

Re: Item No. 9.3.2



African Nova Scotian
**Road to
Economic
Prosperity**

Presentation to Halifax Regional Council

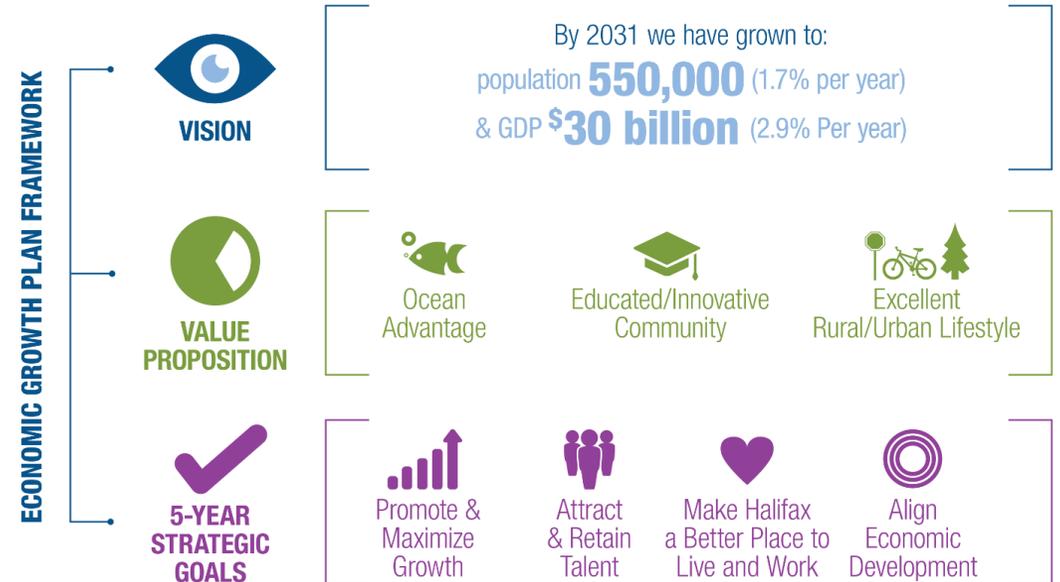
African Nova Scotian Road to Economic Prosperity Action Plan developed and owned by the Community in partnership with the Halifax Partnership and HRM

September 22, 2020

HALIFAX ECONOMIC GROWTH PLAN 2016-21

Key Actions for the ANS Community:

- ❖ **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 (ANS) 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.



COMMUNITY CONSULTATIONS

- Halifax Regional Municipality's African Nova Scotian Affairs and Integration Office (ANSAIO) and Halifax Partnership hosted a series of consultations with ANS communities.
- Key economic development themes:
 - Need to build unity, capacity, and leadership among and within ANS communities.
 - Issue of establishing land ownership, developing infrastructure and attracting investment within ANS communities.
 - Need to improve education, employment, and entrepreneurship outcomes for African Nova Scotians.
 - Need to identify and address system-wide legislation and municipal by-laws that impact ANS communities.

ADVISORY COMMITTEE

- Irvine Carvery (Co-chair) - Africville
- 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

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.

STRATEGIC PRIORITIES



Build Unity and Capacity Among
African Nova Scotians



Establish Land Ownership, Develop
Infrastructure, and Attract Investment



Increase Participation in Education,
Employment and Entrepreneurship

| Strategic Priority | 5 Year Objectives | Years 1 – 2 Actions |
|---|--|--|
| <p>I. Build unity & capacity among African Nova Scotians</p> | <p>I.1 Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success</p> | <p>Establish the Road to Economic Prosperity Advisory Committee and Elders’ Council/Working Group to provide leadership and oversight</p> |
| | | <p>Develop an ethical framework guided by shared principles and practices to promote accountability with bi-annual check-in</p> |
| | | <p>Bring ANS communities together to celebrate and share best practices and lessons learned</p> |
| | | <p>Report annually on the Road to Economic Prosperity, highlighting successes and progress against outcomes</p> |
| | | <p>Recognize and promote the historical legacy and value of ANS communities</p> |
| | | <p>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>I.2 Build community capacity to mobilize and lead the implementation of the Road to Economic Prosperity</p> | <p>Bring changemakers to the table who are ready and able to constructively and positively create change</p> |
| | | <p>Connect ANS communities to training resources to develop leadership, facilitation and resiliency skills</p> |
| | | <p>Develop a mentorship program to engage and support the development of ANS youth</p> |
| | | <p>Develop a speakers series hosting thought leaders on economic development in African communities globally</p> |
| <p>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> | | |

