

November 18, 1971.

Dear Sir/Madam:

The date of the meeting to discuss employment has been changed from Tuesday, November 23 to Thursday, November 25. The place is unchanged (North End Library).

We hope this does not cause you any inconvenience.

Sincerely,

Arch Dixon

/bmk

November 12, 1971

Dear Sirs:

The brief of the committee you appointed to meet with City Council concerning the problems of relocation of the Africville residents has been accepted by City Council. Arrangements have now been made with the Department of Manpower and Immigration to assist the city in producing a project to assist you in obtaining training and employment. You will be hearing more of this from your committee members.

Marion Howe -- 423-5878  
Archie Dixon -- 426-3468  
Edward Carvery -- 423-4622  
Irvine Carvery -- 423-4622  
Lloyd Farrell -- 453-0059  
Yvonne Carvery -- 422-2478  
Elsie Desmond  
Laura Howe -- 423-5878

We are holding a meeting of all those interested in this project November 23rd Tuesday at 8:00 p.m. at the North End Library. The project will be explained more fully to you at that time. You are invited to attend this meeting and you are asked to bring any other previous residents of Africville with you. You will be asked to make a decision on whether or not you are prepared to participate in this project.

Sincerely,



Archie Dixon

AD:dm

Africville Action Committee's Proposals tabled before  
Committee of Whole Wednesday 9th December, 1970 by  
Mr. Arch Dixon

Scenario:

Ladies and Gentlemen I am assuming every one has copies of the Africville Action Committees Proposal.

My name is Arthur Dixon and I am here today to present the Action Committees Point of View.

First I'd like to go over briefly what the Action Committee anticipates will be done today.

1. Among other things we hope it is possible for City Council today to authorize the setting up of a Committee composed of members of City Administration and Africville representatives to examine the Greivances contained in our brief and to discuss and negotiate their resolutions.

11. There is some concern regarding the representative group of Africville People with whom City Administration ought to deal with and we would like to clear that matter up.

Over the past year the Action Committee has been organizing the Africville relocatees - It has been a difficult job - The people are scattered - They are disillusioned - Since relocation they find that every day brings a series of minor crises that must be solved.

As a result of several meetings held with the relocatees in recent weeks the Action Committee has been given a mandate by the People and therefore is the representative body here today.

111. The Action Committee realizes the weight of responsibility it is asking City Council to assume in making an important decision now.

It is felt that the urgency of the matter at hand is such as to warrant extraordinary measures without further delay and not wait for new studies or reports.

IV The Action Committee has discussed their brief with other organizations in the City and all have indicated support.

These organizations are:

The Human Rights Commission  
The Nova Scotia AAC  
The Civil Liberties group  
The Halifax Neighborhood Center

I want to summarize the points contained in the Proposal to City Council.

We raise them because they represent the obstacles preventing relocation from working and we are seeking solutions.

Approximately 60 of the relocated families were home owners in Africville. Twenty of that number have sought to buy homes again. To date three of that particular group have already lost their places and are penniless - on Welfare and frustrated.

Another group of three families are compelled to open their homes to as many as 4 or 5 boarders to earn enough extra money to pay their expenses which have tripled after relocation.

Four other families of the original 20 are in imminent danger of losing their places. The other 4 are borderline cases.

The 6 families remaining have not as yet indicated any great problems.

That takes care of the 20 (twenty) families mentioned.

Forty families, all former home owners are living in various rental situations of that number 10 or 12 have expressed the desire to become home owners again.

These people are disillusioned at the prospect of becoming permanent tenants and must raise their families under the most extenuating circumstances imposed upon them by City living involving landlords, stringent regulations and the invasion of ones privacy.

The Action Committee requests that the City of Halifax consider the request to assist these families who desires to reach their objective of a home for a home keeping in mind the point stressed by Dr. Rose. "That the economic and Social Assistance must be administered with sympathy and understanding."

