

Re: Item No. 11.1.10



HALIFAX

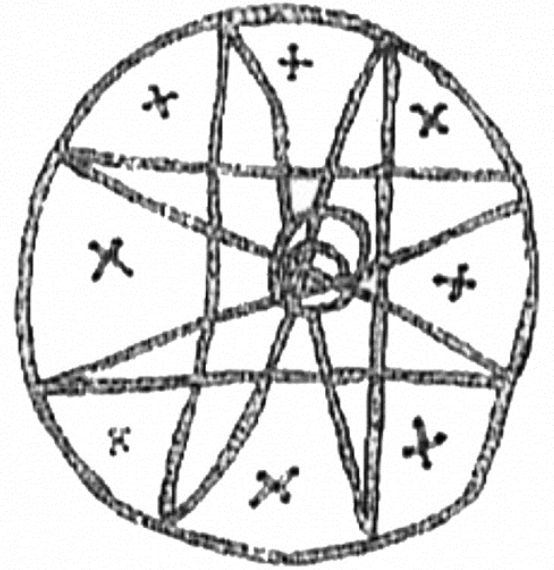
Towards an Anti-Black Racism Strategy

An overview of on-going efforts to address anti-Black Racism

Halifax Regional Council
June 8, 2021

Mi'kmaq Land Acknowledgment

We acknowledge that we are in Mi'kma'ki, the ancestral and traditional lands of the Mi'kmaq people. We acknowledge the Peace & Friendship Treaties signed in this Territory and recognize that we are all Treaty People.



African Nova Scotian Affirmation

African Nova Scotians are a distinct founding people in our community who have contributed to, and have been an integral part of Nova Scotian culture and history. We recognize the teachings of our people, their strength and perseverance which continue to challenge and inspire our community and the society at large.



Origin

July 21, 2020 Regional Council motion (item 11.1.9): MOVED by Councillor Smith, seconded by Councillor Karsten THAT Halifax Region Council:

1. Authorize the Mayor, on Regional Councils behalf, program the years 2015-2023 as the International Decade for People of African Descent and sign the proclamation set out in Attachment to the [staff report](#) dated July 14, 2020, and
2. Direct the Chief Administrative Officer to develop an anti-Black racism action plan in support of the Proclamation and return to Regional Council for its endorsement.

Recommendation

It is recommended that Halifax Regional Council:

1. Endorse the Anti-Black Racism Framework, as set out in Attachment 1 of this report, which will guide the development of a strategy and action plan; and
2. Request that the Chief Administrative Officer provide annual updates to Regional Council on the progress of the plan.

Background

- Regional Council has expressed a desire to address anti-Black racism within the Halifax Regional Municipality (HRM) and the community at large.
- An [Information Report](#) dated November 30, 2020, with an attached Project Charter, was presented to Regional Council in December 2020.
- The Project Charter will guide the leadership and the coordination of efforts towards the development of an Anti-Black Racism (ABR) Strategy and Action Plan.

Context

- There is a long history of anti-Black racism in Canada
- Anti-Black Racism is systemic
- HRM's relationship with the Black Community
- Alignment with council priorities



What is anti-Black Racism (ABR)?

Anti-Black racism (ABR) can be defined as prejudice, attitudes, beliefs, stereotyping or discrimination that is directed at people of African descent which is rooted in their unique history and experience that includes enslavement and colonization. Anti-Black racism has been deeply imbedded in Canadian Institutions, policies and practices which has resulted in racial disparities and disadvantages for over 400 years.

