physical, sensory, cognitive, learning, mental health) and the various barriers (including attitudinal and systemic) that impede an individual's ability to participate in social, cultural, political, and economic life. Disabilities can be temporary or permanent. As we age our abilities change and therefore an accessible society is one designed to include everybody; both people with disabilities and people who self-identify as non-disabled (City for All Women Initiative, 2015).

Ally: A person who supports an individual or group to be treated equitably and fairly. This often grows out of the self-awareness of inequities or privileges we have experienced. Action is taken



individually or collectively to create conditions that enable everyone to have equal access to resources and benefit (City for All Women Initiative, 2015).

Antisemitism: Latent or overt hostility or hatred directed towards or discrimination against individual Jewish people or the Jewish people for reasons connected to their religion, ethnicity, and their cultural, historical, intellectual and religious heritage (Province of Ontario, 2017).

Belonging: A sense of belonging is the feeling of being connected and accepted by one's family and community. It is a critical component of human and community development and lends itself to feeling like one can participate and relate to their group or community.

Colonialism: A practice of domination, which involves the subjugation of one people to another. Settler colonialism—such as in the case of Canada—is the unique process where the colonizing population does not leave the territory, asserts ongoing sovereignty to the land, actively seeks to assimilate the Indigenous populations and extinguish their cultures, traditions and ties to the land (Government of Canada, 2019).

Cultural Humility: A practice of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understand another's experience (Canadian Institute of Planners, 2019).

Cultural Proficiency: A comprehensive collection of behaviour, attitudes, practices, and policies that creates an inclusive environment for people of diverse backgrounds. Culturally proficient organizations have the awareness, knowledge base and learned skills to effectively and sensitively work with and provide services to people of diverse backgrounds (Portland Metropolitan Region, 2016).

Cultural Safety: An outcome based on respectful engagement that recognizes and strives to address power differentials that can be present in planning systems, e.g., between decision-makers or experts and marginalized people. It means all people feel respected and safe when they participate in planning processes (Canadian Institute of Planners, 2019).

Diversity: Vancouver's A Healthy City for All (2014) describes 'diversity' as a term that is often confused for 'race' or 'culture,' when in fact it should be used to consider the number of interlocking ways that people are disadvantaged and mistreated, and thus how people from various and marginalized groups or communities feel comfortable, safe and able to access their community spaces and institutions (City of Vancouver, 2014).

Equity: Fairness, impartiality, even-handedness. A distinct process of recognizing differences within groups of individuals and using this understanding to achieve substantive equality in all aspects of a person's life (Government of Canada, 2019).

Inclusion: Acknowledging and valuing people's differences so as to enrich social planning, decision-making, and quality of life for everyone. In an inclusive municipality, we each have a sense of belonging, acceptance, and are recognized as valued and contributing members of society. Real inclusion takes place when those already included in the "mainstream" learn from those who are excluded and initiate change (City for All Women Initiative, 2015).



Institutional Racism: Policies, practices and procedures that work better for white people than for people of colour, often unintentionally or inadvertently (National League of Cities, 2017).

Intersectionality: The intersection, or crossover, of our many identities affects how each of us experiences the municipality. These intersections occur within a context of connected systems and structures of power (e.g., laws, policies, state governments, other political and economic unions, religious institutions, media) (City for All Women Initiative, 2015).

Islamophobia: Includes racism, stereotypes, prejudice, fear or acts of hostility directed towards individual Muslims or followers of Islam in general. In addition to individual acts of intolerance and racial profiling, Islamophobia can lead to viewing and treating Muslims as a greater security threat on an institutional, systemic and societal level (Province of Ontario, 2017).

LGBTQ+ or 2SLGBTQQIAA: Acronyms used to encompass most or all members of sexually- and gender-diverse communities. LGBTQ+ (Lesbian, Gay, Bisexual, Trans, Queer, +) or 2SLGBTQQIAA (Two Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Intersex, Asexual, Ally) are typically used interchangeably. Members of these communities experience overt and systemic discrimination.

Marginalization: Refers to a long-term, structural process of systemic discrimination that creates a class of disadvantaged minorities. These groups become permanently confined to the margins of society; their status is continually reproduced because of the various dimensions of exclusion particularly in the labour market, but also from full and meaningful participation in society (Province of Ontario, 2017).

Privilege: The experience of freedoms, rights, benefits, advantages, access and/or opportunities afforded to members of a dominant group in a society or in a given context (City for All Women Initiative, 2015).

Race: A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly colour), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time. Racial categories subsume ethnic groups (Portland Metropolitan Region, 2017).

Racialization: A process of delineation of group boundaries and of allocation of persons within those boundaries by primary reference to (supposedly) inherent and/or biological (usually phenotypical) characteristics (Province of Ontario, 2017).

Racial Equity: “Closing the gaps” so that race does not predict one’s success, while also improving outcomes for all (National League of Cities, 2017).

Social Participation: Involvement in meaningful activities that increase one’s sense of belonging and well-being (Government of Canada, 2019).

Structural, Institutional or Systemic Racism: When institutions or systems create or maintain racial inequity, often as a result of hidden institutional biases in policies, practices and procedures that privilege some groups and disadvantage others (Province of Ontario, 2017).



Systemic Barriers: Obstacles that exclude groups or communities of people from full participation in, and the benefits of, social, economic, and political life. They may be hidden or unintentional but are built into the way society works. Existing policies, practices and procedures, as well as assumptions and stereotypes, reinforce them (City for All Women Initiative, 2015).

1.3 Developing a vision and guiding principles to guide decision-making.

Each plan or document reviewed included a set of “Guiding Principles,” principles that have been used to push the plan forward, and that can be used to inspire the implementation of the plan. This is where the plan demonstrates how it has been specifically developed to reflect the scope of work and the unique needs of the municipality or community. Some from the City of Vancouver’s A Healthy City for All (2014) include:

- Fulfillment of fundamental rights and freedoms
- Prevention and upstream oriented
- Lead and model

Many other plans include transparency and accountability, and community input and involvement.

Guiding Principles and Visions are clearly and accessibly written so as to make explicit what the community idealizes for itself.

1.4 Each plan utilizes and defines lenses.

As an accepted best practice, the purpose of the Municipal Action Guide: Advancing Racial Equity in Your City by National League of Cities (2017) is to guide municipalities in the creation of action plans using an equity and inclusion lens as well as an intersectionality approach. The American Planning Association’s Planning for Equity: Policy Guide urges planners to ensure that all policies and regulations they develop “will serve and benefit all residents of a community in ways that reduce or eliminate inequity” (American Planning Association, 2019), which can be achieved by using “equity in all policies” approach, otherwise also referred to as an equity lens.

Although they are often used together, they are different and capture different processes. Using an equity and inclusion lens necessitates understanding how people from different and diverse backgrounds experience their municipality based on their identity.

Ultimately, many folks experience advantages or disadvantages based on multiple facets of their identity—such as their race, economic status, ability, age, spoken language, gender and sexual orientation—and thus it is essential to use a more comprehensive approach, an intersectional approach, that can take into account each of these axes and how structural barriers impact each one. For instance, where the City of Vancouver’s Women’s Equity Strategy reports on women’s feeling of safety walking home after dark, the strategy makes specific mention of how this is broken down among young women, senior women, Indigenous women and Chinese women (City of Vancouver, 2018).



1.5 In Canada, most plans include specific sections on Reconciliation and Indigenous Rights.

Increasingly, Canadian municipalities are acknowledging the need for incorporating Indigenous rights and reconciliation into municipal policy, practices and services. Importantly, the Truth and Reconciliation Commission’s Calls to Action contain 12 Calls that directly pertain to the municipal jurisdiction, and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) contains 2 Articles that are important to consider in municipal contexts. The Canadian Institute of Planners (2019) has released the Policy on Planning Practice and Reconciliation outlining the ways in which planning processes can be altered to take into consideration Indigenous perspectives, traditional knowledge, and community-driven thinking, as well as several key areas for policy development.

In Lightship Strategies team member Hanna Daltrop’s Master’s thesis, she highlights the several legal precedents in which the duty to consult has not been met and how that duty to consult and accommodate should be taken up by municipalities as a matter of good practice. There are several areas of municipal action concerning Indigenous reconciliation and rights that have been pulled from academic literature outlined in Hanna’s thesis, including the following: relationship building and accord, protocol agreements and targeted programming, communication and joint governance, urban reserves, services, compatibility agreements and regional relationships, and Indigenous citizen participation and engagement. Pulled directly from Hanna’s thesis is the Table below, which contains information on what larger and capital cities across Canada are doing to move into a space of reconciliation and recognizing and working towards Indigenous rights. This highlights how Canadian communities are stepping up to this challenge—a key facet of anti-racism and anti-discrimination work in the Canadian context.

