

HALIFAX

P.O. Box 1749
Halifax, Nova Scotia
B3J 3A5 Canada

Item No. 8

Halifax Regional Council
September 13, 2022

TO: Mayor Savage and Members of Halifax Regional Council

SUBMITTED BY:

Original Signed by 

Jacques Dubé, Chief Administrative Officer

DATE: September 7, 2022

SUBJECT: African Nova Scotian Economic Action Plan Update - Aug 2022

INFORMATION REPORT

ORIGIN

September 22, 2020, Regional Council motion (item 11.1.24):

MOVED by Deputy Mayor Blackburn, seconded by Councillor Karsten

THAT Halifax Regional Council:

1. Endorse the African Nova Scotian Road to Economic Prosperity Action Plan in alignment with Action #12 of years 3 to 5 of the Halifax Economic Growth Plan
2. Direct the Chief Administrative Officer include \$175,000 for each of years 1 and 2 of the African Nova Scotian Road to Prosperity Economic Action Plan in the 2021/22 and 2022/23 Budget Process (Attachment 2 of the staff report dated August 1, 2020);
3. Direct Halifax Partnership and African Nova Scotian Affairs Integration Office (ANSAIO) to return to Council on a triannual basis to report on the progress of plan's implementation

MOTION PUT AND PASSED UNANIMOUSLY

LEGISLATIVE AUTHORITY

The Halifax Regional Municipality Charter, S.N.S. 2008, c. 39, section 7A, subsections 70(1)(b)(c), 71(1) and 79A (1)(a) provide:

- 7A The purposes of the Municipality are to
- (a) provide good government
 - (b) provide services, facilities, and other things that, in the opinion of the Council, are necessary or desirable for all or part of the Municipality; and
 - (c) develop and maintain safe and viable communities

70 (1) The Municipality may

(b) pay grants to a body corporate for the purpose of promoting or beautifying a business district and for airport, wharf, or waterfront development;

(c) identify and promote a business district as a place for retail and commercial activity;

71 (1) The Municipality may

(a) solicit and encourage the establishment and development of new, and the establishment, development and expansion of existing institutions, industries and businesses in and around the Municipality;

(b) publicize the advantages of the Municipality or any part of the Municipality and the surrounding areas as a location for the establishment and expansion of institutions, industries and businesses;

(c) pay grants to a body corporate for the purpose of promoting the Municipality or any part of the Municipality and the surrounding areas as a location for institutions, industries and businesses;

(d) prepare and disseminate information about the Municipality or any part of the Municipality and the surrounding areas for the assistance of institutions, industries and businesses intending to locate or expand in the Municipality or the surrounding area.

79A (1) Subject to subsections (2) to (4), the Municipality may only spend money for municipal purposes if

(a) the expenditure is included in the Municipality's operating budget or capital budget or is otherwise authorized by the Municipality;

BACKGROUND

Regional Council endorsed the Road to Economic Prosperity for African Nova Scotian Communities: Summary Report and Action Plan (REPAC) on September 22, 2020, as part of the priority and commitment to healthy, livable communities as well as economic development. This marked the completion of a key action item within the Halifax Economic Growth Plan 2016-2021 which lays out a plan of action that will see people, businesses, and governments working together to achieve measurable results.

For two years prior to this endorsement, the Halifax Partnership, and the African Nova Scotian Affairs Integration Office collaborated with the African Nova Scotian (ANS) community on the creation of an ANS Economic Action Plan. Through a series of engagements across several ANS communities, this plan became a reality. As indicated in the Halifax Economic Growth Plan 2016-2021, the implementation of REPAC will "continue to support the advancement of ANS economic development and community priorities". The implementation of the plan will be governed through the leadership of the Road to Economic Prosperity Advisory Committee and soon to be created African Nova Scotian Elders Council. REPAC consists of three strategic priorities, seven 5-year objectives and 30 actions for the first two years of the plan. Regional Council has requested a triannual update on the progress and implementation of the plan as part of its endorsement. The first update was presented on January 26, 2021.

Visit www.anseconomicprosperity.com for more information.

DISCUSSION

This report outlines key activities of the Road to Economic Prosperity for African Nova Scotian Communities (REPAC) from May 2022- August 2022 (update in Attachment 1):

Activities around the Strategic Priorities

1. ***Build Unity and Capacity among African Nova Scotians***- Through the guidance of the Advisory Committee, the outcome of this priority requires effective and culturally specific information sharing, collaboration with partners and establishment of a framework for supporting community capacity building efforts
 - Elder Council: The Elder Council was successfully launched to support the

implementation of the African Nova Scotian Road to Economic Prosperity Action Plan (REPAP). The Elder Council is comprised of representatives of African descent from across the province from Digby to Cape Breton, including representatives from historic communities as well as new immigrants. Members are leaders in the community and have a history of working to improve the lives of African Nova Scotians. Council members will bring valuable experience and skills to implementing the Road to Economic Prosperity Action Plan and act as advocates and guardians of the work in community. The Elder Council has taken on the development of the legacy brochure as a part of their work.

- Youth Council recruitment continued until June 24, 2022, for the launch, and then recruitment will continue until all seats are full. The Youth Council will also consist of provincial representation. The Youth Council was launched July 8- 10, 2022.
- REPAC Advisory committee provincial reporting to ANS communities began in March 2022 the first two presentations were in Truro (March 31, 2022) and New Glasgow (May 10, 2022). They will continue to meet with provincial ANS communities to inform them about the work through the region.
- REPAC Annual Summit reporting to HRM and the ANS communities will be held on October 21, 2022. The REPAC Annual Summit gives a chance to share the framework and processes used to complete the work.
- The REPAC ANS Wellness Index is in the first version of stats awaiting new stats which will be released in November 2022
- REPAC had their first speaker series event held on May 5, 2022, in partnership with RBC on the topic of Diversity and Inclusion in the workplace. There will be two more speaker series held in the Fall 2022.
- Cogswell team and D&I are working with Dexter Construction Ltd. to implement contract provisions regarding social benefits. Two community liaisons have been hired by Dexter- one from the ANS community and one from the Mi'kmaq community. A Social Benefits Advisory Committee has been established representing a broad range of equity seeking groups. The Committee held two meetings; a third took place in June. A draft Terms of Reference for the committee has been prepared as well as draft Workforce and Supplier Diversity plans. The Terms of Reference (TOR) and draft plans will be reviewed and finalized with the co-liaisons, the advisory committee, D & I representatives, and the Cogswell team by end of Q2 2022.
- Corporate Real Estate staff have reviewed pertinent legislation and explained municipal processes underlying municipal land conveyance to representatives of the Africville Heritage Trust.
- Planning & Development Regional Policy staff members presented and participated in a series of zoning updates to REPAC and also is working on plan amendment changes directly with Hammonds Plains and Beechville communities. Staff to continue to convene the ANS working group to share in a community of practice around how to improve HRM's engagement methods.
- Planning & Development Heritage and Planning Information Services staff met with ANSAIO to share the following information on potential by-law changes impacting ANS communities via the Cultural Heritage Priorities Plan (CHPP): While there will likely be several Land Use By-law changes stemming from CHPP in the form of legacy projects and policy reviews, most of the interim changes are in the form of procedural updates and staff reports to Council. The ones that will have an immediate effect on ANS communities, and which are already underway include:
 - A review of the heritage property evaluation criteria, with the goal of recognizing sites of heritage value to traditionally under-represented communities; and
 - A pilot project to identify and register properties and sites that are significant to the African Nova Scotian community within the Regional Centre, with the intention to expand this project throughout the municipality at a later phase.

2. ***Establish land ownership, develop infrastructure, and attract investment.*** This priority addresses historic and current issues related to land ownership and environmental racism, strengthens the revitalization of ANS communities through investment and development, and supports the exploration of international economic and cultural opportunities. Recent highlights

under this priority area include:

- Planning & Development Regional Policy staff have prepared a memo and presentation on Community Benefits Agreements (CBAs) that was presented to REPAC and senior members of HRM's team. Regional Council has requested a report outlining the recommended approach to these agreements, prior to the Provincial Government advancing legislation. Community Action Plans have been identified as a potential tool to support communities in organizing around municipal infrastructure, Land Use By-law, and legislative changes. This work will be done at the community level, as communities are ready and want to participate in the process. Amendments are being prepared for the HRM Regional Plan to include this work program, and efforts are also being made to organize a resourcing plan in partnership with the community. The community has requested that two planners be provided for each community. Community Action Planning processes occurring in Beechville have several properties that are being considered through Administrative Order 50 for community interest and use.
- Finance has been working with local community to ease the acquisition of surplus properties through the community interest stream and raise awareness of legislated processes to help community understand steps required to prevent community properties from proceeding to tax sale. Increased opportunities for greater community capacity and infrastructure development. Regularly connect with Provincial Land Title Clarification Area contacts. In this period provided advice on two LTCA properties in the tax sale process.
- Public Works along with Diversity & Inclusion and the provincial Department of Public Works ensured garbage along Upper Governor Road was cleaned prior to the road transfer on June 1, 2022. The municipality will continue working with the communities to develop longer term mitigation of illegal dumping that involves guard rails, lighting, signage, cameras, and a public awareness campaign. The guard rails to prevent future dumping were installed in June 2022.
- Public Works executed the pilot Installation of Pan African artwork at two crosswalks in July, one in Cherry Brook and one in Lake Loon.

3. Increase Participation in Education, Employment and Entrepreneurship The Advisory Committee continues to collaborate with its partners and stakeholders around opportunities to advance this action. Most recently, the following key actions have occurred:

- The Youth Live Program (Job experience program) was directly marketed to ANS youth as an opportunity to gain employability skills. The program had two new ANS youth apply and were successful in graduating the program. The graduates will be working the cafe as casual staff when it opens.

FINANCIAL IMPLICATIONS

The implementation of the ANS Road to Economic Prosperity Plan for year 2 is being undertaken within the approved 2022/23 budget in the amount of \$175,000 plus net HST of \$7,500 for a total of \$182,500 in account E401 – Office of Diversity and Inclusion/ANSAIO.

COMMUNITY ENGAGEMENT

Community engagement is imbedded in the work of the African Nova Scotian Economic Action Plan. Individual business units engage community on a project-by-project basis.

ATTACHMENTS

Attachment 1: Road to Economic Prosperity Economic Action Plan- Progress Report-October 21, 2021

Attachment 2: Road to Economic Prosperity Economic Action Plan- Summary Report and Action Plan- September 2020

Attachment 3: African Nova Scotian Economic Road to Prosperity-Updates-Excel

A copy of this report can be obtained online at halifax.ca or by contacting the Office of the Municipal Clerk at 902.490.4210.

Report Prepared by: Tamar Pryor Brown, Senior Advisor, Diversity & Inclusion/African Nova Scotian Affairs
Integration Office, CAO's Office, 902.490-3326



Road to Economic Prosperity for African Nova Scotian Communities

Progress Report

October 2021



ACKNOWLEDGEMENTS

Road to Economic Prosperity Advisory Committee

- Irvine Carvery (Co-chair) - Africville Genealogy Society
- Dolly Williams (Co-chair) - East Preston
- Bobby Taylor - East Preston Ratepayers Association
- Patsy Crawford - Beechville
- Jareeca Jones - Upper Hammonds Plains
- Gina Jones-Wilson - Upper Hammonds Plains
- Warren Kelsie - Maroon Hill
- Veronica Marsman - Akoma
- Sherry Bernard - Lake Loon Cherry Brook
- Rosella Fraser - North Preston Rec Centre Advisory Committee
- Miranda Cain - North Preston
- Stephen Gough - Wallace Lucas Community Centre
- George Frempong – Delmore “Buddy” Daye Learning Institute
- Chavasse Bain - African Nova Scotian Affairs,
Province of Nova Scotia
- Matthew Martell - Black Business Initiative
- Antonio Simmonds - African Nova Scotian Affairs Integration
Office (ANSAIO), Halifax Regional Municipality
- Tamar Brown- African Nova Scotian Affairs Integration Office
(ANSAIO), Halifax Regional Municipality
- Carolann Wright - Halifax Partnership

Partner Organizations

- Black Business Initiative (BBI)
- Nova Scotia Office of African Nova Scotian Affairs (ANSA)

Sponsors



Partners



Table of Contents

- Message from Co-chairs of the Advisory
Committee..... 3**
- Road to Prosperity Action Plan..... 4**
- Priority 1: Build Unity and Capacity
Among African Nova Scotians..... 5**
- Priority 2: Establish Land Ownership,
Develop Infrastructure, and Attract
Investment 7**
- Priority 3: Increase Participation
in Education, Employment and
Entrepreneurship..... 10**
- African Nova Scotia Prosperity and
Well-being Index 12**
- Community Action Plans..... 14**
- Get Involved..... 15**

MESSAGE FROM

IRVINE CARVERY & DOLLY WILLIAMS

CO-CHAIRS OF THE ADVISORY COMMITTEE



As we look throughout Halifax, there are many markers of development and growth. There are dozens of cranes in the sky, our population and economy are growing, and there are businesses starting and succeeding in our city every day.