Source: <https://blackhealthalliance.ca/home/antiblack-racism/>

Year 1 Goals from the Project Charter

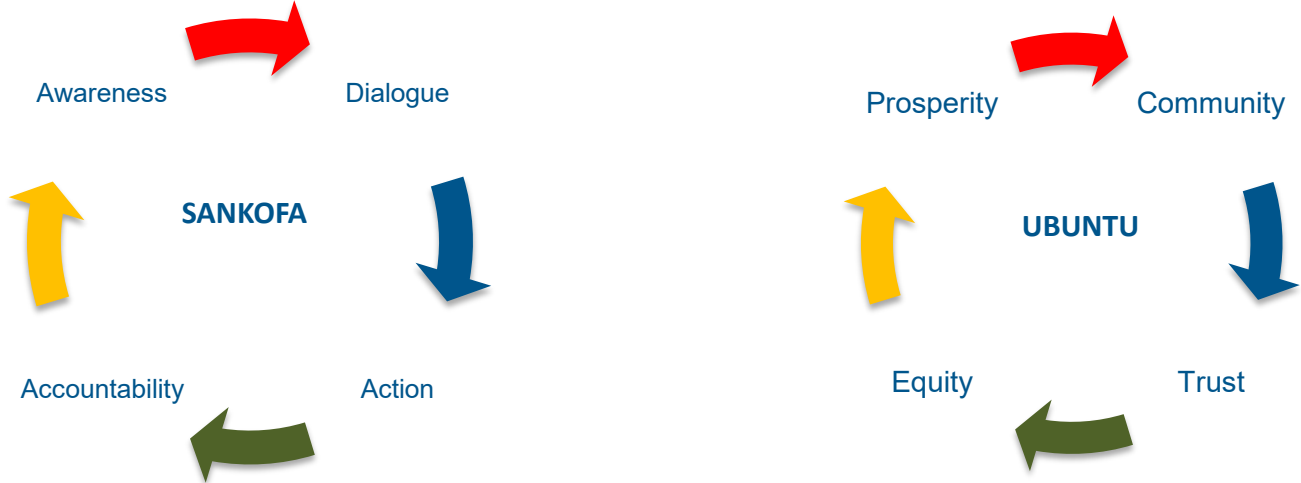
- Develop a robust HRM-wide Anti-Black Racism Strategy to address both internal and external ABR-related issues with respect to municipal government service delivery.
- Create an internal African Nova Scotian Advisory Committee to help coordinate efforts of Business Units around ABR in the workplace.
- Create an African Nova Scotian Advisory Committee of Council through a special Administrative Order to focus on engagement with and services delivery to communities of African descent.
- Design and roll out a sustainable corporate-wide ABR awareness campaign.
- Training program/speakers' series focused on the topics of ABR and allyship customized and available to Business Units.
- Other year 1 activities informed by the project Charter – ABR Program Coordinator & ABR Grants program.

The ABR Framework

The ABR Framework will function as a roadmap for the development of the Municipality's Anti-Black Racism (ABR) Strategy and Action Plan. As a foundational document, it outlines:

- the components and supporting work required to create an Anti-Black Racism Strategy and Action Plan, and
- the critical role of engaging stakeholders throughout its development and implementation.

Afrocentric Informed Process



Year 1



Phases 1: Winter 2020 – Spring 2021

Phases	Activities and Dates	Status
Project Charter	Project Charter developed and endorsed by the CAO - November 2020	COMPLETED
ABR Steering Committee	ABR Steering Committee consisting of representatives across Business Units was established - December 2020	COMPLETED
ABR Program Coordinator	ABR Program Coordinator hired - April 2021	COMPLETED
Stakeholder Identification	Identification of internal and external stakeholders - May 2021	COMPLETED
ABR Framework to Council	Draft Framework, which will guide the development of the Strategy and Action Plan will be presented to Regional Council in June 2021	IN PROGRESS
Community Engagement Framework development	ABR Program Coordinator, with the support of the Steering Committee, will develop a Community Engagement Framework to guide engagement efforts – Mid-May 2021	IN PROGRESS

Phases 2: May 2021 – Late Summer 2021

Phases	Activities and Dates	Status
Pre-Engagement with Stakeholders	Consult identified stakeholders to seek input into the Community Engagement Framework – Early June	In progress
ABR Community Engagement	Community engagement sessions to seek input into the development of the Strategy and completion of engagement report – Early June 2021 to Mid-August 2021	

Phases 3: Winter 2021/2022

Phases	Activities and Dates	Status
Completion and Presentation of Draft Strategy and Action Plan	Completion of draft Strategy and Action Plan – Early October 2021 and; presentation to Regional Council – Mid-November 2021	
ABR Awareness Campaign	Finalize planning for the ABR Awareness Campaign and begin roll out upon Regional Council's endorsement of the Strategy and Action Plan – Late November	

Phases 4: 2022 - 2025

Phases	Activities and Dates	Status
Implementation and monitoring of actions in the Strategy	Implementation phase of the Strategy with ongoing monitoring and reporting to Regional Council and regular updates to the community.	

Other Work in progress

- Development of an Administrative Order to establish an African Nova Scotian Advisory Committee of Council
- Consultations with municipal Grants staff on how to establish a specific program to support grants for the African Nova Scotian Community
- Discussion on how to establish an internal African Nova Scotian Advisory committee to support staff

Financial Implications

Anti-Black racism efforts and initiatives for 2021/22 will be accommodated through the approved Diversity and Inclusion budget primarily by a transfer from Reserves. Future budgets will be presented through the annual budget process as costs are identified through the development of the strategy and action plan.

Conclusion

This report seeks an endorsement for the framework which will guide the development of an ABR Strategy and action plan, it equally serves as an opportunity to provide an update on the progress of the Project Charter and the work of the ABR Steering Committee. HRM is at a pivotal point in demonstrating its commitment to addressing anti-Black racism in connection to its service delivery, internally and externally, and this is one opportunity that, if properly implemented, can have significant historic ramifications.