

HALIFAX

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Item No. 8
Halifax Regional Council
June 8, 2021

TO: Mayor Savage and Members of Halifax Regional Council

SUBMITTED BY:

Original Signed by 

Jacques Dubé, Chief Administrative Officer

DATE: April 15, 2021

SUBJECT: African Nova Scotian Economic Action Plan Update

INFORMATION REPORT

ORIGIN

September 22, 2020 Regional Council motion (item 11.1.24):

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) provide:

- 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

The endorsement of the Road to Economic Prosperity for African Nova Scotian Communities: Summary Report and Action Plan (REPAC) by Regional Council on September 22, 2020 marked the completion of a key action item within the [Halifax Economic Growth Plan 2016-2021](#).¹

For two years prior to this endorsement, the Halifax Partnership and the African Nova Scotian Affairs Integration Office collaborated with the African Nova Scotian (ANS) community on the creation of an ANS Economic Action Plan. Through a series of engagements across several ANS communities, this plan became a reality. As indicated in the Halifax Economic Growth Plan 2016-2021, the implementation of REPAC will "continue to support the advancement of ANS economic development and community priorities". The implementation of the plan will be governed through the leadership of the Road to Economic Prosperity Advisory Committee and soon to be created African Nova Scotian Elders Council.

REPAC consists of three strategic priorities, seven 5-year objectives and 30 actions for the first two years of the plan. Regional Council has requested a triannual update on the progress and implementation of the plan as part of its endorsement. The first update was presented on [January 26, 2021](#).

¹ In May 2018, Regional Council approved the 2018-2021 Action Plan for the Halifax Economic Growth Plan. One of the actions in the new plan focused on the development and implementation of an African Nova Scotian economic action plan.

Graphic 1. Road to Economic Prosperity Strategic Priorities



DISCUSSION

This report outlines key activities of the Road to Economic Prosperity for African Nova Scotian Communities (REPAC) from January to April 2021 (full update in Attachment 1):

Launching of the Plan

REPAC was formally launched and presented to the community at a virtual event held on January 19, 2021. The virtual celebration featured key stakeholders from HRM, provincial government and community organizations. Each shared their excitement for the launch of the Plan and their commitment to supporting the ANS community in its implementation over the next five years.

Advisory Committee

Four new community members from the Sackville area, Lucasville, North Preston and East Preston have been added to the Road to Economic Prosperity Advisory Committee (the Advisory Committee) as of April 2021. This recent addition will ensure better representation of ANS Communities and strengthen expertise on the Committee.

Activities around the Strategic Priorities

1. ***Build Unity and Capacity among African Nova Scotians*** – Through the guidance of the Advisory Committee, the outcome of this priority will be around effective and culturally specific information sharing, collaboration with partners and establishing a framework for supporting community capacity building efforts:
 - **Establishment of Elder Council:** As of April 2021, the provincial Department of Seniors approved a \$25,000 grant to support the work and capacity building of the Elders Council. The elder council will provide leadership and guidance along side the Advisory Committee in the administration and implementation of the Plan. The Advisory Committee is currently working on the structure and terms of reference for the Elder Council.
 - **Communication and Engagement Strategy:** A communication and engagement strategy is being developed. This strategy will outline tactics for engaging the community, providing

updates, and sharing information about REPAC and the work of the Advisory Committee. It will also provide an avenue for sharing promising practices across ANS communities. A Communication Working Group has been established to lead the development (and provide oversight on implementation) of this strategy. The Working Group will present progress on strategy development and outline next steps to the Advisory Committee.

