

# HALIFAX

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**Item No. 1**  
**Halifax Regional Council**  
**January 26, 2021**

**TO:** Mayor Savage and Members of Halifax Regional Council

**SUBMITTED BY:**

Original Signed by 

Jacques Dubé, Chief Administrative Officer

**DATE:** December 2, 2020

**SUBJECT:** African Nova Scotian Economic Action Plan Update

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## INFORMATION REPORT

### ORIGIN

September 22, 2020: 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, clauses 70(1)(b)(c) and 79A (1)(a), and subsection 71(1).

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**

### **Economic Reality for African Nova Scotians**

Recent reports on economic wellbeing of Halifax Regional Municipality (HRM) have shown a surge in employment opportunity and labour market participation rate. While HRM continues to demonstrate this exceptional economic growth, employment and labour market participation for African Nova Scotians (ANS) show little change. This lack of positive change in economic prosperity for African Nova Scotians has been largely attributed to long-standing systemic and historic realities which, for generations, have yielded negative socio-economic outcomes for many in the African Nova Scotian community. Data from 2016 census<sup>1</sup> on African Nova Scotians shows that prevalence of low-income household sits at 32.1% for African Nova Scotians compared to 17.2% for the rest of Nova Scotia; 30.8% of ANS youth with an apprenticeship/trade certificate are unemployed compared to 15.3% for Nova Scotia; 13% of ANS youth with a university degree are unemployed compared to 8.7% for total youth population; 16.2% of ANS are unemployed compared to the rest of Nova Scotia at 9.8%. The data also shows that employment rate for African Nova Scotians lags the provincial figure of 55.2%.<sup>2</sup> These numbers show that despite the improvement identified around other goals of the ONE Nova Scotia report, labour force participation and employment rates for African Nova Scotians have seen little or no improvement.

### **Commitment to Council Priorities**

HRM's vision is to enhance the quality of life for its residents by fostering "the growth of healthy and vibrant communities" and "creating a strong and diverse economy, and sustainable environment. This is achieved by advancing several council priority areas, including Prosperous Economy, Communities and Integrated Mobility. The Halifax Partnership (the Partnership) and African Nova Scotian Affairs Integration Office (ANSAIO) have helped HRM to advance these priorities among African Nova Scotians and across African

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<sup>1</sup> <https://nsadvocate.org/2017/11/30/census-2016-african-nova-scotian-poverty-rates-through-the-roof-unemployment-numbers-terrible/> and Black Business Initiative's Diversity Employment Network information document

<sup>2</sup> <https://www.onens.ca/goals/goal-8-employment-rate-first-nations-and-african-nova-scotians>

Nova Scotian communities. This has enabled the municipality to better engage the African Nova Scotia community, improve municipal service delivery and foster opportunities for socio-economic development as evident in:

- HRM's collaboration with the province to develop an approach to resolving ownership, taxation and planning issues on residential and community-owned properties without clear titles.
- Leveraging Halifax's immigrant communities to attract talent and investment to Halifax.
- Establishing ANS streams under the Halifax Connector Program.
- Identifying and sharing existing programs, services and outcomes related to workforce attachment.
- Reviewing/improving HRM human resources policies from a diversity and inclusion perspective.
- Connecting African Nova Scotians to employment opportunities at HRM.
- The consideration of community benefits as part of the development approval process
- Working with the community to address planning and development concerns
- Addressing service delivery and infrastructure development concerns

### **Focused Economic Development Plan**

In May 2018, Regional Council approved an action plan for years three-to-five (2018-21) of Halifax's economic strategy known as the [Halifax Economic Growth Plan 2016-21](#). Action #12 of the action plan called for the development and implementation of an African Nova Scotian action plan that will "advance economic development and community priorities." Through a community led effort facilitated by the Partnership and ANSAIO, a [Road to Economic Prosperity for African Nova Scotians](#) was developed and endorsed with funding allocation by Halifax Regional Council on September 22, 2020. The plan focuses 3 strategic priorities:

1. Build Unity and Capacity among African Nova Scotians;
2. Establish land ownership, develop infrastructure and attract investment; and,
3. Increase participation in education, employment, and entrepreneurship

They are driven by 7 five-year objectives, and with commitment to 30 actions in the first and second year of the plan.<sup>3</sup> Implementation of the plan will be led by Halifax Partnership and HRM (ANSAIO) in collaboration with the African Nova Scotian community and with the guidance of the Road to Prosperity Advisory Committee.