Halifax has had three successive five-year economic strategies spanning 2005-2021 which have focused on growing Halifax's population and GDP by attracting and retaining people, improving the business climate, and making Halifax a better place to live and work.

Halifax's growth and success can be traced back to the consistent efforts, collaboration, and investments from public, private, post-secondary and community partners. The same will soon be said of the African Nova Scotian community as we implement our first five-year African Nova Scotian Road to Economic Prosperity Action Plan (REPAP) launched in January of this year.

For generations, African Nova Scotians have advocated for unity and prosperity and have remained committed to building and maintaining our community by carrying each other's challenges and solving them together. Developed and led by the community, the Road to Economic Prosperity Action Plan is a continuation of this legacy.

Through our Action Plan, we are working with private, public and community partners to ensure that African Nova Scotians are engaged in planning, policy making, and decisions that impact our community. We are building formal partnerships, frameworks, and processes that can be adopted and implemented by all African Nova Scotian communities.

Growth is a long-term goal that takes consistent focus, investment, and action. This is why we named our plan the Road to Economic Prosperity. It is a pathway that will create the conditions and environment that will allow all African Nova Scotians to achieve their goals while contributing to the long-term development and success of our community.

In this report, we are pleased to share progress on priorities and actions since the launch of the Action Plan. We look forward to our continued work together to implement the plan and lead the way for economic prosperity for African Nova Scotians.

ROAD TO ECONOMIC PROSPERITY ACTION PLAN



Launched in 2021, the Road to Economic Prosperity Action Plan (REPAP) is a five-year economic development strategy developed and owned by the African Nova Scotian community to address systemic issues and improve economic and quality of life outcomes for African Nova Scotians.

The Action Plan is the result of two years of community consultation, building on the legacy of generations of community economic development work. It reflects and remains committed to ongoing community efforts and provides a space for defining and realizing future opportunities for all people of African descent.

The Plan is being led by the Road to Economic Prosperity Advisory Committee (REPAC) in partnership with the Halifax Regional Municipality and Halifax Partnership and with support from private and public sector sponsors. Since launching the Plan, we have created working groups with representatives from the Advisory Committee and the African Nova Scotian community that are responsible for advancing each of the three priorities and the 30 actions within the plan.

The Advisory Committee and working groups have made progress on a number of the actions in the Plan, and we are pleased to share progress to date.

ACTION PLAN PRIORITIES



Build Unity and Capacity Among African Nova Scotians



Establish Land Ownership, Develop Infrastructure, and Attract Investment



Increase Participation in Education, Employment, and Entrepreneurship



PRIORITY 1:

BUILD UNITY AND CAPACITY AMONG AFRICAN NOVA SCOTIANS

This priority is dedicated to building unity and capacity within and among African Nova Scotian communities by sharing best practices, increasing collaboration, and building the leadership and skills needed to advance this work. By building bridges between communities, we can help support one another to take on priorities and projects of unprecedented scale and impact.

The African Nova Scotian Prosperity and Well-being Index is one project that is sure to have lasting impacts on the community. For the first time, we will be able to measure and report on our economic outcomes, challenges, and opportunities backed by data and research. This will help provide a better understanding of our economic prosperity and wellbeing and which programs and policies are working and which are not. As we collect this information over time, it will also help us present our needs and priorities to public and private partners and better influence policies and decisions.

We are also working to continually build and strengthen bridges within and between communities. One example is the Road to Economic Prosperity Action Plan Community Summit which provides an opportunity to report on progress and hear from and engage with the community.

Progress Against Actions			
5 Year Objectives	Years 1-2 Actions	Outcomes	Status
 <p>Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success</p>	<p>1. Establish the Road to Economic Prosperity Advisory Committee (REPAC) and Elders Council to provide leadership and oversight</p>	<p>REPAC and Elders Council established</p> <p>Increase in community leadership and capacity in ANS communities</p> <p>Regular reporting to HRM and ANS communities</p>	Achieved
	<p>2. Develop an ethical framework guided by shared principles and practices to promote accountability with bi-annual check-in</p>	<p>Shared vision and ethical framework and enhanced process for transparency and collaboration developed</p>	Started & Progressing
	<p>3. Bring ANS communities together to celebrate and share best practices and lessons learned</p>	<p>Annual Unity event held</p>	Started & Progressing

	4. Report annually on the Road to Economic Prosperity Action Plan, highlighting progress and successes against outcomes	Increased knowledge on the state of African Nova Scotian communities with up-to-date data and analysis	Started & Progressing
	5. Recognize and promote the historical legacy and value of ANS communities	Legacy brochure and interactive online resources developed	Started & Progressing
	6. Collaborate with public, private, and post-secondary partners to establish an African Nova Scotian Prosperity and Well-being Index modeled after the Halifax Index	ANS Prosperity and Well-being Index developed Annual Index event held with ANS communities and REPAP stakeholders	Started & Progressing
<h1>1.2</h1> <p>Build community capacity to mobilize and lead the implementation of the Road to Economic Prosperity Action Plan implementation</p>	7. Bring changemakers to the table who are ready and able to constructively and positively create change	Increase in resources and strategic partnerships to support activities	Started & Progressing
	8. Connect ANS communities to training and resources to develop leadership, facilitation, and resiliency skills	Leadership, facilitation, and resiliency skills program for ANS communities developed ANS communities connected to capacity-building programs and opportunities led by HRM and Halifax Partnership	Started & Progressing
	9. Develop a mentorship program to engage and support the development of ANS youth	Increase in youth connected to BBI and other youth mentorship programs	Started & Progressing
	10. Develop a speaker series hosting thought leaders on economic development in African communities globally	Speaker series developed Thought leadership events with ANS communities executed Increased awareness in ANS communities of the local and global implications of economic development on Africans in the diaspora	Started & Progressing
	11. Ensure ANS communities are aware of, and understand the impacts of, systemwide legislation and municipal by-laws affecting their communities and the mechanisms to provide feedback to government regarding necessary changes	Information sessions on legislation and municipal by-laws held Information shared with ANS communities through relevant and effective communications channels Increased awareness in ANS communities of legislation and by-laws impacting their communities and ways to engage and provide feedback	Started & Progressing

PRIORITY 2:

ESTABLISH LAND OWNERSHIP, DEVELOP INFRASTRUCTURE, AND ATTRACT INVESTMENT

The second priority aims to engage and empower African Nova Scotians in improving the current and future state of development, infrastructure, and investment within our communities. Historically, African Nova Scotian communities have been systemically displaced, stripped of their autonomy, blocked from land ownership, and left severely underfunded which has widened the social and economic gap between African Nova Scotians and the rest of the province. This priority addresses these long-standing issues.

We aim to redefine our relationship with the Halifax Regional Municipality, private developers, and other stakeholders. We will engage the community in defining and implementing policies and processes that will positively impact and shape African Nova Scotian communities. One example is the Community Action Plans that will integrate the vision of the community into the Municipality's Planning and Development Strategy. This will be a major step in ensuring that the growth of the city is inclusive and beneficial to African Nova Scotian communities. It will help us direct infrastructure investments into the projects we know are needed to create healthy and prosperous communities.

As we create new processes, we will also review standing legislation, policies, and procedures to better understand how they are applied within our community and recommend steps to address negative impacts. This restructuring of policies and their application within African Nova Scotian communities will allow us to have greater agency and be at the table to determine what's best for our communities now and in the future. This work relies on community involvement as we look to elevate our voice and perspectives within government.

Progress Against Actions			
5 Year Objectives	Years 1-2 Actions	Outcomes	Status
2.1 Address historic and current issues related to land ownership and environmental racism	I2. Identify the best approach to include Community Benefits Agreements (CBA) as part of HRM's Planning and Development strategies for ANS communities	Legislation, policy, by-laws, and best practice review complete CBA process for HRM/NS created	Started & Progressing

	<p>13. Create a framework to identify and address legislation, policy, and land use by-laws that impact ANS communities, and establish mechanisms for community input on required changes</p>	<p>Legislation, policy, and by-laws review complete</p> <p>Mechanisms for community input developed and communicated</p> <p>ANS communities actively engaged in providing input</p> <p>Framework developed</p>	<p>Started & Progressing</p>
	<p>14. In partnership with the Province, develop an approach to resolve ownership, taxation, and planning issues on residential and community owned properties without clear title</p>	<p>Increased opportunities for land and home ownership</p> <p>Increased opportunities for greater community capacity and infrastructure development</p>	<p>Started & Progressing</p>
	<p>15. Support the Akoma-led master plan for the restoration of the historic Nova Scotia Home for Coloured Children</p>	<p>Increased development opportunities in the areas of affordable housing, entrepreneurship, and sports</p>	<p>Started & Progressing</p>
	<p>16. Review the naming, boundaries, and zoning of historic ANS communities, and zoning affecting ANS communities</p>	<p>Recognition and reestablishment of historic ANS community boundaries</p> <p>Increase in land base/mass for ANS communities</p>	<p>Started & Progressing</p>
	<p>17. Identify and prioritize the remediation of government-owned contaminated sites in ANS communities</p>	<p>Contaminated sites identified and prioritized for remediation</p> <p>Increase in clean and green spaces in ANS communities</p>	<p>Started & Progressing</p>
<p>2.2</p> <p>Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success</p>	<p>18. Prioritize and undertake infrastructure projects (capital and renewal) and support development projects across ANS communities</p>	<p>Infrastructure development opportunities identified and prioritized</p> <p>Projects under development</p>	<p>Started & Progressing</p>
	<p>19. Support ANS communities to identify and secure funding for the preservation and interpretation of ANS community heritage sites</p>	<p>Increase in heritage and historical awareness</p> <p>Support secured for legacy projects</p>	<p>Started & Progressing</p>

	<p>20. Prioritize and develop vacant lands within ANS communities</p>	<p>Increased capacity in ANS communities to develop places and spaces</p> <p>Inventory of vacant lands developed</p>	<p>Started & Progressing</p>
	<p>21. Redevelop and market spaces within ANS communities for commercial and/or community use</p>	<p>Increased capacity in ANS communities to develop commercial places and spaces</p> <p>Inventory of spaces for commercial and community use developed</p>	<p>Started & Progressing</p>
<p>2.3</p> <p>Explore international economic and cultural opportunities</p>	<p>22. Pursue sister city and international trade and development relationships with African countries with ancestral ties to African Nova Scotians</p>	<p>Formal sister city relationship established within the first year</p>	<p>Started & Progressing</p>
		<p>Develop cultural and historical links between ANS communities and West African Countries</p>	<p>Not Started</p>
	<p>23. Attract international investors into the African Nova Scotian communities</p>	<p>Relationships with potential investors developed</p>	<p>Started & Progressing</p>



PRIORITY 3:

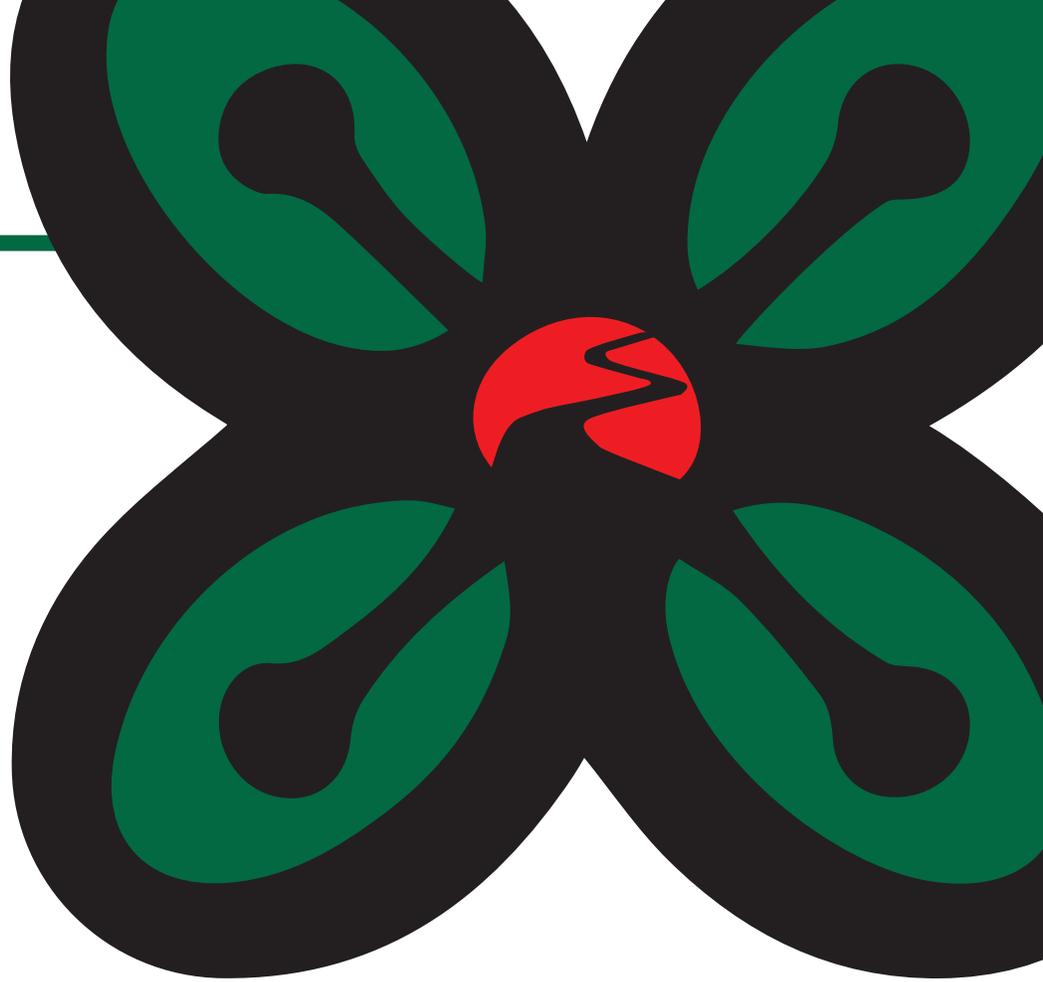
INCREASE PARTICIPATION IN EDUCATION, EMPLOYMENT, AND ENTREPRENEURSHIP

The third priority focuses on restoring the relationship between Nova Scotians of African descent and educational and economic institutions. To help restore this bridge, we will work to reconnect African Nova Scotians with opportunities in education, employment, and entrepreneurship.

We know our communities have a surplus of talent; what we lack are the chances to showcase our abilities. To support this, we have launched an African Nova Scotian stream of the Halifax Partnership’s Connector Program to support ANS youth in developing their business network and connecting to employment opportunities in a range of industries. Through this program, we are also providing opportunities for skills training and professional development in partnership with various organizations.

We are now beginning to promote and develop additional supports to help spur the growth and development of Black businesses in collaboration with the Black Business Initiative (BBI) and other organizations. In addition, we will help Black-owned businesses integrate into public and private supply chains and attract and retain talent to boost their competitiveness and success. These efforts, along with other action items, will help our community pursue their goals and grow their full range of talents.

Progress Against Actions			
5 Year Objectives	Years 1-2 Actions	Outcomes	Status
3.1 Increase labour force attachment for African Nova Scotians	24. Establish the ANS stream under the Halifax Connector Program	ANS Connector stream established Track and increase the number of ANS Connectees and Connectors each year	Achieved
	25. Identify and share existing programs and services supporting the workforce attachment of African Nova Scotians	Track and increase ANS employment rates	Started & Progressing
	26. Connect African Nova Scotians to employment opportunities at HRM	Benchmark of ANS representation within the HRM workforce established Increase in ANS recruitment within various departments at HRM	Started & Progressing



	<p>27. Provide opportunities for ANS-owned businesses into corporate supply chains and government contracts</p>	<p>Representation of ANS businesses within corporate and government supply chains increased and improved</p> <p>Participation of ANS businesses in government contracts encouraged</p>	<p>Started & Progressing</p>
<p>3.2</p> <p>Increase entrepreneurship opportunities in ANS communities</p>	<p>28. Explore cooperative models and examine their validity for ANS communities</p>	<p>Increase in opportunities for housing and business development</p>	<p>Started & Progressing</p>
	<p>29. Connect ANS entrepreneurs to business development programs and services</p>	<p>Track and increase the number of ANS entrepreneurs referred to business development programs and services</p>	<p>Started & Progressing</p>
	<p>30. Support the growth of ANS Arts and Culture businesses and industries</p>	<p>Increase in the number and growth of ANS Arts and Culture businesses</p>	<p>Not Started</p>

African Nova Scotian Prosperity and Well-being Index

Modeled after the Halifax Index, we are developing the first ever African Nova Scotian Prosperity and Well-being Index. It will help us define the economic realities we currently face and to identify priority areas to close the gap between the African Nova Scotian community and the rest of the province. In today's world, data is the basis for all decision making. The Index will provide us with an objective measurement and the research-based insights needed to show the impacts of government legislation and policies on our communities.

For those of us with the lived experiences of being of African descent in Nova Scotia, we are acutely aware of how it influences and impacts our day-to-day lives. The issue comes when we try to translate that experience using anecdotes or analogies. Although accurate, they leave room for interpretation and are difficult to track progress against. The ANS Index will provide an objective baseline to track and compare consistent metrics year over year.

For this year's Index, we worked on building the process and identifying existing information and gaps in data and research. We began by outlining the information needed to tell a holistic story about the community, one that reviews social as well as economic determinants of well-being and looks at our community through a person-centered lens. The inaugural Index report is based on secondary data and pre-existing reports. It will pave the way for a future Index based on primary research with the community. Presented annually to the ANS community, partners, policy makers, and funders, the Index will inform evidence-based interventions and inclusive policy decisions. It will be an invaluable tool as we engage and collaborate with public and private sector partners on the Road to Prosperity.

Index Key Findings

This is a short summary of the ANS Index findings. We will present a more detailed review at the Summit with the full Index being made available on the website in the coming weeks.

Population

When trying to analyze the outcomes for the ANS community, we must be clear about whom we are talking about. As we based this initial Index on publicly available data, we had to build a proxy for the historic community as there is no identifier for African Nova Scotian specifically. Most datasets include data based on Visible Minority Status, e.g. how many people self identify as being Black. So where possible, we cross referenced the Black community with their Generational Status, i.e. whether they are non, first, second, or third generation Canadians. While imperfect, we worked under the assumption that if someone is Black and at least a third-generation Canadian, we can say they are part of the ANS community. We made sure that throughout this document the distinction is clear when the stats are talking about the "Black" community versus when they are talking about the "ANS" community.

What we found in reviewing the data was that in 2016 there were 21,915 Black Nova Scotians, 17,325 of which were third-generation Canadians, or what we use as a proxy for the ANS community. These communities are growing rapidly and are outpacing both the growth of other minority groups and non-minorities in the province. This growth is not seen evenly throughout each demographic age group, the most noticeable deviation from that trend is the age group 25 to 54. Due to this trend, we have seen that in general the ANS community is skewing older over time. The share of the population that are 55+ has increased from 24% in 2006 to 33% in 2016.

Home Ownership

There are two key considerations when discussing home ownership in any community. The first is the importance of home ownership to the overall economic outcomes of an individual. We know that home ownership is one of the most important factors in whether an individual can pass down intergenerational wealth. We also see that rising home prices are becoming a barrier to younger generations of all backgrounds who are trying to enter the housing market. Given the gap between the financial outcomes of those of African descent and the larger population, we know that this is having a disproportionate impact on our community.

Unfortunately, when reviewing the proportion of those determined to be in a “core housing need”, we can see this is only a fraction of the issue as identified within the Index. A household is in “core housing need” when it falls below certain defined benchmarks of either adequacy, affordability, or suitability. The Black community experiences core housing need at more than double the rate of the white population, and higher than other minority groups. This is true in Canada, Atlantic Canada, and Nova Scotia. As we implement our strategic plan, affordable housing and land ownership are two indicators we hope to see improve year over year.

Labour Force & Income

Reviewing the labour force characteristics of the ANS community, we can see the impacts of systemic barriers in the stark outcomes between the ANS community and the population at large. Black people across the country face higher unemployment rates than whites, often at twice the rate. Average Black incomes are lower than non-minority incomes with substantial difference in comparable individual incomes, ranging between \$10k-\$20k per year.

This discrepancy is also visible across different income levels. For example, 34% of the Black community is defined as being in low-income, using the Low Income Measure (LIM), compared to 17% of the non-minority population. Also 43% of Black individuals make less than \$20,000 a year in income, compared to 31% of the non-minority Nova Scotians. Black Nova Scotians earned, on average, between 14% and 27% less than their white counterparts. This gap was lowest among those with less than a high-school education (14% lower) and those with a college degree (15% lower). The gap was highest among those with some university education (27% lower) and those with a bachelor’s degree or higher (24% lower).



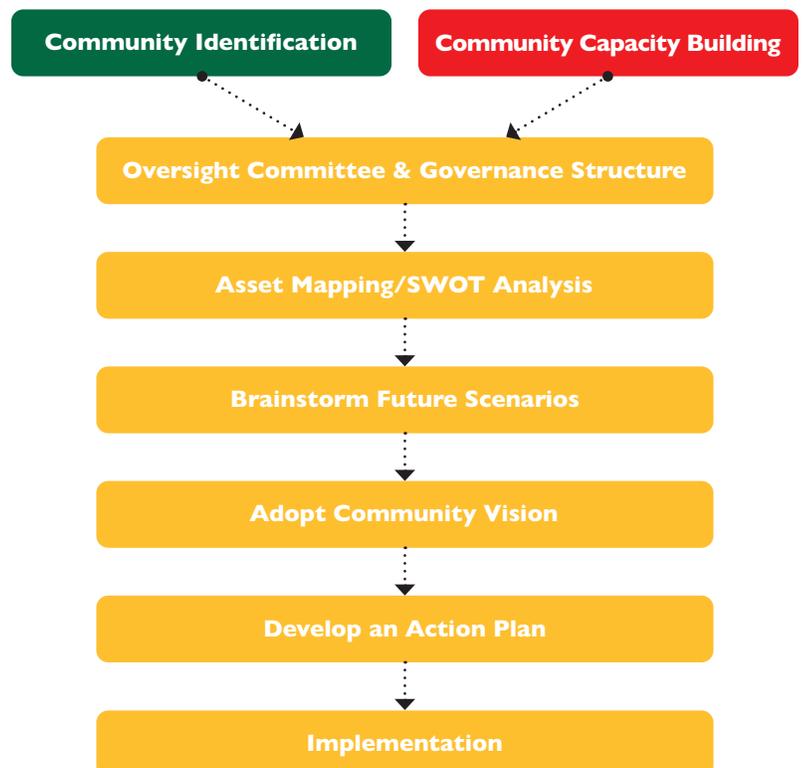


Community Action Plans

A Community Action Plan lays out a vision for the future of individual African Nova Scotian communities and outlines the steps needed to achieve desired outcomes. Owned and led by community, the creation of a community action plan is a process to identify the unique needs, advantages, and vision for each community. The Beechville community was the first to approve and implement a Community Action Plan with the Halifax Regional Municipality.

Having a Community Action Plan will be a crucial first step in re-imagining the relationship between the ANS community, the Municipality, and the development community. It will provide the foundation for future investment and infrastructure projects.

COMMUNITY ACTION PLAN PROCESS



JOIN US ON THE ROAD TO ECONOMIC PROSPERITY

The Road to Economic Prosperity is not a path that can be built alone. Implementation and success are dependent on the engagement, support, and collaboration of our community and our partners. As we move forward, there are a number of ways for individuals to get involved whether by, participating in initiatives, attending events, or providing input and feedback on the Action Plan.

Elder and Youth Councils

Acting as advisors to our work, the Elder and Youth Councils will provide critical intergenerational perspectives to our work. We are working to build a Road to Economic Prosperity for all members of our community, but we know that everyone's needs are different.