	RELATIONSHIP-BUILDING AND ACCORD	PROTOCOL AGREEMENTS ON AREAS OF MUTUAL INTEREST, FUNDING FOR TARGETED PROGRAMMING	COMMUNICATION AND JOINT GOVERNANCE	URBAN RESERVES, SERVICES AND COMPATIBILITY AGREEMENTS, REGIONAL RELATIONSHIPS	ABORIGINAL CITIZEN PARTICIPATION AND ENGAGEMENT
HALIFAX, NS	<ul style="list-style-type: none"> Endorsed Reconciliation Acknowledges HRM is located on Mi’kma’ki, and records on Mi’kmaq reflect colonialism Urban Indigenous Framework is in progress 	<ul style="list-style-type: none"> Diversity & Inclusion Framework notes that HRM is continuing work in supporting nation-to-nation relationship Culture and Heritage Plan (in progress) contains section on Reconciliation & UNDRIP Contributed significant funding and a staff position to North American Indigenous Games 2020 	<ul style="list-style-type: none"> Hired an Indigenous Advisor Created Special Advisory Committee on the Commemoration of Edward Cornwallis and Commemoration of Indigenous History Seeking to attract more Indigenous candidates for City employment 	<ul style="list-style-type: none"> Created Change Wenjack Downie Legacy Room Relationships with three First Nations within municipal boundary are unclear 	<ul style="list-style-type: none"> City translated informational documents into Mi’kmaq language Indigenous Engagement Strategy is in progress
MONTREAL, QC	<ul style="list-style-type: none"> Endorsed UNDRIP References ongoing “assimilation” 	<ul style="list-style-type: none"> Reconciliation Strategy is in progress Hosted Summit of First Nations and Municipal summit on Reconciliation in 2018 Committed increased funding to Indigenous cultural events 	<ul style="list-style-type: none"> Has begun changing place names and documents to Kanienke’ha language Created position of Commissioner for Indigenous Peoples 	<ul style="list-style-type: none"> Relationships with nearby Indigenous communities are unclear 	<ul style="list-style-type: none"> Engagement framework built into forthcoming Reconciliation Framework



		<ul style="list-style-type: none"> • Held two-day long celebration of UNDRIP's tenth anniversary, setting a precedent in Canada • City created annual Reconciliation Week 	<ul style="list-style-type: none"> • Training for City employees and police • Helped create/support Montreal Urban Community Strategy • First-ever First Nations and Municipal Summit hosted by Montreal in 2018 		
TORONTO, ON	<ul style="list-style-type: none"> • Adopted Statement of Commitment to Aboriginal Communities of Toronto • 2013-2014 was year-long celebration of Truth and Reconciliation • Adopted UNDRIP 	<ul style="list-style-type: none"> • Developed Indigenous Health Strategy • Funded and hosted annual Indigenous Arts Festival • Hosted North American Indigenous Games in 2017 	<ul style="list-style-type: none"> • Established Aboriginal Affairs Committee • Toronto Public Health launched training for staff and Board members • Launched Aboriginal Employment Strategy and implementation team 	<ul style="list-style-type: none"> - A Teaching, Learning, Sharing and Healing Space will feature the Restoration of Identity sculpture 	<ul style="list-style-type: none"> - Committed to meaningful consultation with Indigenous peoples, recognize legal duty to consult
WINNIPEG, MB	<ul style="list-style-type: none"> • 2016 declared Year of Reconciliation • The federal, provincial and municipal governments signed a Memorandum of Collaboration to work together to improve socioeconomic outcomes for urban Indigenous peoples in Winnipeg, which lead to the Letter of Understanding 	<ul style="list-style-type: none"> • Adopted the City plan, OurWinnipeg, which outlined the values of each community that will build shared future. • OurCity group meets with Indigenous Relations Division to incorporate UNDRIP lens into policy documents • Indigenous Youth Strategy targets youth recreation, • City supports Turtle Island Neighbourhood Centre's health and wellness activities 	<ul style="list-style-type: none"> • Created Indigenous Relations Division • Mayor's Indigenous Advisory Circle • Indigenous Relations Division encourages policy groups to use UNDRIP lens • Mandated Indigenous awareness training opportunities • Created Indigenous Youth Strategy targeting youth employment 	<ul style="list-style-type: none"> • City helped build road to Shoal Lake 40 First Nation in 2019 • The Letter of Understanding signed between federal, provincial, and municipal governments commits support for Urban Reserves or Urban Economic Development Zones within the City, and to support the City in developing Municipal Development Service Agreements with First Nations • The creation of an Urban Reserve for Peguis First Nation led to a Municipal Services Agreement 	<ul style="list-style-type: none"> • Perspective provided through Indigenous Relations Division • the City's Indigenous Employee Group was engaged on how to implement UNDRIP into city policy
REGINA, SK	<ul style="list-style-type: none"> • Reconciliation Regina aims to recognize and implement the principles of UNDRIP • Reconciliation Regina aims to build relationships with Indigenous and non-Indigenous people, and all who benefit from and support 	<ul style="list-style-type: none"> • Reconciliation Regina created Community Action Plan • Culture Plan acknowledges long history of Indigenous peoples and communities of Saskatchewan "prior to European contact" 	<ul style="list-style-type: none"> • Launched Reconciliation Regina, a separate organization • City of Regina developed Aboriginal City Employees to support, retain, and increase Aboriginal employees; 	<ul style="list-style-type: none"> • The city website does not highlight any relationships with Indigenous communities within or near the City. 	<ul style="list-style-type: none"> • Significant engagement was undertaken for the purpose of Reconciliation Regina, but it is unclear how engagement is undertaken for typical municipal activities and policy development;



	<ul style="list-style-type: none"> reconciliation outcomes; and, Reconciliation Regina aims to embed cultural protocols in all aspects of work. 	<ul style="list-style-type: none"> City has committed to supporting efforts and programs by organizations and services that align with TRC Calls to Action Reconciliation Regina partnered with Royal Saskatchewan Museum in the “Youth Empowerment Symposium on TRC in our Community” Reconciliation Regina co-hosts a Reconciliation Conversation Series 	<ul style="list-style-type: none"> Incorporate Indigenous knowledge into City Hall and the municipality’s daily operations; Develop an Indigenous Policy framework to audit policies in relation to Calls to Action 		<ul style="list-style-type: none"> Reconciliation Regina will be changing an Indigenous Alley Toolkit which outlines approaches to Indigenous engagement and partnerships
EDMONTON, AB	<ul style="list-style-type: none"> Established Urban Aboriginal Accord and Aboriginal Declaration Mayor now opens Council meetings with treaty acknowledgement City is developing Indigenous Framework 	<ul style="list-style-type: none"> City’s EndPoverty Edmonton was lead in part by Indigenous Circle City hosted Youth Leadership Conference City established Artist-in-Residence Program Created ceremonial space in the river valley for Indigenous peoples of Edmonton 	<ul style="list-style-type: none"> Established Indigenous Relations Division, who support Edmonton Urban Aboriginal Affairs Committee Mandated training for City staff 	<ul style="list-style-type: none"> City signed Memorandum of Understanding with Enoch Cree First Nation Memorandum of Cooperation and Dialogue with Confederation of Treaty Six First Nations Memorandum of Shared Recognition and Cooperation with Metis Nation of Alberta 	<ul style="list-style-type: none"> Indigenous Community Engagement Framework is forthcoming Policy development has been grounded in Indigenous engagement: City Plan, EndPoverty
VANCOUVER, BC	<ul style="list-style-type: none"> City declared itself City of Reconciliation, with 2013-2014 the Year of Reconciliation Council adopted UNDRIP Council adopted motion that acknowledges unceded territory of Musqueam, Squamish, and Tsleil-Waututh Vancouver’s Public Library system hosted Reconciliation programming 	<ul style="list-style-type: none"> City Health Strategy was adapted to include Indigenous health indicators Funding for early intervention Aboriginal youth programs Aboriginal Liaison Officer works with Aboriginal organizations to develop culturally-safe programming Culture Shift prioritizes the support and development of self-determined xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səllilwətaʔɬ (Tsleil-Waututh), and Urban Indigenous spaces Created two new healing and wellness centres 	<ul style="list-style-type: none"> City Manager’s office created new Aboriginal Relations Manager Department of Social Policy explored collaborative models for Aboriginal focused child-care Created cultural competency programming for city staff and Police Department staff Colonialism Audit of Stanley Park ** 	<ul style="list-style-type: none"> As per self-government agreement with Tsawwassen First Nation, TFN receives all the core mandatory regional services from the regional district, such as air quality, strategic planning, 9-1-1 and general government. 	
WHITEHORSE, YT	<ul style="list-style-type: none"> Declaration of Commitment signed between City, Kwanlin Dün First Nation and Ta’an Kwäch’än Council 	<ul style="list-style-type: none"> Developed <i>Moving Forward Together</i>, an action plan to target Calls to Action developed with Kwanlin Dün First 	<ul style="list-style-type: none"> Has proposed Indigenous language labelling Mandated public servant training 	<ul style="list-style-type: none"> City and church leaders installing Residential Schools Monument 	



	<ul style="list-style-type: none"> • City acknowledged TRC Final Report • City acknowledged their support for UNDRIP through offering support to Territory MP and Premier 	<p>Nation and Ta'an Kwäch'än Council</p> <ul style="list-style-type: none"> • Installed Indigenous artwork on bus shelters • City and church leaders installing Residential Schools Monument 	<ul style="list-style-type: none"> • City established regular intergovernmental forums with Kwanlin Dün First Nation and Ta'an Kwäch'än Council 		
YELLOWKNIFE, NWT	<ul style="list-style-type: none"> • City and Yellowknives Dene First Nation signed Memorandum of Understanding on relationships and services 	<ul style="list-style-type: none"> • Developed <i>Reconciliation: Starting the Conversation</i> as precursor for Reconciliation Action Plan 	<ul style="list-style-type: none"> • The City has begun having regular meetings with North Slave Nation, in addition to long-established regular meetings with Yellowknives Dene First Nation • Provides all public servants with training and education • Hired Indigenous Relations Advisor 	<ul style="list-style-type: none"> • City has committed to adjusting municipal boundary to allocate land to Yellowknives Dene First Nation, based on recognition and support of the rights of the Nation • Working with North Slave Metis Nation to secure funding for submarine water pipeline • Obtaining funding to work to protect Dettah/N'Dilo and Yellowknife from wildfires • Collaborates with Yellowknives Dene First Nation on applications relating to economic development • Has supported creation of wellness and healing camp • City provides drinking water to N'Dilo and Dettah communities 	<ul style="list-style-type: none"> - The City has engaged Indigenous partners on changing place names.

Going forward, anti-racism or anti-discrimination planning must contain a strong focus on meeting the unique and specific needs of Indigenous communities and nations with whom every level of government must develop a relationship.

