

**A Welcoming, Inclusive Community
Approach to Change: Advancing
Equity in Municipalities with Plans to
Dismantle Racism and Hate, and
Support Accessibility**

November 28th 2024



amans

ASSOCIATION OF MUNICIPAL
ADMINISTRATORS NOVA SCOTIA

Land Acknowledgments



We recognize that our work at AMANS and the work of our members, takes place in Mi'kma'ki, the ancestral territory of the Mi'kmaq people.

We recognize and respect the history, language, and culture of the Mi'kmaq and all Indigenous peoples whose presence continues to enrich our communities.

As Treaty People, we are inspired and committed to improving the lives of everyone who resides here through this work that we do together.

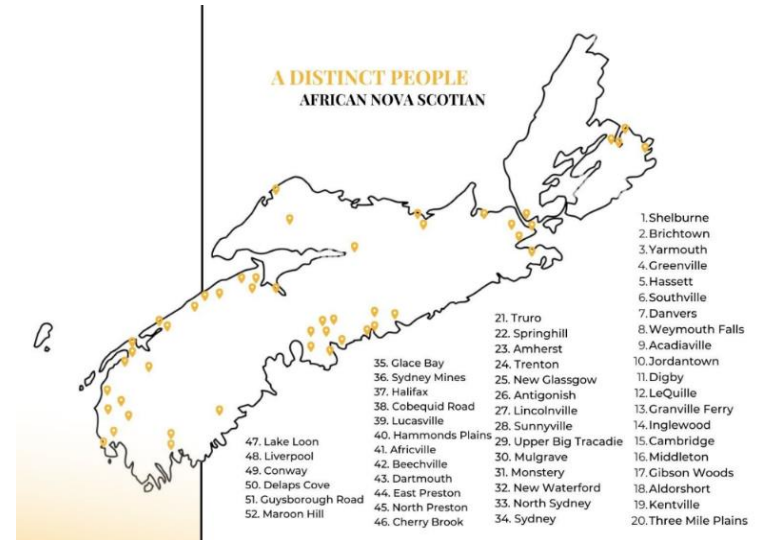


Recognition of People of African Descent



We would like to recognize that Nova Scotia is home to over 50 African Nova Scotian communities, who's culture, heritage and histories have been and remain a key part of this province for more than 400 years.

We honour and offer gratitude to those ancestors of African descent who came before us to this land.



AMANS Municipal Equity, Anti-Racism & Accessibility Support Program



Vison, Mission, and Outcomes:

Vision: Municipalities and villages have the supports needed for full citizen participation in their communities in ways that are meaningful, free of barriers and biases.

Mission: To enhance the existing Equity, Anti-Racism and Accessibility capacity building supports and develop strategies to provide specialized and targeted capacity building supports for municipalities that will aid them in meeting the commitments of their plans in accordance with the *Accessibility Act* and the *Dismantling Racism and Hate Act*.

Outcomes:

- Support municipalities and villages to develop and deliver equity and anti-racism plans, as well as updated accessibility plans by April 1, 2025. This includes providing resources, templates, and grants to support municipalities and villages in meeting their obligations as prescribed public sector bodies.
- Strengthen partnerships among municipalities and villages, and with supporting organizations, to enhance collaboration in equity, anti-racism and accessibility capacity building (e.g., collaboration on joint plans, sharing of resources and planning documents).
- Evaluate the impact of dedicated resources for municipalities and villages and capture best practices to share as resources for other prescribed public sector bodies.
- Support municipalities and villages to develop and deliver updated Equity, Anti-racism and Accessibility plans by April 1, 2028.

Partnerships



- Office of Equity and Anti-Racism has created the Equity and Anti-Racism Strategy that will address systemic hate and racism and build more equitable communities.
- Accessibility Directorate: Access by Design is the strategy for developing the Standards in Built Environment, Education, Employment, Goods and Services, Information and Communications, Transportation and the supports for implementation.
- Department of Municipal Affairs and Housing
- Accessible Confident Employers (ACE) Advisory Committee with the lead organization Sea Change CoLab - offer regular, free training to support Municipalities becoming confident in accessibility matters in the workplace and communities. These sessions are offered in-person, virtual and self-paced.
- The Disability Partnership network whose mission is to foster collaboration, break down barriers, and create a strong, united disability community in Nova Scotia.