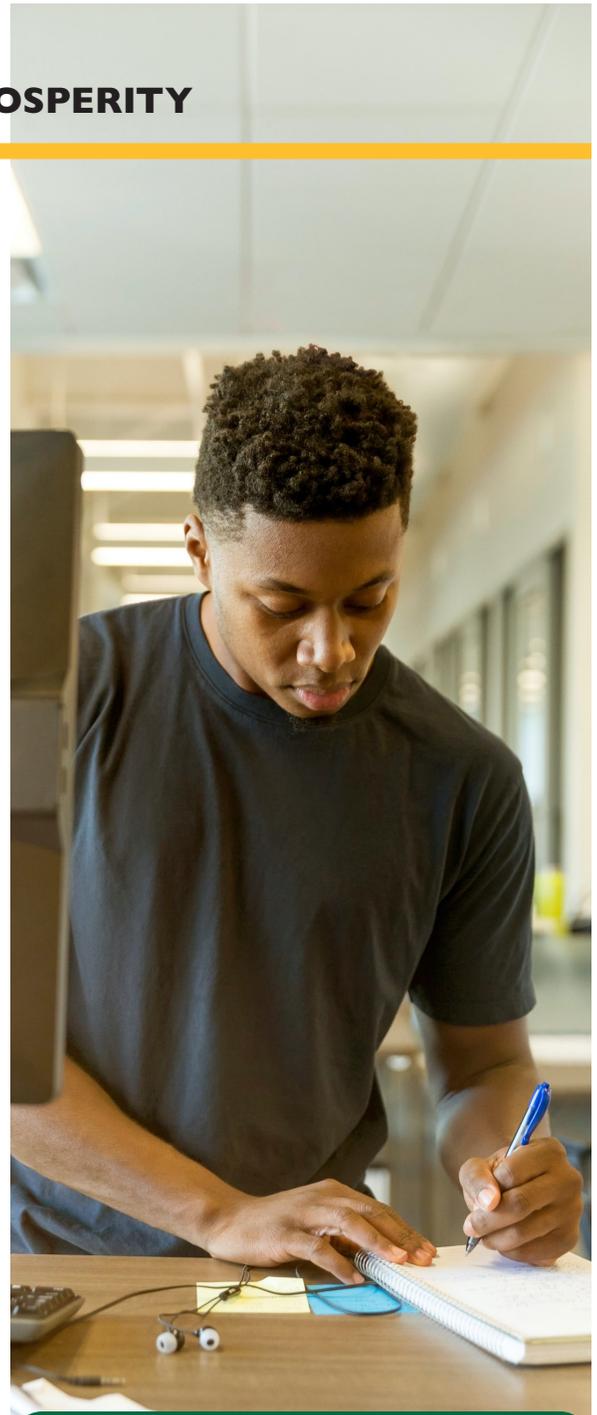
The work of developing our communities has always been one of intergenerational solidarity. Our elders have walked this path, they are the knowledge keepers and provide essential guidance. The youth will inherit our communities and have a key role to play in envisioning a new future for African Nova Scotians. Moving forward, we know that we will only find success through integrating both perspectives and experiences. Council members will act as representatives of their communities and their generation to guide and support the work. By sharing their experiences, needs, and issues they will help to highlight priorities and action items.

If you are interested in joining the Elder or Youth Council, please contact us.

African Nova Scotian Connector Program

The ANS Connector Program matches recent graduates (Connectees) in Halifax with established business and community leaders (Connectors) in a variety of industries. ANS Connectees are soon-to-be or recent university and college graduates, including those in the trades. Connectors are business owners and operators, managers, civil servants, and community leaders who volunteer to help ANS youth build their business network and connect with employment opportunities.

If you are interested in becoming a Connectee or a Connector, please contact us for more information.

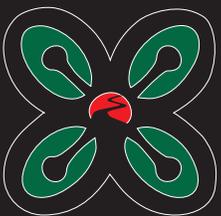


GET INVOLVED:

Contact us:
contact@anseconomicprosperity.com

Visit our website:
anseconomicprosperity.com

Follow us on Facebook and Instagram:
[@anseconomicprosperity](https://www.facebook.com/anseconomicprosperity)



Visit the Road to Prosperity website at anseconomicprosperity.com

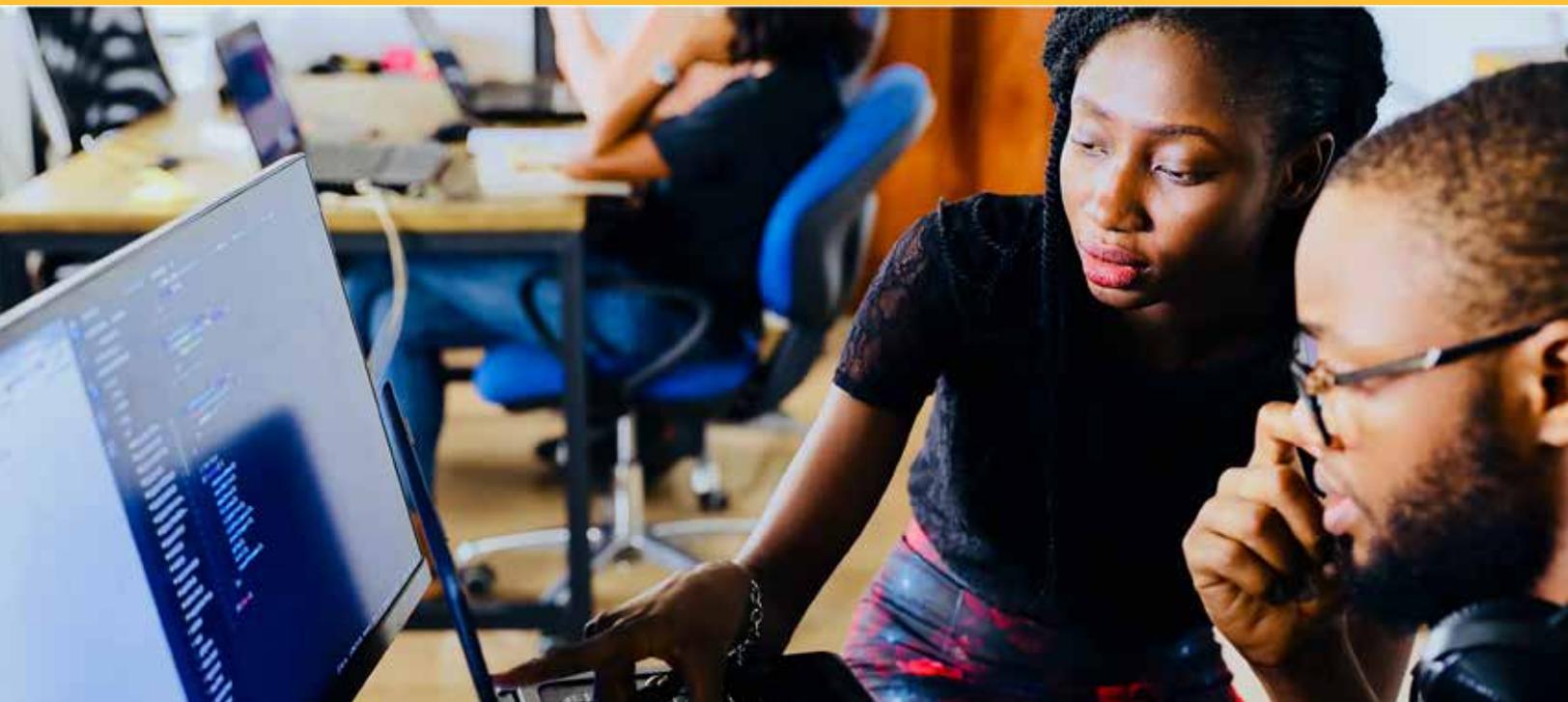
Follow us on Facebook and Instagram at [@anseconomicprosperity](https://www.instagram.com/anseconomicprosperity)



Road to Economic Prosperity for African Nova Scotian Communities

Summary Report and Action Plan

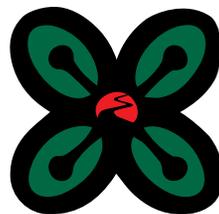
SEPTEMBER 2020



FOREWARD

African Nova Scotians have always been dedicated to building a strong, vibrant and prosperous community. The history of Peoples of African Descent in Nova Scotia is filled with instances of community mobilization to building capacity for socio-economic self-sufficiency. For generations, African Nova Scotians have advocated for unity and prosperity, and have remained committed to building and maintaining their community by carrying each other's challenges and solving them together.

The Road to Economic Prosperity Action Plan is a continuation of the legacy of community-led efforts. The plan continues the work that African Nova Scotian communities have been doing for generations. It remains committed to ongoing community efforts, and most importantly, it provides a space for realizing future opportunities for all people of African descent.



The Bese Saka "Sack of Cola Nuts" symbol represents affluence, power, abundance, plenty, togetherness and unity.

ACKNOWLEDGEMENTS

Road to Economic Prosperity Advisory Committee

Irvine Carvery (Co-chair) - Africville Genealogy Society
Dolly Williams (Co-chair) - East Preston
Bobby Taylor - East Preston Ratepayers Association
Patsy Crawford - Beechville
Jareeca Jones - Upper Hammonds Plains
Debra Lucas - Lucasville
Veronica Marsman - Akoma
Sherry Bernard - Lake Loon Cherry Brook
Rosella Fraser - North Preston Rec Centre Advisory Committee
Miranda Cain - North Preston
Chavasse Bain - African Nova Scotian Affairs, Province of
Nova Scotia
Matthew Martell - Black Business Initiative
Antonio Simmonds - African Nova Scotian Affairs Integration
Office (ANSAIO), HRM
Ayo Aladejebi - African Nova Scotian Affairs Integration Office
(ANSAIO), HRM
Carolann Wright - Halifax Partnership

Partner Organizations

Black Business Initiative (BBI)
Nova Scotia Office of African Nova Scotian Affairs (ANSA)

Sponsor



Partners

HALIFAX

HALIFAX
PARTNERSHIP
CONNECT. COLLABORATE. PROSPER.

Table of Contents

Acknowledgements	3
Message from Mike Savage, Mayor of Halifax Regional Municipality	5
Message from Irvine Carvery and Dolly Williams, Co-Chairs of the Advisory Committee	6
Executive Summary	7
Community Consultation and Engagement	10
Setting the Context: The Road to Unity	11
Road to Economic Prosperity Framework	13
Road to Economic Prosperity Action Plan Years 1-2	14
Implementation and Engagement	23
Measurement and Evaluation	23



MESSAGE FROM MIKE SAVAGE

MAYOR OF HALIFAX REGIONAL MUNICIPALITY

Systemic racism has been part of this city, from its founding, to its treatment of early Black pioneers, to the destruction of Africville in the name of “urban renewal”, and the more recent evidence of biased treatment in policing.

We have a responsibility to acknowledge that generational systemic anti-Black racism has played a role in maintaining societal status quo. This is evident in the kinds of development we see across our communities, where people live, and what opportunities they are provided.

As we work to recover from the financial impacts of COVID-19 and continue to grow the local economy, we must commit to building new pathways to economic inclusion and prosperity for African Nova Scotians.

That’s why I was so pleased to see African Nova Scotian communities throughout the municipality contribute to the development of the African Nova Scotian Road to Economic Prosperity Action Plan with support from Halifax Partnership and Halifax Regional Municipality. I am similarly gratified to see this work wholeheartedly endorsed by Regional Council.

The need for this action plan was identified in Halifax’s 2016-21 Economic Growth Plan. Community members who participated in consultations spoke powerfully to common goals of establishing land ownership and creating development opportunities, essentially putting economic development into the hands of the community it seeks to help.

Similarly, they addressed the need to reduce government policy barriers in areas such as land-use regulation, and improve education, employment, and entrepreneurship opportunities.

The responsibility to improve the economic prosperity of African Nova Scotians rests with us individually and collectively, but it will only be real and lasting if the tools are given to people who have been denied them for far too long.

Let’s work together to ensure African Nova Scotian residents play a significant role in building a prosperous future for the Halifax region, where everyone can match their ambitions to opportunity.

MESSAGE FROM

IRVINE CARVERY

& DOLLY WILLIAMS

CO-CHAIRS OF THE ADVISORY COMMITTEE

Economic development for the ANS community matters for all of Halifax and Nova Scotia. While Halifax has demonstrated strong and continuous economic growth over the past 10 years, African Nova Scotians have not equally benefited, and our communities continue to be impacted by growing socioeconomic disparity.

Over the years, there has been government and private sector support for African Nova Scotians' economic development initiatives, but there has never been a concerted effort or strategy dedicated to improving our economic well-being and prosperity. That is, until now.

This Road to Economic Prosperity Action Plan is a five-year collaborative strategy developed and owned by all of us, the African Nova Scotian community, to advance economic development and community priorities, and to coordinate, align, and bring greater awareness to work already being done.

This plan is the first of its kind. Most of us have lived through versions of this work, but this is the first time it has been put together as a formal economic plan and endorsed by both the community and government.

While the plan is specifically built for our community, it helps build success for all who live in Nova Scotia. It aims to close employment and housing gaps, increase collaboration and investment, and improve economic and quality of life outcomes for the ANS community.

When we are successful, we will have addressed decades and centuries of systemic and institutional barriers that have prevented growth in our communities. We want a healthy and prosperous future, and we are hopeful that we will inspire and lay the groundwork for a Nova Scotia-wide agenda.

Thank you to the ANS community for your support and contribution to this plan, particularly to those who participated in our consultation sessions to identify key issues, opportunities, and themes to be addressed. We look forward to working together with you over the next five years and beyond to lead the way for economic prosperity for all African Nova Scotians.



