



P.O. Box 1749
Halifax, Nova Scotia
B3J 3A5 Canada

Item No. 8
Halifax Regional Council
April 4, 2023

TO: Mayor Savage and Members of Halifax Regional Council

SUBMITTED BY: Original Signed

Cathie O'Toole, Chief Administrative Officer

DATE: March 28, 2023

SUBJECT: African Nova Scotian Economic Action Plan update - Dec 2022

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, subsections 70(1)(b)(c), 71(1) and 79A (1)(a) 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

Regional Council endorsed the Road to Economic Prosperity for African Nova Scotian Communities: Summary Report and Action Plan (REPAC) on September 22, 2020, as part of the priority and commitment to healthy, livable communities as well as economic development. This marked the completion of a key action item within the Halifax Economic Growth Plan 2016-2021 which lays out a plan of action that will see people, businesses, and governments working together to achieve measurable results.

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. Visit www.anseconomicprosperity.com for more information.

DISCUSSION

This report outlines key activities of the Road to Economic Prosperity for African Nova Scotian Communities (REPAC) from September 2022- December 2022 (update in Attachment 1):
Moving forward into 2023, reporting will be annual.

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 requires effective and culturally specific information sharing, collaboration with partners and establishment of a framework for supporting community capacity building efforts:

- REPAC Annual Summit reporting to HRM and the ANS communities was held on October 21, 2022. The REPAC Annual Summit provided information on the framework and processes utilized to complete the work.
- REPAC Advisory committee provincial reporting to ANS communities continued in November 2022 with presentations in both Lincolnville and Sunnyville. They will continue to meet with provincial ANS communities to inform them about the work through the region. The Advisory Council continues to share the Road to Economic Plan, and best practices with ANS communities across the province, and have assisted with goal and priority setting to initiate their own community planning processes.
- The REPAC ANS Wellness Index is in the first phase of stats awaiting new stats which will be reviewed and released by the end of December 2022. The launch for the index will take place in February 2023, where the results will be released.
- REPAC speaker series continued with a third event on December 6, 2022, in partnership with RBC on the topic of Diversity and Inclusion in the workplace.
- The Social Benefits Advisory Committee (SBAC), established to work with the Cogswell team, D & I staff, the two community co-liaisons, and Dexter Construction Ltd. to implement contract provisions regarding social benefits, has held seven meetings. An eighth meeting took place on October 27th. Workforce and Supplier Diversity Plans prepared by Dexter have been approved by the Committee. Two job fairs have been held with more planned in the next two months in partnership with SBAC members. A monthly report format showing activities, progress, and successes toward the social benefits objectives is under review by the Committee.

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:

- Planning & Development Regional Policy staff created the Community Benefits Agreement (CBA) report that was presented at the November Council meeting and passed on consent agenda; Council agreed with the recommendation without debate. A request will be sent to the Provincial government with the intent of assisting HRM in developing legislative authority including the ability to enforce Community Benefit Agreements through the HRM Charter.
- Community Action Planning has been established as a core means to work directly with ANS communities and advance economic, environmental, and social planning and infrastructure priorities. In October of 2022, Regional Council approved a new policy in the Regional Plan, supporting this program, and identifying the need for this program to be supported in budget and business planning.
- Planning and Development is developing a policy on “Homesteading” for the ANS communities. The intent is to aid in keeping families together in community and helping to build generational wealth and is fashioned after the work in Beechville. This connection between land ownership and legacy is the very fabric of the ANS community. A homestead retains the history of the ancestors and allows local histories and historic family names to live on.
- The Finance department worked on a tax relief application for a Land Titles Initiative (LTCA) client. Liaised with LTCA legal representative to obtain documents from customer to request relief from Council. The report is in the draft stage.
- Tax and Special Projects (Grants), met with Akoma in September 2022 to discuss tax relief. An update email provided to Property Valuation Services Corporation (PVSC) re: identification of properties and use of tax accounts.
- Public Works worked with ANSAIO and Provincial Public Works to ensure the province cleaned up illegal dumping along Upper Governor Street prior to the road transfer of June

1, 2022. The municipality worked with the community to develop longer term mitigation strategies of illegal dumping in the area including guard rails, signage, and a public awareness campaign. Two meetings were held with the Rate Payers Association of North Preston. Signage and guard rails were installed, and old signposts were removed as per community request.

- Parks & Recreation undertook parks capital projects as identified within the 2022/23 approved capital budget. Project details are included in Attachment 1.

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:

- The Cogswell project in conjunction with Dexter Construction and community stakeholders from the ANS community have developed a *Supplier Diversity Plan*: that outlines requirements and targets for Dexter and their sub-contractors and the suppliers they utilize on the Cogswell project, to recognize the positive impacts, including long term economic and social benefits, associated with subcontracting from small and medium sized businesses, Social Enterprises, and Diverse Suppliers. Workforce Development Plan targets recruitment activities to equity seeking groups including African Nova Scotians. The Social Benefits Advisory Committee has met multiple times over this quarter, supporting the development of these plans and their implementation.
- HRM sponsored and attended the BIPOC Atlantic Job Fair (Presented by Diversity Employment Network) on September 15, 2022
- Human Resources in collaboration with ANSAIO, are actively scheduling community circles in North Preston, Upper Hammonds Plains, East Preston, North Dartmouth, North Halifax & Cherry Brook. Two of these scheduled for September 27 & 28, had to be postponed due to the hurricane. There was a North Preston Engagement re-scheduled for December 6th, 2022, for a Transit recruitment employment circle.
- As part of the 2022/23 Budget and Business Planning process Regional Council approved a one-time investment as part of the covid business recovery program for marketing funds to be redirected from Parking Revenue to the BBI in the amount of \$25k to promote black and brown owned businesses.