| Strategic Priority | 5 Year Objectives | Years 1 – 2 Actions |
|--|--|---|
| <p>2. Establish land ownership and develop infrastructure</p> | <p>2.1 Address historic and current issues related to land ownership and environmental racism</p> | <p>Identify the best approach to include Community Benefits Agreements (CBA) as part of HRM's Planning and Development strategies for ANS communities</p> |
| | | <p>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</p> |
| | | <p>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>Support the Akoma-led master plan for the restoration of the historic Nova Scotia Home for Coloured Children</p> |
| | | <p>Review the naming, boundaries and zoning of historic ANS Communities, and zoning affecting ANS communities</p> |
| | | <p>Identify and prioritize the remediation of government-owned contaminated sites in ANS communities</p> |
| | <p>2.2 Revitalize ANS communities through investment and development</p> | <p>Prioritize and undertake infrastructure projects (capital and renewal) and support development projects across ANS communities</p> |
| | | <p>Support ANS communities to identify and secure funding for the preservation and interpretation of ANS community heritage sites</p> |
| | | <p>Prioritize and develop vacant lands within ANS communities</p> |
| | | <p>Redevelop and market spaces within ANS communities for commercial or/ community use</p> |
| | <p>2.3 Explore International economic and cultural opportunities</p> | <p>Pursue sister city and international trade and development relationships with African countries with ancestral ties to African Nova Scotians</p> |
| <p>Attract international investors into African Nova Scotian communities</p> | | |

| Strategic Priority | 5 Year Objectives | Years 1 – 2 Actions |
|--|--|--|
| <p style="text-align: center;">3. Increase participation in education, employment, and entrepreneurship</p> | <p style="text-align: center;">3.1 Increase labour force attachment for African Nova Scotians</p> | Expand the ANS stream under the Halifax Connector Program |
| | | Identify and share existing programs and services supporting the workforce attachment of African Nova Scotians |
| | | Connect African Nova Scotians to employment opportunities at HRM |
| | | Provide opportunities for ANS-owned businesses into corporate supply chain and government contracts |
| | <p style="text-align: center;">3.2 Increase entrepreneurship opportunities in ANS communities</p> | Explore cooperative models and examine their validity for ANS communities |
| | | Connect ANS entrepreneurs to business development programs and services |
| | | Support the growth of ANS Arts and Culture businesses and industries |

GAPS IDENTIFIED

Research:

There is a lack of past and present **economic data and qualitative research** to fully understand the historic and current human rights concerns, educational issues, and the economic situation of African Nova Scotians.



IMPLEMENTATION AND ENGAGEMENT

Governance:

- The Road to Economic Prosperity Advisory Committee (REPAC), supported by an Elders' Council, will provide leadership, oversight, and strategic guidance.

Implementation Roles:

- Halifax Partnership and Halifax Regional Municipality are the coordinating bodies responsible for leading the implementation of many actions in the plan.
- Road to Economic Prosperity Advisory Committee (REPAC) and Elders' Council lead several actions in the plan.

COLLABORATION & ALIGNMENT

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

- Private Sector
- Provincial Government
- Crown Corporations
- Federal Government
- Business Associations
- Post-secondary & 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.

Halifax Partnership and HRM staff will provide progress reports to Regional Council through the Community Planning and Economic Development Standing Committee (CPED).

RECOMMENDATIONS

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 CAO 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).
3. Direct Halifax Partnership and ANSAIO to return to Council on a quarterly basis to report on the progress of plan's implementation.



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