Partnerships



In progress:

- African Nova Scotian Affairs
- Nova Scotia Human Rights Commission
- The Office of L'Nu Affairs
- Department of Labour, Skills and Immigration

Legislated Requirements



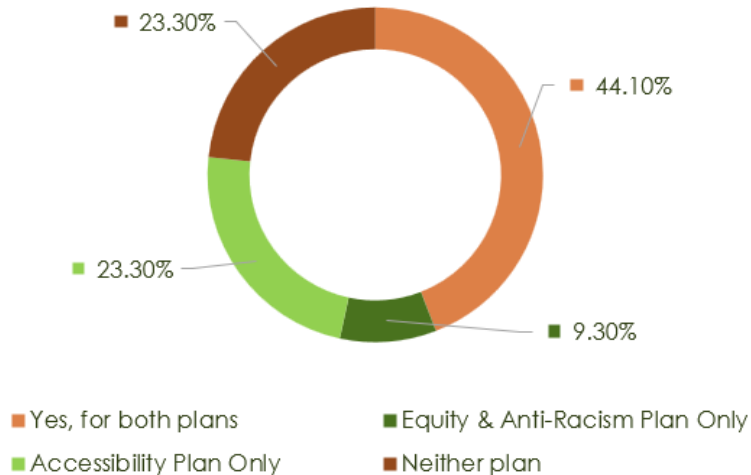
| Requirements | <i>Dismantling Racism and Hate Act</i> | <i>Accessibility Act</i> |
|---|---|---|
| Deadlines to have plans completed | Plans approved and made publicly available by April 1, 2025. | Updated plans approved and made publicly available by April 1, 2025. |
| Advisory Committee | <p>No requirement to have an advisory committee.</p> <p>You may utilize the existing Accessibility Advisory Committee to support plan development if you are combining plans, or create a new committee or working group to support development of your plan.</p> | Must have an accessibility advisory committee. At least half of the members must be persons with disabilities or representatives of organizations that represent persons with disabilities. |
| Community Input and Engagement Required | Must engage with underrepresented and underserved communities when preparing and updating plans. | Must seek input from persons with disabilities and organizations that represent persons with disabilities when preparing and updating accessibility plans. |
| Plan Content Requirements | No mandatory requirement but guidance provides a suggested high-level structure for the content of your plans. | <p>Accessibility plans must include details on:</p> <ul style="list-style-type: none"> • actions your municipality or village has taken to identify, remove, and prevent barriers in policies, programs, practices, and services; • actions your municipality or village will take to further identify, remove, and prevent barriers in policies, programs, practices, and services; and • procedures in place to assess the effect of your municipality or village's proposed actions on accessibility, including: <ol style="list-style-type: none"> a. any of its proposed policies, programs, practices, and services, and b. any proposed enactments or bylaws it will be administering. |
| Deadlines for Updated Plans | Equity and anti-racism plans must be updated every three years (e.g., your first updated plan will be due by April 1, 2028). | Accessibility plans must be updated every three years (e.g., your first plan was due by April 1, 2022, and must be updated by April 1, 2025). |

AMANS Equity and Anti-Racism Survey

Results - General Stats & information



Do You Have Dedicated Staff Responsible For The Plan?



The majority of respondents [44.1%] have dedicated staff to both plans.

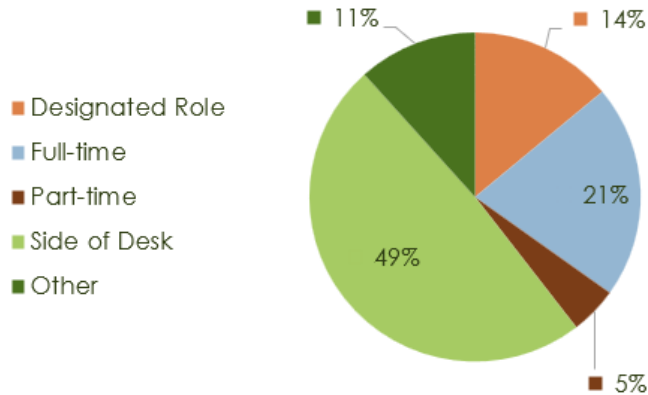
Significantly more staff are dedicated to Accessibility [23.3%] than Equity & Anti-Racism plans [9.3%].

Nearly a quarter of respondents [23.3%] report no dedicated staff for either plan.

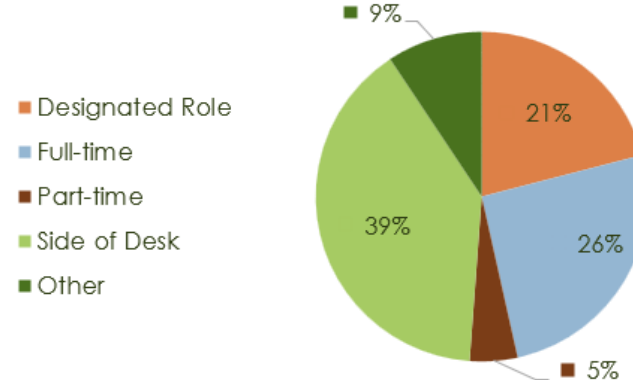
AMANS Equity and Anti-Racism Survey Results - General Stats & information



