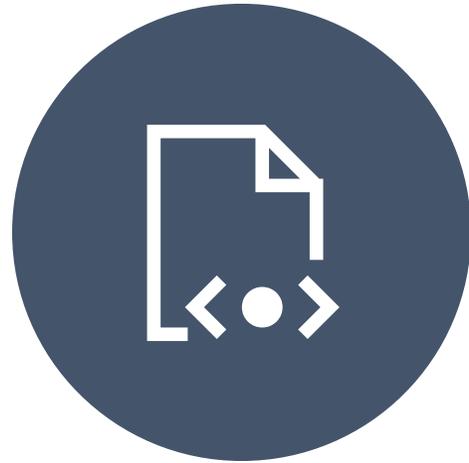


Equity & Anti-Racism Legislation

A Nova Scotia For Everyone

Introductions + House Keeping



BRIEF
INTRODUCTION



HOUSEKEEPING
ITEMS



**Office of
Equity &
Anti-Racism
Initiatives**

- The Office of Equity and Anti-Racism Initiatives (OEA) works with partners and communities to help lead and support government's anti-racism initiatives and promote equity.
- We work to identify and address systemic racism and inequity in government policy, legislation, programs and services.
- We're also responsible for helping government and communities improve social and economic well-being for all people within the province and creating greater access to opportunities and resources.

Office of Equity & Anti-Racism Initiatives

Educating

Educating Nova Scotians on equity and anti-racism to prevent and combat hate and racism.

Changing

Working with communities and partners to change the way government works to ensure the needs of marginalized and racialized communities are met.

Listening and Learning

Listening to marginalized and racialized communities and learning from them.

Being accountable

Reporting to Nova Scotians on government's progress in identifying and addressing systemic inequity and racism.

Background

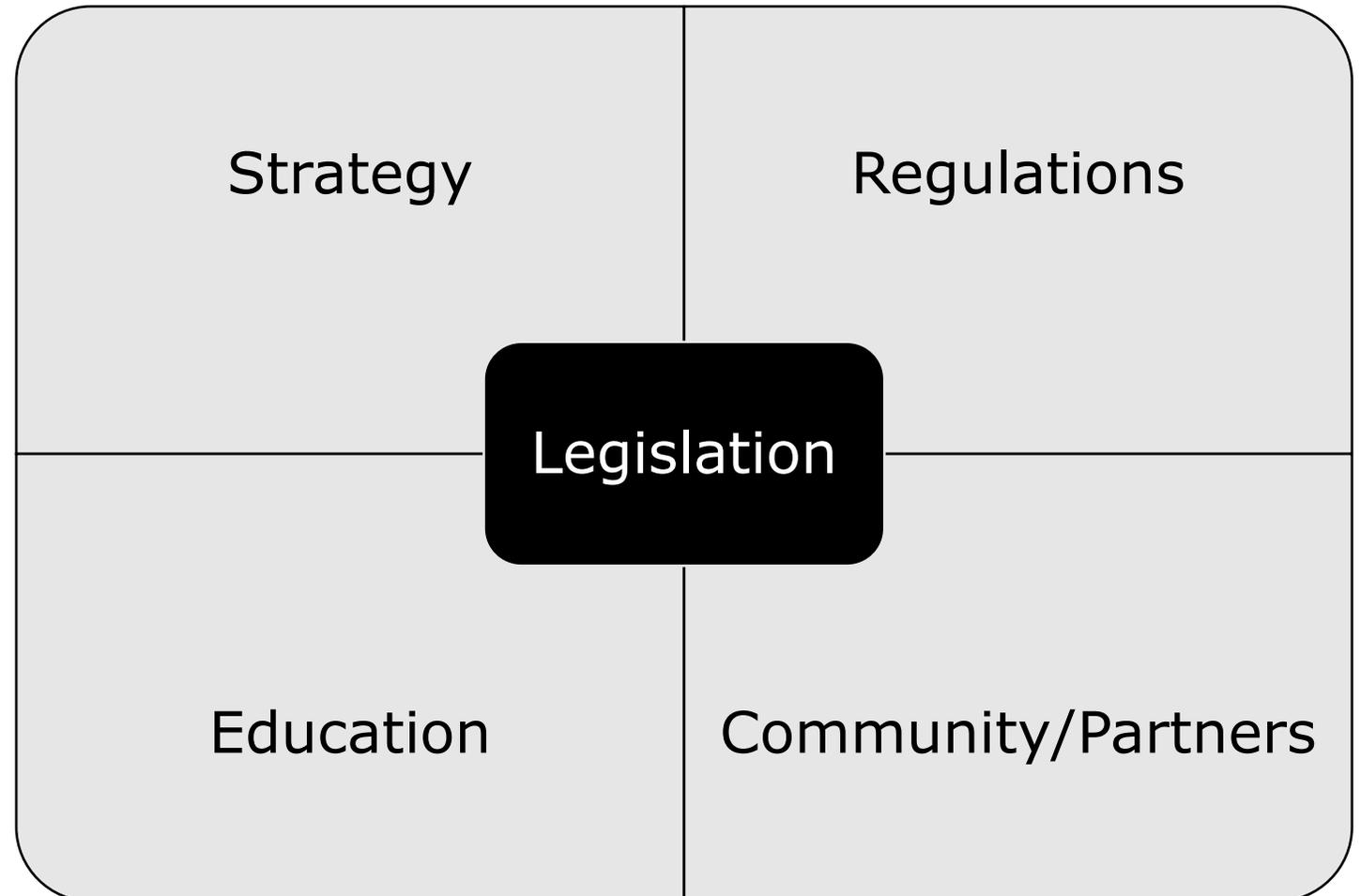
- Due to the importance of addressing equity and anti-racism, Premier Houston established the All-Party Committee to support drafting legislation on equity and anti-racism.
- This committee is made up of Legislative Assembly members.