- Annual Summit: The second annual *Road to Economic Prosperity: A Gathering of African Nova Scotian Communities and Neighbourhoods Summit* (the Summit) is planned for September 2021. The goal of the Summit is to provide opportunity for information sharing on the current state of ANS communities, sharing of promising practices across ANS communities and ways to support one another, discussion of all levels of government and partners on how to enhance growth and economic prosperity of ANS communities and a community update on REPAC.
 - Strategic Planning Session: REPAC had its second strategic planning sessions on April 29th and 30th. Key highlights of this sessions included the development of a framework for the Elder's Council and the African Nova Scotia Prosperity Index. A working group, consisting of REPAC representatives, a community member and HRM staff, was also established to lead the exploration of Community Benefits Agreement.
 - Research and ANS Index: A Working Group has been established to lead the development of the ANS Economic Prosperity Index and online dashboard to measure and track the economic temperature of the community and demonstrate how REPAC is helping to address economic issues. The Working Group will provide an update on the development of the Index to the Advisory Committee by September 2021.
 - HRM Business Unit Engagement: In alignment with the Plan, business units continue to provide timely and relevant information around the impacts of system-wide legislation and municipal by-laws affecting ANS communities. They continue to work with the community to provide mechanisms for feedback to government, as required. This has been reflected in several of Planning and Development projects including but not limited to: MPS Review and Community Benefit Action Plan in Beechville, Centre Plan Package B including Saint Patrick's Alexandra rezoning consultation in Halifax, Akoma Holdings - Former Nova Scotia Home for Coloured Children in Cherry Brook, Upper Hammonds Plains review of regulations governing future land use, and the Culture and Heritage Priorities Plans. Other projects and initiatives such as the Windsor Street Exchange, Cogswell Redevelopment, surplus property disposal, and social procurement are all leveraging the actions in the Plan in their engagement with the ANS community.
2. ***Establish land ownership, develop infrastructure and attract investment***: This priority addresses historic and current issues related to land ownership and environmental racism, strengthens the revitalization of ANS communities through investment and development, and supports the exploration of international economic and cultural opportunities. Recent highlights under this priority area include:
- Community Benefit Agreement: The Advisory Committee has established a Working Group to begin exploring action #12 of the Plan that calls for the exploration of "the best approach to include Community Benefits Agreements (CBA) as part of HRM's Planning and Development strategies" for ANS communities. Realizing that CBA requires legislative change to the *Halifax Regional Municipality Charter*; Planning and Development (P&D) continues to have conversations with the Halifax Partnership and ANSAIO on how to approach this action. P&D has also conducted a cross-Canada jurisdictional scan to understand the legislative authority for CBA. In addition, it is also conducting research on community action planning to develop a process with the community to apply this in their

community action planning processes. HRM projects, such as the Windsor Street Exchange and Beechville community planning are already piloting Community Action Planning as part of their processes.

- Land Titles and Ownership: The Advisory Committee is developing a Memorandum of Understanding with the Land Titles Initiative Office to collaborate on land title issues.
 - International Partnership: The work on international partnership has been paused due to COVID-19. However, the Halifax Partnership continues to liaise with Ghana on the exploratory Memorandum of Understanding which it established with the Ghanaian district of Many Krobo in 2018.
 - Legislation and Land Use By-Laws Impacting ANS Community: P&D established an internal working group to review existing community plans and land use by-laws and their impacts on ANS communities. This work is in addition to the Regional Plan Review process which was initiated by Regional Council in February 2020. P&D will continue to receive input from ANS communities on community planning policy and zoning issues.
 - Surplus Property Disposal: Corporate Real Estate collaborates with the Office of Diversity and Inclusion/ANSAIO and P&D as part of its surplus property disposal process. This has helped identify properties near or within ANS communities and has ensured informed and appropriate processes and practices.
 - Boundary Review: Using resources provided by Civic Addressing, the Beechville Community Development Association is leading a Beechville community conversation regarding historical boundaries of the community. Once complete, Civic Addressing staff will collaborate with the Association and the local Councillor on next steps.
3. ***Increase participation in education, employment, and entrepreneurship***: The Advisory Committee continues to collaborate with its partners and stakeholders around opportunities to advance this action. Most recently, the following key actions have occurred:
- Procurement Process and Policy:

There have been recent developments to align HRM's procurement process with the REPAC. Some key alignments include: workforce development consideration for equity seeking groups and communities of interest; inclusion of social enterprise, supply chain diversity and considerations for small businesses in the Procurement Policy and the development of Social Value Procurement Framework and Supplier Code of Conduct effective April 1, 2021.
 - Employment Opportunities with HRM:

There is ongoing engagement with ANS community members and organizations around employment opportunities. Most recently, Human Resources partnered with the ANS community on ANS and racially visible focused Firefighter candidate information sessions. There were significant limitations on outreach due to Covid-19 restrictions, which impacted in person recruitment. Face-to face outreach is important when partnering with communities and candidates, especially from underrepresented groups. Halifax Regional Fire and Emergency and ANSAIO worked together to leverage online opportunities to bring together community groups and potential candidates.