### **DISCUSSION**

This report provides an overview of the Halifax Partnership and HRM activities around the Road to Economic Prosperity Plan from September to December 2020:

#### **Business Units' Alignment**

The Road to Economic Prosperity Plan has become an important document guiding HRM's focused initiatives across African Nova Scotian communities. Since the endorsement of the plan by Regional Council, business units have been leveraging key actions in the plan to support various projects with potential implications on African Nova Scotians.

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<sup>3</sup> Attachment 1: Road to Economic Prosperity Economic Action Plan – January 2021 Update on 5 Year Objectives

## Activities around the Strategic Priorities

1. ***Build Unity and Capacity among African Nova Scotians*** – The ANS Economic Action Plan supports capacity building efforts across African Nova Scotian communities. The Partnership and HRM continue to support members of the ANS community and the Road to Prosperity Advisory Committee through resource sharing, and ongoing collaboration:
  - **Strategic Planning Session**: The Road to Economic Prosperity Advisory Committee (RTEPA) (that includes representatives from the African Nova Scotian communities, community organizations, provincial government, HRM and Halifax Partnership) engaged in a two-day strategic planning session on November 13<sup>th</sup> and 14<sup>th</sup>, 2020. Through this session, the RTEPA developed a framework around research, funding & sustainability, human resources and communication strategies.
  - **Community Partnership**: The Halifax Partnership continue to forge relationship with business and organizations to advance this strategic priority. There have been working session with NATIONAL Public Relations, one of Canada’s leading public relations firm to discuss support for communication strategy for the Road to Economic Action Plan. There have also been talks with various divisions of the provincial government including African Nova Scotian Affairs and Labour and Advanced Education.
  - **ANS Index**: The Plan includes a commitment to develop an ANS Index that tracks the socioeconomic circumstances of ANS communities (or individuals?) to inform public policy and community decision-making. The Partnership is creating an inventory of readily accessible information and datasets, identifying and determining how to address data gaps, and identifying potential community partners that can share information.
  - **Community Awareness**: With the support of ANSAIO, HRM is working with communities and other stakeholders to draw awareness to its By-laws and policies around key issues within the ANS community. Recently, the Revenue team has been working with the provincial Land Titles Clarification team to bring awareness to property tax regulations and available programs to communities.
  
2. ***Establish land ownership, develop infrastructure and attract investment***: The objectives of this priority will help address historic and current issues related to land ownership and environmental racism; strengthening the revitalization of ANS communities through investment and development and support the exploration of international economic and cultural opportunities. Recent highlights under this priority area include:
  - **Windsor Street Exchange Reconfiguration**: HRM, in partnership with Transport Canada (through the National Trade Corridors Fund), the Province of Nova Scotia, and the Port of Halifax, will embark on a multi-million dollar project to reconfigure the Windsor Street Exchange (WSE) to improve vehicular traffic flow, truck traffic connections to the Fairview Cove Container Terminal, and provide transit priority and active transportation connections through the WSE. The project team is exploring community benefits opportunities as part of the engagement process. The project is in the vicinity of the historic African Nova Scotian community of Africville and the project team has been actively engaging the local ANS community around opportunities to increase the social benefits of this municipal capital project. These could include community improvements through design, such as active transportation connections and infrastructure upgrades, social procurement, employment opportunities and environmental improvements.