In the cases referred to the Critical imbalance between income and expenses is the cause - The factor is the unchanging, low paying job status urgently requiring the implementation of Dr. Roses recommendations for training to develop marketable skills.

There remains more than 20 families who were property-less in Africville and also living in varying rental situations, mostly on Welfare. These people have been deprived of identification with the loss of their community and are thus without motivations of any kind. The Action Committee recognizing the worth of all men, requests that City Council explore ways and means to restore meaning to these particular peoples lives.

Point c

The Action Committee has compiled a list of 45 names of young men and women, all Africville relocatees who had to spend the formative years of their lives in the auxiliary classes of Halifax schools, the reason had never been made clear to the parents of those children. Through no fault of their own we have among us a large number of economic cripples produced by the school system.

The Action seeks assistance for these young victims in form of a special Action to be determined through Consultation with educators regarding programs of upgrading geared to the employment future of these young people.

Point d

Our unfamiliarity with the Credit Union movement leaves the Action Committee in the position of not being prepared to make a judgement as to the merits of why the Seaview Credit Union was formed when it was well known what the overall financial resources of the Africville People amounted to at the time. We are hoping it will be possible for the Credit Union to serve the purpose intended. The Africville Action Committee must concur with the opinion expressed by members of the City Administration regarding "the high risk venture".

The Action Committee also wishes to raise the question of the re-evaluation of the Africville land passed in a resolution at a meeting of the Sub-Committee on Africville relocation.

The Action Committee wants to know if this re-evaluation would represent a sufficient sum to implement the recommendation made by Dr. Rose in his report on relocation and if so whether the City would be interested in discussing.

/bmb

Names of the Africville Auxiliary Class Students referred to  
(Point C) by Arch Dixon in his submission to Committee of  
Whole on Wednesday 9th December 1970.

Black, Betty  
Black, Cynthia  
Black, Jacqueline  
Black, Roger  
Black, Shirlene  
Black, Tony

Byers, Johnny  
Byers, Melvin  
Byers, Romey (JR.)  
Byers, Speedy

Carter, Melvin  
Carter, Ronnie  
Carvery, Arlene  
Carvery, Keith  
Carvery, Marie  
Carvery, Rhoda  
Carvery, Rosalene  
Carvery, Victor  
Carvery, Wayne  
Chisolm, Richard

Desmond, Caroline  
Desmond, Shirley  
Dixon, Dorothy  
Dixon, Leroy  
Dixon, Rose  
Dixon, Wayne

Emmerson, Freddie  
Emmerson, Mildred  
Emmerson, Pansy  
Emmerson, Vincent

Farrell, Lloyd (JR.)  
Flint, Betty  
Flint, Butch  
Flint, Sheila

Grant, George (JR.)

Howe, Archie  
Howe, Richard

Mantley, Charles  
Mantley, David  
Mantley, Patsy  
Mantley, Shirley  
Marsman, Bruce  
Marsman, Joe

Paris, Annette

Reddick, Donna  
Riggs, Clifford

## Scenario:

Ladies & Gentlemen I am  
Assuming everyone has  
copies of the Africville Action  
Committee's Program

My Name is Arthur Dixon  
And I am here today to present  
the Action Committee's Joint  
View

First I'd like to go over  
briefly what the Action  
Committee Anticipates will  
be done today



1) Among other things  
→ the hope it is possible  
for City Council today  
authorises the setting up  
of a Committee composed  
of Members of City Administration  
and Africville representatives  
to examine the Grievances  
contained in our brief and  
to discuss and negotiate their  
resolutions

11  
There is some concern  
regarding the representative  
group of Africville people  
with whom City Administration  
ought to deal with and we  
would like to clear that  
matter up

Over the past year the Action  
Committee has been organizing  
the Africville relocatees. — It  
has been a difficult job —  
The people are scattered —  
They are disillusioned — Since  
relocation they find that  
every day brings a series  
of minor crises that must  
be solved

As a result of several meetings  
held with the relocatees in  
recent weeks, the Action Comm.  
has been given a mandate  
by the people and therefore is the  
representative body here today

III

The Action Committee realizes the weight of responsibility it is asking City Council to assume in making an important decision Now

It is felt that the urgency of the matter at hand is such as to warrant extraordinary measures without further delay and not wait for new studies or reports

PL 11

The Action Committee has discussed their brief with other organizations in the City and all have indicated support

These organizations are

The human rights Commission

The M.S.A.A.C.