FINANCIAL IMPLICATIONS

The implementation of the ANS Road to Economic Prosperity Plan for year 2 is being undertaken within the approved 2022/23 budget in the amount of \$175,000 plus net HST of \$7,500 for a total of \$182,500 in account E401 – Office of Diversity and Inclusion/ANSAIO.

COMMUNITY ENGAGEMENT

Community engagement is imbedded in the work of the African Nova Scotian Economic Action Plan. Individual business units engage community on a project-by-project basis.

ATTACHMENTS

Attachment 1: African Nova Scotian Economic Road to Prosperity-Updates-Excel

Attachment 2: Road to Economic Prosperity Economic Action Plan- Summary Report and Action Plan- September 2020

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.

Report Prepared by: Tamar Pryor Brown, Senior Advisor, Diversity & Inclusion/African Nova Scotian Affairs
Integration Office, CAO's Office, 902.490-3326

ROAD TO ECONOMIC PROSPERITY Action Plan
Update as of Day/Month/Year

Dec-22

| Strategic Priority I – Build Unity and Capacity Among African Nova Scotians | | | | |
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| 5 Year Objectives | Years 1-2 Actions | Lead/ Stakeholders | Outcomes | Status |
| 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 | July 2022 - Youth Council launched Community Reports October 2021 Progress Report to the Community |
| | 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 | The three Councils are co-leading the development of the shared principles and practices. Anticipate completion by early 2023. |
| | 3. Bring ANS communities together to celebrate and share best practices and lessons learned | Halifax Partnership/HRM | Regular reporting to HRM and ANS communities | Planning underway for Spring 2023 Annual summit being held until Unity event planned |
| | 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 | 2022 Community Summit - Progress Report presented to the Community October 21, 2022 |
| | 5. Recognize and promote the historical legacy and value of ANS communities | ANS communities | Legacy brochure and interactive online resources developed | In progress – Elder Council is the project champion for community through the Halifax Partnership |
| | 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 | African Nova Scotian Prosperity and Well-Being Index (ANS-PWI) under development: Created a framework based on Africentric principles which was presented at Delmore “Buddy” Day Learning Institute Africentric Conference, May 2021 Identified initial indicators based on established national and international indices, including the Halifax Index Collected and reviewed available data sources to draft the first African Nova Scotian Prosperity and Well-Being Index Launch event planned for February 2023 |
| 1.2 Build community capacity to mobilize and lead the implementation of the Road to Economic Prosperity | 7. Bring changemakers to the table who are ready and able to constructively and positively create change. | Halifax Partnership /HRM | Increase in resources and strategic partnerships to support activities | The Advisory Council has shared the Road to Economic Plan, and best practices with ANS communities across the province, and have assisted with goal and priority setting to initiate their own community planning processes. To date, presentations have been made to communities in: • Truro • New Glasgow • Yarmouth • Digby • Belburne / Birchtown • Sydney / Whitney Pier • Glace Bay • Amherst Collaboration and ongoing discussions on advancing economic development in African Nova Scotian communities have taken place with many organizations, e.g., RBC partnership, Toronto Metropolitan University, OSO Planning and Design, Engage Nova Scotia, Inspiring Communities |
| | 8. Connect ANS communities to training and resources to develop leadership, facilitation, and resiliency skills. | Halifax Partnership | Annual Unity event held | Hosted four workshops on the Fundamentals of Wealth Management Community Planning and Organizational Capacity Building have begun in three communities Under development – Youth Council is the Project Champion |
| | 9. Develop a mentorship program to engage and support the development of ANS youth | BBI | Increase in youth connected to BBI and other youth mentorship programs | |
| | 10. Develop a speaker series hosting thought leaders on economic development in African communities globally | Halifax Partnership | <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 | Created in partnership with RBC, The Spark - Igniting Conversations speakers series launched May 2022. It was created to bring private, public, and post-secondary leaders together to discuss innovative ideas focused on increasing African Nova Scotian participation in education, employment, and entrepreneurship. The first session focused on how organizations and leaders can develop a more diverse and inclusive workforce and workplace. The second session on September 6, 2022, focused on growing entrepreneurship in the African Nova Scotian community. The third session, focused on education and training is planned for |

