

Equity & Anti-Racism Requirements for Public Bodies

Presentation for Municipalities and Villages



Land Welcome

We acknowledge that this event is taking place in Mi'kma'ki, which is the traditional and unceded territory of the Mi'kmaq and Maliseet peoples. This territory is covered by the Treaties of Peace and Friendship. We acknowledge that all land in Canada is the traditional territory of Indigenous People. As individuals who reside in Canada, we are all Treaty people, and all hold the responsibility to respect and honor these laws.



African Nova Scotian Acknowledgement

We acknowledge and request the presence of Mother Afrika and the ancestors whose teachings, strength and perseverance continue to challenge and inspire our community. We recognize that African Nova Scotians are a distinct founding people in Nova Scotia who have been a key part of the province's culture and history.

Ashe/ Ase





Brief Introductions



Housekeeping items

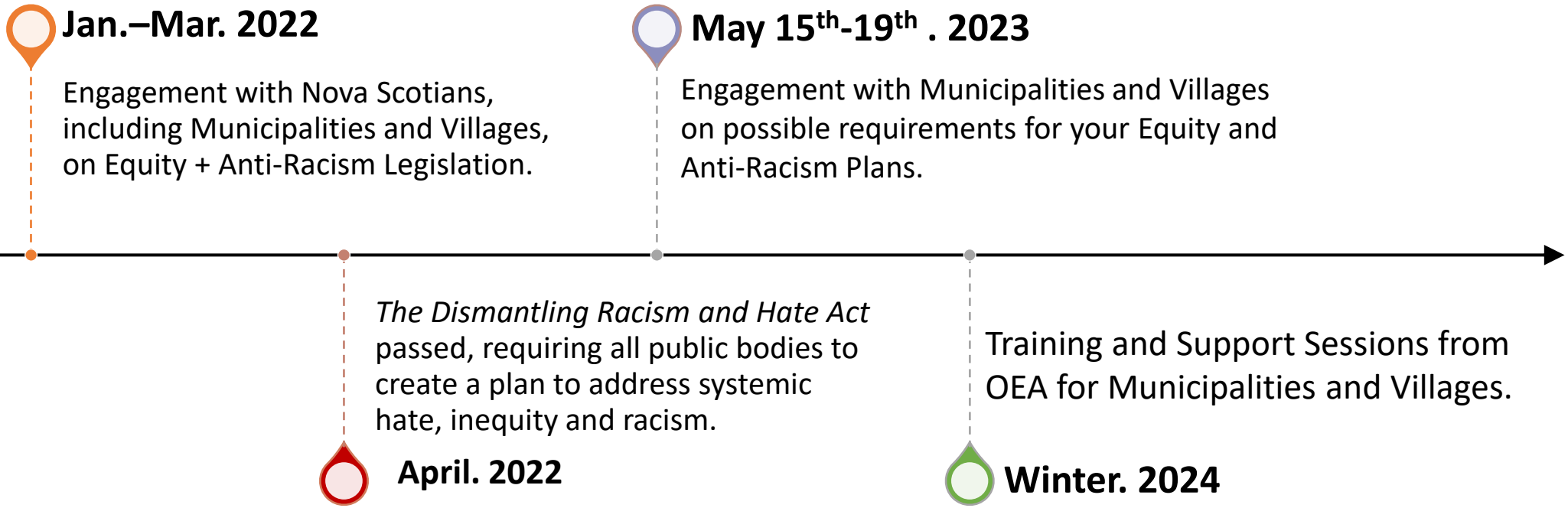


Background

- The Office of Equity and Anti-Racism Initiatives (OEA) works with other government departments, partners (like municipalities and villages) and communities to help lead and support government's anti-racism initiatives and promote equity in Nova Scotia. We work to identify and address systemic racism and inequity in government policy, legislation, programs and services.
- We can't do this work alone. We need to work together in order to address systemic racism and inequity in our province and make it safe place for all Nova Scotians.
- ***Dismantling Racism and Hate Act* requires all public bodies to create a plan to address systemic hate, inequity and racism.**
- OEA engaged with municipalities and villages while creating the Act and committed to reconnecting after the legislation passed to talk more about the equity and anti-racism plans that you'll need to create.
- Don't panic! No public bodies have been prescribed yet. We will be meeting again next winter to work on how to build your plans. We'll have a better idea of when the regs will be in place at that time.



Timeline



Proposed Equity & Anti-Racism Possible Requirements for Public Bodies

- 1. Initiatives to address systemic hate, inequity and racism, including initiatives to identify and remove systemic barriers that contribute to inequitable outcomes. Identification of barriers and suggested initiatives must be informed by community through engagement.**
 - This will include initiatives to assist underrepresented and underserved groups that are the most adversely impacted by systemic racism and inequity, including, but not limited to: Mi'kmaq, Indigenous African Nova Scotian, African Descent, 2SLGBTQ+ communities, persons with disabilities and newcomers.
- 2. Initiatives to advance anti-racism and equity. Initiatives must be informed by community through engagement.**
 - This will include initiatives to address the adverse impact of different forms of hate, inequity and racism including but not limited to: anti-Indigenous racism, anti-Black racism, ableism, antisemitism, Islamophobia, homophobia, transphobia and xenophobia.
- 3. Targets and indicators to measure the effectiveness of your plans.**
- 4. That the prescribed public bodies shall report on the plan annually in May.**
- 5. Prescribed Public Bodies will be required to refresh their plans every 6 years. Government commits to aligning this refresh cycle with the Accessibility Plan refresh cycle.**



Supports

1. Template and Toolbox

- We will be creating a template to guide what needs to be included. We will also have a virtual toolbox that you will be able to access as you put your plans together.

2. Training and Support from OEA

- We understand that this work is complex and can be challenging to navigate. We will be offering 3-4 workshops for municipalities and villages to help you build your plans in the winter (2024).

3. Collaboration is Encouraged

- When we connected last spring you told us that you would like to have the option to work together with other municipalities to come up with collaborative plans. We support you in doing that.

4. Building on Work Underway/Completed in this area is Encouraged

- If you have already been working on Equity and Anti-Racism/EDI Plans we encourage you to build off of that work.

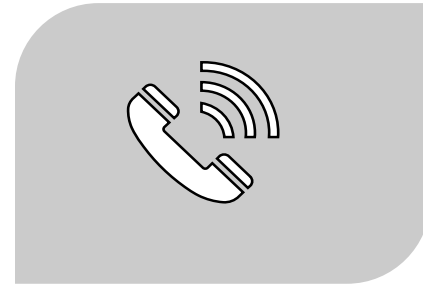


How To Contact Us



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Thank you!
Questions?