The Civil Liberties group

The Halifax Neighborhood Center

~~5~~ (1)  
I want to summarise the  
Points Contained in the  
Proposal to City Council

We raise them because  
they represent the obstacles  
preventing relocation from  
working and we are  
seeking solutions

Approximately 60 of the  
relocated families were  
home owners in Africville

20 of that number have  
sought to buy homes  
again

to date three of that  
particular group have  
already lost their places  
and are penniless - or  
nearly and frustrated

Another group of three families are compelled to open their homes to as many as 4 or 5 boarders to earn enough extra money to pay their expenses which has tripled after relocation

4 other families of the original 20 are in imminent danger of losing their places

The other 4 are borderline cases

The 6 families remaining have not as yet indicated any great problems.

That takes care of the (20) families mentioned

40 families, all former  
home owners are living  
in various rental situations  
of that number 10 or 12 have  
expressed the desire to  
become home owners  
again.

These people are disillusioned  
at the prospect of becoming  
permanent tenants and must  
raise their families under  
the most extenuating  
circumstances imposed upon  
them by City living involving  
landlords, stringent regulations,  
and the invasion of ones privacy

The Action Committee requests  
that the City of Halifax consider  
the request to assist these  
families who desires to  
reach their objective of a  
home for a home  
keeping in mind the point  
stressed by Dr Rose

" That the economic and social assistance must be administered with sympathy and understanding "

So the cases referred to the critical imbalance between income and expenses is the cause - The factor is the unchanging, low paying job status, urgently requiring the implementation of Dr Rases recommendation for training to develop Marketable skills

There remains more than 20 families who were propertyless in Africville and also living in varying rental situations. Mostly on welfare. These people have been deprived of ~~the~~ identity identification ~~with~~ with the loss of their community and are thus without Motivation of



any kind. The Action  
Committee recognizing  
the worth of all men  
requests that City Council  
explore ways and means  
to restore meaning to these  
particular Peoples lives

Point (C)

The Action Committee has  
Compiled a list of 45 Names  
of young Men & Women, all  
Africville relocatees who had  
to spend the formative years  
of their lives in the Auxiliary  
Classes of Halifax Schools,  
the reason had never been  
made clear to the Parents  
of those children. Through  
no fault of their <sup>own</sup> we have  
among us a large Number  
of economic Cripples.  
Produced by the school system

The Action<sup>Com</sup> seeks assistance  
for these young victims in  
form of a special Action  
to be determined through  
Consultation with educators  
regarding Programs of  
upgrading geared to the  
employment future of these  
young people

---

Point D

Our unfamiliarity with  
the Credit Union movement  
leaves the Action Committee in  
the Position of not being  
prepared to make a judgement  
as to the merits of why the  
Lebanon Credit Union was  
formed when it was well known  
what the overall financial  
resources of the Agricultural  
People amounted to at the  
time

We are hoping it will be possible for ~~the~~ <sup>the</sup> Credit Union to serve the purpose intended. The Africville Action ~~and~~ <sup>also</sup> Committee must concur with the opinion expressed by members of the City Administration regarding "the high risk venture".

The Action Committee also wishes to raise the question of the reevaluation of the Africville ~~Plan~~ <sup>passed in a resolution</sup> ~~document~~ at a meeting of the Sub Committee on Africville relocation.