Time Designated to Equity & Anti-Racism Plans



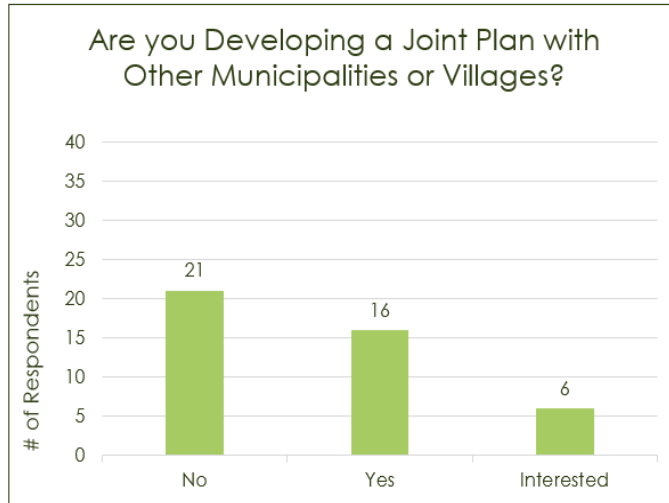
Time Designated to Accessibility Plans



Note: There are more designated and full-time staff for Accessibility plans, than there are for Equity & Anti-Racism plans across the province—supporting a need for greater initiative and commitment to Equity & Anti-Racism efforts.

AMANS Equity and Anti-Racism Survey

Results - Collaboration



21 of 43 respondents said NO
16 of 43 of respondents said YES



Out of the 21 respondents that said no, **8 expressed interest** in collaborating with other municipalities and villages to develop a joint plan!

There is collaboration happening within the municipalities and villages of **all 10 regions** across the province!

- Antigonish Guysborough Region
- Cape Breton Regional Municipality
- Colchester East Hants Region
- Cumberland Region
- Metro Region
- Inverness Richmond Victoria Region
- Pictou Region
- South Shore Region
- South Western Shore Region
- Valley Region



AMANS Equity and Anti-Racism Survey

Results - Collaboration



If your Municipality/Village is undertaking a joint plan, please share any challenges and barriers

4 Types of Challenges and Barriers were Identified



Challenges in Maintaining Engagement



Language & Communication Barriers Across Regions



Challenges Collaborating Due to Travel & Accessibility



Differences in Priorities Across Municipalities and Villages

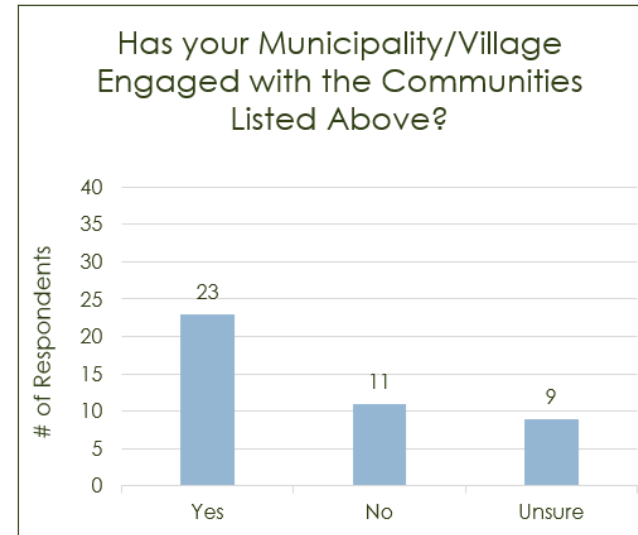
Examples of underserved and underrepresented communities that respondents want to engage in their plans:

- Indigenous
- Persons with Disabilities
- 2SLGBTQIA+
- Seniors
- Historic African Nova Scotians
- Immigrants and Refugees
- Homeless populations
- Students
- Youth
- Autistic Community
- Religious/faith Based
- Caregivers