1.6 Each plan defines areas of action.

While not an exhaustive list of policy areas that can be addressed by an equity and inclusion framework, most recurring topics have been included here. Because five of the documents reviewed were grey literature, their intention may not have been to identify policy areas to address but rather to discuss the method or approach policymakers should take. They have still



been included here as a way of capturing their input, if relevant. If their target policy areas or recommendations cannot be extrapolated to the categories included here, it has been recorded to be “N/A”.

Communities or Reports	Procurement	Hiring, Training and Work-place Culture	Engagement and Outreach	Infrastructure & Land Use (Zoning, revitalization)	Municipal Services (transit, emergency)	Economic Development	Social and Community Services
Alberta Urban Municipalities Association	✓	✓	✓	✓	✓	✓	✓
National League of Cities	N/A	N/A	N/A	N/A	N/A	N/A	N/A
York University	N/A	N/A	N/A	N/A	N/A	N/A	N/A
American Planning Association	✓	✓	✓	✓	✓	✓	✓
Cities for All Women Initiative		✓	✓	✓	✓	✓	✓
Toronto	✓	✓	✓		✓	✓	✓
Government of Canada		✓	✓	✓	✓	✓	✓
Calgary		✓	✓	✓	✓	✓	✓
Vancouver	✓	✓	✓	✓	✓	✓	✓
Portland	✓	✓	✓	✓	✓	✓	✓

As is typical at the municipal level, the Cities of Calgary, Vancouver and Toronto have not released comprehensive plans, but rather strategies targeting different policy areas or equity-seeking groups or communities. As such, where these cities have received checkmarks is a result of research into multiple plans, bylaws, motions and strategies which have been identified in Table 1.1 and have been included in the Resources section.

Table 2(below): Reports and plans’ policy areas

Each policy area is explained in more detail here:

Procurement: Procurement processes provide equal opportunities for under-represented businesses, such as Indigenous, newcomers and women-owned companies. External business partners and contractors conform to municipal equity and inclusion standards (Alberta Urban Municipalities Association, 2014).

- Examples of a few policies that Portland Metropolitan Region has committed to:
 - o Fund, host and/or partner with other agencies and community-based organizations to provide, meet and certify events to extend outreach to COBID*-eligible firms;



- Fund, host and/or partner with other agencies and community organizations to provide technical assistance to COBID-certified firms to navigate the bidding process;
- Conduct user testing to improve access to and awareness of digital tools to communicate all contracting opportunities at the Metro;
- Conduct follow-up with firms that did not submit responses and firms that responded but were not awarded contracts to identify barriers in the solicitation process;
- Invest in efforts to enhance the use of a diverse workforce in public improvement projects in the region;
- Implement policy to support the inclusion of diversity, equity and inclusion metrics into contract proposal evaluation; and,
- Use alternative procurement methods to increase the workforce utilization of women and people of colour in contracts and procurement.

*COBID means the State of Oregon's Certification Office for Business Inclusion and Diversity, created within the Oregon Business Development Department or such state agency, department or entity to which has been delegated the responsibility to certify minority-owned businesses (MBE), women-owned businesses (WBE), businesses that service-disabled veterans own (SDV) and emerging small businesses (ESB).

Hiring, training and workplace culture: Policies and practices that promote equitable recruitment and retention ensure that the municipal workforce is representative of the diversity of the community and that employee diversity is respected and supported, while training, education and support enables the workforce to respond to the needs of a diverse public and to foster an inclusive workplace (Alberta Urban Municipalities Association, 2014).

- The City of Calgary has made the following commitments:
 - Ensure recruitment information utilizes plain language and communicates the City's objectives for diversity, equity and inclusion;
 - Provide training opportunities to all those involved in selection of appointees on equity, diversity and inclusion, including unconscious bias training;
 - Integrate unconscious bias concepts into recruitment and selection training;
 - Continue to assess applicants to City Councils and Committees based on information collected via standard application forms rather than resumes;
 - Investigate methods to anonymize applications;
 - Explore methods of reducing barriers to women's participation in municipal politics.
- The City of Toronto has implemented an Aboriginal Employment Strategy with the purpose of recruiting and retaining Indigenous individuals to the municipal workforce (2019).

Engagement and Outreach: Engagement involves everything from consultation to public participation and meaningful outreach with the intention of ensuring all people have access to decision-making. Equity cuts across engagement and outreach as for too long the standard of practice did not work to make voices heard who were not white and middle- to high-income. The American Planning Association recommends using targeted, community-specific strategies, such as in-person meetings, telephone calls, or virtual meetings as well as translation services and interpretation that sensitively considers the timing of meetings; implementing principles of participatory planning popularized by Arnstein's Ladder of Citizen Participation to build a partnership with community; building trust; heal past wrongs and grievances, and; avoid duplication of engagement efforts (American Planning Association, 2019).

- Portland Metropolitan Region (2016) has committed to the following:



- Ensuring engagement efforts with communities of colour are coordinated and culturally informed, to provide meaningful opportunities to influence decisions and designs;
- Inclusive engagement efforts will place importance on building relationships through meaningful, one-one-one or small-group dialogue sessions with community;
- Adopting a standard practice of partnering with community to co-design engagement and evaluation measures for Metro policies, practices and plans.

Land Use: Referring to the policies, bylaws and strategies used to organize land use, this encompasses several equity-related planning topics. Gentrification, sometimes wrongfully conflated with development or revitalization, is the process through which original residents of a neighbourhood have been displaced, typically as redevelopment has occurred in the absence of an equity lens and has attracted new, higher-income residents and the goods and services they desire.

- The American Planning Association suggests using a comprehensive approach to mitigation, conducting a social impact assessment, or encouraging equitable development as methods to deal with gentrification (American Planning Association, 2019).

Environmental justice is an approach used to combat the issues that have typically come out of the failure to fairly or adequately plan or zone land with the public health, safety and welfare of residents in mind.

- To invoke an environmental justice approach, the American Planning Association recommends encouraging triple-bottom-line outcomes, giving deference to local knowledge, and encouraging collaborative problem solving (American Planning Association, 2019).

Municipal Services: This area of service delivery includes transit, emergency and protective services, funding and grant programs. Compounding the fact that public transportation is hard to provide in lower density areas, racialized and lower income communities have long been left out of transit options. Some plans discuss how police practices contribute to many groups feeling overly policed and ultimately unsafe in public spaces and in their neighbourhoods, due in part to a historically tense relationship between marginalized groups, the law and the police, and also due to police disproportionately targeting certain demographics (American Planning Association, 2019).

- The City of Vancouver (2014) has committed to making land use decisions that support shorter trips and more sustainable transportation choices, as well as:
 - Make walking safer and more convenient
 - Make cycling safer and more convenient

Economic Development: The Portland Metropolitan Region (2016) notes that proactively addressing gaps in equity contributes to economic growth. Targeted efforts can be made to promote, and support businesses owned by marginalized folks, or businesses that hire people with barriers to traditional employment and identifying and eliminating systemic barriers to participation in the workforce. Economic development overlaps with issues relating to economic disadvantage.

- The City of Vancouver commits to creating a network of services to provide social entrepreneurs with capacity-building opportunities (2014).
- The City of Toronto provides space, business programming and education, advisory services, mentorship supports and community event space for Indigenous entrepreneurs (2, 2020).



Social and Community Services: The municipality provides high-quality social and community services that address the needs of diverse communities and individuals (e.g. recreation, libraries, culture, social services). Marginalized communities experience several distinct systemic barriers to accessing such services, like stable, reliable, affordable and high-quality housing, and often do not have access to local community recreation facilities or greenspaces. Historically, funding for such spaces has been concentrated in high-income, white neighbourhoods.

- The City of Vancouver commits to increasing access to affordable quality childcare to ensure that women no longer have to leave the workforce for reasons relating to childcare (2018).
- The City of Vancouver established the target that by 2020, all Vancouver residents would live within a five-minute walk of a park, greenway or other greenspace (2014).
- The City of Vancouver commits to being a leader in horticultural practices and to preserving, protecting and creating greenspace (2014).

1.7 The best plans are Action-Oriented and explicit in what they are going to achieve.

Each reviewed plan or strategy is fundamentally action-oriented. As broader strategic directions are identified within each report, they are typically broken down into department, topic or policy basket, and further into actionable goals or commitments. While this is helpful for understanding how the plan will have tangible outcomes, some municipalities have chosen to forego releasing an entire plan in favour of releasing individual, targeted plans for specific equity-seeking groups and communities. For this reason, the writing of a more comprehensive anti-racism and anti-discrimination plan should take into consideration how readers of this plan will interpret what it means for them.

1.8 Plans need to consider how they will improve over time by creating evaluation frameworks.

Ultimately this work cannot be implemented without a set of indicators that can be used to measure performance and results. Plans typically either use qualitative or quantitative methods to measure progress. While many plans using quantitative methods develop target numbers and quantifiable goals, we suggest leveraging the perspectives of stakeholders and rightsholders through the use of qualitative methods. Themes identified through engagement with community can shape the evaluation of the former Action Plan as well as the performance and result targets of the updated Plan. Performance can be measured through regular check-ins with stakeholders and rightsholders during annual workshops.

Advancing Equity and Inclusion: A Guide for Municipalities by the City for All Women Initiative (2015) suggests using a simplified chart to track progress, an example of which has been included below. This Guide also suggests contextualizing and tailoring the assessment of performance and results indicators according to a framework that could include relevance, effectiveness, efficiency, impact, and sustainability, all through an equity and inclusion lens. This Guide provides an assessment tool on page 47. The contextualization of performance and targets necessities embedding meaningful community input into evaluation.

The Municipal Action Guide: Advancing Racial Equity in Your City by National League of Cities (2017) suggests selecting a municipality-wide equity goal, or a vision, followed by five-year objectives that can be held to account using annual performance measures with target



completion dates that can be set in collaboration between stakeholders, rightsholders and the County of Kings.

