



Re: Item No. 14.1

HALIFAX

Anti-Black Racism Update

Russel Brooks
Anti-Black Racism Program Coordinator
ANSAIO



Background

- When we refer to Anti-Black Racism, as part of the strategy, we are referring to policies and practices embedded in Canadian institutions that reflect and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination directed at people of African ancestry and is rooted in their unique history and experience of enslavement and colonization.
- Discrimination and systemic barriers are present in all facets of society; our organization is not immune to the variety of forms that discrimination takes within our communities and beyond.
- As an organization, HRM acknowledges the unique and nuanced impacts of anti-Black racism (ABR) as a specific form of racism which is experienced by Black people and people of African descent, across the world. The ABR strategy will guide the municipality in its work to address Anti-Black Racism.



Anti-Black Racism Committees

- ABR Steering Committee
- ABR Framework Sub-Committee
- Awareness Campaign Sub-Committee
- Administrative Order Sub-Committee
- ABR Corporate Training Development Sub-Committee



Key Activities

- Anti-Black Racism Engagement Plan
- Education & Continued Learning
- ABR Grants Program
- ABR Resource Library
- African Nova Scotian Advisory Committee of Regional Council



Next Steps

- To continue ongoing initiatives across the organization with respect to education and continued learning. ABR Education Series sessions to resume in Sept 2022
- Development of Corporate ABR training to pilot in fall 2022
- Present draft of ABR Strategy and action plan to Regional Council in the fall 2022
- Ongoing engagement with community and partners