AMANS Equity and Anti-Racism Survey

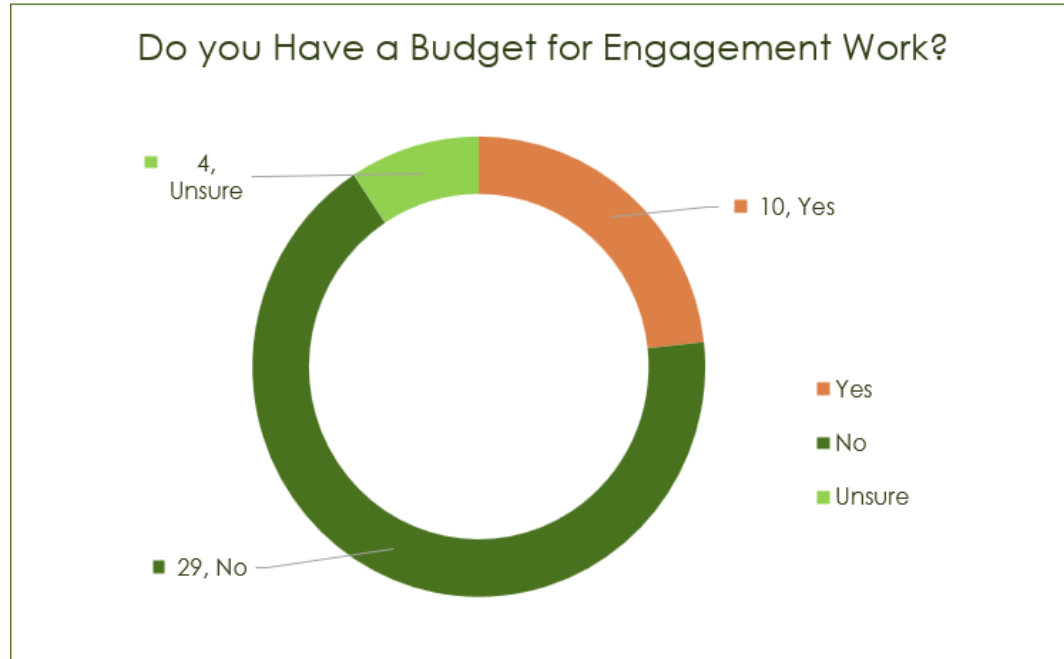
Results - Engagement



Note: The engagement styles specified by respondents who indicated that yes, they had conducted engagement activities in the past, were largely surveys and focus groups.

AMANS Equity and Anti-Racism Survey

Results - Budgeting



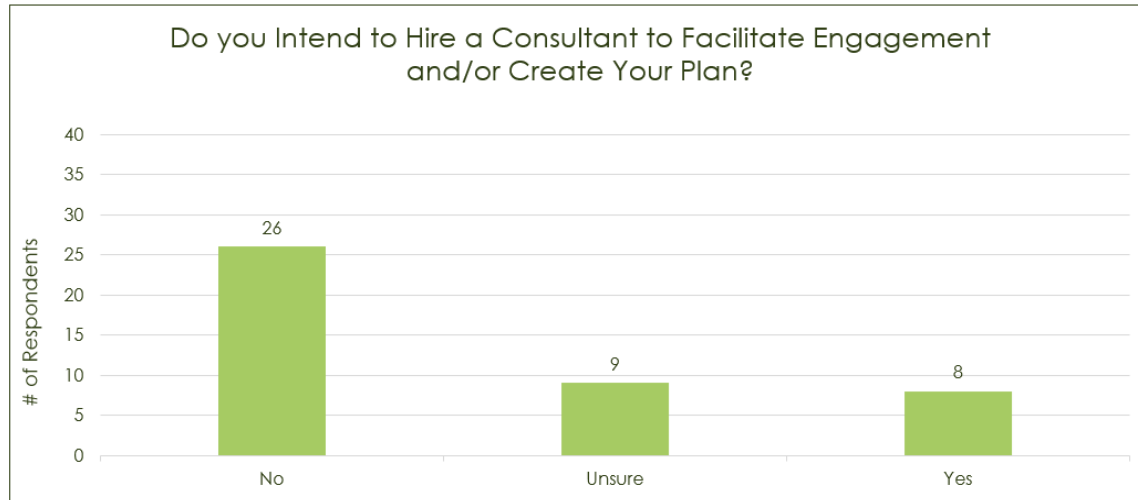
The majority of respondents did not share their budget amount.

Of those that did share their budget amount, the annual totals ranged from \$1,200 - \$65,000.

Many budgets are combined for Accessibility and Equity & Anti-Racism.