FINANCIAL IMPLICATIONS

The implementation of the ANS Road to Economic Prosperity Plan for year 1 is being undertaken within the approved 2021/22 budget in the amount of \$175,000.

COMMUNITY ENGAGEMENT

Engaged the Road to Economic Prosperity Advisory Committee to obtain community related updates for this reporting period.

ATTACHMENTS

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

A copy of this report can be obtained online at halifax.ca or by contacting the Office of the Municipal Clerk at 902.490.4210.

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Strategic Priority I – Build Unity and Capacity Among African Nova Scotians				
5 Year Objectives	Years 1-2 Actions	Lead/ Stakeholders	Outcomes	Status at April 15, 2021
1.1 Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success	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	Achieved • April 13, 2021 Province of Nova Scotia Department of Seniors approved a \$25,000 grant to support the work and capacity building of the Elders Council.
	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	Achieved
	3. Bring ANS communities together to celebrate and share best practices and lessons learned	Halifax Partnership/HRM	Regular reporting to HRM and ANS communities	<ul style="list-style-type: none"> • January 19, 2021 - A virtual celebration event was held with key stakeholders from HRM, provincial government and community organizations. Each shared their excitement for the launch of the Action Plan and their commitment to supporting the ANS community in implementing the plan over the next five years. • January 26, 2021 - Information Report to Halifax Regional Council • The Community Engagement and Awareness Strategy is under development - tactics for sharing best practices will be outlined in the tactical plan. The 2nd Annual Summit is planned for September 2021. • George Dixon Centre Youth-Lead Mural: Youth lead design process, attended meetings with artists, held engagement meetings, planned questionnaires using techniques followed during Place Making initiatives. • Board Support in the Lucasville Community: In partnership with the Lucasville Community Association and the Lucasville Greenway Society, staff supported the Wallace Lucas Community Centre with volunteer recruitment, board development, understanding board roles and descriptions, strategic planning and succession planning. Staff are planning further support initiatives via a workshop for early Summer. • Special Events – Northern Lights Lantern Festival (NLLF) & North End Community BBQ: The NLLF provides an opportunity for ANS youth to showcase their talents through mainstage performances and the event also has a youth volunteer component which plays a large role in its success. The North End Community BBQ brings together the community service providers, community leaders, and community families to meet and greet in a casual setting. These large community events work toward supporting unity in the community. • North Preston Remembrance Day Committee: Staff worked with local committee members to maintain the monument, support grant writing, support annual Remembrance Day ceremony activities.
	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	• 2021-22 Annual Report to be presented in Q1 2022-23
	5. Recognize and promote the historical legacy and value of ANS communities	ANS communities	Legacy brochure and interactive online resources developed	• A Communication Working Group has been established to lead the development (and provide oversight on implementation) of an Engagement and Communication Strategy with support from the marketing team of Halifax Partnership and NATIONAL. The objective of the Strategy is to raise awareness of the Road to Prosperity's goals and objectives and celebrate successes. The legacy brochure and interactive online resources are identified as a tactic within the Strategy. The Working Group will present progress on strategy development and outline next steps to the Advisory Committee at their April 24th meeting.
	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	• A Working Group, led by the Director of Research, Delmore Buddy Daye Learning Institute and supported by Halifax Partnership's Chief Economist and Team, has been established to lead the development of an ANS Economic Prosperity Index and online Dashboard to measure and track the economic temperature of the community and demonstrate how the Road to Economic Prosperity Plan is helping to address economic related issues. First iteration will be completed on or before September 2021.