- Beechville Planning Strategy Review and Community Benefit Action Plan: Following Regional Council's direction with respect to [Case 20266](#), a development proposal from Armco Capital Inc. (Armco) which requested a site-specific Municipal Planning Strategy (MPS) amendment for 59 acres of vacant land in Beechville, planning staff initiated an extensive engagement with Beechville's African Nova Scotian residents. Although Armco withdrew its request to amend the Municipal Planning Strategy per Case 20266 in the fall of 2019, the community has expressed a desire to continue the planning process for Beechville. On September 29, 2020<sup>4</sup>, Regional Council directed staff to:
  - i. Ensure the matters identified by the Beechville Community Development Association Action Documents are investigated, and resolved wherever possible
  - ii. Undertake actions identified in the Beechville Planning Strategy Review Actions
  - iii. Undertake actions identified in the Beechville Community Benefit Action Plan
  - iv. Implement a revised public participation program for the Beechville Planning Strategy Review

Following through on these actions will provide an opportunity to create new land use policy that better meets the needs of the community. Moreover, beyond the planning process, these actions focus specifically on realizing the opportunities raised by the community as part of the engagement process.

- Cogswell Redevelopment Project: Deemed one of the biggest municipal building projects in the history of Halifax, the Cogswell project received Regional Council approval to proceed with procurement of Constructor services based on the 90% construction design plan in February 2019. As part of the commitment to social procurement and in consideration of community benefits, the project team has been engaging with the Mi'kmaw and African Nova Scotian communities as well as the construction industry to determine what is desired and can practically be achieved as part of the project.
  - Land Titles Initiative: The provincial government led initiative will help residents in the African Nova Scotian communities of North Preston, East Preston, Cherry Brook/Lake Loon, Lincolnville and Sunnyville get clear title to their land. The program will help applicants with legal fees and other costs associated with clarifying land ownership. HRM Revenue, with support from ANSAIO, is collaborating with the Land Titles Initiative team on outreach information about municipal property tax programs and assistance for individuals going through the Land Titles program.
3. ***Increase participation in education, employment, and entrepreneurship***: Recent highlights under this priority are:
- Entrepreneurship Support: HRM's inclusion of Social Enterprise, Supply Chain Diversity and considerations for small businesses in the Procurement Policy, Social Value Procurement Framework and Supplier Code of Conduct (effective April 1, 2021) and in Procurement planning.
  - Workforce Development: Through its Employment Equity Policy, HRM is committed to promoting the full participation of individuals who may have experienced employment disadvantages by increasing representation within the HRM workforce through workforce development considerations for equity seeking groups, including the ANS community.

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<sup>4</sup> [Staff Report](#) date September 8, 2020 was moved and unanimously.

- Hiring Panel: In May 2020, the Diverse Hiring Panel Program was launched to create an equitable, inclusive, and welcoming environment by having diverse panels that are reflective of HRM's community. Many ANS employees are now part of this program and have been serving on various hiring panels.
- Hiring and Community Engagement Strategy: A new Hiring and Community Engagement Strategy has been developed to enhance targeted outreach to employment equity groups including the ANS community. The plan also includes an anti-Black racism focus.
- ANS Youth Employment Lab: HR recruitment lead currently serves as a member of the ANS Youth Employment Lab Multi-Stakeholder Advisory Committee.
- Employment Equity Committee: The committee supports the current Employment Equity Policy with focus on the implementation of programs and concrete action plans around hiring, promotion, retention, employee development, and training. The outcomes of this program will support ANS employment at HRM.

### **FINANCIAL IMPLICATIONS**

The development and implementation of the ANS Road to Economic Prosperity Plan is being undertaken within the approved 2020/21 budget in the amount of \$50,000 and for each of years 1 and 2 of implementation, \$175,000 will be included in the 2021/22 and 2022/23 budget.

### **COMMUNITY ENGAGEMENT**

There was no community engagement in the preparation of this report.

### **ATTACHMENTS**

Attachment 1: Road to Economic Prosperity Economic Action Plan – January 2021 Update on 5 Year Objectives

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A copy of this report can be obtained online at [halifax.ca](http://halifax.ca) or by contacting the Office of the Municipal Clerk at 902.490.4210.