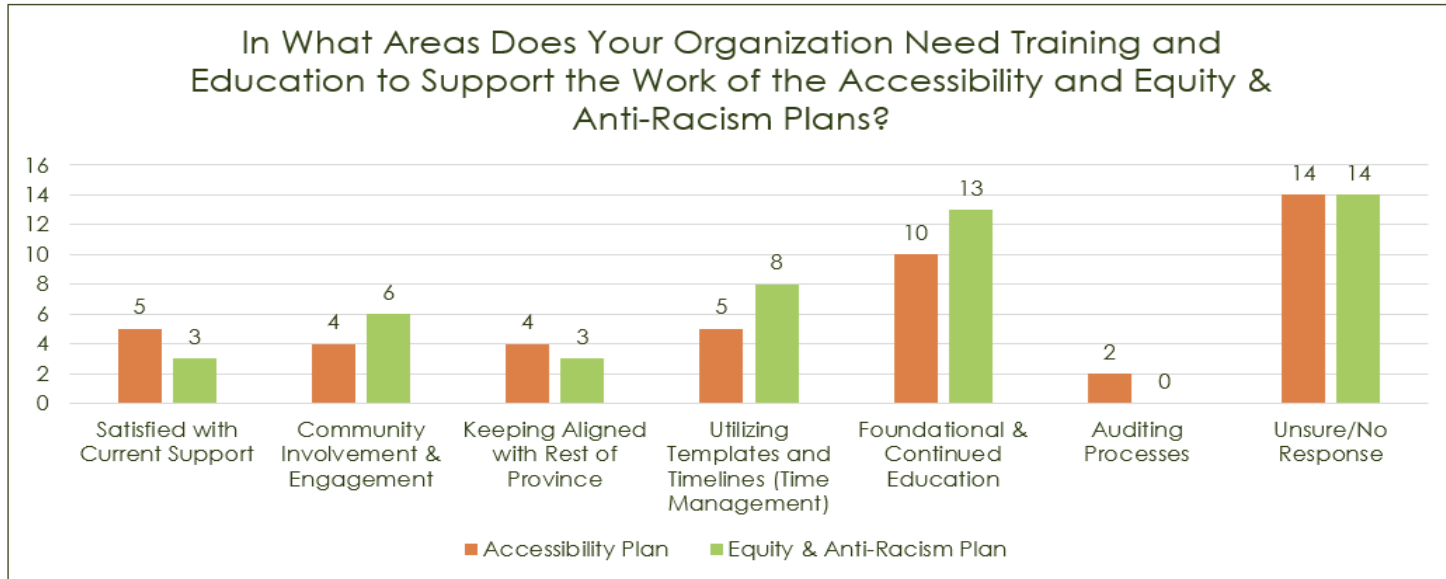
AMANS Equity and Anti-Racism Survey

Results - Consultation



NOTE: The number of respondents who intend to hire a consultant to facilitate engagement and create their plans are very similar to the data collected on respondents' budgets in the pie chart above—this suggests that budget is a major influence in whether or not municipalities/villages will engage a consultant in their plans or not. It is possible that with additional funding, more municipalities/villages might consider using a consultant.

AMANS Equity and Anti-Racism Survey Results - Supports and Resources



Note: Some respondents discussed more than one area/subject in their response.

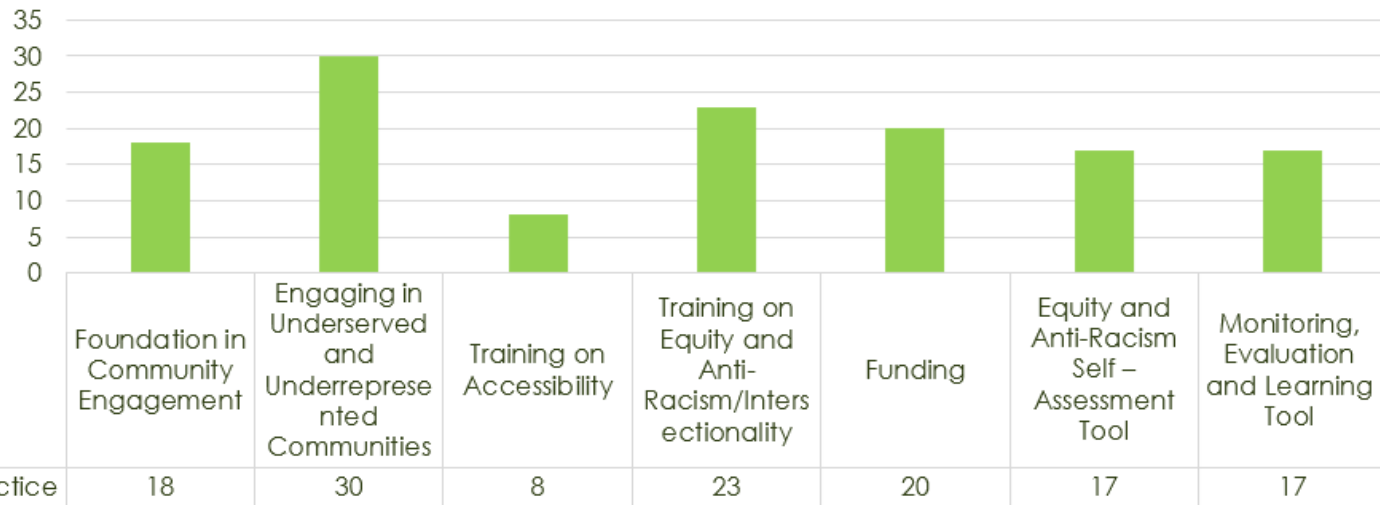


More respondents are satisfied with supports that are currently in place to assist with Accessibility plans, in comparison to that of Equity & Anti-Racism plans. In addition, more foundational and continued education has been requested to support with the creation of Equity and Anti-Racism plans.