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| | <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 • Increased awareness in ANS communities of legislation and by-laws impacting their communities and ways to engage and provide feedback | <p>REP and HRM Planning & Development staff met on January 27, 2022, to discuss work that is happening across all ANS communities. The main priorities emerging from this discussion included the need for boundary reviews for ANS communities, and the need for zoning changes to protect the historic nature of the communities, ensure access to ancestral lands, and allow community members to develop their own businesses and build on their land.</p> <p>HRM's Corporate Real Estate staff have reviewed applicable legislation and explained municipal processes underlying municipal land conveyance to representatives of the Africville Heritage Trust.</p> <p>HRM's Solid Waste Resources have held community meetings in partnership with ANSAIO & The North Preston Rate Payers Association to collaborate on Illegal Dumping solutions for Upper Governor. East Guard rails were installed and the ROW cleaned previous to the road conveyance in June 2022. East Preston community is in the process of organizing an engagement.</p> <p>HRM's Cogswell Team and Diversity and Inclusion are working with Dexter Construction Ltd. to implement contract provisions regarding social benefits. Two ANS community liaisons have been hired by Dexter.</p> <p>HRM's Planning & Development staff presented and participated in a series of zoning updates to the REP and are working on plan amendment changes directly with Hammonds Plains and Beechville communities.</p> <p>October 24, 2022- The Social Benefits Advisory Committee (SBAC), established to work with the Cogswell team, D & I staff, the two community co-liaisons, and Dexter Construction Ltd. to implement contract provisions regarding social benefits, has held seven meetings. An eighth meeting took place on October 27th. Workforce and Supplier Diversity Plans prepared by Dexter have been approved by the Committee. Two job fairs have been held with more planned in the next two months in partnership with SBAC members. A monthly report format showing activities, progress, and successes toward the social benefits objectives is under review by the Committee. This is expected to be finalized in Q3 2022 with reporting commencing on a monthly basis.</p> |
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| Strategic Priority 2 – Establish Land Ownership, Develop Infrastructure and Attract Investment | | | | |
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| 5 Year Objectives | Years 1-2 Actions | Lead/ Stakeholders | Outcomes | Status as of Day/Month/Year |
| 2.1 Address historic and current issues related to land ownership and environmental racism | 12. Identify the best approach to include Community Benefits Agreements (CBA) as part of HRM's Planning and Development strategies for ANS communities | HRM | Legislation, by-laws, and best practice review complete CBA process for HRM/NS created | |
| | 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 | ANS communities/ HRM | Legislation and by-laws review complete Framework Developed Mechanisms for community input developed and communicated ANS communities actively engaged in providing input | The Cogswell project is implementing a Social Benefits plan through the construction of the project; implementation is on-going during construction. |
| | 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 | Halifax Partnership/HRM | Increased opportunities for land and home ownership Increased opportunities for greater community capacity and infrastructure development | REP continues to work with the province on land issues. Not all ANS communities are part of the land title process as yet. The REP work to ensure that HRM communities that are not a part of the process are included through the community action planning process. |
| | 15. Work with local ANS 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. | HRM | Increased opportunities for land and home ownership Increased opportunities for greater community capacity and infrastructure development | A policy on "Homesteading" is being developed for the ANS communities keeping families together in community and helping to build generational wealth is now being developed at HRM based on the work in Beechville. Progressed work on a tax relief application for an Land Titles Initiative (LTCA) client. Liaised with LTCA legal representative to obtain documents from customer to request relief from Council . Report is in the draft stage. |
| | 16. Support the Akoma-led master plan for the restoration of the historic Nova Scotia Home for Coloured Children | Halifax Partnership/HRM | Increased development opportunities in the areas of affordable housing, entrepreneurship, sports | REP C continues to monitor and support the Akoma Master Plan. Two significant approvals in 2022 include: On January 25, 2022, Halifax Regional Council approved the revised workplan for the Regional Plan review. This workplan directs the CAO to advance master planning for the Akoma Urban Reserve lands and five other future serviced communities outside of the Regional Plan review process. On March 25, 2022, the Province announced \$2.3 million in funding to enable the Municipality to conduct needed environmental, transportation, and infrastructure studies to inform future planning and development decisions. This funding will be used to carry out the needed background studies for the Akoma Urban Reserve lands and three other future serviced communities identified through the Regional Plan review. Grants met with Akoma in September 2022 to discuss tax relief. An update email provided to PVSC re: identification of properties and use of tax accounts. |
| | 17. Review the naming, boundaries, and zoning of historic ANS communities, and zoning affecting ANS communities | Halifax Partnership/HRM | Recognition and reestablishment of historic ANS community boundaries Increase in land base/mass for ANS communities | Captured in #12 above. |
| | 18. Identify and prioritize the remediation of government-owned contaminated sites in ANS communities | Halifax Partnership/HRM | Contaminated sites identified and prioritized for remediation Increase in clean, and green spaces in ANS communities | Not Started – Youth Council is the Project Champion for the Halifax Partnership. Public Works worked with Office of Diversity and Inclusion and Provincial Public Works to ensure the province cleaned up illegal dumping along Upper Governor Street prior to the road transfer of June 1, 2022. The municipality worked with the community to |