Executive Summary

The Road to Economic Prosperity Action Plan (REPAP) is a collaborative plan developed and owned by the African Nova Scotian (ANS) community to advance economic development and community priorities. A number of consultations have been held with African Nova Scotians in Halifax Regional Municipality (HRM) to identify key issues and solutions to address historic and present-day economic challenges and opportunities.

The Road to Economic Prosperity Action Plan identifies strategic priorities, objectives, and actions to drive growth and prosperity in ANS communities.

THE THREE STRATEGIC PRIORITIES ARE:

- 1. Build Unity and Capacity Among African Nova Scotians**
- 2. Establish Land Ownership , Develop Infrastructure, and Attract Investment**
- 3. Increase Participation in Education, Employment, and Entrepreneurship**

As part of the effort to better engage African Nova Scotian communities, Halifax Regional Municipality’s African Nova Scotian Affairs Integration Office (ANSAIO) and Halifax Partnership have been instrumental in ensuring that, as a municipality, we are doing a better job engaging with and delivering services to ANS communities in HRM.

Since its creation in 2012, ANSAIO has focused on working with HRM business units and ANS communities to improve municipal service delivery, foster better engagement, and promote employment equity within HRM. By working internally across the organization and collaborating with the community, ANSAIO continues to support efforts to provide improved, quality, and culturally appropriate service delivery to the community.

As Halifax’s economic development organization, Halifax Partnership (the Partnership) continues to prioritize and focus on improving African Nova Scotians’ attachment to the labour force while supporting business development and capacity building in ANS communities.

EXECUTIVE SUMMARY

HRM's and the Partnership's shared commitment to African Nova Scotian economic development and prosperity is evident in Halifax's Economic Growth Plan 2016-21, the municipality's economic strategy. Key actions within the Economic Growth Plan for African Nova Scotian communities include:

Action 10. In partnership with the Province, develop an approach to resolving ownership, taxation, and planning issues on residential and community-owned properties without clear title.

Action 12. Develop and implement an African Nova Scotian Action Plan to advance ANS economic development and community priorities.

Action 33. Establish ANS and Mi'kmaq/Indigenous Peoples streams under the Halifax Connector Program.

Action 34. Identify and share existing programs, services, and outcomes related to the workforce attachment of Mi'kmaq/Indigenous Peoples, African Nova Scotians and other groups at risk of exclusion.

Action 38. Connect newcomers, African Nova Scotians, Mi'kmaq/Indigenous Peoples, youth, and persons with disabilities to employment opportunities at HRM.

Action 43. Ensure HRM's culture investments reflect Halifax's diversity.

Action 59. Consider and, where possible, incorporate community benefits as part of the development approval process in HRM communities.

Both ANSAIO and the Partnership are leveraging broader initiatives to advance their work, in particular the United Nations International Decade for People of African Descent (2015-2024). This has informed the work of the Partnership and HRM to formally acknowledge that people of African descent represent a distinct group whose rights must be promoted and protected as we work toward the stated mandate to eliminate economic disparity outcomes by 2024.

The REPAP also aligns with HRM's Diversity and Inclusion framework and its strategies which support HRM business units to recognize diversity and inclusion in all policies, practices, programs, and services, with the goal of addressing and removing systemic barriers for employees and residents. This includes the Culture and Heritage Priority Plan which will identify the municipality's role in supporting diverse and inclusive cultural development and heritage conservation by looking at built heritage and cultural landscapes, cultural facilities, and living heritage; ongoing work on the social equity policy; and HRM's Employment Equity Policy.

In addition to municipal and provincial commitments to boost economic development and prosperity in ANS communities, the federal government has also identified strengthening multiculturalism and addressing the challenges faced by Black Canadians as a priority. Building on previous commitments, Budget 2019 (started in 2019-20), allocates \$45 million over three years to support a new Anti-Racism Strategy. The strategy will support initiatives to counter racism with a strong focus on community-based projects which could include new public education programs that help to build skills and provide leadership and employment opportunities. At the core of this strategy will be an Anti-Racism Secretariat that will work across government to identify opportunities, coordinate activities, and engage with diverse communities. In addition, Budget 2019 proposes to provide \$25 million over five years for projects and capital assistance to celebrate, share knowledge, and build capacity in Black Canadian communities.

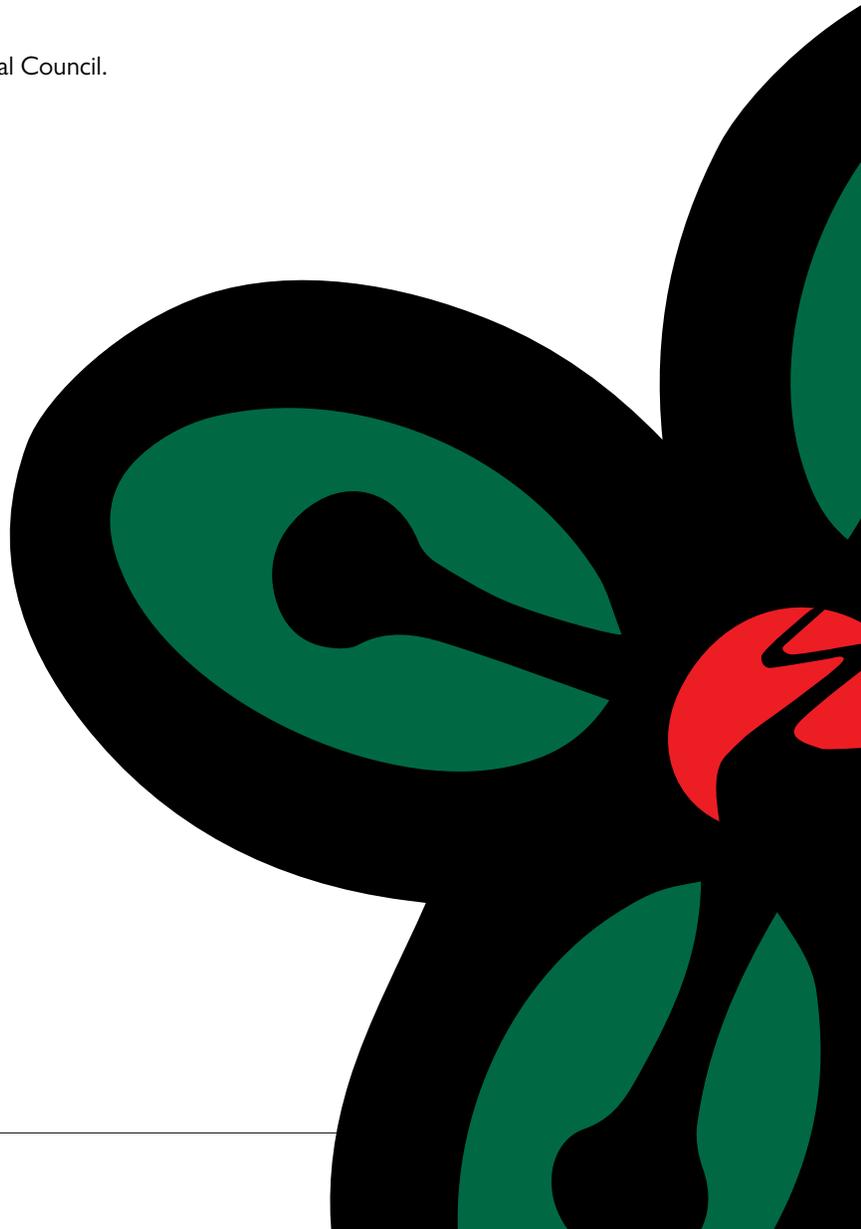


The implementation of the Road to Economic Prosperity Action Plan will be guided by the Road to Economic Prosperity Advisory Committee (REPAC) which will ensure alignment, collaboration, and regular engagement with ANS communities.

IMPLEMENTATION WILL INCLUDE:

- A public launch of the REPAP.
- An annual gathering of ANS communities and organizations to review and discuss priorities and progress.
- Research and analysis on ANS community-level statistics and development of the African Nova Scotian Prosperity and Well-being Index.
- Continuous community capacity building within ANS communities.
- Alignment of the Action Plan with HRM business plans.
- Regular reporting to ANS communities and Halifax Regional Council.

The Road to Economic Prosperity Action Plan is an opportunity for all orders of government, residents, partner organizations, and allies to support African Nova Scotians in our region working towards sustainable community economic development priorities.



COMMUNITY CONSULTATION AND ENGAGEMENT



Engaging African Nova Scotians throughout Halifax Regional Municipality has been, and will continue to be, critical to understanding key issues, opportunities, and priorities that will drive economic development and prosperity in ANS communities.

ANSAIO and the Partnership have hosted a number of consultations to better engage and connect with ANS communities. The first and largest consultation was the **Road to Economic Prosperity: A Gathering of African Nova Scotian Communities and Neighbourhoods** held in North Preston June 7-8, 2018, which brought together community organizations and individuals from ANS communities.

THE OBJECTIVES OF THE EVENT WERE:

1. Information sharing on the current state of ANS communities.
2. Sharing of promising practices and ways to support one another.
3. Discussion of activities across all levels of government and how these activities can enhance the growth and economic prosperity of ANS communities.
4. Providing input into the development of the Road to Economic Prosperity Action Plan.



This was one of the few times that ANS communities have connected and shared their experiences, challenges, and projects related to economic development and prosperity. Participants from five communities and two organizations presented on development initiatives. It was inspiring to see communities sharing their work with a desire to encourage and support one another.

The keynote speaker was Nene Kwasi Kafele, founder of the Tabono Institute, a community-based research, public policy, archiving, and capacity building institute committed to supporting the priorities of the African community in Canada and internationally. Kafele presented a model for creating unity in African communities, shared best practices from other African communities, and participated in conversations with community members. His experience and insights have helped shape the Road to Economic Prosperity framework and have influenced the priorities and actions within the REPAP.

Additional consultations have been held with Beechville, Preston Township (Lakeloon-Cherry Brook, North and East Preston) and Upper Hammonds Plains.

KEY ECONOMIC DEVELOPMENT THEMES FROM THE CONSULTATIONS INCLUDE:

- The need to build unity, capacity, and leadership among and within ANS communities.
- The issue of establishing land ownership and developing infrastructure and attracting investment within ANS communities.
- The need to improve education, employment, and entrepreneurship outcomes for African Nova Scotians.
- The need to identify and address system-wide legislation and municipal by-laws that impact ANS communities.

A number of social challenges and priorities related to poverty, health, and justice issues were also identified and will be shared with relevant partners and stakeholders.

It was clear from the consultations that this is only the beginning of the collective conversation towards African Nova Scotian economic prosperity. There is a need and a desire for more opportunities to have rich conversations, to share and learn from one another, to showcase success, and to identify shared challenges, solutions, and actions.

SETTING THE CONTEXT: THE ROAD TO UNITY

During the Road to Economic Prosperity event, the facilitator Nene Kwasi Kafele set the context for the Road to Unity for African Nova Scotians. Kafele shared that African villages are usually circular, which speaks to continuity, alignment, and interdependence. This circularity is the first element of unity, and unity is about how we organize ourselves as a community.

In addition to unity there are five critical elements and archetypes within African communities which must all exist and be in balance to thrive: fire, water, earth, minerals/rocks, and nature. By knowing these elements, it helps channel a community's focus – who to go to, when to go to them, and how to seek their support and input. When these elements are unbalanced, a community can become confused, disorganized, and vulnerable.



In thinking about different ways to improve economic prosperity, ANS communities need a coherent, organized vision, strategy, and plan.