<p style="text-align: center;">1.2 Build community capacity to mobilize and lead the implementation of the Road to Economic Prosperity</p>	<p>7. Bring changemakers to the table who are ready and able to constructively and positively create change.</p>	<p>Halifax Partnership /HRM</p>	<p>Increase in resources and strategic partnerships to support activities</p>	<ul style="list-style-type: none"> • To be included in the Engagement and Communication Strategy • Through partnership with the ANS Youth Lab and the Canada Summer Grants Funding to provide employment opportunity for ANS Youth. • Partnership with Shine tutoring program at George Dixon to provide opportunity for university students to mentor/tutor youth in the community. • Collaboration with Basketball Nova Scotia to develop basketball clinics for youth in communities and connecting with Kings College to encourage enrolment. • Restorative Justice work placements: Youth leading in their own communities. • Co-op student placements: ANS Students volunteer in the community centres • Community Partnership for the maintenance of the Africville Park • Halifax Fire Emergency Management has partnered with African Nova Scotia communities in the Preston Area, Mulgrave Park and Uniacke Square to create and support the Public Safety Lead Community Mobilization Teams.
	<p>8. Connect ANS communities to training and resources to develop leadership, facilitation, and resiliency skills.</p>	<p>Halifax Partnership</p>	<p>Annual Unity event held</p>	<ul style="list-style-type: none"> • To be included in the Engagement and Communication Strategy - date to be determined.
	<p>9. Develop a mentorship program to engage and support the development of ANS youth</p>	<p>BBI</p>	<p>Increase in youth connected to BBI and other youth mentorship programs</p>	<ul style="list-style-type: none"> • This work is being lead by the REPAC Education and Entrepreneurship Working Group. • A mentorship program has been funded and slated to launch early summer • A new mentorship program has been through BBI's affiliates, the Black Business Consulting and the Diversity employment network. This program will focus on professional development and majority of mentees are young professionals.
	<p>10. Develop a speaker series hosting thought leaders on economic development in African communities globally</p>	<p>Halifax Partnership</p>	<ul style="list-style-type: none"> • Speakers series developed • Thought leadership events with ANS communities executed • Increased awareness in ANS communities of the local and global implications of economic development on Africans in the diaspora 	<ul style="list-style-type: none"> • To be included in the Engagement and Communication Strategy • The HRM Public Safety Office, through the Community Mobilization Team (CMT), provide support for community capacity building training opportunities to CMT members and members of the community.
	<p>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.</p>	<p>Halifax Partnership /HRM</p>	<ul style="list-style-type: none"> • Information sessions on legislation and municipal by-laws held • Information shared with ANS communities through relevant and effective communications channels <ul style="list-style-type: none"> • Increased awareness in ANS communities of legislation and by-laws impacting their communities and ways to engage and provide feedback 	<ul style="list-style-type: none"> • This work has taken place as part of several ongoing community planning processes in Beechville (MPS Review and Community Benefit Action Plan), Halifax (Centre Plan Package B including Saint Patrick's Alexandra rezoning consultation), Windsor Street Exchange Reconfiguration, Africville Visioning Exercise , Dartmouth (Akoma Holdings - Former Nova Scotia Home for Coloured Children) and Upper Hammond's Plains review of regulations governing future land use. 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. • Provisions will be included in the contract with the successful constructor of the Cogswell District project regarding social economic benefits, specifically workforce development and supplier diversity. These provisions were developed in concert with the Black Business Initiative, 902 Man Up, the Mi'kmaw Friendship Center, and the Mi'kmaw Economic Benefits Office (MEBONS).