AMANS Equity and Anti-Racism Survey Results - Supports and Resources

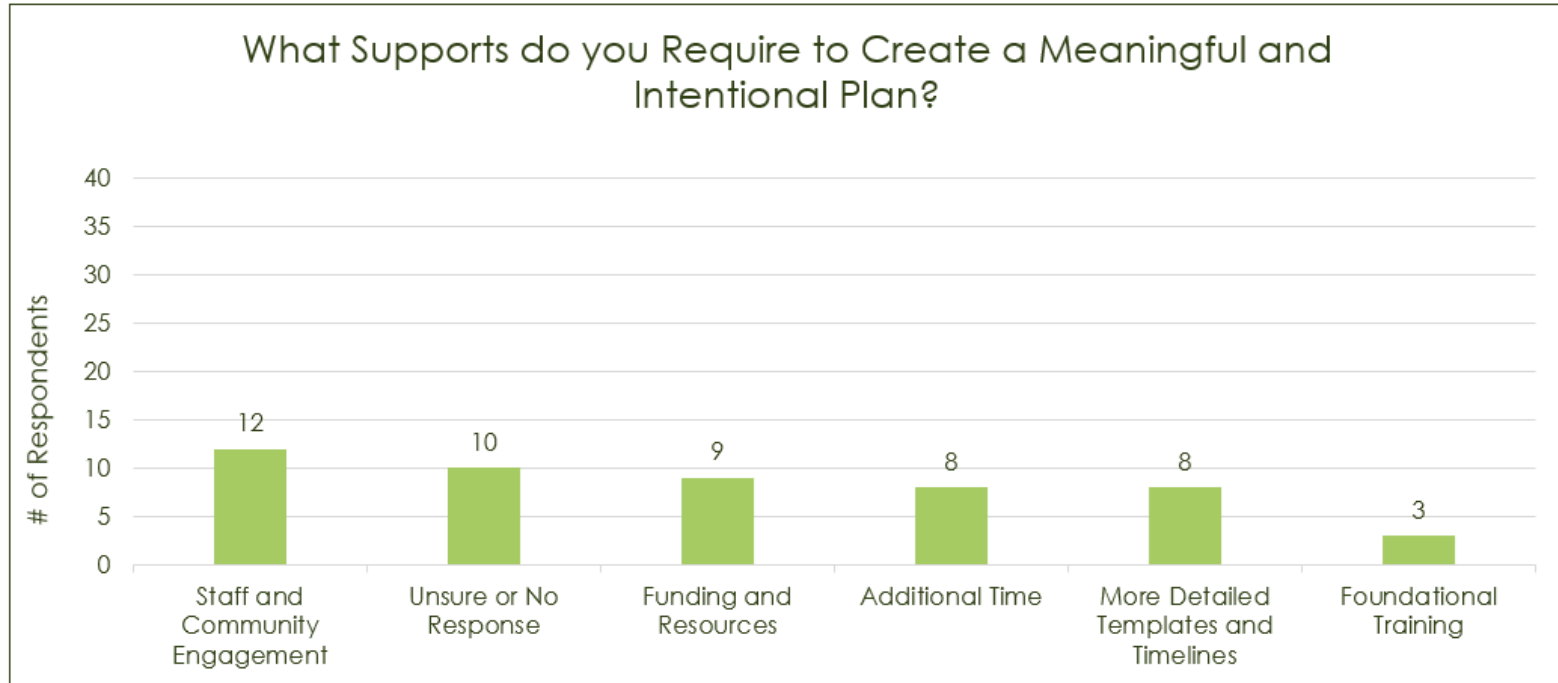


What area of practice does your Municipality/Village need the most support in?



Note: Some respondents discussed more than one area/subject in their response.

AMANS Equity and Anti-Racism Survey Results - Supports and Resources



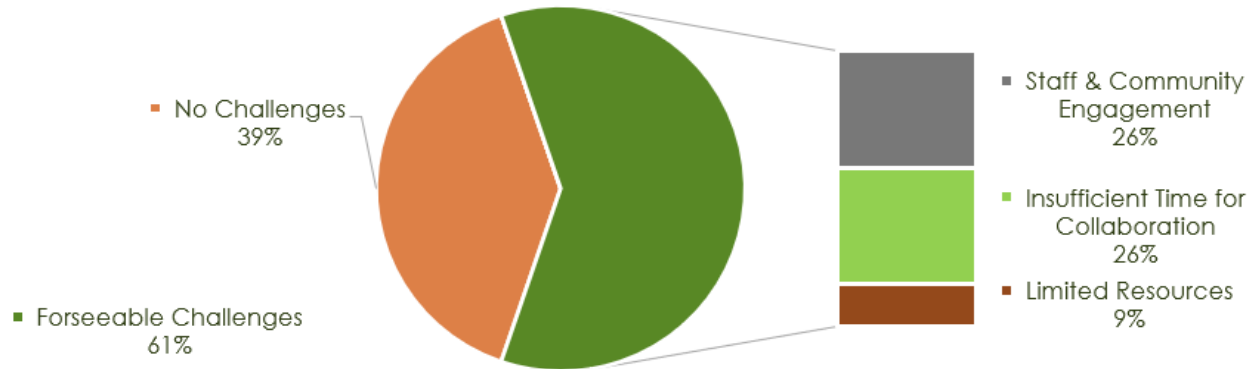
Note: Some respondents discussed more than one area/subject in their response.