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| 2.2 Revitalize ANS communities through investment and development | 19. Prioritize and undertake infrastructure projects (capital and renewal) and support development projects across ANS communities | Halifax Partnership/HRM | Infrastructure development opportunities identified and prioritized | <p>Building on the success of the Roundtables (See Action #12), and community action planning undertaken in Beechville, the Advisory Council, as Project Champion, is working closely with HRM's Planning and Development team to advance this action.</p> <p>The July 2022 report to Halifax Regional Council, Regional Plan Review Phase 3: ATTACHMENT A - Proposed Amendments to the Regional Municipal Planning Strategy notes the following: Building on the success of Community Action Planning in Beechville, Section 5.6 identifies Historical African Nova Scotia Community Action Planning. It notes HRM is taking steps to create more inclusive economic growth and have communities more actively involved in the planning and development process. This can be achieved through the use of community action plans – a process for residents to identify strengths and opportunities, create a vision for their community's future, and develop an action plan to achieve it. HRM is home to several historic African Nova Scotian communities. Beechville, Cherry Brook, East Preston, Hammonds Plains, Lucasville and North Preston were all established in the late 18th and early 19th centuries by land grants given to families of African descent. Actions include:</p> <p>EC-24 HRM shall build on its work with African Nova Scotian communities to create Historic African Nova Scotian Community Action Plans, using the Beechville Community Action Plan as a model. This work will have HRM provide support to communities as they identify community needs and priorities, establish a vision, and create action plans.</p> <p>Continued planning for new walking / bicycling infrastructure in North Preston, Africville, Lucasville, East Preston, Cherry Brook-Lake Loon, North End Halifax.</p> <p>Cain Street New Sidewalk and Street Rehabilitation, at Construction, will continue in summer 2023 - North Preston, Churchill Drive paving, complete - North Preston, Preliminary Design new Multi-Use Trail - East Preston, Planning for Active Transportation Connections in North Preston, Street paving and traffic calming Uniacke Street Halifax- complete , Street paving Artz Street Halifax - complete, Windsor Street Exchange Functional design with Active transportation connections to Africville, Hamilton paving and other upgrades - planning underway- Beechville.</p> <p>October 24, 2022- Work continues to prepare a project charter for the Cogswell Art & Commemoration (A&C) Program. The charter lays out the approach to developing and implementing the program and mechanisms to engage ANS and Mi'kmaw communities regarding acknowledgment and celebration of their histories within the Cogswell District Project. Expect to finalize the charter by end of Q4 2022. The A & C Program will be led by Parks & Recreation with support from Cogswell staff.</p> |
| | | | Projects under development | |
| | | | Projects under development | |
| | 20. Support ANS communities to identify and secure funding for the preservation and interpretation of ANS community heritage sites | ANS communities/HRM | Increase in heritage and historical awareness Support secured for legacy projects | |
| | 21. Prioritize and develop vacant lands within ANS communities. | ANS communities | Increased capacity in ANS communities to develop places and spaces Inventory of vacant lands developed | |
| | 22. Redevelop and market spaces within ANS communities for commercial and/or community use | ANS communities | Increased capacity in ANS communities to develop commercial places and spaces Inventory of spaces for commercial and community use developed | |
| | 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 | The International Trade and Development (ITD) working group's responsibilities include defining actions to advance the development of sister city relationships with African and Caribbean countries. Work continues on building a relationship with Manya Krobo, Ghana for identifying import/exports, economic opportunities, and international development opportunities. |
| | | ANS communities | Develop cultural and historical links between ANS communities and West African Countries | |
| | 24. Attract international investors into the African Nova Scotian communities. | Halifax Partnership/HRM ANS Communities | Relationships with potential investors developed | The IWD working group has been established. A key priority is the development of an action plan for attracting international investors. |
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Strategic Priority 3 – Increase Participation in Education, Employment and Entrepreneurship