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

5 Year Objectives	Years 1-2 Actions	Lead/ Stakeholders	Outcomes	Status at April 15, 2021
<p>2.1 Address historic and current issues related to land ownership and environmental racism</p>	<p>12. Identify the best approach to include Community Benefits Agreements (CBA) as part of HRM's Planning and Development strategies for ANS communities</p>	<p>HRM</p>	<p>Legislation, by-laws, and best practice review complete CBA process for HRM/NS created</p>	<ul style="list-style-type: none"> • REPAC has established a Working Group to advance this action. • Community Benefits Agreements require a legislative change to the Halifax Regional Municipality Charter. Planning & Development had held ongoing meetings with the Halifax Partnership and Office of Diversity & Inclusion to discuss this approach. P&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 • Community Economic Benefits (CEB) part of Regional Centre All Ages and Ability (AAA) Bikeway Infrastructure project. • Includes targets for project procurement for ANS businesses and employees.
	<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</p>	<p>ANS communities/ HRM</p>	<p>Legislation and by-laws review complete Framework Developed Mechanisms for community input developed and communicated ANS communities actively engaged in providing input</p>	<ul style="list-style-type: none"> • The Beechville Community Development Association has developed the model for input and implementation that can be replicated by other ANS communities. • 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; reviewed 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. • Review of the Neighbourhood Sign Program: With support from the Diversity & Inclusion Office, the Neighbourhood and Volunteer Services team crafted a report reviewing the existing Neighbourhood Sign Program with a focus on ensuring that future projects are inclusive of and recognize historic places of importance to the ANS and Mi'kmaq communities.
	<p>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</p>	<p>Halifax Partnership/HRM</p>	<p>Increased opportunities for land and home ownership Increased opportunities for greater community capacity and infrastructure development</p>	<ul style="list-style-type: none"> • REPAC is developing a MOU with the provincial Land Titles Clarification Initiative Office collaborate on land title issues. • As part of the Administrative Order 50 process related to the potential disposal of Municipal property, Planning & Development is made aware of property disposals impacting ANS communities. P&D works with the Office of Diversity and Inclusion (ANSIAO) to identify properties near or within ANS communities to ensure informed and appropriate processes and practices. • Regular quarterly meetings between provincial Land Titles Clarification Initiative (LTCI) team and HRM Revenue established in late 2020/21. Process created to link LTCI clients to HRM via LTCI Community Navigators to apply for relief. The intent is to collect tax relief applications and submit to Council once a year until the LTCI program concludes. The first report for Council approval of relief applications is targeted for Fall 2021. The LTCI team has made HRM aware of another Municipality that would like to implement an LTCI tax relief program and HRM Revenue has volunteered to provide that Municipality with guidance on the process so they can establish a similar program in their Municipality
	<p>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.</p>	<p>HRM</p>	<p>Increased opportunities for land and home ownership Increased opportunities for greater community capacity and infrastructure development</p>	<ul style="list-style-type: none"> • As part of the Administrative Order 50 process related to the potential disposal of Municipal property, Planning & Development is made aware of property disposals impacting ANS communities. P&D works with the Office of Diversity and Inclusion (ANSIAO) to identify properties near or within ANS communities to ensure informed and appropriate processes and practices. • ANSAIO and Revenue collaborated to provide an information sheet on this topic that the LTCA Community Navigators are using as a tool to enhance customer understanding of taxes and the tax sale process. • The sale of the Upper Hammonds Plains former Fire Station has been completed and the deed transferred to the local community. This sale is the first under the "Direct Sale" approach that was designed to streamline the process and allow for ease of transfer when the community has a strong connection to a surplus municipal property, or the property holds cultural and historical significance in a specific location or to a community of interest.

<p>2.1</p> <p>Address historic and current issues related to land ownership and environmental racism</p>	<p>16. Support the Akoma-led master plan for the restoration of the historic Nova Scotia Home for Coloured Children</p>	<p>Halifax Partnership/HRM</p>	<p>Increased development opportunities in the areas of affordable housing, entrepreneurship, sports</p>	<ul style="list-style-type: none"> • The Akoma led master plan is being considered under two planning projects. Case 21875 is focused on a portion of the property toward Highway 7 and adjacent to Giberson Drive. Case 22257 is the second review of the Regional Plan which is considering development proposed on the remainder of the former Nova Scotia Home for Colored Children lands. To enable the proposed development for Case 21875, changes to the Regional Plan, Regional Subdivision By-law, Cole Harbour/Westphal Municipal Planning Strategy and Cole Harbour/Westphal Land Use By-law are required. Staff have drafted changes to the planning documents to enable Akoma's proposal for Case 21875. A public hearing held on May 4, 2021 allowed an opportunity for the public to provide their feedback on the proposal directly to Regional Council. Upon hearing from the public, Regional Council approved the proposed amendments.
	<p>17. Review the naming, boundaries, and zoning of historic ANS communities, and zoning affecting ANS communities</p>	<p>Halifax Partnership/HRM</p>	<p>Recognition and reestablishment of historic ANS community boundaries Increase in land base/mass for ANS communities</p>	<ul style="list-style-type: none"> • Community boundary maps have been provided to the Beechville Community Development Association. The association is using these maps to assist them with their discussion regarding historical boundaries of the community of Beechville. Once that is complete, Civic Addressing staff will collaborate with the association and local Councillor to confirm the next steps in the project, including public consultation. Project will conclude with a recommendation report to Regional Council. •Review of Neighbourhood Sign Program: With support from the Diversity & Inclusion Office, the Neighbourhood and Volunteer Services team crafted a report reviewing the existing Neighbourhood Sign Program with a focus on ensuring that future projects are inclusive of and recognize historic places of importance to the ANS and Mi'kmaq communities.
	<p>18. Identify and prioritize the remediation of government-owned contaminated sites in ANS communities</p>	<p>Halifax Partnership/HRM</p>	<p>Contaminated sites identified and prioritized for remediation Increase in clean, and green spaces in ANS communities</p>	<ul style="list-style-type: none"> • Initiating crosscheck of HRM's contaminated sites inventory with ANS community lands and will work with D&I and the Province to identify known contaminated sites in ANS communities.
<p>2.2</p> <p>Revitalize ANS communities through investment and development</p>	<p>19. Prioritize and undertake infrastructure projects (capital and renewal) and support development projects across ANS communities</p>	<p>Halifax Partnership/HRM</p>	<p>Infrastructure development opportunities identified and prioritized</p>	<ul style="list-style-type: none"> • 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 by-laws. In addition, the Beechville Community Benefit Action Plan (BCDA) is in progress and has identified infrastructure projects that may benefit the community. Planning & Development and the Office of Diversity and Inclusion (ANSIAO) continues to work with the Beechville ANS community and applicable government agencies to identify infrastructure opportunities and funding sources • Active Transportation projects in East Preston, North Preston, and Lucasville have been prioritized in funding applications to the Provincial Government. •Upper Hammonds Plains Community Centre foundation repairs due to water issues. This includes excavation and rebuilding of a corner of the building and supplements previously completed short term repairs. Related to this site, HRM is also working with Upper Hammonds Plains Community Development Association and the Emmanuel Baptist Church to continue to look at the future of recreation partnership and resolve land ownership issue. •Speed reduction in East Preston: The HRM Traffic Authority requested the province to implement a speed zone reduction from 70 km to 50 km/hr in East Preston. The province implemented the speed reduction effective April 7, 2021.