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**ROAD TO ECONOMIC PROSPERITY Economic Action Plan - Update  
January 2021**

Strategic Priority I – Build Unity and Capacity Among African Nova Scotians				
5 Year Objectives	Years 1-2 Actions	Lead/ Stakeholders	Outcomes	Status at December 1, 2020
<b>1.1 Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success</b>	1. Establish the Road to Economic Prosperity Advisory Committee (REPAC) and Elders Council to provide leadership and oversight	Halifax Partnership	REPAC and Elders Council established	<b>Achieved</b>
	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	<b>Achieved</b>
	3. Bring ANS communities together to celebrate and share best practices and lessons learned	Halifax Partnership/HRM	Regular reporting to HRM and ANS communities	Plan to be outlined in communication strategy and tactical plan Working session to be scheduled with Halifax Partnership and NATIONAL Public Relations
	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	Plan to be outlined in communication strategy and tactical plan Working session to be scheduled with Halifax Partnership and NATIONAL Public Relations Halifax Partnership, in collaboration with HRM and Advisory Committee, will track progress against outcomes.
	5. Recognize and promote the historical legacy and value of ANS communities	ANS communities	Legacy brochure and interactive online resources developed	Plan to be outlined in communication strategy and tactical plan Working session to be scheduled with Halifax Partnership and NATIONAL Public Relations HRM is working with community to explore ways to interpret the site of the former African Methodist Episcopal Zion Church at Gottingen and Falkland with the re-instatement of public right-of-way in this location ('Squiggle Park')
	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	Working with Halifax Partnership Chief Economist to determine the nature of the desired data and contents of the document, establishing an inventory of readily accessible information, identifying data gaps, and determining means of filling those gaps. Work then will proceed in accessing and gathering data, analysis, and eventually creation and distribution of the ANS Index document. Throughout this process, partnerships will continue to be pursued, including where funding may be available.
<b>1.2 Build community capacity to mobilize and lead the implementation of the Road to Economic Prosperity</b>	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	Plan to be outlined in communication strategy and tactical plan Working session to be scheduled with Halifax Partnership and NATIONAL Public Relations
	8. Connect ANS communities to training and resources to develop leadership, facilitation, and resiliency skills.	Halifax Partnership	Annual Unity event held	Not started.
	9. Develop a mentorship program to engage and support the development of ANS youth	Black Business Initiative (BBI)	Increase in youth connected to BBI and other youth mentorship programs	BBI is actively working with the Road to Economic Prosperity to advance this action plan
	10. Develop a speaker series hosting thought leaders on economic development in African communities globally	Halifax Partnership	<ul style="list-style-type: none"> <li>Speakers series developed</li> <li>Thought leadership events with ANS communities executed</li> <li>Increased awareness in ANS communities of the local and global implications of economic development on Africans in the diaspora</li> </ul>	Plan to be outlined in communication strategy and tactical plan Working session to be scheduled with Halifax Partnership and NATIONAL Public Relations
	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.	Halifax Partnership /HRM	<ul style="list-style-type: none"> <li>Information sessions on legislation and municipal by-laws held</li> <li>Information shared with ANS communities through relevant and effective communications channels</li> <li>Increased awareness in ANS communities of legislation and by-laws impacting their communities and ways to engage and provide feedback</li> </ul>	ANSAIO coordinating with HRM's Business Units on disseminating important information around existing municipal by-laws, policies and legislations.  Planning and Development has undertaken this as part of several ongoing community planning processes in Beechville (MPS Review and Community Benefit Action Plan), Halifax (Centre Plan Package B), and Dartmouth (Akoma Holdings - Former Nova Scotia Home for Coloured Children). As part of these processes, Planning & Development and the Office of Diversity and Inclusion (ANSAIO) have engaged and informed ANS communities, and have provided mechanisms for feedback to government.  Active Transportation planning and design work in Lucasville, North Preston, East Preston and the North End of Halifax involves explaining: - Planning; - Regional Council decision-making; - Municipal / Provincial responsibilities; - design and construction processes