| 5 Year Objectives | Years 1-2 Actions | Lead/ Stakeholders | Outcomes | Status as of Day/Month/Year |
|---|--|--|--|--|
| 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 | Established in October 2021, with support from the Province of Nova Scotia, the African Nova Scotian (ANS) Connector Program welcomed 25 new African Nova Scotian Connectees and 10 new Connectors in 2021-22, resulting in 11 Connectees finding jobs in their field. The Program also collaborated with partners to offer training and employment opportunities for African Nova Scotian youth including piloting an African Nova Scotian Project Management Course with the Diversity Employment Network and working with the Clean Foundation to offer a training program for African Nova Scotian youth resulting in seven participants securing full-time jobs as Energy Advisors. Throughout the year we will continue to engage employers, not only as Connectors, but as advisors and partners. These companies include Digital Nova Scotia, NS Construction Sector Council, Amazon, Dalhousie University, Nova Scotia Power, and many more. A two-day career seminar focusing on the trades in the ANS Community is being developed in partnership with Ironworkers International and Construction Association of Nova Scotia. |
| | 26. Identify and share existing programs and services supporting the workforce attachment of African Nova Scotians | HP | Track and increase ANS employment rates | Track and increase the number of ANS Connectees each year |
| | 27. Connect African Nova Scotians to employment opportunities at HRM | HRM | Benchmark of ANS representation within the HRM workforce established | A resource directory has been added to the updated Nova Scotian Road to Economic Prosperity website where existing programs and services will be featured and updated. |
| | | | Increase in ANS recruitment within various departments at HRM | The Cogswell project in conjunction with Dexter Construction and community stakeholders from the ANS community have developed a: Supplier Diversity Plan : that outlines requirements and targets for Dexter and their subs in the suppliers they utilize on the Cogswell project to recognize the positive impacts, including long term economic and social benefits, associated with subcontracting from small and medium sized businesses, Social Enterprises, and Diverse Suppliers Workforce Development Plan: Targets recruitment activities to equity seeking groups, includes implementation and tracking and reporting efforts. The Social Benefits Advisory Committee has met multiple times over this quarter, supporting the development of these plans and their implementation. Dexter has held career fairs in Cherry Brook community. HRM sponsored and attended the BIPOC Atlantic Job Fair (Presented by Diversity Employment Network) on September 15, 2022 Human Resources in collaboration with ANSAIO, are actively scheduling community circles in North Preston, Upper Hammonds Plains, East Preston, North Dartmouth, North Halifax & Cherry Brook. Two of these scheduled for September 27 & 28, had to be postponed due to the hurricane. We have a North Preston Engagement re-scheduled for December 06th 2022 for a Transit recruitment employment circle. |
| 3.2 Increase entrepreneurship opportunities in ANS | 28. Provide opportunities for ANS-owned businesses into corporate supply chains and government contracts | Province of NS/HRM | Representation of ANS businesses within corporate and government supply chains increased and improved | Collected information on whether we meet the target for contracts with ANS small-and medium-sized businesses under the Regional Centre Bikeways Infrastructure project, |
| | 29. Explore cooperative models and examine their validity for ANS communities | Road to Economic Prosperity Advisory Committee | Participation of ANS businesses in government contracts encouraged | |
| | 30. Connect ANS entrepreneurs to business development programs and service | Halifax Partnership/BBI | Track and increase in the number of ANS entrepreneurs referred to business development programs and services | In February 2021, the Halifax Innovation Outpost partnered with organizations who had ideas to improve food security. The partners represented variation in cultures, food security topics, and barriers to innovation. The Food Security Innovation team supported two organizations from the ANS community: Akoma, in planning and facilitating a discussion with nine community initiatives working towards similar goals and forming a network to continue partnerships and collaboration. Akoma was able to bring together a group of community gardeners, many from local African Nova Scotian communities, to share current food security initiatives, learn from challenges, and develop new ideas. Hope Blooms had a vision of transforming their produce box program into a vibrant, empowering, and equitable community food program. The Food Security Innovation team helped Hope Blooms develop a prototype for a digital currency and payment system that will enable participants in their community food program to shop and pay using their phones. BBI has an MOU with the Partnership that outlines services and support for ANS entrepreneurs, The REP is currently working with BBI on a joint program for local small business vendors in the ANS community. As part of the 2022/23 Budget and Business Planning process, Regional Council approved a one-time investment program of the covid |

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| <p>communities</p> | <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>In February 2021, the Halifax Innovation Outpost partnered with organizations who had ideas to improve food security. The partners represented variation in cultures, food security topics, and barriers to innovation. The Food Security Innovation team supported two organizations from the ANS community: Akoma, in planning and facilitating a discussion with nine community initiatives working towards similar goals and forming a network to continue partnerships and collaboration. Akoma was able to bring together a group of community gardeners, many from local African Nova Scotian communities, to share current food security initiatives, learn from challenges, and develop new ideas. Hope Blooms had a vision of transforming their produce box program into a vibrant, empowering, and equitable community food program. The Food Security Innovation team helped Hope Blooms develop a prototype for a digital currency and payment system that will enable participants in their community food program to shop and pay using their phones. BBI has an MOU with the Partnership that outlines services and support for ANS entrepreneurs, The REP is currently working with BBI on a joint program for local small business vendors in the ANS community. As part of the 2022/23 Budget and Business Planning process Regional Council approved a one time investment as part of the covid business recovery program for marketing funds to be redirected from Parking Revenue to the BBI in the amount of \$25k to promote black and brown owned businesses. In addition, marketing and promotional space was provided at Metro Park to BBI free of charge.</p> |
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Road to Economic Prosperity for African Nova Scotian Communities

Summary Report and Action Plan

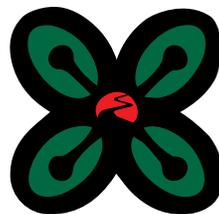
SEPTEMBER 2020



FOREWARD

African Nova Scotians have always been dedicated to building a strong, vibrant and prosperous community. The history of Peoples of African Descent in Nova Scotia is filled with instances of community mobilization to building capacity for socio-economic self-sufficiency. For generations, African Nova Scotians have advocated for unity and prosperity, and have remained committed to building and maintaining their community by carrying each other's challenges and solving them together.

The Road to Economic Prosperity Action Plan is a continuation of the legacy of community-led efforts. The plan continues the work that African Nova Scotian communities have been doing for generations. It remains committed to ongoing community efforts, and most importantly, it provides a space for realizing future opportunities for all people of African descent.