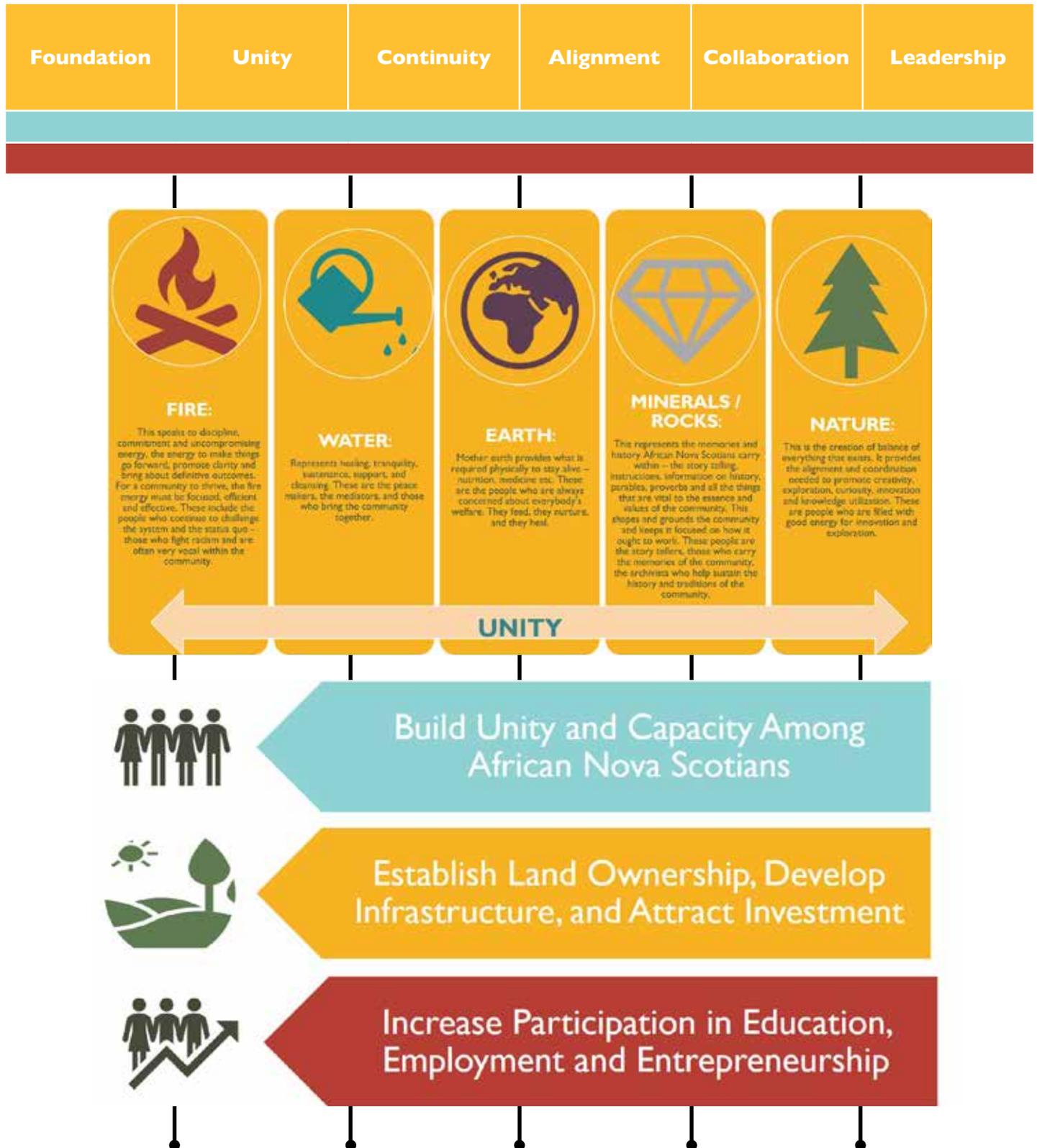
This requires five things:

- 1 Ethical and competent leadership.
- 2 Strong, progressive, and effective institutions with Africentric representation and values.
- 3 Economic infrastructure that generates economic activities that benefit the community.
- 4 A coherent strategy for healing, trauma, and emotional well-being.
- 5 A cultural knowledge and understanding driven by worldviews and value systems of what it means to be an African.

ANS communities must focus on priorities and activities that bring unity, things that demonstrate value and can be understood and replicated by others. The pursuit should be done with honesty and integrity and be grounded in African identity. Focusing on priorities and taking action worthy of emulation is the best demonstration of community progress. That is how we will build critical mass.

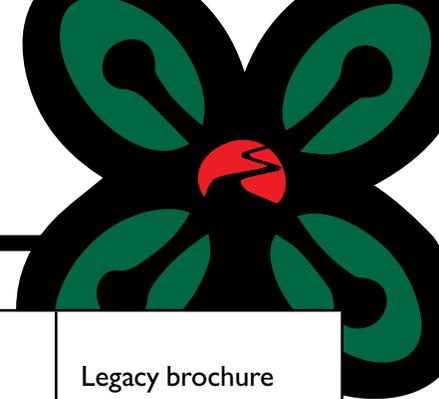


ROAD TO ECONOMIC PROSPERITY FRAMEWORK



ROAD TO ECONOMIC PROSPERITY ACTION PLAN YEARS 1-2

Strategic Priority 1 – Build Unity and Capacity Among African Nova Scotians				
5 Year Objectives	Years 1-2 Actions	Lead	Stakeholders	Outcomes
 <p>Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success</p>	<p>1. Establish the Road to Economic Prosperity Advisory Committee (REPAC) and Elders Council to provide leadership and oversight</p>	Halifax Partnership	<p>ANS communities/ organizations</p> <p>HRM (ANSAIO)</p>	<p>REPAC and Elders Council established</p> <p>Increase in community leadership and capacity in ANS communities</p> <p>Regular reporting to HRM and ANS communities</p>
	<p>2. Develop an ethical framework guided by shared principles and practices to promote accountability with bi-annual check-in</p>	Road to Economic Prosperity Advisory Committee	ANS communities/ organizations	Shared vision and ethical framework and enhanced process for transparency and collaboration developed
	<p>3. Bring ANS communities together to celebrate and share best practices and lessons learned</p>	Halifax Partnership HRM	Government entities/departments ANS communities	Annual Unity event held
	<p>4. Report annually on the Road to Economic Prosperity Action Plan, highlighting progress and successes against outcomes</p>	Halifax Partnership HRM	ANS communities/ organizations, Government departments/ entities	Increased knowledge on the state of African Nova Scotian communities with up-to-date data and analysis



	<p>5. Recognize and promote the historical legacy and value of ANS communities</p>	<p>ANS communities</p>	<p>ANS communities/ organizations</p>	<p>Legacy brochure and interactive online resources developed</p>
	<p>6. Collaborate with public, private, and post-secondary partners to establish an African Nova Scotian Prosperity and Well-being Index modeled after the Halifax Index</p>	<p>Halifax Partnership</p>	<p>Organizations and entities mandated to serve ANS communities</p> <p>ANS communities/ organizations</p>	<p>ANS Prosperity and Well-being Index developed</p> <p>Annual Index event held with ANS communities and REPAP stakeholders</p>
<p>1.2</p> <p>Build community capacity to mobilize and lead the implementation of the Road to Economic Prosperity Action Plan</p>	<p>7. Bring changemakers to the table who are ready and able to constructively and positively create change</p>	<p>Halifax Partnership</p> <p>HRM</p>	<p>Organizations and entities mandated to serve the ANS community</p> <p>ANS communities/ organizations</p>	<p>Increase in resources and strategic partnerships to support activities</p>
	<p>8. Connect ANS communities to training and resources to develop leadership, facilitation, and resiliency skills</p>	<p>Halifax Partnership</p>	<p>ANS communities</p> <p>HRM (ANSAIO)</p>	<p>Leadership, facilitation, and resiliency skills program for ANS communities developed</p> <p>ANS communities connected to capacity-building programs and opportunities led by HRM and Halifax Partnership</p>

	<p>9. Develop a mentorship program to engage and support the development of ANS youth</p>	<p>BBI</p>	<p>ANS communities/ organizations</p>	<p>Increase in youth connected to BBI and other youth mentorship programs</p>
	<p>10. Develop a speaker series hosting thought leaders on economic development in African communities globally</p>	<p>Halifax Partnership</p>	<p>ANS communities/ organizations Government agencies/entities</p>	<p>Speakers series developed Thought leadership events with ANS communities executed Increased awareness in ANS communities of the local and global implications of economic development on Africans in the diaspora</p>
	<p>11. Ensure ANS communities are aware of, and understand the impacts of, system-wide legislation and municipal by-laws affecting their communities and the mechanisms to provide feedback to government regarding necessary changes.</p>	<p>Halifax Partnership HRM</p>	<p>ANS communities/ organizations Government agencies/entities</p>	<p>Information sessions on legislation and municipal by-laws held Information shared with ANS communities through relevant and effective communications channels Increased awareness in ANS communities of legislation and by-laws impacting their communities and ways to engage and provide feedback</p>

Strategic Priority 2 – Establish Land Ownership, Develop Infrastructure, and Attract Investment

5 Year Objectives	Years 1-2 Actions	Lead	Stakeholders	Outcomes
<p>2.1</p> <p>Address historic and current issues related to land ownership and environmental racism</p>	<p>12. Identify the best approach to include Community Benefits Agreements (CBA) as part of HRM’s Planning and Development strategies for ANS communities</p>	<p>HRM</p>	<p>HRM Planning and Development</p> <p>ANS communities/ organizations</p> <p>Province of Nova Scotia</p>	<p>Legislation, policy, by-laws, and best practice review complete</p> <p>CBA process for HRM/NS created</p>
	<p>13. Create a framework to identify and address legislation, policy, and land use by-laws that impact ANS communities, and establish mechanisms for community input on required changes</p>	<p>ANS communities</p> <p>HRM</p>	<p>ANS communities/ organizations</p> <p>Province of Nova Scotia</p>	<p>Legislation, policy, and by-laws review complete</p> <p>Mechanisms for community input developed and communicated</p> <p>ANS communities actively engaged in providing input</p> <p>Framework developed</p>
	<p>14. In partnership with the Province, develop an approach to resolve ownership, taxation, and planning issues on residential and community owned properties without clear title</p>	<p>Halifax Partnership</p> <p>HRM</p>	<p>ANS communities</p> <p>Province of Nova Scotia</p>	<p>Increased opportunities for land and home ownership</p> <p>Increased opportunities for greater community capacity and infrastructure development</p>

	<p>15. Support the Akoma-led master plan for the restoration of the historic Nova Scotia Home for Coloured Children</p>	<p>Halifax Partnership HRM</p>	<p>ANS communities Akoma HRM Planning and Development</p>	<p>Increased development opportunities in the areas of affordable housing, entrepreneurship, and sports</p>
	<p>16. Review the naming, boundaries, and zoning of historic ANS communities, and zoning affecting ANS communities</p>	<p>Halifax Partnership HRM</p>	<p>Province of Nova Scotia</p>	<p>Recognition and reestablishment of historic ANS community boundaries Increase in land base/mass for ANS communities</p>
	<p>17. Identify and prioritize the remediation of government-owned contaminated sites in ANS communities</p>	<p>Halifax Partnership HRM</p>	<p>Province of Nova Scotia</p>	<p>Contaminated sites identified and prioritized for remediation Increase in clean and green spaces in ANS communities</p>

2.2

Revitalize ANS communities through investment and development

	<p>18. Prioritize and undertake infrastructure projects (capital and renewal) and support development projects across ANS communities</p>	<p>Halifax Partnership HRM</p>	<p>HRM Transportation and Public Works; HRM Planning and Development Halifax Water Province of Nova Scotia ANS communities</p>	<p>Infrastructure development opportunities identified and prioritized Projects under development</p>
	<p>19. Support ANS communities to identify and secure funding for the preservation and interpretation of ANS community heritage sites</p>	<p>ANS communities HRM</p>	<p>Halifax Partnership Province of Nova Scotia</p>	<p>Increase in heritage and historical awareness Support secured for legacy projects</p>
	<p>20. Prioritize and develop vacant lands within ANS communities</p>	<p>ANS communities</p>	<p>Halifax Partnership HRM Province of Nova Scotia</p>	<p>Increased capacity in ANS communities to develop places and spaces Inventory of vacant lands developed</p>
	<p>21. Redevelop and market spaces within ANS communities for commercial and/or community use</p>	<p>ANS communities</p>	<p>BBI</p>	<p>Increased capacity in ANS communities to develop commercial places and spaces Inventory of spaces for commercial and community use developed</p>



2.3

Explore international economic and cultural opportunities

22. Pursue sister city and international trade and development relationships with African countries with ancestral ties to African Nova Scotians

Halifax Partnership
HRM
ANS communities

Province of Nova Scotia

Formal sister city relationship established within the first year

Develop cultural and historical links between ANS communities and West African Countries

23. Attract international investors into the African Nova Scotian communities

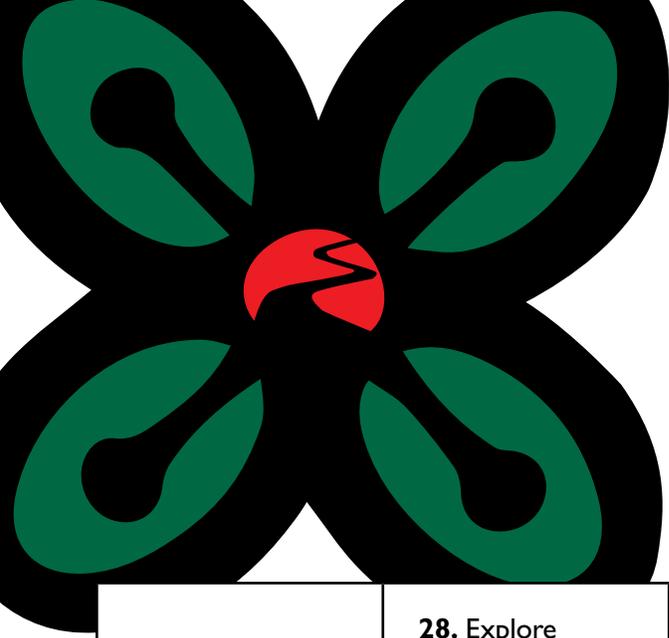
Halifax Partnership
HRM
ANS Communities

BBI
Province of Nova Scotia

Relationships with potential investors developed

Strategic Priority 3 – Increase Participation in Education, Employment and Entrepreneurship