EXPECTED RESULT	PERFORMANCE INDICATOR	RESULTS INDICATOR
Diversification of administrative personnel	Employment equity programme and contract compliance	% of racialized groups in municipal administration % of racialized groups in suppliers' workforces
Poverty and residential segregation	Partnership with higher echelons of government and relevant NGOs Targeted programmes	Poverty rate among racialized groups Unemployment and underemployment rates among racialized groups Average and median income of racialized groups Measures of residential concentration (cross-tabulated with poverty indicators)

Topics for Discussion: Structuring the Action Plan for County of Kings

The following section includes some fundamental approaches which County of Kings needs to decide on when creating the framework for the plan.

Perspective: Top-Down / Bottom-Up Approaches

Most plans have been written to prioritize high-level strategic directions first and, after significant combing, it might be possible to find information relating to specific equity-seeking groups. While this method of organizing the action plan and document might be efficient and palatable for municipalities, it feels like a more general and less targeted, less accessible approach for members of equity-seeking groups actually reading the plan to find out how it will impact them. Subverting this standard practice by breaking actions down by equity-seeking group could capture what large cities accomplish by developing targeted, individual plans for each group/community.

Internal Focus

All action plans contain a strong focus on the community's own internal functioning and staff. This extends to what staff are hired, retained and trained, as well as human resource policies, which in turn affects the development of policies and programming. A municipality's internal functioning also includes procurement, communications and marketing, and the writing of policy. Many municipalities feel strongly that they must lead by example, and their internal strategic vision should be paramount.



External Focus

External action encompasses all plans, programs, engagement practices, policies and bylaws. This represents the difference between the City of Toronto's Strategic Plan: Equity, Diversity & Human Rights Division (2015) and the City's various and nearly exhaustive list of initiatives listed on the "Equity, Diversity & Inclusion" webpage that have very real implications for how specific equity-seeking communities live, access services, and feel heard in Toronto.

Rural vs Urban- Defining Geographic Discrimination

Ultimately, it was challenging to identify meaningful anti-racism, anti-discrimination and equity work being done at the rural municipality level. For this reason, examples have been pulled from some of Canada's largest cities, which have set a number of standards of practice in this work. This also reflects how the work of County of Kings has already set the bar high for small, rural municipalities in Canada, but that the County should carve out its own path for how to best meet the needs of equity-seeking groups and diverse visitors, newcomers and residents in a rural community.



2. Policy Review

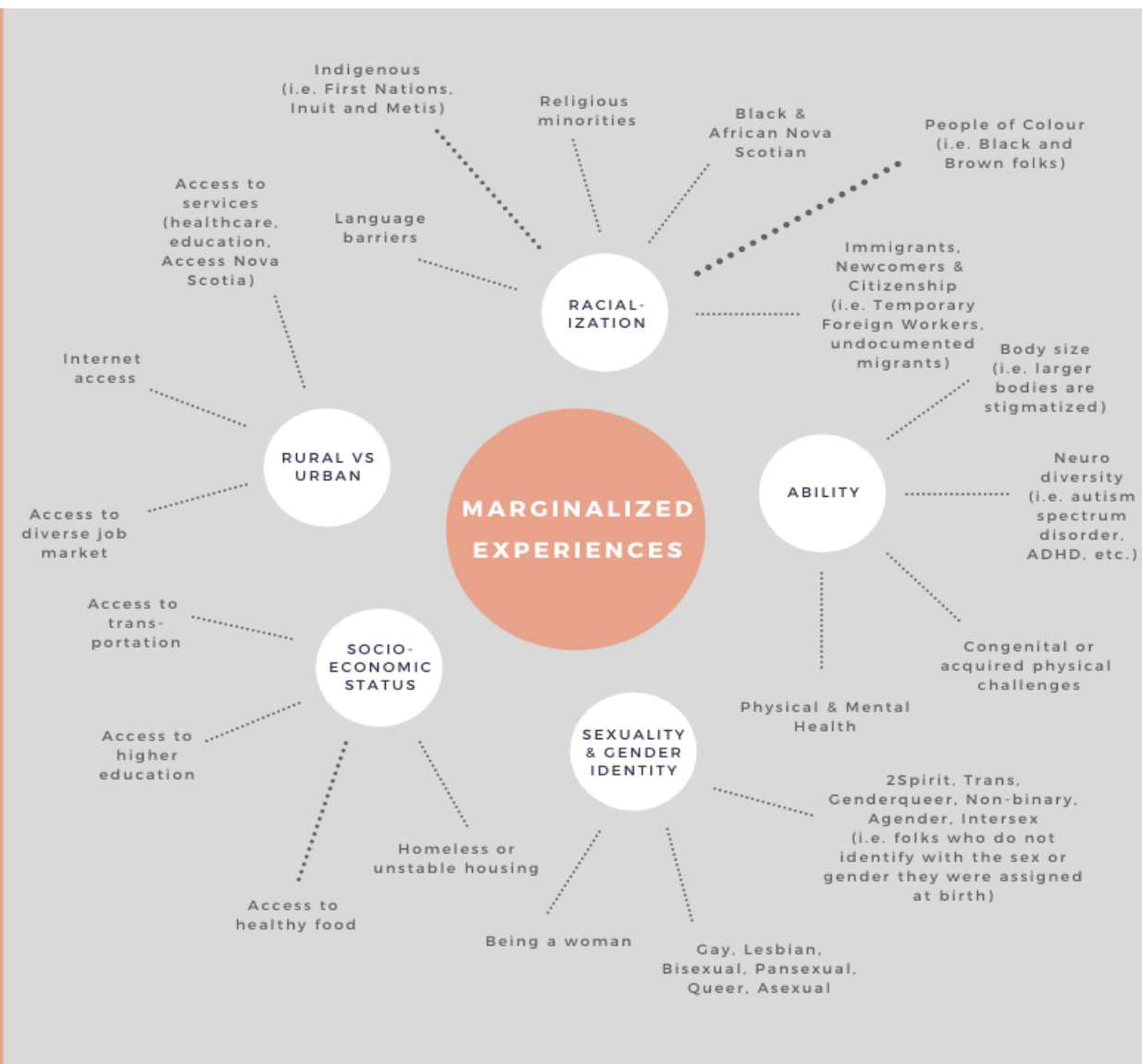
In order to understand the unique jurisdictional context of the Municipality of the County of Kings we have conducted and completed the policy review, the purpose of which is to situate the updated Action Plan within the policy and legislative basket to which it applies. This review consists of outlining provincial and federal legislation and policies as they relate to the topics of diversity, equity, inclusion, and anti-discrimination in the jurisdiction of the Municipality of the County of Kings in Nova Scotia. It also contains a brief overview of highlighted themes that have emerged from reviewing the Municipality's policies. Throughout the review, we have utilized two lenses that are discussed below as a way of amplifying and targeting areas for discussion.

2.1 Information on the Use of Lenses

Intersectionality pushes us forward.
As the process of considering multiple marginalized overlapping identities, intersectionality is a powerful tool that should be used as a foundation on which we can build better and smarter policy and programs that work for everyone.

Reconciliation & Indigenous Rights flips the system.
This lens is fundamental to recognizing that Nova Scotia is on the unceded, ancestral, 10,000+ year territory of Mi'kma'ki. We owe our respects to this Nation and we invite them to participate in conversations that take place on their territory.

Equity challenges our assumptions.
Our society and systems have been built by the privileged few. We recognize that many people with diverse experiences have been left out of decision-making spaces, resulting in their stories being left unheard and needs unmet. We must challenge this pattern to do better.





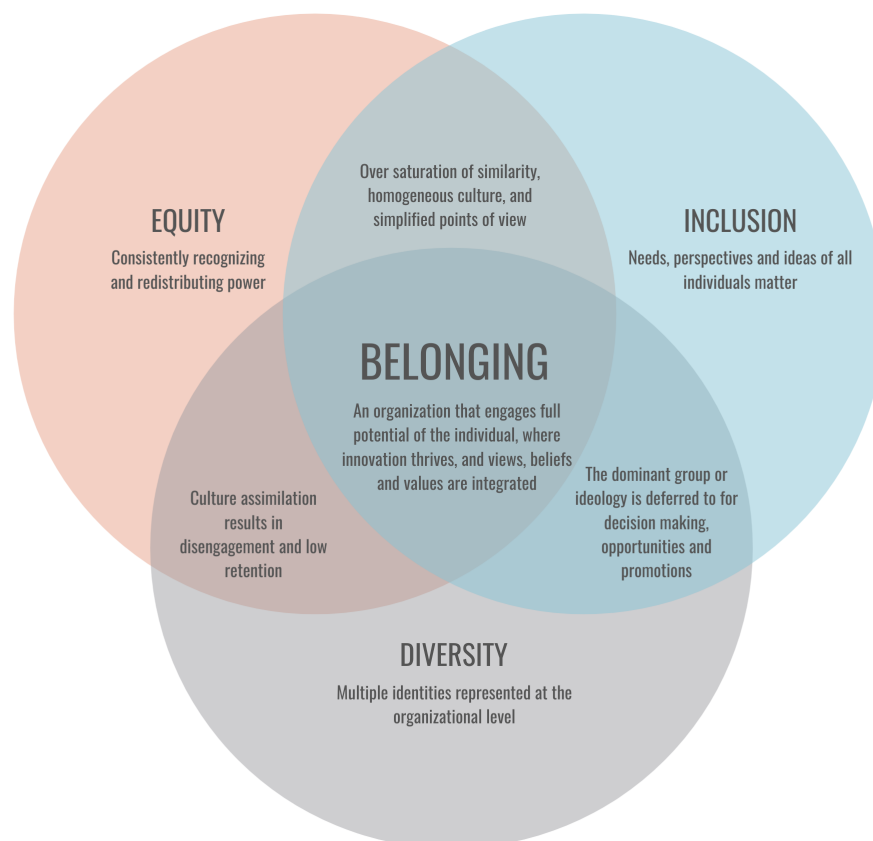
Lens 1: Reconciliation and Indigenous Rights Lens

While settler colonialism is often discussed as a process confined to the past, the dispossession and displacement of Indigenous peoples is an ongoing process happening across Canadian municipalities. Even with inclusion-informed intentions, planning work supported by Western assumptions inevitably reproduces paternalistic colonial outcomes whereby Indigenous peoples are merely included as “stakeholders” and “voices.” This approach avoids the status quo-challenging work of restructuring engagement to make space for Indigenous self-determination and cultural resurgence. In that regard, applying an Indigenous Rights and Reconciliation lens to this work is the foundation on which other equity-seeking approaches will be applied.