The Bese Saka "Sack of Cola Nuts" symbol represents affluence, power, abundance, plenty, togetherness and unity.

ACKNOWLEDGEMENTS

Road to Economic Prosperity Advisory Committee

Irvine Carvery (Co-chair) - Africville Genealogy Society
Dolly Williams (Co-chair) - East Preston
Bobby Taylor - East Preston Ratepayers Association
Patsy Crawford - Beechville
Jareeca Jones - Upper Hammonds Plains
Debra Lucas - Lucasville
Veronica Marsman - Akoma
Sherry Bernard - Lake Loon Cherry Brook
Rosella Fraser - North Preston Rec Centre Advisory Committee
Miranda Cain - North Preston
Chavasse Bain - African Nova Scotian Affairs, Province of
Nova Scotia
Matthew Martell - Black Business Initiative
Antonio Simmonds - African Nova Scotian Affairs Integration
Office (ANSAIO), HRM
Ayo Aladejebi - African Nova Scotian Affairs Integration Office
(ANSAIO), HRM
Carolann Wright - Halifax Partnership

Partner Organizations

Black Business Initiative (BBI)
Nova Scotia Office of African Nova Scotian Affairs (ANSA)

Sponsor



Partners

HALIFAX

HALIFAX
PARTNERSHIP
CONNECT. COLLABORATE. PROSPER.

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MESSAGE FROM MIKE SAVAGE

MAYOR OF HALIFAX REGIONAL MUNICIPALITY

Systemic racism has been part of this city, from its founding, to its treatment of early Black pioneers, to the destruction of Africville in the name of “urban renewal”, and the more recent evidence of biased treatment in policing.

We have a responsibility to acknowledge that generational systemic anti-Black racism has played a role in maintaining societal status quo. This is evident in the kinds of development we see across our communities, where people live, and what opportunities they are provided.

As we work to recover from the financial impacts of COVID-19 and continue to grow the local economy, we must commit to building new pathways to economic inclusion and prosperity for African Nova Scotians.

That’s why I was so pleased to see African Nova Scotian communities throughout the municipality contribute to the development of the African Nova Scotian Road to Economic Prosperity Action Plan with support from Halifax Partnership and Halifax Regional Municipality. I am similarly gratified to see this work wholeheartedly endorsed by Regional Council.

The need for this action plan was identified in Halifax’s 2016-21 Economic Growth Plan. Community members who participated in consultations spoke powerfully to common goals of establishing land ownership and creating development opportunities, essentially putting economic development into the hands of the community it seeks to help.

Similarly, they addressed the need to reduce government policy barriers in areas such as land-use regulation, and improve education, employment, and entrepreneurship opportunities.

The responsibility to improve the economic prosperity of African Nova Scotians rests with us individually and collectively, but it will only be real and lasting if the tools are given to people who have been denied them for far too long.

Let’s work together to ensure African Nova Scotian residents play a significant role in building a prosperous future for the Halifax region, where everyone can match their ambitions to opportunity.

MESSAGE FROM

IRVINE CARVERY

& DOLLY WILLIAMS

CO-CHAIRS OF THE ADVISORY COMMITTEE

Economic development for the ANS community matters for all of Halifax and Nova Scotia. While Halifax has demonstrated strong and continuous economic growth over the past 10 years, African Nova Scotians have not equally benefited, and our communities continue to be impacted by growing socioeconomic disparity.

Over the years, there has been government and private sector support for African Nova Scotians' economic development initiatives, but there has never been a concerted effort or strategy dedicated to improving our economic well-being and prosperity. That is, until now.

This Road to Economic Prosperity Action Plan is a five-year collaborative strategy developed and owned by all of us, the African Nova Scotian community, to advance economic development and community priorities, and to coordinate, align, and bring greater awareness to work already being done.

This plan is the first of its kind. Most of us have lived through versions of this work, but this is the first time it has been put together as a formal economic plan and endorsed by both the community and government.

While the plan is specifically built for our community, it helps build success for all who live in Nova Scotia. It aims to close employment and housing gaps, increase collaboration and investment, and improve economic and quality of life outcomes for the ANS community.

When we are successful, we will have addressed decades and centuries of systemic and institutional barriers that have prevented growth in our communities. We want a healthy and prosperous future, and we are hopeful that we will inspire and lay the groundwork for a Nova Scotia-wide agenda.

Thank you to the ANS community for your support and contribution to this plan, particularly to those who participated in our consultation sessions to identify key issues, opportunities, and themes to be addressed. We look forward to working together with you over the next five years and beyond to lead the way for economic prosperity for all African Nova Scotians.



Executive Summary

The Road to Economic Prosperity Action Plan (REPAP) is a collaborative plan developed and owned by the African Nova Scotian (ANS) community to advance economic development and community priorities. A number of consultations have been held with African Nova Scotians in Halifax Regional Municipality (HRM) to identify key issues and solutions to address historic and present-day economic challenges and opportunities.

The Road to Economic Prosperity Action Plan identifies strategic priorities, objectives, and actions to drive growth and prosperity in ANS communities.