5 Year Objectives	Years 1-2 Actions	Lead	Stakeholders	Outcomes
<h1>3.1</h1> <p>Increase labour force attachment for African Nova Scotians</p>	<p>24. Establish the ANS stream under the Halifax Connector Program</p>	Halifax Partnership	<p>ANS communities</p> <p>Nova Scotia African Canadian Services Branch</p> <p>Nova Scotia Department of Labour and Advanced Education</p>	<p>ANS Connector stream established</p> <p>Track and increase the number of ANS Connectees and Connectors each year</p>
	<p>25. Identify and share existing programs and services supporting the workforce attachment of African Nova Scotians</p>	Halifax Partnership	<p>ANS communities</p> <p>BBI</p> <p>Nova Scotia Department of Labour and Advanced Education</p>	<p>Track and increase ANS employment rates</p>
	<p>26. Connect African Nova Scotians to employment opportunities at HRM</p>	HRM	ANS communities	<p>Benchmark of ANS representation within the HRM workforce established</p> <p>Increase in ANS recruitment within various departments at HRM</p>
	<p>27. Provide opportunities for ANS-owned businesses into corporate supply chains and government contracts</p>	<p>Province of Nova Scotia</p> <p>HRM</p>	<p>ANS communities</p> <p>BBI</p>	<p>Representation of ANS businesses within corporate and government supply chains increased and improved</p> <p>Participation of ANS businesses in government contracts encouraged</p>



3.2

Increase entrepreneurship opportunities in ANS communities

28. Explore cooperative models and examine their validity for ANS communities

Road to Economic Prosperity Advisory Committee

ANS communities
BBI

Increase in opportunities for housing and business development

29. Connect ANS entrepreneurs to business development programs and services

Halifax Partnership
BBI

ANS communities

Track and increase the number of ANS entrepreneurs referred to business development programs and services

30. Support the growth of ANS Arts and Culture businesses and industries

Halifax Partnership
BBI

ANS communities

Increase in the number and growth of ANS Arts and Culture businesses

IMPLEMENTATION AND ENGAGEMENT

This is an action plan for the first two years of a five-year strategy which outlines what will be done, who will be involved, and how we will measure success. Complex initiatives will have their own implementation plans developed. Some actions will carry over into Years 3-5 and will require additional financial and human resources from public and private sector partners.

ROLES:

Governance:

- The Road to Economic Prosperity Advisory Committee, supported by the Elders Council, will provide leadership, oversight, and strategic guidance.

Road to Economic Prosperity Advisory Committee

Membership

- A member from each Black community in HRM
- Community organizations involved in economic development and/or capacity building
- Resources/support person from the primary agencies
- Youth and elder representation

Role

- Review and approve terms of reference
- Use five elements for developing ANS communities
- Discuss & support the action plan
- Prepare for presentation to community at large
- Develop a work plan and timeline for completion
- ANSAIO & Halifax Partnership will provide support

How We Work

- Listen with care and sensitivity to the full range of all members' interests
- Remain open to new ideas and concepts
- Offer possible alternatives when an agreement cannot be reached
- Discuss everyone's positions on matters of group interest
- Agree on how to communicate these as a group to external parties

Values

- Ethical and competent leadership
- Strong, progressive and effective institutions with Afrocentric representation and values
- Economic infrastructure that gives back to the community
- A coherent strategy for healing, for trauma, and emotional well-being



Implementation:

- Halifax Partnership and Halifax Regional Municipality are the coordinating bodies responsible for leading the implementation of many of the actions defined in the plan. Halifax Partnership will also be responsible for tracking and monitoring progress against goals and objectives, including the development of the African Nova Scotian Prosperity and Well-being Index.
- The Road to Economic Prosperity Advisory Committee and Elders Council lead several actions within the plan.

Stakeholders:

ANS communities, Halifax Regional Municipality, and Halifax Partnership will engage with a variety of stakeholders to implement the plan.

These include:

- Private Sector
- Provincial Government
- Crown Corporations
- Federal Government
- Business Associations
- Post-Secondary and Training Institutions
- Not-for-Profit Sector
- Arts and Culture Sector

MEASUREMENT & EVALUATION

The African Nova Scotian Prosperity and Well-being Index, modeled after the Halifax Index, will be developed to track and report on economic and community progress and well-being, progress against actions, and key challenges, opportunities, lessons learned, and best practices. The Index will be presented annually to ANS communities, partners, stakeholders, and funders.

Halifax Partnership and HRM staff will provide triannual progress reports to Regional Council.



Strategic Priority I – Build Unity and Capacity Among African Nova Scotians				
5 Year Objectives	Years 1-2 Actions	Lead/ Stakeholders	Outcomes	Status
<p>1.1 Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success</p>	1. Establish the Road to Economic Prosperity Advisory Committee (REPAC) and Elders Council to provide leadership and oversight	Halifax Partnership	REPAC, Elders Council, Youth Council established	The Elder Council was launched February 28th, 2022 to support the implementation of the African Nova Scotian Road to Economic Prosperity Action Plan (REPAP), a five-year economic development plan created and owned by community. Elder council had their planning day on May 07, 2022. The council continues to seek regional and inclusive membership.
	2. Develop an ethical framework guided by shared principles and practices to promote accountability with bi-annual check-in	Road to Economic Prosperity Advisory Committee	Increase in community leadership and capacity in ANS communities	One on one meetings with communities on building organizational and community capacity and addressing issues as communities identified their need for support.
	3. Bring ANS communities together to celebrate and share best practices and lessons learned	Halifax Partnership/HRM	Regular reporting to HRM and ANS communities	REPAC Advisory committee Provincial reporting to ANS communities began in March 2022 the first two presentation were in Truro (March 31, 2022) and New Glasgow (May 10, 2022). We will continue to meet with provincial ANS communities to inform them about the work throughout the region. REPAC Annual Summit reporting to HRM and the ANS communities will be held on October 21, 2022.
	4. Report annually on the Road to Economic Prosperity, highlighting progress and successes against outcomes	Halifax Partnership/HRM	Increased knowledge on the state of African Nova Scotian communities through up-to-date data and analysis	The REPAC ANS Wellness Index is in the first version of stats awaiting new stats which will be released in November 2022.
	5. Recognize and promote the historical legacy and value of ANS communities	ANS communities/Elder Council	Legacy brochure and interactive online resources developed	The REPAC Elder Council has taken on the development of the legacy brochure as a part of their work.
	6. Collaborate with public, private, and post-secondary partners to establish an African Nova Scotian Prosperity and Well-being Index modeled after the Halifax Index	Halifax Partnership	Shared vision and ethical framework, and enhanced process for transparency and collaboration developed	The REPAC Annual Summit gives us a chance to share the framework and processes we use to complete the work.
	7. Bring changemakers to the table who are ready and able to constructively and positively create change.	Halifax Partnership /HRM	Increase in resources and strategic partnerships to support activities	REPAC held a round table with HRM that was held on March 17, 2022 The preservation and protection of ANS communities and neighborhoods was discussed and REPAC put a proposal forward for HRM to provide additional resources in the form of planners for the ANS communities in HRM.
	8. Connect ANS communities to training and resources to develop leadership, facilitation, and resiliency skills.	Halifax Partnership	Annual Unity event held	Planned for 2023 to help support the work of REPAC.
	9. Develop a mentorship program to engage and support the development of ANS youth	BBI	Increase in youth connected to BBI and other youth mentorship programs	
	10. Develop a speaker series hosting thought leaders on economic development in African communities globally	Halifax Partnership	<ul style="list-style-type: none"> • Speakers series developed • Thought leadership events with ANS communities executed • Increased awareness in ANS communities of the local and global implications of economic development on Africans in the diaspora 	REPAC had their first speaker series event held on May 5, 2022, in partnership with RBC on the topic of Diversity and Inclusion in the workplace. There will be two more speaker series held in the Fall 2022.

<p>1.2 Build community capacity to mobilize and lead the implementation of the Road to Economic Prosperity</p>	<p>11. Ensure ANS communities are aware of, and understand the impacts of, system-wide legislation and municipal by-laws affecting their communities, and the mechanisms to provide feedback to government regarding necessary changes.</p>	<p>Halifax Partnership /HRM</p>	<ul style="list-style-type: none"> • Information sessions on legislation and municipal by-laws held • Information shared with ANS communities through relevant and effective communications channels • Increased awareness in ANS communities of legislation and by-laws impacting their communities and ways to engage and provide feedback 	<p>REPAC held a round table with HRM that was held on the preservation and protection of ANS communities and neighborhoods as well as zoning to inform the ANS communities on the policies, development and project being completed in and around ANS communities.</p> <p>Corporate Real Estate staff have reviewed pertinent legislation and explained municipal processes underlying municipal land conveyance to representatives of the Africville Heritage Trust.</p> <p>Solid Waste Resources are pursuing meetings with Rate Payers Associations in both East and North Preston to explain Illegal Dumping provisions in Bylaw S-600.</p> <p>Cogswell team and D&I are working with Dexter Construction Ltd. to implement contract provisions regarding social benefits. Two community liaisons have been hired by Dexter- one from the ANS community and one from the Mi'kmaw community. A Social Benefits Advisory Committee has been established representing a broad range of equity seeking groups. The Committee held two meetings; a third is scheduled for June. A draft Terms of Reference for the committee has been prepared as well as draft Workforce and Supplier Diversity plans. The TOR and draft plans will be reviewed and finalized with the co-liaisons, the advisory committee, D & I reps and the Cogswell team by end of Q2 2022.</p> <p>Planning & Development-Staff members presented and participated in a series of zoning updates to REPAC and also is working on plan amendment changes directly with Hammonds Plains and Beechville communities. Staff to continue to convene the ANS working group to share in a community of practice around how to improve HRM's engagement methods. P&D Heritage met with ANSAIO to share the following information on potential by-law changes impacting ANS communities via CHPP : While there will likely be several by-law changes stemming from CHPP in the form of legacy projects and policy reviews, most of the interim changes are in the form of procedural updates and staff reports to Council. The ones that will have an immediate effect on ANS communities, and which are already underway include:</p> <ol style="list-style-type: none"> 1.A review of the heritage property evaluation criteria, with the goal of recognizing sites of heritage value to traditionally under-represented communities; and 2.A pilot project to identify and register properties and sites that are significant to the African Nova Scotian community within the Regional Centre, with the intention to expand this project throughout the municipality as a later phase.
--	---	-------------------------------------	---	--

Strategic Priority 2 – Establish Land Ownership, Develop Infrastructure and Attract Investment				
5 Year Objectives	Years 1-2 Actions	Lead/ Stakeholders	Outcomes	Status as of Day/Month/Year
	12. Identify the best approach to include Community Benefits Agreements (CBA) as part of HRM's Planning and Development strategies for ANS communities	HRM	Legislation, by-laws, and best practice review complete CBA process for HRM/NS created	Planning & Development Staff have prepared a memo and presentation on Community Benefits Agreements (CBAs) that was presented to REPAC and senior members of HRM's team. Regional Council has requested a report outlining the recommended approach to these agreements, prior to the Provincial Government advancing legislation.
	13. Create a framework to identify and address legislation and land use by-laws that impact ANS communities, and establish mechanisms for community input on required changes	ANS communities/ HRM	Legislation and by-laws review complete Framework Developed Mechanisms for community input developed and communicated ANS communities actively engaged in providing input	Planning & Development -Community Action Plans have been identified as a potential tool to support communities in organizing around municipal infrastructure, bylaw and legislative changes. This work will be done at the community level, as communities are ready and want to participate in the process. Amendments are being prepared for the HRM Regional Plan to include this work program, and efforts are also being made to organize a resourcing plan in partnership with community. Community has requested that two planners be provided for each community.
	14. In partnership with the Province, develop an approach to resolve ownership, taxation, and planning issues on residential and community owned properties without clear title	Halifax Partnership/HRM	Increased opportunities for land and home ownership Increased opportunities for greater community capacity and infrastructure development	Not yet developed