The Action Committee wants to know if this reevaluation would ~~be~~ <sup>represent</sup> a sufficient sum to implement the recommendation made by Dr. Rose in his report on relocation and if so whether the City would be interested in discussing

NOTICE OF MEETING OF

THE AFRICVILLE ACTION COMMITTEE  
THE AFRICVILLE FOLLOWUP COMMITTEE  
REPRESENTATIVES OF SOCIAL PLANNING

A meeting of the above mentioned bodies will meet on Monday, November 30 at Scotia Square at 7:30 p.m. Someone from Social Planning will meet you at the Lower Mall elevators at that time to let you into the third floor offices.

AGENDA

1. to discuss further the proposals of the Africville Action Committee as presented by Arch Dixon to Mayor Allan O'Brien on October 29, 1970.
2. to explore the possibility of consolidating the activities of the various Africville Committies in working towards the common goal.
3. to examine critically the role played by each committee and how best Social Planning can coordinate its activities with a representative group.
4. to prepare a final report to present to Committee of the Whole for consideration December 3.
5. to discuss and examine any subject related to the meeting.

This is an important meeting as it would give an indication of the direction of efforts. Please plan to attend.

SEE YOU THERE!

CW:bmb

11/24/70

In Account with

**HALIFAX CITY REGIONAL LIBRARY**

HALIFAX, CANADA

5381 Spring Garden Road

DATE December 3, 1970

TO:

┌  
Mrs. McDonah,  
Social Planning Dept.,  
City of Halifax,  
3rd Floor, Scotia Square,  
Halifax, N.S.

---

To:

Rental of Halifax North Branch  
Auditorium for meeting of the  
Africville Action Committee on Nov.3/70

Actual cost of commissionaire..... \$5.70.

Note:

Social Planning staff indicated their willingness & interest in attending this meeting, but spokesman Arch Dixon specifically stated that the Action Committee wished to meet with the former Africville residents

without City staff being in attendance,  
and that they would subsequently  
initiate a meeting with Social Planning  
representatives.

AKC

July 1971

## AFRICVILLE ACTION COMMITTEE REPORT ON EMPLOYMENT

Based on the N.S.A.A.C.P., Dalhousie Institute and our own survey, three categories of relocatees can be noted from the point of view of employment possibilities.

Category One: Those who either cannot work or who, given existing markets, it would be virtually impossible to place; perhaps as many as 75 relocatees fall into this category. Their characteristics are: old age, infirmity, behavior disorders, many kids at home.

Category Two: Those who are in middle age and currently unemployed and/or underemployed. For the most part these approximately 25 persons are not interested in training nor do they see it as important to their employment possibilities. For the most part their work has been "unskilled," although several have specific work-skills. Some have a history of work instability but several have simply seen their sources of employment dry up.

Category Three: Those between the ages of 16 and 29 who are either unemployed, underemployed, or biding time in dull and low-down employment. This group numbers approximately 75 persons but we have had contact with only 50 thus far.

Category Three is a rather complicated group to describe. Perhaps it would be best to first distinguish those who are currently employed but desirous of improving their employment possibilities. Approximately 20% of the group falls into this category. On the whole these persons are better educated and perhaps more strongly motivated than others. The females work in hospitals and the males in labor. Most have better than grade 6 education, and also they have good work records.

The remaining 80% of Category Three are either unemployed or have merely casual work. None of these apparently has received formal job training of any sort, though several males claim competence in some skills. The most common educational experience is auxiliary: it would appear that the auxiliary education completed is considered by many of these persons to be equivalent to grade 7, at least many give this grade when asked level of school reached. Virtually all members of this group have expressed an interest in any work project and a willingness to submit



themselves to an educational equivalency test. There was unanimity in desire for some kind of on-the-job training. Several persons had had jobs in the past but left voluntarily citing no prospects and poor pay as the key factors in their decision. Several are on the verge of law-trouble; a few have children to support.