THE THREE STRATEGIC PRIORITIES ARE:

- 1. Build Unity and Capacity Among African Nova Scotians**
- 2. Establish Land Ownership , Develop Infrastructure, and Attract Investment**
- 3. Increase Participation in Education, Employment, and Entrepreneurship**

As part of the effort to better engage African Nova Scotian communities, Halifax Regional Municipality's African Nova Scotian Affairs Integration Office (ANSAIO) and Halifax Partnership have been instrumental in ensuring that, as a municipality, we are doing a better job engaging with and delivering services to ANS communities in HRM.

Since its creation in 2012, ANSAIO has focused on working with HRM business units and ANS communities to improve municipal service delivery, foster better engagement, and promote employment equity within HRM. By working internally across the organization and collaborating with the community, ANSAIO continues to support efforts to provide improved, quality, and culturally appropriate service delivery to the community.

As Halifax's economic development organization, Halifax Partnership (the Partnership) continues to prioritize and focus on improving African Nova Scotians' attachment to the labour force while supporting business development and capacity building in ANS communities.

EXECUTIVE SUMMARY

HRM's and the Partnership's shared commitment to African Nova Scotian economic development and prosperity is evident in Halifax's Economic Growth Plan 2016-21, the municipality's economic strategy. Key actions within the Economic Growth Plan for African Nova Scotian communities include:

Action 10. In partnership with the Province, develop an approach to resolving ownership, taxation, and planning issues on residential and community-owned properties without clear title.

Action 12. Develop and implement an African Nova Scotian Action Plan to advance ANS economic development and community priorities.

Action 33. Establish ANS and Mi'kmaq/Indigenous Peoples streams under the Halifax Connector Program.

Action 34. Identify and share existing programs, services, and outcomes related to the workforce attachment of Mi'kmaq/Indigenous Peoples, African Nova Scotians and other groups at risk of exclusion.

Action 38. Connect newcomers, African Nova Scotians, Mi'kmaq/Indigenous Peoples, youth, and persons with disabilities to employment opportunities at HRM.

Action 43. Ensure HRM's culture investments reflect Halifax's diversity.

Action 59. Consider and, where possible, incorporate community benefits as part of the development approval process in HRM communities.

Both ANSAIO and the Partnership are leveraging broader initiatives to advance their work, in particular the United Nations International Decade for People of African Descent (2015-2024). This has informed the work of the Partnership and HRM to formally acknowledge that people of African descent represent a distinct group whose rights must be promoted and protected as we work toward the stated mandate to eliminate economic disparity outcomes by 2024.

The REPAP also aligns with HRM's Diversity and Inclusion framework and its strategies which support HRM business units to recognize diversity and inclusion in all policies, practices, programs, and services, with the goal of addressing and removing systemic barriers for employees and residents. This includes the Culture and Heritage Priority Plan which will identify the municipality's role in supporting diverse and inclusive cultural development and heritage conservation by looking at built heritage and cultural landscapes, cultural facilities, and living heritage; ongoing work on the social equity policy; and HRM's Employment Equity Policy.

In addition to municipal and provincial commitments to boost economic development and prosperity in ANS communities, the federal government has also identified strengthening multiculturalism and addressing the challenges faced by Black Canadians as a priority. Building on previous commitments, Budget 2019 (started in 2019-20), allocates \$45 million over three years to support a new Anti-Racism Strategy. The strategy will support initiatives to counter racism with a strong focus on community-based projects which could include new public education programs that help to build skills and provide leadership and employment opportunities. At the core of this strategy will be an Anti-Racism Secretariat that will work across government to identify opportunities, coordinate activities, and engage with diverse communities. In addition, Budget 2019 proposes to provide \$25 million over five years for projects and capital assistance to celebrate, share knowledge, and build capacity in Black Canadian communities.