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

5 Year Objectives	Years 1-2 Actions	Lead/ Stakeholders	Outcomes	Status at December 1, 2020
<b>2.1</b> <b>Address historic and current issues related to land ownership and environmental racism</b>	12. Identify the best approach to include Community Benefits Agreements (CBA) as part of HRM's Planning and Development strategies for ANS communities	HRM	<ul style="list-style-type: none"> <li>Legislation, by-laws, and best practice review complete</li> <li>CBA process for HRM/NS created</li> </ul>	<p>November 24, 2020- Cogswell Project Team is working with the ANS community to identify opportunities to include provisions in the Cogswell tender regarding social economic benefits, specifically regarding workforce development and supplier diversity. This work is expected to be completed by end of December 2020.</p> <p>Community benefits agreements require a legislative change to the HRM Charter; Planning &amp; Development had held ongoing meeting with the Halifax Partnership and Office of Diversity &amp; Inclusion to discuss this approach. P&amp;D has also: Conducted a cross-Canada jurisdictional scan to understand the legislative authority for community benefit agreements; Conducted research on community action planning with next steps focused on developing a process that could use community action planning for community benefits planning in ANS communities; Explored opportunities for community benefits as part of ongoing projects, including the Windsor Street Exchange Redevelopment and community planning in Beechville as pilots for this work.</p> <p>Community Economic Benefits (CEB) part of Regional Centre All Ages and Ability (AAA) Bikeway Infrastructure project.</p>
	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	<ul style="list-style-type: none"> <li>Legislation and by-laws review completed</li> <li>Framework Developed</li> <li>Mechanisms for community input developed and communicated</li> <li>ANS communities actively engaged in providing input</li> </ul>	The Regional Plan Review, initiated by Regional Council in February 2020, will establish a framework for future amendments to community plans and land use by-laws. to do this work. P&D has also: established an internal working group to review existing community plans and land use bylaws and their impacts on ANS communities; produced an Anti-Black Racism workbook that provides resources to help P&D staff working with existing policy; Revised the community engagement guidebook which provides best practices for engaging with underrepresented communities during planning processes. The Community Engagement Guidebook uses a diversity and inclusion lens and will also utilize the ANS lens being developed by the D&I Office; Continue to receive input from ANS communities on community planning policy and zoning issues.
	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	<ul style="list-style-type: none"> <li>Increased opportunities for land and home ownership</li> <li>Increased opportunities for greater community capacity and infrastructure development</li> </ul>	HRM coordinated a process with Land Titles Clarification Act (LTCA) provincial contacts who will handle an outreach strategy to inform land owners of programs available to help with taxes.
	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.	HRM		<p>HRM's Revenue Office with the support of ANSAIO coordinated a process with LTCA provincial contacts who will handle an outreach strategy to inform land owners of tax sale processes and strategies and assistance available to avoid tax sales.</p> <p>HRM Grants services, under Administrative Order 50 has recently worked with the community of Upper Hammonds Plains to acquire the old volunteer fire station property through the community interest stream.</p> <p>As part of the Administrative Order 50 process related to the potential disposal of Municipal property, Planning &amp; Development works with the Office of Diversity and Inclusion (ANSIAO) to identify properties near or within ANS communities.</p>