<p>2.1 Address historic and current issues related to land ownership and environmental racism</p>	<p>15. Work with local community to ease the acquisition of surplus properties through the community interest stream and raise awareness of legislated processes to help community understand steps required to prevent community properties from proceeding to tax sale.</p>	<p>HRM</p>	<p>Increased opportunities for land and home ownership Increased opportunities for greater community capacity and infrastructure development</p>	<p>Corporate Real Estate is in on-going discussions with Africville Heritage Trust in relation to a land matter in support of the Africville Museum</p> <p>Finance-Working with local community to ease the acquisition of surplus properties through the community interest stream and raise awareness of legislated processes to help community understand steps required to prevent community properties from proceeding to tax sale. HRM Increased opportunities for land and home ownership. Increased opportunities for greater community capacity and infrastructure development. Regularly connect with provincial LTCA contacts. In this period provided advice on two LTCA properties in the tax sale process.</p> <p>Planning & Development-Through the Community Action Planning process occurring in Beechville a number of properties are being considered through Administrative Order 50 for community interest and use. Planning and Parks have</p>
	<p>16. Support the Akoma-led master plan for the restoration of the historic Nova Scotia Home for Coloured Children</p>	<p>Halifax Partnership/HRM</p>	<p>Increased development opportunities in the areas of affordable housing, entrepreneurship, sports</p>	<p>REPAC Plans are moving forward with Akoma around affordable housing, entrepreneurship, and sports. Plans being developed in Beechville.</p> <p>Planning & Development-On January 25, 2022, Regional Council approved the revised workplan for the Regional Plan review. This workplan directs the CAO to advance master planning for the Akoma Urban Reserve lands and 5 other future serviced communities outside of the Regional Plan review process. On March 25, 2022, the province announced \$2.3 million in funding to enable the Municipality to conduct needed environmental, transportation and infrastructure studies to inform future planning and development decisions. This funding will be used to carry-out the needed background studies for the Akoma Urban Reserve lands and three other future serviced communities identified through the Regional Plan review. This action has gone to the newly formed REPAC Elder Council for their planning process.</p>
	<p>17. Review the naming, boundaries, and zoning of historic ANS communities, and zoning affecting ANS communities</p>	<p>Halifax Partnership/HRM</p>	<p>Recognition and reestablishment of historic ANS community boundaries Increase in land base/mass for ANS communities</p>	<p>Planning & Development-Current Civic Addressing Community Review Project - Beechville Community - Preliminary work with the Beechville Community Development Association is complete. Staff now working with other local agencies regarding the proposed boundaries. Full public consultation targeted to begin before July 2022. Depending on feedback there may be a second round of consultation. Staff are aiming to have a report to Regional Council recommending new boundaries for the community of Beechville fall of 2022.</p>
	<p>18. Identify and prioritize the remediation of government-owned contaminated sites in ANS communities</p>	<p>Halifax Partnership/HRM</p>	<p>Contaminated sites identified and prioritized for remediation Increase in clean, and green spaces in ANS communities</p>	<p>Partnership-This action needs more alignmet with Environment & Climate Change in HRM to address and identify the contaminated sites in ANS communities. Public Works is working with Diversity & Inclusion and provincial Department of Public Works to ensure garbage along Upper Governor Road is cleaned up prior to the road transfer on June 1, 2022. The municipality is working with the community to develop longer term mitigation of illegal dumping that may entail fencing or guard rails, lighting, signage, cameras and a public awareness campaign. Meetings with the Rate Payers Associations in both East and North Preston are planned. Status:completed</p>
	<p>19. Prioritize and undertake infrastructure projects (capital and renewal) and support development projects across ANS communities</p>	<p>Halifax Partnership/HRM</p>	<p>Infrastructure development opportunities identified and prioritized</p>	<p>REPAC plans with Akoma are moving forward, around affordable housing, entrepreneurship, and sports. Plans being developed in Beechville.</p> <p>Facility Design & Construction identified and prioritized infrastructure development opportunities, details are as follows: The Net-Zero Roadmap is prioritizing deep energy retrofits in underserved communities. Recently received funding from the province, through the Low Carbon Community program, will enable deep energy retrofit designs of East Preston Community Centre, North Preston Community Centre, Wallace Lucas Community Centre, and Upper Hammonds Plains Community Centre. This will create economic activity, more comfortable and sustainable and sustainable spaces in ANS Communities. Funding application has also been submitted to implement the retrofits in these facilities. Spending for the design and implementation is subject to HRMs social procurement policy.</p> <p>Corporate Real Estate is working with Halifax Port Authority (HPA) and Africville Heritage Trust (AHT) regarding the proposed concept of land exchange and future uses of government land in the Africville area. The future use of the new Halifax Port Authority landmass and HRM properties are proposed to be discussed as part of the Africville Visioning Exercise, as directed by Council Motion on April 6, 2021. By extension, Africville Heritage Trust (Africville Museum) and the broader Africville community will be engaged in providing input. The latest [ongoing] effort is an internal review of HRM's operational needs for land in the area to inform the process and future discussion with Council.</p>
			<p>Projects under development</p>	<p>Public Works Development - Gas Street New Sidewalk and Street Rehabilitation, North Preston 2022 see summary above</p>
			<p>Projects under development</p>	<p>see summary above for REPAC Planning & Development-Sharing Our Stories is slated for completion and adoption by Regional Council in Fall 2021.</p>

<p>2.2 Revitalize ANS communities through investment and development</p>	20. Support ANS communities to identify and secure funding for the preservation and interpretation of ANS community heritage sites	ANS communities/ HRM	Increase in heritage and historical awareness Support secured for legacy projects	<p>Africville Interpretive Panels have been installed. The panels were installed on May 26th, 2021</p> <p>Africville park. Second year of community maintenance agreement, which helps each group support each other for maintenance.</p> <p>Public Works-a draft project charter has been prepared for the Art & Commemoration Program. Expect to finalize by end of Q2 2022. The charter defines the approach to developing and implementing the program and mechanisms to engage ANS and Mi'kmaw communities regarding acknowledgment and celebration of their histories within the Cogswell District Project.</p> <p>May 2022 update: Playground - George Dixon Centre Park (Jumpstart Playground) – near Unicake Square Playground - St. Stephen's Elementary School Park – near Mulgrave Park Africville - boat launch rehabilitation Walkway paving - Africville Viscount Run Park Development - Phase 2 - near Lucasville A new Park Plan for the Peace & Friendship Park in light of the approved Cornwallis Task Force Report was approved as part of the 2022/23 advanced capital list.</p>
	21. Prioritize and develop vacant lands within ANS communities.	ANS communities	Increased capacity in ANS communities to develop places and spaces Inventory of vacant lands developed	
	22. Redevelop and market spaces within ANS communities for commercial and/or community use	ANS communities	Increased capacity in ANS communities to develop commercial places and spaces Inventory of spaces for commercial and community use developed	
	23. Pursue sister city and international trade and development relationships with African countries with ancestral ties to African Nova Scotians	Halifax Partnership/HRM	Formal sister city relationship established within the first year	REPAC-Reference group to build the relationship with the sister city established.
		ANS communities	Develop cultural and historical links between ANS communities and West African Countries	
24. Attract international investors into the African Nova Scotian communities.	Halifax Partnership/HRM ANS Communities	Relationships with potential investors developed	Not started	

Strategic Priority 3 – Increase Participation in Education, Employment and Entrepreneurship				
5 Year Objectives	Years 1-2 Actions	Lead/ Stakeholders	Outcomes	Status as of Day/Month/Year
	25. Expand the ANS stream under the Halifax Connector Program	HP	ANS Connector stream established	The REPAC ANS Connector Program has been successfully created.
			Track and increase the number of ANS Connectees each year	In progress. Ten "Connectees" were connected in 2021 and looking to increase this number to 40 in 2022.

3.1 Increase labour force attachment for African Nova Scotians	26. Identify and share existing programs and services supporting the workforce attachment of African Nova Scotians	HP	Track and increase ANS employment rates	<p>This is being completed through the ANS Connector program and the ANS Wellbeing Index</p> <p>The ANS Connector Program continues to engage and assist Graduates, Tradespeople, High School Students and Community Members in striving to create a more inclusive and diverse workforce with successful employment opportunities for ANS Communities in HRM and the Province and to contribute to the Road to Economic Prosperity mandate. Below are a few of the ways we are working to make this a reality.</p> <p>Throughout the year we will continue to engage employers not only as Connectors but as advisors and partners. These companies include:</p> <p>Digital Nova Scotia, NS Construction Sector Council, Amazon, Dalhousie University, Nova Scotia power and many more.</p> <p>Partnership Development</p> <p>RBC- Financial Literacy Presentations- RBC employees presenting basic financial information to High School students</p> <p>Wealth Management for ANS Community - Two experienced experts will conduct virtual presentations to inform Community on life insurance, debt management, estate planning and investments.</p> <p>Clean Foundations- We have worked with this organization to train 7 ANS participants in the trades and as Energy Advisors. Paid training for six months, then job search.</p> <p>Clean Foundation- Coordinator presented a job readiness session for the participants involving, resume writing, cover letters, interview skills, proper dress, telephone etiquette etc.</p> <p>Mainland Building Trades- We have partnered with this organization to present employment opportunities to those in the ANS Community that are presently in the Trades and those wishing to enter.</p> <p>All Post-Secondary Institutions- We have stayed engaged with the administrative staff and especially the Black Student Advisors to ensure they are aware of the ANS Connector Program and continue to refer student that are graduating</p>
	27. Connect African Nova Scotians to employment opportunities at HRM	HRM	Increase in ANS recruitment within various departments at HRM	<p>Benchmark of ANS representation within the HRM workforce established</p> <p>The Youth Live Program (Job experience program) was directly marketed to ANS youth as an opportunity to gain employability skills. The program had two new ANS youth apply and were successful in graduating the program. The graduates will be working the cafe as casual staff when it opens.</p> <p>An Employment Equity Steering Committee has been formed to increase representation of all equity groups in HRM's hiring.</p>

				<p>The committee as continued to make progress towards their three core goals, which are:</p> <p>Goal 1: Develop and implement an awareness campaign which focuses on communicating the foundational concepts of Employment Equity, our position as an organization and dispelling myths and misconceptions regarding Employment Equity. Progress: We launched our Make Yourself Count Survey results in August 2022 to the organization. The awareness campaign is being drafted.</p> <p>Goal 2: Finalize the details regarding HRM’s organizational stance on designated and preferred positions and postings for those in underrepresented groups. Specific consideration will be given to developing a process map and possibly a formal policy regarding these recruitment mechanisms. Progress: A legal and jurisdictional scan was completed on national designated hiring policies. From this, the Committee has drafted a policy and guidelines proposal which is currently with the Legal team for review and feedback. Work is also being done to enhance employment equity language in collective agreements. Many unions are in or heading into bargaining this year and the Committee is assisting with research, developing language, and bargaining preparation in these areas.</p> <p>Goal 3: Create a fulsome plan that focuses on increasing diverse representation, with a focus on the 5 equity groups, in leadership positions within HRM. Progress: The Committee is working on a project to improve the accessibility of internal talent development programs and tools for employees, with the focus on better supporting our employment equity members. Other programs are still in draft form.</p>	
<p>3.2 Increase entrepreneurship opportunities in ANS communities</p>	<p>28. Provide opportunities for ANS-owned businesses into corporate supply chains and government contracts</p>	<p>Province of NS/HRM</p>	<p>Representation of ANS businesses within corporate and government supply chains increased and improved</p>	<p>Public Works-Collected information on if they meet the target for contracts with ANS small-and medium-sized businesses under the Regional Centre Bikeways Infrastructure project.</p>	
	<p>29. Explore cooperative models and examine their validity for ANS communities</p>	<p>Road to Economic Prosperity Advisory Committee</p>	<p>Participation of ANS businesses in government contracts encouraged</p>	<p>Increase in opportunities for housing and business development</p>	<p>Not started yet</p>
	<p>30. Connect ANS entrepreneurs to business development programs and service</p>	<p>Halifax Partnership/BBI</p>	<p>Track and increase in the number of ANS entrepreneurs referred to business development programs and services</p>	<p>Increase in opportunities for housing and business development</p>	<p>In progress.</p>
	<p>31. Support the growth of ANS Arts and Culture businesses and industries</p>	<p>Halifax Partnership/BBI</p>	<p>Increase in the number and growth of ANS Arts and Culture businesses</p>	<p>REPAC is in the process of deveoping a reference group to help with this work. The first meeting was held in April 2022. Public Works: Parking services- Regional Council approved an investment of \$25,000 for marketing initiatives to be carried out by BBI as part of COVID business recovery for 2022/23. Staff also offered marketing windows at metropark to black owned businesses for promotion.</p>	