Using an Indigenous rights lens means that our first read of each policy is to ask ourselves if it enables Mi’kmaq people to access services safely and in a way that directly meets their needs, and if through planning work done at the County level, Mi’kmaq people can develop and manifest their values.

Complimenting Indigenous Rights with a Reconciliation lens ensures that we use the TRC’s 94 Calls to Action, and in particular the several Calls to Action that directly pertain to municipal governance as guidance for specific action items.

Lens 2: Equity and Inclusion & Diversity Lens





Applying an equity, inclusion and diversity (sometimes shortened to equity and inclusion) lens is to say that we actively consider those who are typically excluded from important policy development. We consider how systemic barriers and internal biases, such as racism, misogyny, homophobia, transphobia, ableism, ageism, and various forms of stigma are embedded in Western planning and policy processes, and thus many people and voices are not reflected in the policy that shapes the municipal experience.

Embedded in equity and inclusion work is the consideration for intersectionality. First developed by Black female researcher Kimberle Crenshaw, “intersectionality” is used to explain the intersection of oppressive power for people who belong to multiple marginalized groups. While it might seem intuitive, It is worth highlighting intersectionality as a separate component of our analysis because it helps us to specifically understand how systems of power and oppression operate together.

In our review of legislation and policies, we have considered the following questions informed by the aforementioned lenses to assist in our review:

- What biases are embedded in this policy?
- Who does this leave out?
- What barriers exist within this policy, or what barriers does this policy create?
- Is there any language in this policy that does not reflect currently accepted respectful terminology?
- Does this policy use plain language?
- Does this policy fail to meet the needs of a specific person or group?
- Does this policy contribute to systemic harm and inequity?

2.2 Overview of Applicable Policies

2.2.1 International Policies and Direction

UNDRIP: United Nations Declaration on the Rights of Indigenous Peoples

In 2007, Canada voted against the United Nations Declaration on Rights of Indigenous Peoples (UNDRIP). In 2016 Canada, under new leadership and with new support, Canada agreed to become a full supporter of UNDRIP. UNDRIP acts as a universal framework of minimum standards, freedoms, and rights for Indigenous peoples around the world. The ability of this non-statutory agreement to improve the livelihoods and freedoms of indigenous peoples, however, is questioned by many critics. Still, The Government recognizes that Indigenous self-government and laws are critical to Canada’s future, and that Indigenous perspectives and rights must be incorporated in all aspects of this relationship. In doing so, the Government of Canada has committed to continuing the process of decolonization and hasten the end of its legacy wherever it remains in Canadian laws and policies. In 2018, the Government of Canada released “Principles respecting the Government of Canada's relationship with Indigenous peoples,” and in the Throne Speech delivered on September 23, 2020, Governor General Julie Payette expressed Canada’s commitment to introducing legislation on UNDRIP before the end of 2020.

A Decade Dedicated to People of African Descent

In January of 2018, Prime Minister Justin Trudeau announced the Government of Canada would officially recognize the United Nations’ International Decade Dedicated to People of African Descent. The UN General Assembly adopted a subsequent Programme of Activities encouraging all states to take “concrete and practical steps through the adoption and effective implementation of national and international legal frameworks, policies and programmes to combat racism, racial discrimination, xenophobia and related intolerance faced by people of



African descent, taking into account the particular situation of women, girls and young males in the following areas” (United Nations General Assembly 2014, 5). The pillars of the Programme are recognition, justice, development, and multiple or aggravated discrimination. In May of 2018, Premier Stephen MacNeil also officially recognized the International Decade Dedicated to People of African Descent.

2.2.2 Federal Policy Direction

The Royal Proclamation, 1763

Issued by King George III, the Proclamation clearly states that Aboriginal Title existed prior to British settlement and continues to exist unless land has been explicitly ceded by Treaty. The Proclamation also forbids settlers from buying or claiming land from Indigenous peoples unless it has been fairly purchased by the Crown first. Section 25 of the Charter of Rights and Freedoms recognizes all the rights of Indigenous peoples declared by the Proclamation.

Canadian Charter of Rights and Freedoms

The Canadian Charter of Rights and Freedoms came into effect on April 17, 1982, and was created to protect the basic human rights and freedoms of all Canadians to preserve Canada as a free and democratic country. All laws (federal, provincial/territorial, and municipal) must be consistent with The Charter. Particularly significant rights from The Charter regarding culture and heritage are freedom of expression, Aboriginal peoples’ rights, and the protection of Canada’s multicultural heritage.

Truth and Reconciliation’s Calls to Action

The Truth and Reconciliation Commission was established to document the stories and impacts of residential schools on those who lived through the experiences and their descendants. Based on the data collected, the Commission established 94 Calls to Action for the Federal and Provincial Governments to continue the reconciliation process and to ensure such atrocities would not be repeated. The 94 Calls to Action are divided into Legacy (focuses on child welfare, education, language and culture, health, and justice) and Reconciliation (commitment to UNDRIP, the development of a National Action Plan, reaffirming the nation-to-nation relationship, and dozens of other goals).

There are several Calls to Action that pertain to municipalities or all levels of governance:

CALL TO ACTION 17: We call upon all levels of government to enable residential school Survivors and their families to reclaim names changed by the residential school system by waiving administrative costs for a period of five years for the name-change process and the revision of official identity documents, such as birth certificates, passports, driver’s licenses, health cards, status cards, and social insurance numbers.

CALL TO ACTION 23: We call upon all levels of government to:

- i. Increase the number of Aboriginal professionals working in the healthcare field.
- ii. Ensure the retention of Aboriginal health-care providers in Aboriginal communities.
- iii. Provide cultural competency training for all healthcare professionals.

CALL TO ACTION 40: We call on all levels of government, in collaboration with Aboriginal people, to create adequately funded and accessible Aboriginal-specific victim programs and services with appropriate evaluation mechanisms.

CALL TO ACTION 43: We call upon federal, provincial, territorial and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.

CALL TO ACTION 47: We call upon federal, provincial, territorial and municipal governments to repudiate concepts used to justify European sovereignty over Indigenous peoples and lands,



such as the Doctrine of Discovery and terra nullius, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.

CALL TO ACTION 55: We call upon all levels of government to provide annual reports or any current data requested by the National Council for Reconciliation so that it can report on the progress towards reconciliation. The reports or data would include, but not be limited to:

- i. The number of Aboriginal children—including Métis and Inuit children—in care, compared with non-Aboriginal children, the reasons for apprehension, and the total spending on preventive and care services by child-welfare agencies.
- ii. Comparative funding for the education of First Nations children on and off reserves.
- iii. The educational and income attainments of Aboriginal peoples in Canada compared with non-Aboriginal people.

CALL TO ACTION 57: We call upon federal, provincial, territorial and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights and anti-racism.

CALL TO ACTION 64: We call upon all levels of government that provide public funds to denominational schools to require such schools to provide an education on comparative religious studies, which must include a segment on Truth and Reconciliation Commission of Canada Aboriginal spiritual beliefs and practices developed in collaboration with Aboriginal Elders.

CALL TO ACTION 75: We call upon the federal government to work with provincial, territorial and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, commemoration and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of appropriate memorial ceremonies and commemorative markers to honour the deceased children.

CALL TO ACTION 77: We call upon provincial, territorial, municipal and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the NCTR.

CALL TO ACTION 87: We call upon all levels of government, in collaboration with Aboriginal peoples, sports halls of fame, and other relevant organizations, to provide public education that tells the national story of Aboriginal athletes in history.

CALL TO ACTION 88: We call upon all levels of government to take action to ensure long-term Aboriginal athlete development and growth, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.

Official Languages Act

The Official Languages Act was adopted in 1969. Its purpose is to give French and English equal status in the Government of Canada. This Act requires the federal government to provide services in both French and English, have the capacity to hold federal court in both French and English, and hold parliamentary proceedings, adopt laws, and publish regulations in both languages.



Multiculturalism Act

The Canadian Multiculturalism Act was adopted in 1988 to ensure equal treatment of all Canadians by the government with specific consideration of preserving and enhancing the multicultural heritage of Canadians, the rights of aboriginal peoples, and the Official Languages Act.

Peace and Friendship Treaties

These Treaties were written with the intention of achieving a mutual understanding of peace between British settlers and the Indigenous peoples in the Maritime provinces. These Treaties also serve to outline Indigenous rights for harvesting, fishing and commercial activities. The Indigenous signatories of the Treaties did not cede or give up land title or other rights.

The Duty to Consult and Accommodate

The Duty to Consult originates from a series of court cases involving disputes over land use on land with Aboriginal title or treaty rights. In these cases, the Supreme Court of Canada (SCC) establishes that section 35 requires the Crown to fulfill the duty to consult and accommodate when Indigenous traditional territory is proposed for use. When the Crown seeks to justify the infringement of Aboriginal rights on traditional territory, the Crown must understand the impact to these rights and work to accommodate the community's continued exercise of their rights to the fullest possible extent. The Crown's obligation to consult and accommodate arises "when the Crown has knowledge, real or constructive, of the potential existence of the Aboriginal right or title and contemplates conduct that might adversely affect it."