	16. Support the Akoma-led master plan for the restoration of the historic Nova Scotia Home for Coloured Children	Halifax Partnership/HRM	Increased development opportunities in the areas of affordable housing, entrepreneurship, sports	Akoma Holdings' development proposal is being considered through two planning projects: (1) an application by Akoma specific to the former Home site and surrounding lands along Highway #7; and (2) the Regional Plan Review. Akoma's immediate development goals include repurposing the old Home and enabling a mix of housing, commercial, institutional and community opportunities for a portion of the property along Highway #7. Staff are currently collecting public feedback on the proposal and drafting a policy amendments package. Staff hope to present a report to Council for a decision on Akoma's immediate development goals in March, 2021. Akoma's longer term goals for lands further from Highway #7 will be brought to Council for a decision through the Regional Plan Review project.
	17. Review the naming, boundaries, and zoning of historic ANS communities, and zoning affecting ANS communities	Halifax Partnership/HRM	<ul style="list-style-type: none"> <li>Recognition and reestablishment of historic ANS community boundaries</li> <li>Increase in land base/mass for ANS communities</li> </ul>	<p>Civic Addressing recognize six of HRM's 200 communities as being historical ANS communities, see below the status of each community:</p> <p>Beechville: Boundaries officially ratified by RC Oct 30, 2007, community signs posted, link to report: <a href="http://legacycontent.halifax.ca/council/agendasc/documents/071030ca1012.pdf">http://legacycontent.halifax.ca/council/agendasc/documents/071030ca1012.pdf</a>. Motion of Council July 16, 2019 "Halifax Regional Council requests a staff report to consider modification to the community boundaries of Beechville". Civic Addressing Staff have had a preliminary meeting with the Beechville Community Development Association, provided maps, next step is drafting a map with the historical boundaries, then consultation will be required.</p> <p>Cherry Brook/Lake Loon: Boundaries officially ratified by RC May 24, 2011, community signs posted, link to report: <a href="http://legacycontent.halifax.ca/council/agendasc/documents/110524ca1015.pdf">http://legacycontent.halifax.ca/council/agendasc/documents/110524ca1015.pdf</a></p> <p>East Preston: Boundaries officially ratified by RC Nov 24, 2015, community signs posted, link to report: <a href="http://legacycontent.halifax.ca/council/agendasc/documents/151124ca1413.pdf">http://legacycontent.halifax.ca/council/agendasc/documents/151124ca1413.pdf</a></p> <p>Lucasville: Boundaries officially ratified by RC Dec 12, 2017, community signs posted, as well as two banner signs that read "A Black Heritage Community EST 1827", link to report <a href="https://www.halifax.ca/sites/default/files/documents/city-hall/regional-council/171212rc1415.pdf">https://www.halifax.ca/sites/default/files/documents/city-hall/regional-council/171212rc1415.pdf</a></p> <p>North Preston: Boundaries officially ratified by RC July 22, 2014, community signs posted, linke to report: <a href="http://legacycontent.halifax.ca/council/agendasc/documents/140722ca11112.pdf">http://legacycontent.halifax.ca/council/agendasc/documents/140722ca11112.pdf</a></p> <p>Upper Hammonds Plains: confirmed boundaries with community in 2007, not officially ratified by RC (report required), sign posted</p>

