



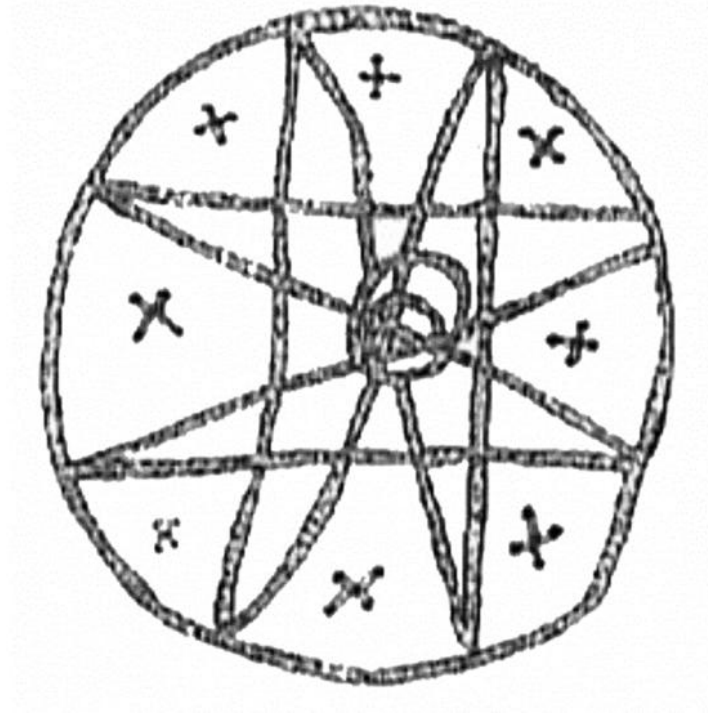
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Practical Approaches to D.E.I.A

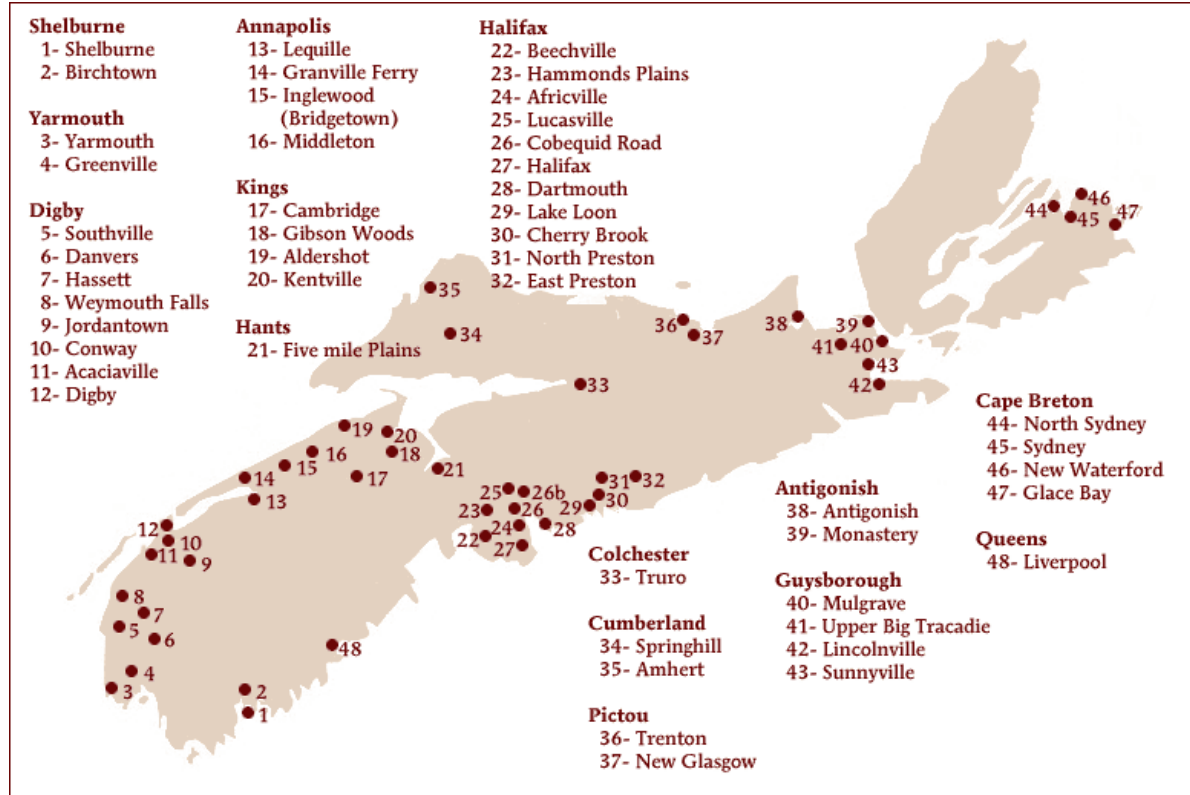
A view from Halifax Regional Municipality