What is Legislation?

- Legislation can be used to set standards and controls to govern the actions of people and groups.
- It can be used to authorize or restrict actions, supply resources such as funding or implement consequences for unwanted behaviours in society.
- In the case of equity and anti-racism, legislation is one of the many ways that government can promote actions that create and enhance equity and anti-racism and government can restrict activities that contribute to inequity and racism.

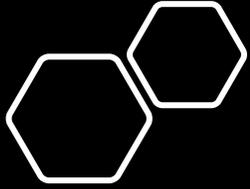
Legislation is One of Many Tools

Legislation is one of many tools that can help to help support change.



Why are we doing this?

- Create a framework to help government identify and address systemic inequity and racism.
- Ensure sustained commitment to addressing systemic inequity and racism.



Guiding Principles in Legislation

- Everyone deserves to be treated with dignity and respect
- The achievement of equity and anti-racism is a shared responsibility among governments, the private sector and all Nova Scotians
- Inequity and racism require urgent action

** We will have the ability to add more if others are identified in the future*

Areas of Focus in Legislation

| Area of Focus | What could this include? |
|--|---|
| Government leadership and commitment | <ul style="list-style-type: none"> • Ensuring all government departments and offices are working on equity and anti-racism. • Reviewing budgets and business plans through equity lens. • Leading by example in hiring and human resource practices. |
| Government creates equitable and anti-racist policy development | <ul style="list-style-type: none"> • Conducting equity impact assessments on all new policies (legislation, regulation, policies, guidelines that drive programs and services). • Conducting equity evaluations on existing policy to identify and address inequity and racism. |
| Government has meaningful engagement with marginalized and racialized communities | <ul style="list-style-type: none"> • Establish, with community, mechanisms for sustained, meaningful engagement, e.g., Community Hub (*more details later in presentation) |
| Government sets conditions necessary to supporting equity and anti-racism | <ul style="list-style-type: none"> • Lead and promote education to prevent and combat hate and racism. • Explore funding opportunity for programs and services that promote equity and anti-racism. |
| Government provides public reporting on progress towards equity and anti-racism | <ul style="list-style-type: none"> • Regularly report publicly on government's work to identify and address systemic inequity and racism, e.g., reports to the Legislature, equity dashboard. |



Require the Development of an Equity & Anti-Racism Strategy

- A strategy is a plan of action to achieve short term and long-term goals
 - Building on commitments in the legislation, the strategy could:
 - Identify specific actions that government will take in areas that matter most to marginalized communities in NS, for example: justice, health, community service, education and employment.
 - Give more details on public reporting, i.e., measures and indicators to evaluate the strategy's effectiveness.
 - Include key definitions related to systemic racism, inequity and hate
 - The legislation could include a mandatory 5 yr. review of the strategy through community engagement.
- 

Prescribed Public Bodies

- Addressing systemic inequity and racism is a collective responsibility.
- The legislation could require municipalities, universities and other public bodies to develop and implement plans to address systemic inequity and racism.
- Similar to the *Accessibility Act*, these 'prescribed public bodies' could include:
 - Universities
 - Colleges
 - Municipalities and villages
 - Public libraries
 - Crown corporations (NS Business Inc, NS Health Authority, IWK, NS Liquor Corporation, Art Gallery of NS, Develop NS)

Community Hub

- The legislation could require the development of a community hub.
- The hub would bring together equity and racialized communities alongside government.
- This would open two-way channels of communication between government and community.
- Communities can identify and collaborate on priorities and work with government to act on them.
- It could provide a platform to listen, learn and share.
- Government can engage with the hub as one way to gain community feedback

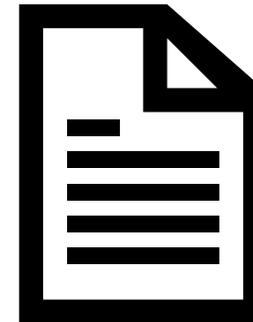
Equity and race-based data standards

- Establish government data standards that enable and promote community engagement in collection and use.



Annual Report Tabled in the Legislature

- Require an annual report on government progress related to addressing systemic inequity and racism.



Heard, Included, and Counted

- It is imperative that the voices of Nova Scotians are reflected in crafting this legislation.
- There are several ways to have your voice included, heard and counted.



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TAKE OUR SURVEY
EQUITY & ANTI-
RACISM
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ATTEND
ATTEND OUR
VIRTUAL SESSIONS.



PROVIDE FEEDBACK
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Discussion + Feedback

1. Do you agree with the following 3 principles? Are there other principles we should consider?

Three Principles

- Everyone deserves to be treated with dignity and respect.
- The achievement of equity and anti-racism is a shared responsibility among governments, the private sector and all Nova Scotians.
- Inequity and racism require urgent action.

2. In reviewing the following five areas of focus, are there other areas we should consider?

Five Areas of Focus

1. Government leadership and commitment.
2. Government creates equitable and anti-racist policy development.
3. Government has meaningful engagement with marginalized and racialized communities.
4. Government sets conditions necessary to support equity and anti-racism.
5. Government provides public reporting on progress towards equity and anti-racism.

3. What suggestions do you have to make the Community Hub successful?

4. Government plans to publicly report on the following areas:

- Actions to identify and address systemic inequity and racism
- Goals and objectives
- Community engagement

Is there other information, in addition to this, that you would like to see?

5. With the proposed Equity & Anti-Racism Legislation, what will success look like for you?