<p style="text-align: center;">2.2 Revitalize ANS communities through investment and development</p>	<p>19. Prioritize and undertake infrastructure projects (capital and renewal) and support development projects across ANS communities</p>	<p>Halifax Partnership/HRM</p>	<p>Projects under development</p>	<ul style="list-style-type: none"> • Parks and Recreation is involved in the parkland dedication process for the Beechville Lovett Lake development application. • BLT Community Centre Funding: Funding for the new Beechville -Lakeside-Timberlea (BLT) Community Centre was announced. • Upgrades to George Dixon Centre Park: Recreation applied for a Federal grant through the Canada Healthy Communities Initiative Funding for upgrades to the greenspace outside the George Dixon Center, beside Uniacke Square. Funds will support new lighting, basketball nets, Dixon community Garden shed and rainwater collection, all season picnic tables, and an outdoor play kitchen. The list of improvements came largely from community input through the Community Mobilization Team. • North Preston and East Preston intergenerational Gardening Project: A Collaborative Gardening project focused on educating community on Gardening and growing your own food with direct impact on food security in community. This project was in the works prior to the Pandemic, however the Pandemic has provided more interest and participation in this project. The North Preston Community Centre has been running a summer gardening program for the past 4 years with a focus on expanding the program and developing the south gardens into a beautifully landscaped family area supporting gardening in community. This has been done in collaboration with the North Preston Day Care Centre. • Gardening Greenhouse: The East Preston Daycare Centre was interested in developing a Greenhouse to extend their growing period. This year the Green house was constructed in East Preston. The focus for 2021 is to build a Green house in North Preston leading to opportunity for entrepreneurship in community and ultimately food security. • Africville Parks Support: Playground projects in 2021, operational support to Africville Museum through the Interim Community Museum grant. Africville boat launch redevelopment design in 2021 and construction in 2022. Brush cutbacks for Africville Park and Africville Lookoff Park. • North Preston Street Lights: In 21/22 approx. 30 street lights will be added to the following streets in North Preston; - Amos Walter Drive, Simmonds Road, North Preston Road, Johnson Road, Clarence Street, Cain Street, Upper Governor Street
			<p>Projects under development</p>	<ul style="list-style-type: none"> • Active Transportation Projects in progress (planning, community engagement and design): - East Preston Greenway - AT connection to Africville Museum - North Preston Trail extension and Cain Street AT - Lucasville Greenway - Planning work to begin in mid-2021 in Cherry Brook.
	<p>20. Support ANS communities to identify and secure funding for the preservation and interpretation of ANS community heritage sites</p>	<p>ANS communities/ HRM</p>	<p>Increase in heritage and historical awareness Support secured for legacy projects</p>	<ul style="list-style-type: none"> • Sharing Our Stories: The Culture and Heritage Priorities Plan (CHPP) is currently in the final stages of stakeholder consultation. Recent consultation has included African Nova Scotian organizations and communities. The CHPP is expected to be before Regional Council in late 2021, with adoption early in the winter of 2022. The overarching objective of this plan is to increase equity and diversity in cultural programming, events, spaces and initiatives supported by HRM. The CHPP proposes collaboration with African Nova Scotian communities to identify, protect and commemorate significant sites and places of cultural or heritage value. In advance of the CHPP, Heritage planning staff have recently been working directly with several African Nova Scotian organizations and communities to identify, research and protect historically significant sites. • 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 Q2 2021. • Ongoing work on the installation of the Africville Interpretive Panels. Installation has been delayed due to COVID-19. Installation is expected to be completed by the summer of 2021
	<p>21. Prioritize and develop vacant lands within ANS communities.</p>	<p>ANS communities</p>	<p>Increased capacity in ANS communities to develop places and spaces Inventory of vacant lands developed</p>	<ul style="list-style-type: none"> • REPAC has established a committee has been established to move this action forward
	<p>22. Redevelop and market spaces within ANS communities for commercial and/or community use</p>	<p>ANS communities</p>	<p>Increased capacity in ANS communities to develop commercial places and spaces Inventory of spaces for commercial and community use developed</p>	<ul style="list-style-type: none"> • REPAC has establishehd a committee has been established to move this action forward