What comes out strongly in talking with people in the above category is how much they blame themselves for their poor employment opportunities. Very few indicate discrimination as a factor; almost all give their lack of education as the cause of their unemployment. There is an awareness of the necessity of education but simultaneously a fear and anxiety about achieving it. There is a confidence that if only they could get into a good job situation, their ability could come through naturally. What they mean by a good job situation is a job with pride, with a future; this is most often associated by males with the notion of a trade.



*Handwritten initials: M.D. and a signature.*

THE AFRICVILLE ACTION COMMITTEE

It has been five years since the first Africville resident was relocated. The relocation, according to City officials was carried out to redress past discrimination and neglect. It was to provide these oppressed people with new opportunity and a fresh start. It was not, presumably, to obtain for future City development choice and valuable land.

What has been accomplished to date?

Over 50% of the relocatees have been moved at least twice since relocation. More than 80% of the relocatees report that 'things are going poorly' an estimated 70% of those relocated have had to seek assistance from social welfare agencies. The majority of the Africville relocatees are alienated and disadvantaged still.

Relocation has destroyed a community and left chaos in it's wake:

Of the 60 home owners in Africville prior to relocation possibly 20 can be considered in that category. The other 40 former home owners including those who were propertyless at the time of relocation are either in public housing or City owned housing. A few are in private rental .

(2)

The Africville relocatees have not received the employment or the other considerations recommended in the Rose report which was accepted by the City, the Human Rights Committee, and the Africville people as a minimum basis for relocation.

The relocation of Africville has turned out to be simply a real-estate operation instead of a project in social renewal. The promises of a new start were not fulfilled. While the City may have spent \$500,000 on the relocation project it has obtained 12 acres of valuable land. The scattered Africville people have not done so well. Their plight was recognized by the City two years ago when the Social Planning department reviewed the relocation and subsequently established the SEAVIEW CREDIT UNION to lend money to the relocatees. This Band-aid measure was doomed to fail since the relocatees in need did not possess adequate financial resources in the first place to take care of additional indebtedness created by making other monies easily available.

Time is running out: Justice and redress must be obtained for the Africville people now. Reassessment of the present conditions must be undertaken to bring about a meaningful and realistic settlement based upon three critical factors:

- (a) The contract or agreement between the Africville people and the City which has not been honored and was a part of the guarantee promising new opportunities and human renewal in exchange for their community..

(3)

- (b) The City's agreement to re-evaluate the Africville properties until 1985 and compensate the relocatees should the land increase in value needs reviewing in the light of present conditions affecting the individual family concerned.
  
- (c) Failure to carry out the relocation in a fair and reasonable manner with resulting losses both financial and social to the people of Africville, all of which had foreseeable consequences as evidenced in the loss of homes by several families....crushing financial burdens by others..four home-buyers having to turn these places for raising their families into boarding houses to earn enough extra money for high mortgage payments...The loss of other homes are imminent.

The Africville Action Committee composed of former residents are forced to take whatever steps necessary to draw attention to the plight of the majority of their members and in view of the existing circumstances considers the City of Halifax to have the responsibility for making the 1964 relocation project work. The Africville Action Committee also feels, that in view of the long delay and the suffering caused the Africville people the following proposal is submitted for consideration with the request that City council appoint a committee to meet with the Africville relocatees to explore ways and means of resolving this serious matter.

(4)

Africville Action Committee Proposal:

- (a) Direct financial compensation: monies to be made available to relocatees presently in financial crisis owing to pressing mortgage and rental debts.
- (b) Financial aid in conjunction with a new housing program for those who can benefit from such an undertaking. The City assuming responsibility for the down-payment on new housing
- (c) A special committee be set up consisting of City, Canada Manpower and Africville representatives to coordinate and counsel an employment program specifically geared to the relocatees.
- (d) The maintenance and revitalization of the SEAVIEW CREDIT UNION and related programs carried on by Social Planning.