In Supreme Court Cases that have outlined the Duty, it has been further articulated that land that has not been ceded continues to have Aboriginal Title and can be used as the Nation sees fit, that off-reserve Indigenous people are analogous to a reserve community and must be funded as such, and that standard public consultation does not equate adequate engagement.

While municipalities do not technically have the Crown's Duty to Consult, many communities across Canada have recognized in good faith their duty, namely the City of Toronto.

2.2.3 Provincial Policy Direction

Nova Scotia Culture Action Plan

Nova Scotia's Culture Action Plan is meant to provide guidance for decision-makers through setting strategic priorities, criteria, and actions. The Plan is based on intensive community consultation that took place over 2015 and 2016. There are six major themes in the Plan: Mi'kmaw culture; promoting creativity and innovation; strengthening education, partnerships, and understanding; advancing cultural diversity; excellence in cultural stewardship; and driving awareness and economic growth of the culture sector. HRM's Culture and Heritage Priorities Plan shall align with and build on the goals under the Nova Scotia Culture Action Plan.

Nova Scotia Heritage Property Act

Nova Scotia's Heritage Property Act provides the Province's rules regarding heritage designation of buildings and properties. The Heritage Properties Act provides for the "identification, designation, preservation, conservation, protection and rehabilitation of buildings, public-building interiors, structures, streetscapes, cultural landscapes, areas and districts of historic, architectural or cultural value, in both urban and rural areas," and encourages their continued use (Office of the Legislative Counsel, Nova Scotia House of Assembly 2011).

Cultural Assets of Nova Scotia: African Nova Scotian Tourism Guide

While Nova Scotia's Cultural Assets of Nova Scotia: African Nova Scotian Tourism Guide is not a policy, it provides useful historic background information on the settlement and important cultural assets regarding the African Nova Scotian communities throughout the HRM necessary for developing a well-rounded history section for the Culture and Heritage Priorities Plan. The Guide outlines important landmarks, celebrations, and the historic African Nova Scotian



settlements in HRM: Halifax's North End; Africville; Melville Island; Citadel; Dartmouth's Crichton Avenue, Park Avenue, Prince Albert Road, Commercial Street, and Victoria Road; Cherry Brook/Lake Loon; North Preston; East Preston; Hammonds Plains' communities Pockwock, Camp-Town, Kehoe, and Upper Hammonds Plains; Beechville; Lucasville; Maroon Hill in Middle Sackville; Cobequid Road; and Goffs.

Nova Scotia Accessibility Act & Accessibility Plan

Nova Scotia's Accessibility Act requires public sector bodies to provide minimum accessibility standards based on the UN Convention on the Rights of Persons and Disabilities, the Canadian Charter of Rights and Freedoms, and the Human Rights Act. This Act will assist in ensuring all persons have an equal opportunity to enjoy a full and productive life without discrimination on the basis of a disability. The associated Accessibility Plan outlines the Province's top priorities, which include compulsory training for employees on accessibility and disability issues, creating an accessible, user-centric website that meets international accessibility standards, and creating an inventory of provincially-owned buildings to determine what must be done to make them accessible by 2030.

2.2.4 Municipal Policy Review- County of Kings Policies

For the purpose of the municipal policy review, our team read and reviewed all of the policies made available to us relating to themes of equity, inclusion, diversity, accommodation, etc. We have organized our thoughts and comments into four distinct categories outlined below, and have added examples or opportunities for change identified in specific policy documents. Comments on areas for improvement and discussion are located in the following section.

Communication and Accessibility: Many of these policies are public-facing and are meant to inform residents and various kinds of organizations of programming that affects them in the Municipality. Reforming municipal policy to increase its client and community-centeredness is the aim of increasing accessibility. Thus, exploring innovative ways of communicating more clearly and accessibly with the public could expand understanding between the community and the Municipality.

- Opportunities for change:
 - For policies that are public-facing, such as ADMIN-01-002: Citizen Appointments to Boards and Committees, plain language summaries can be made available for the public.
 - ADMIN-01-002: Rectify discrepancies between citizen application form and this policy document. Board and Committee vacancies can be posted to Municipality's and towns' social media accounts.
 - Application Form for Citizen Appointments to Boards and Committees: Many folks do not have resumes or ways of creating one. Application form could be expanded to include specific questions relating to the experience of the applicant.

Safety and Trust: In the cases of internal policies that affect the employee experience at the Municipality, it is critical to consider if marginalized individuals will feel comfortable with the process of coming forward to make their concerns, experiences and needs heard. Instead, new processes could be imagined based on what feels most comfortable, affirming, and justice-oriented for those who are statistically likely to feel unsafe in the workplace.

- Opportunities for change:



- HR-06-004 Sexual Harassment: Process seems to place weight on whether claims can be substantiated, thereby creating potentially unsafe environment for victim (Section 10.6).
- HR-06-005 Workplace Harassment: What has been done to create a safe space for those who must come forward?

Momentum and Resources: Whether policies are internally-, or publicly-facing, there are gaps in how municipal practices embody and support diversity and inclusion principles. More specifically, diversity and inclusion resources and infrastructure can be extended and expanded from the only staff position to minimally include mandatory training for all municipal staff members, required diverse representation as well as equity lens toolkits used to develop all future policy. Embedding this mindset and lens into all practices can empower staff members to push a diversity and inclusion agenda forward and establish infrastructure for ensuring its success.

- Opportunities for change:
 - ADMIN-01-011 Community Flag Raising: Requests requiring 1 month of processing presents a challenge to groups who are raising awareness for social movements as they happen. (Section 4.2.a)
 - ADMIN-01-011 Community Flag Raising: Mi'kmaq Grand Council flag can be flown at all times to acknowledge territory. (Section 4.3)
 - ADMIN-01-011 Community Flag Raising: Does the flag flying limit of 1 week coincide with the length of days or weeks of Pride Week each year? (Section 4.7.b)

Advocacy and Agency: Municipal policies should reflect the ways in which they empower and create space for individuals to express their agency, and advocate for themselves and for better, more reflexive and equitable programs, policies and internal work. Additionally, by advocating for its staff members and their individual and collective needs, the Municipality is likely to prove its priority and willingness to improve the workplace culture for a diverse workforce.

- Opportunities for change:
 - What is the process for employees to come forward and push for changes internally?



Resources

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LIGHTSHIP
STRATEGIES

BEST PRACTICES & POLICY REVIEW

Diversity Committee
County of Kings

AGENDA

- Introductions Roundtable
- Project Path
- Lenses + Map of Marginalized Experiences
- Policy Requirements
- Municipal Themes
- What We Learned
- Potential Actions
- Discussion

PROJECT PATH

- Phase 1: Project Initiation
- Phase 2: Best Practice Review & Background
- **Phase 3: Community Engagement**
- Phase 4: Develop Action Plan

INTRODUCTIONS: ROUNDTABLE

What are your greatest fears about this project?

What is the greatest opportunity?

LENSES

Intersectionality pushes us forward.

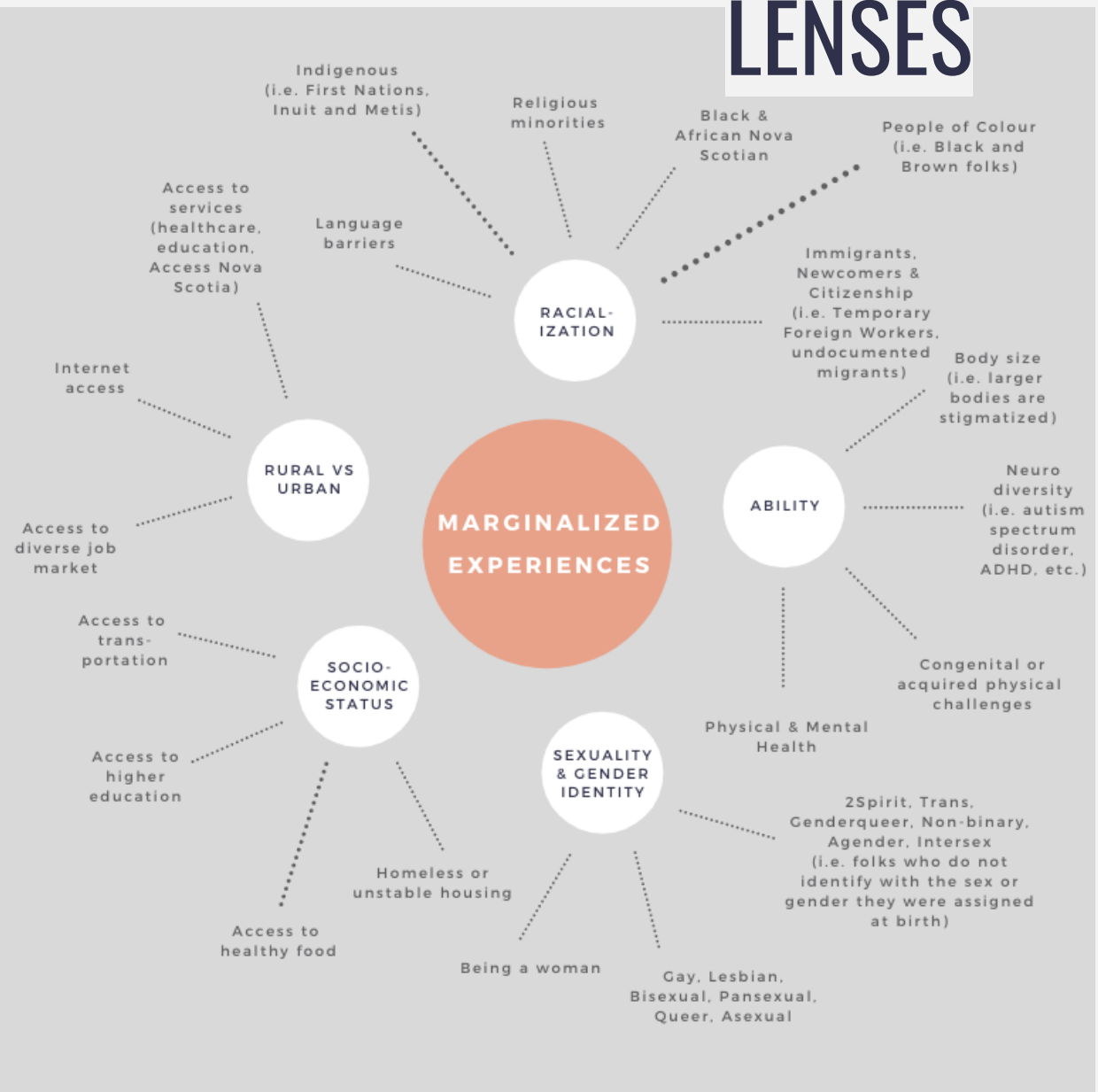
As the process of considering multiple marginalized overlapping identities, intersectionality is a powerful tool that should be used as a foundation on which we can build better and smarter policy and programs that work for everyone.