2.2 Revitalize ANS communities through investment and development	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	<ul style="list-style-type: none"> This work was interrupted because of COVID-19; however, we continue to liaise with Ghana on the exploratory MOU established in 2018 (between HP and the Ghanaian district of Manya Krobo).
		ANS communities	Develop cultural and historical links between ANS communities and West African Countries	<ul style="list-style-type: none"> REPAC is currently exploring this
	24. Attract international investors into the African Nova Scotian communities.	Halifax Partnership/HRM ANS Communities	Relationships with potential investors developed	<ul style="list-style-type: none"> REPAC has established a committee to move this action forward

Strategic Priority 3 – Increase Participation in Education, Employment and Entrepreneurship

5 Year Objectives	Years 1-2 Actions	Lead/ Stakeholders	Outcomes	Status at April 15, 2021
3.1 Increase labour force attachment for African Nova Scotians	25. Expand the ANS stream under the Halifax Connector Program	HP	ANS Connector stream established	<ul style="list-style-type: none"> ACHIEVED: In October 2021 Nova Scotia Department of Labour approved 24-month funding for the establishment of the African Canadian (Nova Scotia) Connector Stream to increase the labour market integration of the African Nova Scotia population in Halifax. This stream includes recent graduates, young professionals, skilled trades and individuals looking to pursue pathways to apprenticeship, including direct entry. The program intends to engage 60 students (Connectees) along with 60 members of the business community (Connectors) by September 2022. The ANS Connector Program will be intentionally aligned and integrated with Halifax Partnership's commitment to capacity building and strategic initiatives with the African Nova Scotian Communities. The program builds on the Halifax Partnership's already successful Connector program with modifications to better service the ANS community. There will be a mentorship component that will allow students to be mentored earlier on in their post-secondary studies. This will address specific needs in the community and will create earlier awareness for student on career pathways and opportunities.
			Track and increase the number of ANS Connectees each year	<ul style="list-style-type: none"> Outcome results for the first six months of the ANS Connector Program to be reported in June 2021.
	26. Identify and share existing programs and services supporting the workforce attachment of African Nova Scotians	HP	Track and increase ANS employment rates	<ul style="list-style-type: none"> To be included ANS Economic Prosperity Index - first iteration to be presented at the 2nd Annual Road to Economic Prosperity Summit in September 2021.
	27. Connect African Nova Scotians to employment opportunities at HRM	HRM	Benchmark of ANS representation within the HRM workforce established Increase in ANS recruitment within various departments at HRM	<ul style="list-style-type: none"> Not started Diverse Hiring Initiative: Recreation, HR and Councillor Smith met to discuss hiring practices, support and community outreach for hiring as it pertains to African Nova Scotians. HR continues to offer focused outreach and engagement with the ANS community and continues to find ways to reach and retain ANS youth for summer programming. Additionally, they discussed reaching out to and retaining African Nova Scotians for entry level positions, not limited to summer programming and exploring what hiring looks like in relation to union guidelines. The conversation is ongoing and there may be opportunities to work with community partners to identify, support and prepare African Nova Scotians for interviewing for HRM positions. HR and Recreation plan to meet again and on an ongoing basis, to discuss HR processes, policies and staffing mechanisms, including reviewing various Employed Equity staffing tools and considerations. Youth Leadership Program, Casual Employment, and Summer Employment: Supporting and providing leadership opportunities for ANS youth through the Youth Leadership Program (ages 12-16), hiring ANS youth in the community to lead seasonal programs and summer camps offered at Needham and George Dixon. The opportunities for employment are also created from connections with youth participating in our programs, so this starts at a very young age. There are also partnerships in the community where HRM provides information sessions on employment opportunities with HRM and how to apply. Staff have partnered with Nova Scotia Sea school on a March Break Leadership program for youth which has provided ANS youth with leadership and employment skills. Many participants have worked for HRM because of their experience in this program. Aquatics Leadership: The Needham Aquatics Specialist is planning to recruit lifeguards to train from Mulgrave Park.