=====

The Africville Action Committee  
executive.

Mrs Elsie Desmond	(President)
Mrs Yvonne Carvery	(Vice-President)
Miss Linda Bantley	(Secretary)

*repa*  
file - Action Cttee.

NOTICE OF MEETING

WITH AFRICVILLE ACTION COMMITTEE

WEDNESDAY, JANUARY 13 - 8:00 p.m.

---

On December 17, 1970, Halifax City Council directed Mayor Allan O'Brien to appoint a committee of City staff and Council members to meet with the Africville Action Committee to discuss matters pertaining to the Africville FollowUp Program discussed Committee of the Whole December 9, 1970.

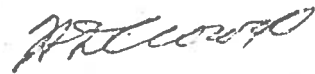
Accordingly, the following persons are being requested to sit on this committee which will convene Wednesday, January 13 at 8:00 p.m. at the North Branch of the Halifax City Regional Library (Maitland Street entrance):

Mayor Allan O'Brien  
Alderman David MacKeen

R.B. Grant, Director of Development  
H.D. Crowell, Social Planner  
Alexa McDonough, Special Projects  
Supervisor

The Africville Action Committee is being invited to nominate representatives to meet with this Committee.

If unable to attend this meeting, kindly notify the Mayor's office (425-6000, ext. 269) in time for consideration to be given to rescheduling the meeting.



H.D. Crowell,  
for  
Mayor Allan O'Brien.

/bmb.

## SPECIAL EMPLOYMENT PROJECT

Submitted by the Africville Action Committee  
on behalf of the former residents of Africville.

### Background

Africville, after over 100 years of neglect and oppression by the City of Halifax, was 'phased out' between 1964 and 1967. Its residents were relocated throughout the city and county of Halifax. Because of the oppression and stigma, Africville youths for almost a decade prior to the relocation were channelled into auxiliary classes in school. Out-of-school youths and adults were, according to the Rose Report (the chief document for the relocation), to receive special employment training and service upon being relocated. This was not done. Thus many Africville young people are now out on the street, unemployed, ill-equipped and do not have any longer the Africville community resources to fall back upon. Surely, in view of their history of oppression and the false promises made to them, these young people deserve a better fate. Many of them are proud and motivated and they will respond to an opportunity.

### Project A

#### Conception:

There are approximately 25 young Africville males and females who are out-of-school and either unemployed or under-employed. Most have quite poor formal educational training. These young people would like an opportunity to get into skilled work or trades. Unfortunately, current federal manpower and provincial programs do not meet their needs. What is desired is on-the-job training, whereby these young people can develop these skills while they receive adequate living income.

## Special Employment Project

### Organization:

If these young people can receive living income from Manpower while they receive on-the-job training, they would be motivated to learn well, while their employers would be motivated to teach them the appropriate skills. A special project director from Manpower could arrange placement in the Halifax area.

### Liaison:

Problems in motivation and in simultaneous educational upgrading undoubtedly could occur. The young persons serviced by this project would commit themselves to upgrading their education. A peer group (plus a few elder Africville persons) selected from the Africville Action Committee would constitute a liaison between the young people and Manpower officials. This liaison group would be a resource group, motivating and facilitating the educational upgrading of the trainees. Additional professional resource people would be involved.

### Alternative:

A depressed alienated group of young people by-passed by a society which has constantly oppressed them. The result, extrapolating from the present, would be high welfare costs and high prison costs. This group is well aware of the effort taken by government to help middle-class and upper-class white students, who from their point-of-view have already received greater advantages from society.

### Scope:

A continuing project taking the approximately 25 trainees as a special group. A description of their ages, education and occupational aspirations is enclosed.