AMANS Equity and Anti-Racism Survey

Results – Supports and Resources



Potential Challenges in Meeting the April 1, 2025 Deadline



The majority of respondents [61%], did express foreseeable challenges in meeting the April 1st, 2025, deadline.



Staff & Community Engagement, and Insufficient Time for Meaningful Collaboration are equally as challenging.

Antigonish Guysborough Region

| | | | |
|---|-------------------------------------|--------------------|-------------------------------------|
| Municipality of the District of Guysborough | <input checked="" type="checkbox"/> | Town of Antigonish | <input checked="" type="checkbox"/> |
| Municipality of the County of Antigonish | <input checked="" type="checkbox"/> | Town of Mulgrave | <input checked="" type="checkbox"/> |
| Municipality of the District of St. Mary's | <input checked="" type="checkbox"/> | | |

Cape Breton Regional Municipality

| | | | |
|-----------------------------------|--------------------------|------------------------|-------------------------------------|
| Cape Breton Regional Municipality | <input type="checkbox"/> | Village of St. Peter's | <input checked="" type="checkbox"/> |
| Municipality of Victoria County | <input type="checkbox"/> | Village of Baddeck | <input type="checkbox"/> |

Colchester East Hants Region

| | | | |
|----------------------------|-------------------------------------|-----------------------|-------------------------------------|
| Municipality of East Hants | <input checked="" type="checkbox"/> | Village of Bible Hill | <input checked="" type="checkbox"/> |
| Town of Stewiacke | <input checked="" type="checkbox"/> | Town of Truro | <input checked="" type="checkbox"/> |

Cumberland Region

| | | | |
|--|-------------------------------------|--------------------|-------------------------------------|
| Municipality of the County of Cumberland | <input checked="" type="checkbox"/> | Town of Amherst | <input checked="" type="checkbox"/> |
| Town of Oxford | <input type="checkbox"/> | Town of Springhill | <input checked="" type="checkbox"/> |
| Village of River Hebert | <input type="checkbox"/> | Village of Pugwash | <input type="checkbox"/> |

Metro Region

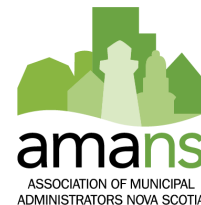
| | | | |
|-------------------------------------|-------------------------------------|--|--|
| Halifax Regional Municipality (HRM) | <input checked="" type="checkbox"/> | | |
|-------------------------------------|-------------------------------------|--|--|

Inverness Richmond Victoria Region

| | | | |
|---|-------------------------------------|-------------------------|--------------------------|
| Municipality of the County of Richmond | <input checked="" type="checkbox"/> | | |
| Municipality of the County of Inverness | <input checked="" type="checkbox"/> | Town of Port Hawkesbury | <input type="checkbox"/> |

Pictou Region

| | | | |
|------------------------|-------------------------------------|---------------------|-------------------------------------|
| Municipality of Pictou | <input type="checkbox"/> | Town of New Glasgow | <input checked="" type="checkbox"/> |
| Town of Trenton | <input checked="" type="checkbox"/> | Town of Pictou | <input checked="" type="checkbox"/> |
| Town of Stellarton | <input checked="" type="checkbox"/> | Town of Westville | <input checked="" type="checkbox"/> |



South Shore Region

| | | | |
|---|-------------------------------------|--------------------|-------------------------------------|
| Queens Municipality & Town of Liverpool | <input checked="" type="checkbox"/> | Town of Mahone Bay | <input checked="" type="checkbox"/> |
| Municipality of the District of Lunenburg | <input checked="" type="checkbox"/> | Town of Lunenburg | <input checked="" type="checkbox"/> |
| Municipality of the District of Chester | <input checked="" type="checkbox"/> | Village of Chester | <input type="checkbox"/> |