<p>3.1 Increase labour force attachment for African Nova Scotians</p>	<p>27. Connect African Nova Scotians to employment opportunities at HRM</p>	<p>HRM</p>	<p>Increase in ANS recruitment within various departments at HRM</p>	<ul style="list-style-type: none"> • Inclusion of Workforce development considerations for equity seeking groups and communities of interest in Procurement plans • As part of HR-Client Services' Hiring and Community Engagement Strategy, HR regularly connects and engages with community groups and stakeholders who work with and/or support the ANS community. Specifically, this means attending job fairs or holding engagement sessions to discuss and promote employment opportunities and to review the job application process. Since April 2020, over 80 employment related outreach activities have been conducted, representing over 75 hours of engagement and contact with over 840 community members or partners. • HR has also created an enhanced focus on representation of African Nova Scotians and other equity group members on interview panels via our Diverse Hiring Panel program. Over 40 employees on the panel group, over 70 hours of interviews have taken place by members of the panel. • Internally, HRM Employment Equity Committee is reviewing specific tools and processes aimed towards increasing representation of equity group members into leadership positions. • HRFE partnered with the Office of Diversity and Inclusion/ANSAIO HR and legal teams to develop a competency and equity recruitment process based in 2020-21. An information session for African Nova Scotians community members was held in February 2021. The session was hosted in partnership with ANSAIO to engage candidates from the diverse African Nova Scotian communities to apply and provide information which may reduce barriers to equitable employment for which 19 prospective applicants attended. 	
<p>3.2 Increase entrepreneurship opportunities in ANS communities</p>	<p>28. Provide opportunities for ANS-owned businesses into corporate supply chains and government contracts</p>	<p>Province of NS/HRM</p>	<p>Representation of ANS businesses within corporate and government supply chains increased and improved</p>	<ul style="list-style-type: none"> • 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. • African Nova Scotian businesses engaged as vendors for events and celebrations. 	
	<p>29. Explore cooperative models and examine their validity for ANS communities</p>	<p>Road to Economic Prosperity Advisory Committee</p>	<p>Participation of ANS businesses in government contracts encouraged</p>	<p>Increase in opportunities for housing and business development</p>	<ul style="list-style-type: none"> • REPAC has started the process of formulating a housing strategy for the ANS Community.
	<p>30. Connect ANS entrepreneurs to business development programs and service</p>	<p>Halifax Partnership/BBI</p>	<p>Track and increase in the number of ANS entrepreneurs referred to business development programs and services</p>	<p>Increase in the number and growth of ANS Arts and Culture businesses</p>	<ul style="list-style-type: none"> • BBI and Halifax Partnership renewed their long-standing Memorandum of Understanding (MOU) focused jointly on supporting ANS economic development, entrepreneurship, and business growth. This includes: <ul style="list-style-type: none"> -Enhancing services to African Nova Scotian businesses; -Developing and advancing innovative economic development projects in ANS communities; and -Sharing information and supporting the work of their respective organizations.
	<p>31. Support the growth of ANS Arts and Culture businesses and industries</p>	<p>Halifax Partnership/BBI</p>	<p>Increase in the number and growth of ANS Arts and Culture businesses</p>	<p>Not started</p>	