## Project B

### Conception:

There are approximately six Africville youths who, despite all obstacles, have managed to continue their formal



### Special Employment Project

education. These youths are currently in high school or in the Dalhousie Transition Year Program. They wish to secure employment as resource people for Project A, as organizers for the Africville Action Committee and as 'historians' revitalizing the Black community in Nova Scotia through making it aware of Black history.

#### Organization:

This group of students would be organized under the auspices of the Africville Action Committee which would also serve as liaison to government.

#### Scope:

Full-time summer employment for six students with the possibility of part-time work during the school year.

~~C.C. His Worship Mayor Allan O'Brien~~ *file copy*

Copies to the 6 "spokesmen" for Africville Action Ctee

October 15, 1969

Mr. George Grant  
3350 Robie Street  
Halifax, Nova Scotia

Dear Mr. Grant:

At the recent meeting of the Africville Action Committee with Mayor Allan O'Brien, a request was made that the Social Planning Office endeavor to provide for your further deliberations various items of information. In that regard, we have been advised that -

1. Total cost to the City of Halifax for the Africville Relocation Program to date breaks down as follows:

Acquisition of land and buildings	\$475,362
Other costs associated with relocation	117,587
TOTAL	592,949

(Information furnished by Finance Department)

2. Approximate land area acquired 12.8 acres  
(Information furnished by Development Department)

3. On December 21, 1967, the following staff recommendation was submitted to the Finance and Executive Committee:

"At the time of winding up its affairs, the Subcommittee on Africville recommended that "if after complete expropriation of the Africville area, there is any increase in the value of the land, by re-sale, or a portion of same, as defined by the City Council of the City of Halifax, that such amount should be allotted to the Trust Fund which has been established by the settlement of the Seaview Baptist Church for the education of the descendants of the area, whose homes were expropriated, and such Fund to expire December 31, 1967"

The Finance and Executive Committee in turn passed the following motion -

- 2 -

"That the appraisal of the Africville lands be deferred until development of the lands is proposed; and that pending receipt of development proposals, the matter be reviewed every six months."

(Information furnished by City Clerk's Office)

I trust that this information will be of assistance to your committee.

Yours sincerely,

H. D. Crowell  
Social Planner

HDC/f  
cc His Worship the Mayor  
S.A. Ward - City Manager  
Committee Members

September 10, 1969

Dear Sir/Madame:

As a member of the new Africville Action Committee, you are requested to attend a meeting at the North Memorial Library on Gottingen Street, September 13, 1969, at 8 P.M. This meeting was called so we can meet with the Trustees of our church and inquire about the money received for the sale of the church.

Sincerely,

INFORMATION BULLETIN

To: All Employees of the City Administration  
From: S. A. Ward, City Manager  
Date: March 16, 1970  
Subject: Petition re Appointment of City Manager

---

The City of Halifax as a Public Body has to preserve certain standards in its dealings with those persons for whom it acts and with whom it has relationships. It has long been the practice in the British and Canadian Civil Services at least, that Civil Servants do not interfere in any way in the administration of the public service in such a manner as to cast any doubts as to the integrity of that service.

This means, in effect, that employees of public bodies must not take sides on those issues that directly affect the body for whom they work. In other words, public employees should not intervene in policy decisions of their employer.

At the present time a petition is being circulated in the City of Halifax which has the express intention of being used to deny to the Halifax City Council its right, under the City Charter, to appoint a City Manager of its choice. This appointment is a Council appointment and in my position as City Manager I must ensure that employees of the City Administration respect the statements made above concerning employees of a Public Body. Members of the Administration are not free to publicly take a stand on the issue.

This memorandum is to serve notice to all employees under the jurisdiction of the City Manager that disciplinary action, which could lead to immediate dismissal, may be taken against any employee who is found to have signed a petition concerning the appointment of Mr. Robert Oldland as City Manager, or who makes any public statements in connection therewith. Any employee who feels strongly enough about the present situation should do what is normally done in such circumstances, that is submit his or her resignation.



S. A. WARD  
City Manager

SAW/H.