	18. Identify and prioritize the remediation of government-owned contaminated sites in ANS communities	Halifax Partnership/HRM	<ul style="list-style-type: none"> <li>Contaminated sites identified and prioritized for remediation</li> <li>Increase in clean, and green spaces in ANS communities</li> </ul>	Nothing to report for this period
<b>2.2 Revitalize ANS communities through investment and development</b>	19. Prioritize and undertake infrastructure projects (capital and renewal) and support development projects across ANS communities	Halifax Partnership/HRM	Infrastructure development opportunities identified and prioritized	AT projects in East Preston, North Preston, Lucasville and North End Halifax/Africville have been prioritized in funding applicatoin to the Provincial government. Planning work to begin soon in Cherry Brook.
			Projects under development	<p>The Regional Plan Review, initiated by Regional Council in February 2020, will establish a framework for future amendments to community plans and land use by-laws. to do this work. P&amp;D has also: established an internal working group to review existing com. In addition, the Beechville Community Benefit Action Plan (BCDA) is in progress and has identified infrastructure projects that may benefit the community. Planning &amp; Development and the Office of Diversity and Inclusion (ANSIAO) continues to work with the Beechville ANS community and applicable government agencies to identify infrasture oportunites and funding oportunites.</p> <p>Active Transportation Projects in progress</p> <ul style="list-style-type: none"> <li>East Preston Greenway</li> <li>AT connection to Africville Museum</li> <li>North Preston Trail extension and Cain Street AT</li> <li>Lucasville Greenway</li> </ul>
	20. Support ANS communities to identify and secure funding for the preservation and interpretation of ANS community heritage sites	ANS communities/HRM	<ul style="list-style-type: none"> <li>Increase in heritage and historical awareness</li> <li>Support secured for legacy projects</li> </ul>	November 24, 2020- Cogswell Project Team is working with the ANS community to identify opportunities to celebrate and commemorate ANS history and stories through the Project's Art and Commemoration Program. Preliminary meetings were held with the community in early 2020. Work on this initiative will resume in early 2021.
	21. Prioritize and develop vacant lands within ANS communities.	ANS communities	<ul style="list-style-type: none"> <li>Increased capacity in ANS communities to develop places and spaces</li> <li>Inventory of vacant lands developed</li> </ul>	Nothing to report for this period
	22. Redevelop and market spaces within ANS communities for commercial and/or community use	ANS communities	<ul style="list-style-type: none"> <li>Increased capacity in ANS communities to develop commercial places and spaces</li> <li>Inventory of spaces for commercial and community use developed</li> </ul>	Nothing to report for this period
	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	The parternship is currently exploring partnership with the community of Manya Krobo, Ghana. A memorandum of understanding has been developed as part of this relationship.
ANS communities		Develop cultural and historical links between ANS communities and West African countries	Ongoing exploration of opportunities with the support of Halifax Partnership and HRM (ANSIAO)	
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 at November 1, 2020
<b>3.1 Increase labour force attachment for African Nova Scotians</b>	25. Expand the ANS stream under the Halifax Connector Program	Halifax Partnership	ANS Connector stream established	In Progress: Halifax Partnership submitted a funding proposal to NSLAE in August 2020. Two-year funding (October 1, 2020 to September 30,2022) approved. Funding is (\$138,649 over two years to support the hiring of a Coordinator).
			Track and increase the number of ANS Connectees each year	HP will monitor and track within their Connector Program Tracking System.
	26. Identify and share existing programs and services supporting the workforce attachment of African Nova Scotians	Halifax Partnership	Track and increase ANS employment rates	To be included in Index
	27. Connect African Nova Scotians to employment opportunities at HRM	HRM	Benchmark of ANS representation within the HRM workforce established	In May 2020, HR Client Services, in partnership with the Office of Diversity and Inclusion, launched the Diverse Hiring Panel Program. Through this program, we aim to create an equitable, inclusive, and welcoming environment by having diverse panels that reflect the communities we serve. A number of ANS employees are registered, trained and are serving on these hiring panels
			Increase in ANS recruitment within various departments at HRM	In 2020, HR Client Services developed a new Hiring and Community Engagement Strategy to enhance our targeted outreach to employment equity groups including the ANS community. The plan was amended to enhance the focus on Anti-black racism. All these initiatives work to foster a more welcoming and inclusive environment where ANS candidates are proactively engaged, acknowledged, and welcomed. This work also helps to share information around our hiring processes helping to enhance transparency and the candidate's success in screening, testing, and interviews. In the last year, HR Client Services held over 66 community partnership, networking and recruitment events across our employment equity groups including the ANS community representing over 112 hours of community engagement work and reaching over 1800 community members. 16 of these engagements were job fairs or virtual career events.  HRM is maintaining active membership in the African Nova Scotian Youth Employment Project and our HRBP – Recruitment currently serves as a member of the ANS Youth Employment Lab Multi-Stakeholder Advisory Committee.  The Employment Equity Committee has been launched to build an Employment Equity Program for HRM. The focus is to build on the current Employment Equity Policy and to initiate the implementation of programs and concrete action plans that achieve HRM's employment equity goals related to hiring, promotion, retention, employee development, and training. The outcomes of this program will support ANS employment at HRM.
	<b>3.2 Increase entrepreneurship opportunities in ANS communities</b>	28. Provide opportunities for ANS-owned businesses into corporate supply chains and government contracts	Province of NS/HRM	Representation of ANS businesses within corporate and government supply chains increased and improved
Participation of ANS businesses in government contracts encouraged				Inclusion of Social Enterprise, Supply Chain Diversity and considerations for small businesses in the Procurement Policy, Social Value Procurement Framework and Supplier Code of Conduct (effective April 1, 2021) and in Procurement planning.
29. Explore cooperative models and examine their validity for ANS communities		Road to Economic Prosperity Advisory Committee	Increase in opportunities for housing and business development	Framework in progress with the Road to Economic Advisory Committee Strategic Plan
30. Connect ANS entrepreneurs to business development programs and service		Halifax Partnership/BBI	Track and increase in the number of ANS entrepreneurs referred to business development programs and services	Not Started
31. Support the growth of ANS Arts and Culture businesses and industries	Halifax Partnership/BBI	Increase in the number and growth of ANS Arts and Culture businesses	Not Started	