

**Halifax Association of Black Firefighters
Human Rights Complaint**

Background

- In 2007 a group of Black Firefighters (HABFF) raised issues of racism dating back to 2002
- Halifax Fire and Emergency (HRFE) contracted an external party to investigate the complaint
- In June 2008, HABFF advanced the complaint to the Nova Scotia Human Rights Commission (NSHRC)
- The complaint has been with the NSHRC since 2008

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DECLASSIFIED

FOIPOP Review


N/A

Approved to Release

By motion of Council Oct. 2, 2018

Date


Oct. 2/18



The Resolution Process

- In November 2011, the Nova Scotia Human Rights Commission invited both parties to engage in a restorative process to resolve the complaint
- The process also engaged some members of the African Nova Scotia Community
- The process has taken approximately 15 months to achieve a plan to move forward to rebuild trust and respect in the workplace

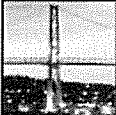
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The Resolution Plan

- Chief Trussler will publicly apologize to the members of the HABFF on behalf of HRM in recognition of the harms caused by the work environment
- Halifax Fire and Emergency will be open and transparent with respect to standards for recruitment of firefighters.
- A letter of commendation will be placed on each HABFF leadership member's file, if they so wish, commending the contribution they have made to HRFE through this process and their commitment to address the issues.

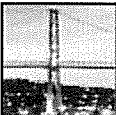
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The Resolution Plan

- HRFE will complete an assessment of the workplace to determine where the organization is with respect to diversity and employment equity.
- HRFE will conduct an audit of the career development program months to identify and remove any systemic barriers of racism and discrimination that exclude or disadvantage employees or applicants.


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The Resolution Plan

- HRFE will conduct a thorough analysis of operational requirements, forecasted hiring needs and industry best practices to build a comprehensive recruitment process.
- HRFE will make every effort to have a member of a designated group on selection panels when a candidate who has self-identified as a member of a designated group is within the pool of candidates.

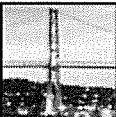
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The Resolution Plan

- HRFE commits to the development of a dispute resolution plan and processes (capacity and support) reflective of a restorative approach.
- HRM-HRFE will work with HABFF to give public recognition to the contribution of the first black firefighters through an enduring commemoration of public significance.


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The Resolution Plan

- A payment of \$5000 will be paid to each member (13 members) of the designated class representing a refund of fire school tuition, representing a lack of preparation and integration of the designated class during this time into the larger membership.
- HRM will establish a \$5000.00 endowment fund with the Community Foundation of Nova Scotia on behalf of HABFF.
- Firefighter Assistance Program (FFAP) support will be offered to member(s) of HABFF with a provider of their choice

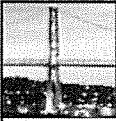
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The Resolution Plan

- HRM will establish mandatory training requirements for all leadership positions in the areas of diversity/inclusion, workplace rights, respect in the workplace and conflict resolution.
- HRM will review the EFAP/FFAP programs to ensure that the provider is culturally sensitive and able to meet the requirements of a diverse workforce.
- Business Unit Directors within HRM will be required to report on diversity and inclusion goals and initiatives annually to the CAO.


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The Resolution Plan

- The NSHRC will offer a public acknowledgment of the harms that have resulted from their previous investigation processes.
- HRM-HRFE, HABFF, HPPF, and the NSHRC commit to a joint communication plan regarding the process of resolving the Halifax Association of Black Firefighters Human Rights Complaint.

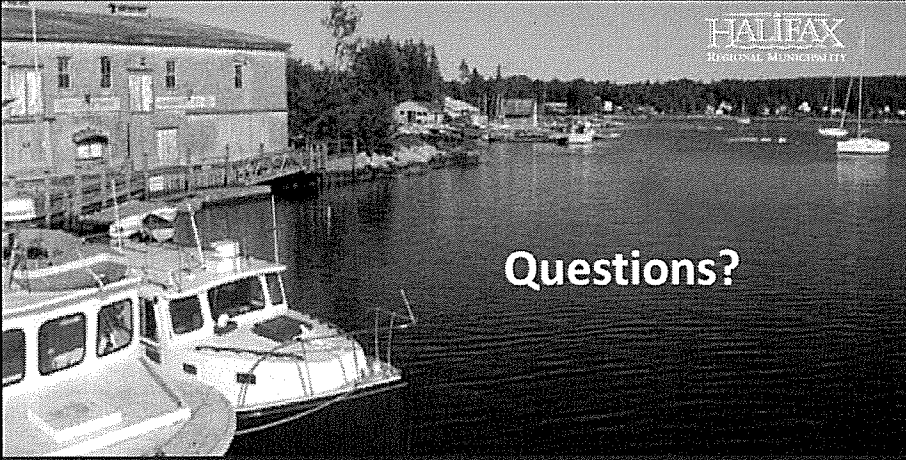
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NEXT STEPS

- Board of Inquiry Resolution Conference – Thursday, April 25, 2013
- HRM's Journey to Organizational Culture Change

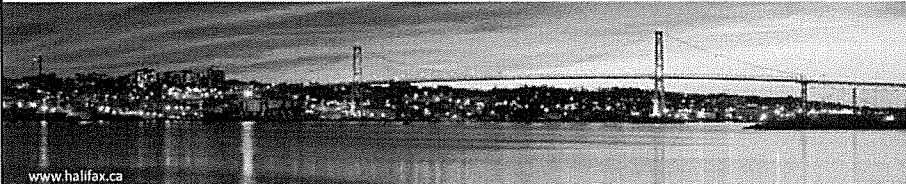
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Questions?

HRM- HABFF Human Rights Complaint Resolution Plan | 23 April 2013



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