Reconciliation & Indigenous Rights flips the system.

This lens is fundamental to recognizing that Nova Scotia is on the unceded, ancestral, 10,000+ year territory of Mi'kma'ki. We owe our respects to this Nation and we invite them to participate in conversations that take place on their territory.

Equity challenges our assumptions.

Our society and systems have been built by the privileged few. We recognize that many people with diverse experiences have been left out of decision-making spaces, resulting in their stories being left unheard and needs unmet. We must challenge this pattern to do better.



POLICY REQUIREMENTS

Federal

- Truth and Reconciliation Commission's 94 Calls to Action (17 of them are municipal)
 - CALL TO ACTION 57: We call upon federal, provincial, territorial and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal Rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights and anti-racism.
- Peace and Friendship Treaties

Provincial

- Cultural Assets of African Nova Scotian Cultural Tourism
- Nova Scotia Accessibility Act & Plan 2030

MUNICIPAL THEMES

Communication and Accessibility:

ADMIN-01-002: Citizen Appointments to Boards and Committees, plain language summaries can be made available for the public.

Safety and Trust:

HR-06-004 Sexual Harassment: Process seems to place weight on whether claims can be substantiated, thereby creating potentially unsafe environment for victim and create a barrier for people coming forward (Section 10.6).

Momentum and Resources:

ADMIN-01-011 Community Flag Raising: Requests requiring 1 month of processing presents a challenge to groups who are raising awareness for social movements as they happen. (Section 4.2.a)

Advocacy and Agency:

What is the process for employees to come forward and push for changes internally?

WHAT WE LEARNED

Procurement

Hiring, training and workplace culture

Engagement and Outreach

Land Use- Gentrification, Environmental Justice

Municipal Services

Economic Development

Social and Community Services



WHAT WE LEARNED: PROCUREMENT

THE GOAL:

For procurement policy to create opportunity for local diversity-led organizations.

TAKEAWAY:

Working with the municipality can strengthen local businesses and the municipality can serve as an advocate at other jurisdictional levels in order to have agency over who they work with.



WHAT WE LEARNED:

HIRING, TRAINING & WORKPLACE CULTURE

THE GOAL:

To equitably support a diverse workplace.

TAKEAWAY:

There are creative ways of bringing municipal employees into this overarching goal of creating a safer and more equitable workplace. County of Kings wants to be a leader in creating a safe and supportive work environment.

WHAT WE LEARNED:

ENGAGEMENT & OUTREACH

THE GOAL:

To do it in a culturally safe way, co-designed in and with community.

TAKEAWAY:

Individual equity-seeking communities can be involved every step of the way in order to increase their sense of investment, cultural safety, and agency in the process with the intention of better work coming out of it.



WHAT WE LEARNED:

LAND USE

THE GOAL:

To identify and rectify the ways in which land has been used to harm and displace folks.

TAKEAWAY:

It is important to understand each community's history and relationship with "place" and "space", what they want from it and how their relationship can be secured.



WHAT WE LEARNED:

MUNICIPAL SERVICES

THE GOAL:

To ensure everyone has equitable access to the services **they** need
-- where, when, however they need them.

TAKEAWAY:

Each community's feeling of safety and access to services varies greatly due to historical injustices. As such, care, sensitivity and creativity must be used when seeking to "expand" access and protection.

WHAT WE LEARNED:

ECONOMIC DEVELOPMENT

THE GOAL:

To identify the barriers for marginalized folks entering the workforce and to create space and support for marginalized folks to start, establish and grow businesses.

TAKEAWAY:

Encouraging economic empowerment requires a multi-pronged approach, but if done well can have lasting and rippling impacts across the community where new businesses and their owners are celebrated and protected, and new business owners can generate further empowerment throughout their respective community.

WHAT WE LEARNED:

SOCIAL & COMMUNITY SERVICES

THE GOAL:

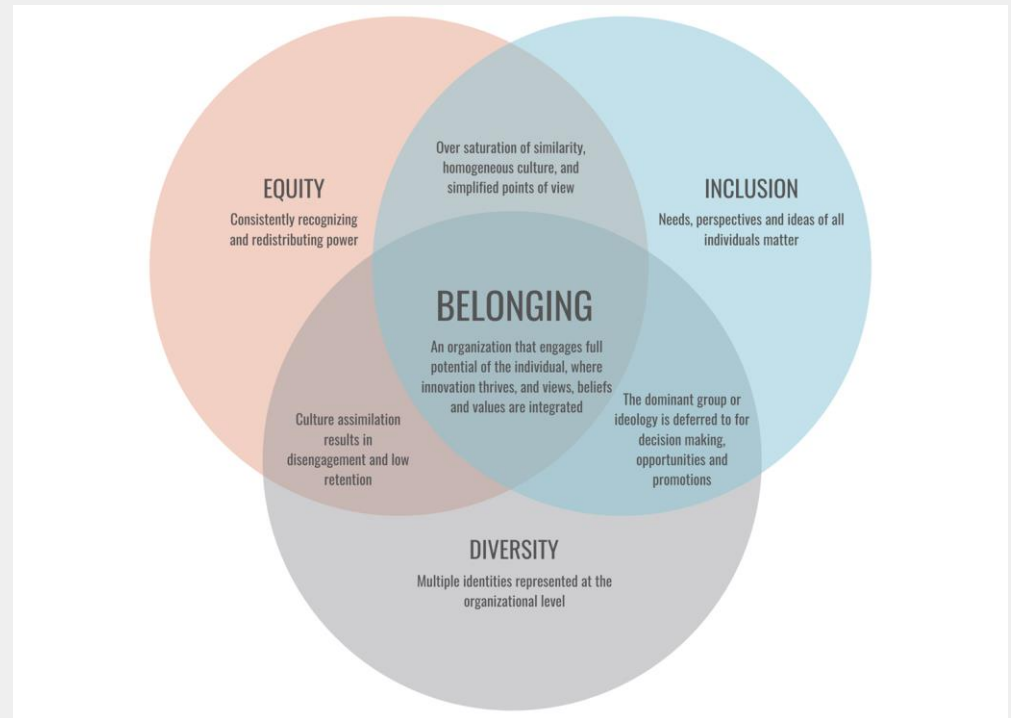
To ensure each community member has the tools available to self-determine how they participate in community and society.

TAKEAWAY:

Several services that most financially secure people take for granted actually generate social and community capital that supports entire generations. By increasing access to parks, childcare, libraries etc., communities have better access to social safety nets.

DISCUSSION: NAMING THE PLAN

- BELONGING
- CULTURAL SAFETY
- ENDING RACISM + DISCRIMINATION
- SOCIAL RESILIENCE
- SOCIAL + CULTURAL EQUITY
- DIVERSITY
- INCLUSION
- EQUITY
- COMMUNITY
- HOME
- Other words?



DISCUSSION: PLAN STRUCTURE

PROBLEM 1: How will people see themselves in the plan?

PROBLEM 2: How will we determine if we are making progress?

What do you think this could look like? How can we gather this qualitative feedback?



POTENTIAL ACTIONS

- **Hiring practices:**
 - web forms instead of resumes
 - blind forms / processes
- **IMSA:**
 - This could be an opportunity to form partnerships with the other towns on diversity and inclusion, pooling resources
 - Partnerships with Indigenous communities for hiring or dedicated staff positions
- **Innovation Hub:**
 - Currently lacks direction - could be social innovation or social enterprise hub
- **First Nations Care Home:**
 - Was first explored by Hantsport and was discussed with the Province and could be explored again
- **Embedding the Duty to Consult:**
 - Indigenous representatives on the Planning Advisory Committee

DISCUSSION: ACTIONS

- What stands out to you as being able to implement quickly?
- What stands out to you as a priority in your community?
- What other actions can you imagine coming out of this plan?
- How do you feel as though living rurally affects your quality of life or could affect the life of a marginalized person?



DISCUSSION: ENGAGEMENT

- Do you have thoughts or ideas for engagement?
- Are there engagement events that have already happened that we can get results from?
- What communities want to be part of this conversation?





Thank you!

MUNICIPALITY OF THE COUNTY OF KINGS

DIVERSITY KINGS COUNTY WORK PLAN

December 07, 2020 Update

Context:

Kings County has strongly demonstrated its commitment to eliminating racism and discrimination in our Community in several ways, first by the creation of the Diversity Committee (formerly, Race Relations & Anti-Discrimination Committee) several years ago. Subsequently in 2008 Council formally approved a Declaration to join the Canadian Coalition of Municipalities against Racism and Discrimination (CCAMRD) and through the process adopt the UNESCO Declaration. The Town of Kentville formally approved a Declaration to join CCMARD in November 2010. In adopting the UNESCO Declaration, the Municipality and Town of Kentville agreed to address the following UNESCO commitments:

1. Increase vigilance against systemic and individual racism and discrimination;
2. Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination;
3. Inform and support individuals who experience racism and discrimination;
4. Involve citizens by giving them a voice in anti-racism initiatives and decision-making;
5. Support measures to promote equity in the labour market;
6. Provide equal opportunities as a municipal employer, service provider and contractor;
7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity housing;
8. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector and other forms of learning;
9. Promote respect, understanding, and appreciation of cultural diversity and inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality; and
10. Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.

