

COUNCIL SESSION

July 6, 1993

PRESENT WERE: Mayor Lichter
Councillor Meade
Councillor Rankin
Councillor Fralick
Councillor Deveaux
Deputy Mayor Bates
Councillor Bayers
Councillor Smiley
Councillor Taylor
Councillor Peters
Councillor Merrigan
Councillor Snow
Councillor Giffin
Councillor Boutilier
Councillor Harvey
Councillor Sutherland
Councillor McInroy
Councillor Cooper

ALSO PRESENT: G. J. Kelly, Municipal Clerk
K. R. Meech, Chief Administrative Officer
Fred Crooks, Municipal Solicitor

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The meeting was called to order at 6:00 p.m. with the Lord's Prayer. Mr. Kelly called roll.

APPOINTMENT OF RECORDING SECRETARY

It was moved by Councillor Giffin, seconded by Councillor Taylor:

"THAT JULIA HORNCastle BE APPOINTED AS RECORDING SECRETARY"

MOTION CARRIED

APPROVAL OF MINUTES

It was moved by Councillor Cooper, seconded by Councillor Taylor:

"THAT THE MINUTES OF THE JUNE 7, 1993 PUBLIC HEARING BE APPROVED"

MOTION CARRIED

PRESENTATION BY CAROLYN FOWLER, HENSON COLLEGE

Mayor Lichter welcomed Ms. Fowler to council.

Percy Fawson made a presentation to council. He outlined the history of Affirmative Action in Halifax County. He said it began in 1983 when municipal council approved an affirmative action policy which now forms part of the personnel policies and procedures manual. He said all staff members were familiarized with the new policy by way of information sessions. He said Halifax County external postings are posted at the MicMac Friendship Centre, Canadian Paraplegic Association, the Nova Scotia Human Rights Commission, the CNIB and the Black Cultural Centre. He said an employment equity officer had been employed to do research on such things as an aids and sexual harassment policy. He introduced Ms. Fowler to council. He said she is program director of Municipal Race and First Nations and Multicultural Relations in Henson College. The overall goal of the program is to work with local governments and other concerned organizations in the Maritime provinces to eliminate discriminatory practices within and by municipal organizations. He said Ms. Fowler's role is to provide advice and assistance to the municipalities to adapt the multicultural realities of their communities to identify the issues in human resource development and implementation of operational policies. She is also responsible for developing experiential based training program aimed at creating sensitivity to anti racism in the municipalities.

Ms. Fowler commended Halifax County in playing a leadership role in efforts in trying to work towards eliminating discriminatory practices in Halifax County. She said equality for all is recognized in the Charter of Rights and Freedoms. She said Nova Scotia is the first province to have a bill promoting multiculturalism. Cross cultural understanding is valuable in world trade and is an asset when trying to increase marketing. She said society cannot afford to marginalize large segments of the population such as black and native people. She said one of the indicators of racism is the exclusion of minority members of society from positions of control and leadership. She said she would like to recommend Halifax County take steps to address an organizational change perspective that has implications for all levels of the organization. She said a serious commitment is necessary by county council and all levels of this organization to continue to improve community relations. She said a written policy statement on anti racism and anti discrimination as well as other appropriate policies to protect human rights should be integrated into the municipality's organizational strategy. She said suggested the formation of a Mayor's Advisory Board for input in helping the municipality adjust programs and services to meet the various needs by identifying existing and potential barriers with service delivery and/or racial conflict as well as identifying possible solutions. She said the board would recognize and oversee all activities necessary to develop, implement and monitor a strategy that ensures concrete measurable results.

Councillor Cooper asked if she had any indication on how programs

in Halifax County are working.

Ms. Fowler said in order to get feedback to determine the effectiveness of programs is to approach people at Employment and Immigration. She said they have consultants that work with the Federal Equity Legislation and they provide a service to all levels of government. She said they could set up an evaluation process so the Halifax County can determine what kinds of results have been achieved and what is needed in the future to make positive changes.

LETTERS AND CORRESPONDENCE

1. Mr. Kelly outlined a letter from Councillor Taylor in which he gives notice of his resignation from the Library Board.

It was moved by Councillor Giffin, seconded by Councillor Merrigan:

"THAT THE LETTER BE RECEIVED AND COUNCILLOR TAYLOR'S RESIGNATION BE ACCEPTED"

MOTION CARRIED

2. Mr. Kelly outlined a letter from the Minister, Fisheries and Oceans, in response to county council's correspondence regarding concerns with respect to fish quotas in Halifax County.

It was moved by Councillor Fralick, seconded by Councillor Giffin:

"THAT THE LETTER BE RECEIVED"

MOTION CARRIED

3. Mr. Kelly outlined a letter from Richie Mann, Minister, Department of Transportation and Communications in response to county council's correspondence requesting improvements to the Scott Road in Murchyville.

It was moved by Councillor Taylor, seconded by Councillor Fralick:

"THAT THE LETTER BE RECEIVED"

MOTION CARRIED

4. Mr. Kelly outlined a letter from Canada Post requesting an In-Camera meeting with county council.

It was moved by Councillor Peters, seconded by Councillor Sutherland:

"THAT THE LETTER BE RECEIVED"

MOTION CARRIED