2025-05-12

Acknowledging Mi'kma'ki Territory



ANS Affirmation



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HRM Office of Diversity & Inclusion

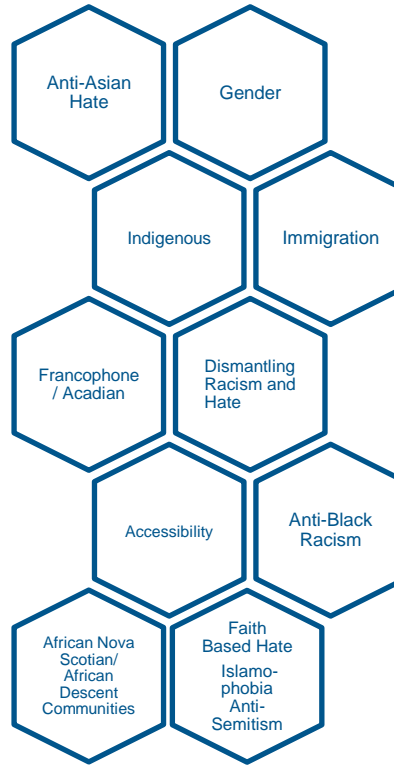


Current Areas of Focus

- African Nova Scotian Services
- Corporate Diversity and Inclusion (training, outreach, policy development, business unit support)
- Accessibility and Inclusion Services
- Immigration services
- Acadian/Francophone Services
- Urban Indigenous Services
- Gender Equity Services



New Focus Area Alignment



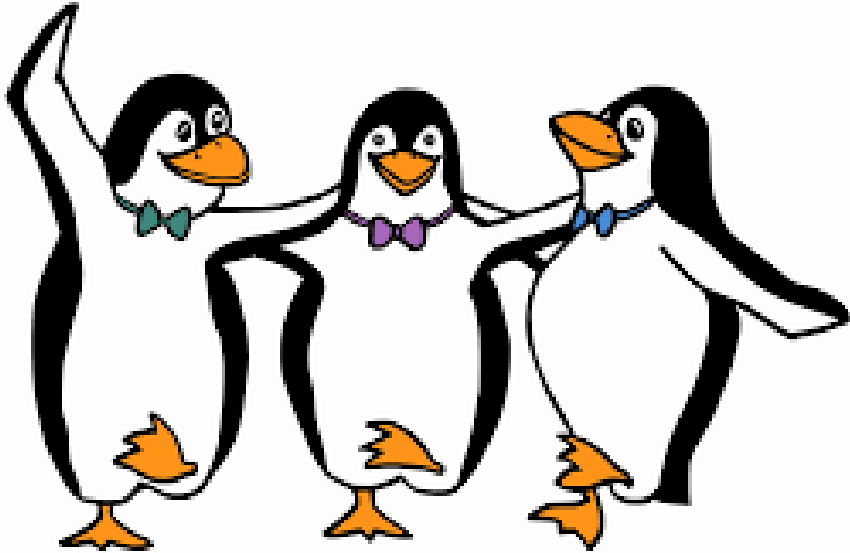
Some Challenges

- Where does D&I sit within an organization – what authority lies within this work?
- Does this sit as regional council priority (not a **value**, a priority with resources attached)
- Resistance – both internally and externally
- Exhaustion – burden of the work

Some Successes

- D&I training mandatory for all new HRM employees
- HRM council approved applying a D&I lens to the development of council reports
- 2020 Council approved a Social Value framework (AO 2020-0040 ADM)
- Advisory committees to council – Accessibility, Women and Gender Equity, African Descent Advisory Committee.
- Input into municipal policy and major capital projects

Lessons Learned



- **DIVERSITY** is being asked to the dance/
being invited to the interview.
- **INCLUSION** is being asked to dance/**is taking the job.**
- **EQUITY** is how much space on the floor
you get/**where you sit in the organization
and for how long you sit there.**
- **BELONGING** is who gets to choose the
music/**being part of the decision-making
process.**

Who do you dance with?



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The Joy in the work