In November 2012, Kings County approved its “Action Plan for Ending Racism and Discrimination in the Municipality of the County of Kings”. As noted in the “Acknowledgements” section of the Report;

“The Action Plan will be a living document. It is not cast in stone. It will be honed and changed as circumstances change. It will not be allowed to languish because no one cares. We care and we challenge each and every citizen of Kings County to join us and have the courage to stand up and address discrimination and marginalization.”

The Diversity Committee believes that times and circumstances have changed and that this County through its commitment to ending racism and discrimination has already made a difference in our Community. You will note the first item in the following work plan call for the update of this plan and we anticipate that will provide fresh fodder for the 2021/22 update of this work plan and budget. The work plan and budget put forward for the 2020/21 fiscal year is intended to make great strides in more total community engagement and approach to making our community a safer, more inclusive and welcoming place for each and every resident that live and work here or are contemplating to live and work here.

PROJECT TITLE (Intended Outcomes)	LEAD	TASK	APPROVED BUDGET	EXPECTED COMPLETION	CURRENT STATUS
Updated Action Plan <i>i. Personal Declarations</i> <i>ii. Declarations for Businesses & Organizations</i> <i>iii. Diversity Communications Plan</i>	Diversity & Outreach Specialist, Committee Chair	<ul style="list-style-type: none"> • Update the Municipality’s Action Plan. (In November 2012 the County established an Action Plan for Ending Racism and Discrimination in the Municipality of the County of Kings. This is outdated and requires to be updated). i. Develop various campaigns to inspire residents to engage in Equity, Diversity and Inclusion. ii. Develop a Declaration, process and program to engage and inspire Businesses and Organizations. iii. Develop a Communications Plan to keep our partners and community informed about the issues, directions and activities related to diversity and inclusion. 	\$20,000	Nov. 2020	Work continues by Lightship Strategies on the Action Plan update. A review and discussion of the presentation that took place during the November 2, 2020 DKC meeting is scheduled to occur at the December 07, 2020 committee meeting.
Update Terms of Reference	Diversity & Outreach Specialist, Policy Analyst, Sub-Committee	<ul style="list-style-type: none"> • Use existing internal resources to update the Committee Terms of Reference to be consistent with the evolution of diversity and inclusion. 	Funded Staff		Included as part of the Action Plan work underway.

Review Process for Municipal Documents	Policy Analyst	<ul style="list-style-type: none"> Recommend that Council directs the CAO to establish and implement a review process for all internal and external documents to ensure all records reflect the community as a safe and welcoming environment for all; regardless of age, race, ability, ethnicity, religion, gender, language, sexual orientation or socio-economic status. 	Funded Staff	Ongoing	<p>NO NEW UPDATE as of Aug 12, 2020.</p> <p>*Gordon Russel, Policy Analyst began with MoK on June 22, 2020 to cover the Maternity and Parental leave</p>
Cultural Literacy/ Competence Training	Diversity & Outreach Specialist	<ul style="list-style-type: none"> Increase cultural competence and cultural safety of municipal Councillors municipal staff and other service providers through the provisions of training & supports. 	\$5,000	June 2021	Included as part of the Action Plan work underway.
	Committee Chair	<ul style="list-style-type: none"> Develop Diversity and Inclusion presentations and commence delivery to businesses, community groups and other stakeholders as an educational and engagement tool as part of the process to develop partnerships and commitments to the Awareness Campaign. 	Funded Staff	May 2020	Included as part of the Action Plan work underway.

Build Relationship with the Towns	Diversity & Outreach Specialist, Committee Chair, Deputy CAO	<ul style="list-style-type: none"> Refine and establish more formal relationships with the Towns. The intent would be to have the Towns formerly commit to the Diversity and Inclusion mandate, to formally nominate members of our Committee and perhaps participation funding initiatives... perhaps a similar relationship to REMO. This also fits with building partnerships recommended in the current Work Plan. 	Funded Staff	Mar. 2021	Included as part of the Action Plan work underway.
Build Relationship with the Business Community	Diversity & Outreach Specialist, Committee Chair	<ul style="list-style-type: none"> Develop and implement programming that provides local businesses' and organizations with opportunities to make a commitment to creating a safe and welcoming community. Develop messaging around the Committees work in Equity, Diversity and Inclusion 	\$1,000	Sept. 2020	<ul style="list-style-type: none"> This task can be in collaboration with the Awareness Campaign below. <p>Included as part of the Action Plan work underway.</p>
Build Relationship with the Community at Large	Diversity & Outreach Specialist, Diversity Committee	<ul style="list-style-type: none"> Implement a messaging strategy for individuals and community groups who have made a commitment to create safe, diverse, inclusive and welcoming communities. 	\$1,000	Feb. 2021	Included as part of the Action Plan work underway.
		<ul style="list-style-type: none"> Develop an Awareness Campaign to promote the Committee's work in Equity, Diversity and Inclusion. 			

Increase Responsiveness of the Diversity Committee	Diversity & Outreach Specialist	<ul style="list-style-type: none"> Establish partnerships with the Royal Canadian Mounted Police, Human Rights Commission and the Valley African Nova Scotian Development Association to monitor and track incidents of discrimination and racism in our community to inform policy, programs and resource allocators. 	Funded Staff	Sept. 2021	Included as part of the Action Plan work underway & a discussion with the RCMP took place on Aug 12, 2020.
Community Events, Conferences & Workshop Participation	Diversity & Outreach Specialist, Diversity Committee	<ul style="list-style-type: none"> Become a more visible and active partner for annual events to celebrate and promote diversity and inclusion; including industry and community conferences where we may be able to get on the agendas (i.e. International Women’s Day, Pride, African Heritage Month etc.) 	\$5,000	Dec. 2020	Included as part of the Action Plan work underway.
General Financial Support of Community Diversity & Inclusion Initiatives		<ul style="list-style-type: none"> From time to time community groups request financial support for the various initiatives that are conducting that would have strong diversity and inclusion element. The Committee recommends the development of a Grant program to appropriately allocate funds. 	\$5,000	Ongoing	NO NEW UPDATE as of July 6, 2020
Total Work Plan Budget Requirement			\$37,000		

What Do Participants Think?

"In my last 10 years of training this has been the most comprehensive, educational and engaging session I have ever had! Highly recommended for public servants, educators, health professionals, correctional staff, RCMP staff and others working with any area of the public!"

- Elizabeth C.

Human Resources Professional

.....

"Made me recognize how privilege benefits me every day"

- Scott R.,

Employment Services Professional

.....

"The Cultural Competency Workshop challenged me on a very personal level to explore perspectives, often in an uncomfortable setting, which ultimately helped to positively increase my overall cultural awareness."

- Anonymous

Employment Services Professional



VALLEY AFRICAN NOVA SCOTIAN DEVELOPMENT ASSOCIATION



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*"Joining hands to build
better partnerships"*

OVERCOMING HISTORY

The Impact of Race on
**Building Cultural
Competency and
a Welcoming Workplace**



What does your workplace look like?

Does it reflect your community?

Why should I care?

The need to take advantage of a diverse workforce has never been greater. Developing and implementing policy focused on equity and inclusion is necessary to ensure long-term growth of business and communities.

But that's not all. Embracing inclusionary practices offers business competitive advantages too!

"... business has created a sophisticated, complex, and competitive environment. In order to be successful, companies need to continually create new products and services. And the best way to ensure the development of new ideas is through a diverse and inclusive workforce."

- Innovation Through Diversity, Forbes Magazine

What is **Overcoming History**?

Overcoming History is an immersive workshop experience used to assist all participants (from business, government and beyond) to identify, combat, and change the influence race and racism have in employment hiring and retention practices.

The program is intended to create awareness of the benefits of a welcoming workplace for all involved.

How does **cultural bias** influence **employment** and **hiring** practices?

The impact of bias and racism on society is clear. Through intentional participant engagement, the program encourages increased awareness and a desire to create change in the following areas:

- Race & Racism
- Stereotypes
- Culture
- Welcoming Workplaces
- Cultural Competency
- Economic Impact

Why **culturally competent & welcoming workplaces** are **important**:

With the ever-changing demographics across Canada, the need to embrace and provide opportunities for diverse and inclusionary workplaces is more important than ever.

An organization's ability to respond to this culturally dynamic landscape is critical to its success but also for the continued survival of healthy, vibrant communities.

Business works hard to train and retain great employees. Limiting the talent pool by race/ culture promotes stagnation which negatively impacts all of us.

"We don't need a colour blind society. We need a society no longer blinded by colour."

- Jane Elliott

What could your workplace look like?

Whose voice isn't at the table?

How does **Overcoming History** work?

The program takes participants on a personal journey of examination, awareness and planning towards the recognition that we only limit ourselves by not advancing the welcoming workplace model for all.

Program goals include:

- Providing a historical benchmark for how biased influence has developed and been maintained;
- Fostering participant introspective on personal views and beliefs;
- Facilitating open and safe conversation about race and racism;
- Identifying impact of race when assisting customers and clients;
- Challenging participants to look for opportunities to create and maintain change;
- Provides organizations the means to evaluate their progress;
- Providing the opportunity to include staff in designing strategies to achieve organizational goals.

Are you ready to **Overcome History** and build a **Welcoming Workplace**?