South Western Shore Region

| | | | |
|---|-------------------------------------|--|-------------------------------------|
| Municipality of the District of Yarmouth | <input checked="" type="checkbox"/> | Municipality of the District of Barrington | <input checked="" type="checkbox"/> |
| Municipality of the District of Clare | <input checked="" type="checkbox"/> | Town of Lockeport | <input checked="" type="checkbox"/> |
| Municipality of Digby | <input checked="" type="checkbox"/> | Town of Shelburne | <input checked="" type="checkbox"/> |
| Municipality of the District of Shelburne | <input checked="" type="checkbox"/> | Town of Clark's Harbour | <input type="checkbox"/> |
| Municipality of Arqyle | <input checked="" type="checkbox"/> | Town of Yarmouth | <input checked="" type="checkbox"/> |

Valley Region

| | | | |
|----------------------------------|-------------------------------------|-------------------------|-------------------------------------|
| Municipality of Annapolis | <input type="checkbox"/> | Town of Berwick | <input checked="" type="checkbox"/> |
| West Hants Regional Municipality | <input checked="" type="checkbox"/> | Town of Kentville | <input checked="" type="checkbox"/> |
| Municipality of Kings | <input checked="" type="checkbox"/> | Town of Wolfville | <input checked="" type="checkbox"/> |
| Town of Middleton | <input type="checkbox"/> | Village of Lawrencetown | <input checked="" type="checkbox"/> |
| Town of Annapolis Royal | <input type="checkbox"/> | | |



RESPONDED TO THE SURVEY



DID NOT RESPOND

AMANS Municipal Equity, Anti-Racism & Accessibility Support Program



Program Offerings in 2024:

- **AMANS Equity, Anti-Racism and Accessibility Survey:** updated survey issued to understand and identify the supports/resources required for the Municipalities and Villages to create their plans. Through the survey responses, AMANS will provide specified education, training, tools and resources to support Municipalities and Villages fulfill their requirements.
- **Community of Practice** for Equity Leads that meets virtually once a month to discuss topics relevant to the work
- **Community of Practice Equity Leads group email** to ask questions, share resources, seek and provide support related to the Equity, Anti-Racism and Accessibility Plans
- Individualized support for Municipalities as needed, in person or virtually to help meet the obligations
- **Lunch and Learns** are virtual learning sessions led by organizations and first-person voices from the community, with the goal to inform on various topics and resources relating to inclusion, diversity, and accessibility.
- **Equity Anti-Racism Self-Assessment Tool:** AMANS staff are supporting Municipalities with their leadership teams with the facilitation of this assessment, which is a comprehensive first-step to building Anti-Hate/Racism Plans in Municipalities. This tool helps identify areas of improvement where the organization can enhance its commitment to equity and anti-racism and begin the process of developing an action plan.

AMANS Municipal Equity, Anti-Racism & Accessibility Support Program



- **Monitoring, Evaluation and Learning (MEL) Tool:** designed to efficiently evaluate Accessibility Plan progress to help update these Plans for April 1, 2025. This tool was created with Leads and expert evaluator Lisa Jacobs, Senior Policy Analyst with the AD.
- **AMANS Audit Tool** for the Built Environment: developed by accessibility expert Architect Anne Sinclair for AMANS to help Municipalities assess their built environment assets either in house or with contracted services. Can be found on the [Municipal-IDEAS site](#) and AMANS staff are available to support Municipal staff to use it.
- **Accessible Communications Training:** Regional in-person support with Digital Accessibility and Plain Language expert educators. We have done this training in the South Shore, Yarmouth, Antigonish, and Cumberland regions. We have one more session to do, possibly in the Annapolis Valley. We are working on an Inclusive Language training next.
- **November 20 & 21:** [AMANS hosted a 2-day Equity, Anti-Racism and Accessibility Symposium for Municipalities](#)
- **AMANS Spring & Fall conferences:** event programming support; accessibility program awareness, and networking to connect with CAO's on community specific issues and help identify strategies.

Municipal IDEAS Website



- To build a comprehensive resource to support Municipalities implementing Accessibility and Anti-Racism Plans we have launched the Municipal IDEAS platform.
- There are project areas, tools, resources, training, education and interactive tools such as mapping and forums to allow for Leads and other PPSB's to seek information and contribute to information collaboratively throughout the province.
- FAQ's will be added soon to each project area from the Equity Leads group email Q&A's.
- Municipal IDEAS

AMANS Municipal Equity, Anti-Racism & Accessibility Support Program



- Upcoming:
 - Will continue to support Municipalities as requested to meet their April 1st, 2025 deadlines
 - Strategizing for 2025/26 Education, Training and Resource development including:
 - Community of Practice session topics
 - Anti-Hate/Racism Training and Resources
 - Cultural competency
 - Regional capacity building and collaboration through topics/training/education
 - Inclusive Language training
 - Relationship building with under-represented communities
 - Grant/funding development opportunities through community engagement & culture
 - Lunch 'n Learns

THANK YOU

Julie Glaser & Roxanne Pereira

Municipal Equity, Anti-Racism and
Accessibility Support Program

jglaser@amans.ca rpereira@amans.ca