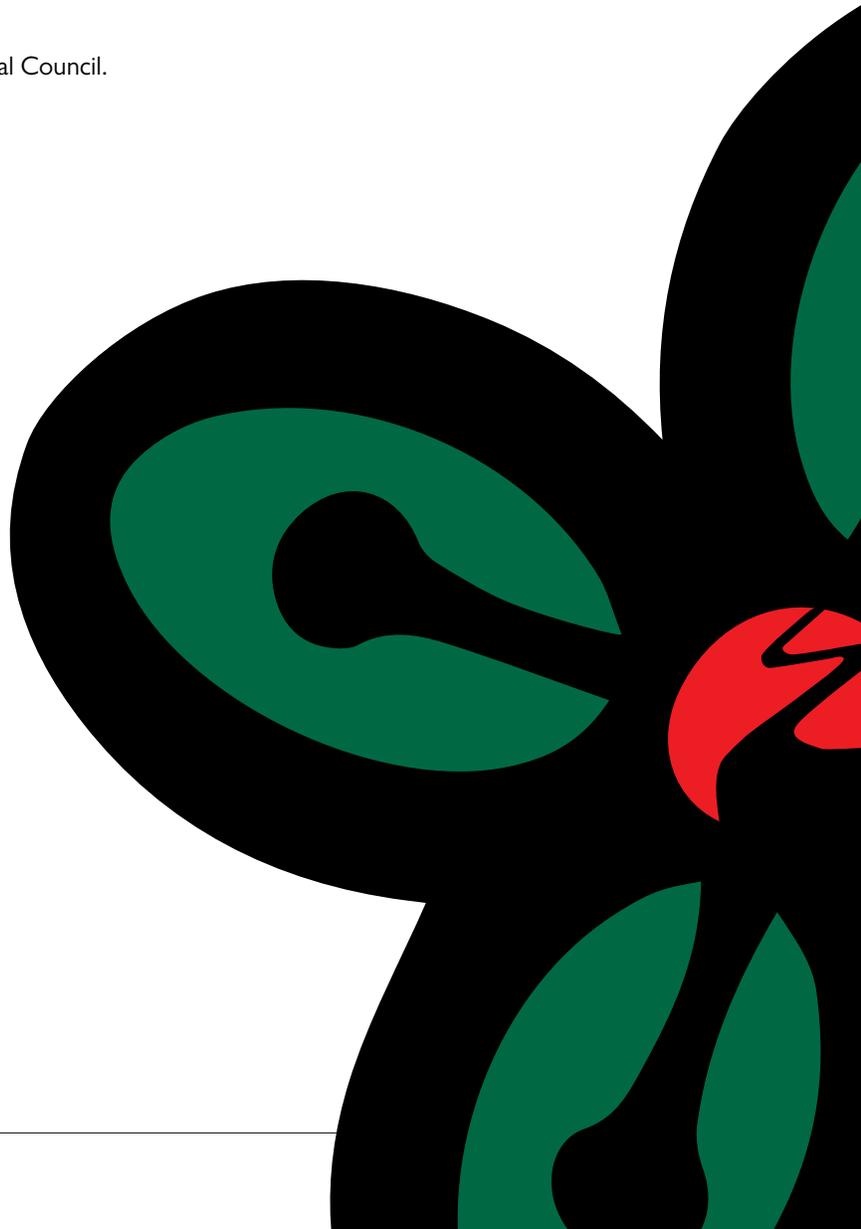


The implementation of the Road to Economic Prosperity Action Plan will be guided by the Road to Economic Prosperity Advisory Committee (REPAC) which will ensure alignment, collaboration, and regular engagement with ANS communities.

IMPLEMENTATION WILL INCLUDE:

- A public launch of the REPAP.
- An annual gathering of ANS communities and organizations to review and discuss priorities and progress.
- Research and analysis on ANS community-level statistics and development of the African Nova Scotian Prosperity and Well-being Index.
- Continuous community capacity building within ANS communities.
- Alignment of the Action Plan with HRM business plans.
- Regular reporting to ANS communities and Halifax Regional Council.

The Road to Economic Prosperity Action Plan is an opportunity for all orders of government, residents, partner organizations, and allies to support African Nova Scotians in our region working towards sustainable community economic development priorities.



COMMUNITY CONSULTATION AND ENGAGEMENT



Engaging African Nova Scotians throughout Halifax Regional Municipality has been, and will continue to be, critical to understanding key issues, opportunities, and priorities that will drive economic development and prosperity in ANS communities.

ANSAIO and the Partnership have hosted a number of consultations to better engage and connect with ANS communities. The first and largest consultation was the **Road to Economic Prosperity: A Gathering of African Nova Scotian Communities and Neighbourhoods** held in North Preston June 7-8, 2018, which brought together community organizations and individuals from ANS communities.

THE OBJECTIVES OF THE EVENT WERE:

1. Information sharing on the current state of ANS communities.
2. Sharing of promising practices and ways to support one another.
3. Discussion of activities across all levels of government and how these activities can enhance the growth and economic prosperity of ANS communities.
4. Providing input into the development of the Road to Economic Prosperity Action Plan.



This was one of the few times that ANS communities have connected and shared their experiences, challenges, and projects related to economic development and prosperity. Participants from five communities and two organizations presented on development initiatives. It was inspiring to see communities sharing their work with a desire to encourage and support one another.

The keynote speaker was Nene Kwasi Kafele, founder of the Tabono Institute, a community-based research, public policy, archiving, and capacity building institute committed to supporting the priorities of the African community in Canada and internationally. Kafele presented a model for creating unity in African communities, shared best practices from other African communities, and participated in conversations with community members. His experience and insights have helped shape the Road to Economic Prosperity framework and have influenced the priorities and actions within the REPAP.

Additional consultations have been held with Beechville, Preston Township (Lakeloon-Cherry Brook, North and East Preston) and Upper Hammonds Plains.

KEY ECONOMIC DEVELOPMENT THEMES FROM THE CONSULTATIONS INCLUDE:

- The need to build unity, capacity, and leadership among and within ANS communities.
- The issue of establishing land ownership and developing infrastructure and attracting investment within ANS communities.
- The need to improve education, employment, and entrepreneurship outcomes for African Nova Scotians.
- The need to identify and address system-wide legislation and municipal by-laws that impact ANS communities.

A number of social challenges and priorities related to poverty, health, and justice issues were also identified and will be shared with relevant partners and stakeholders.

It was clear from the consultations that this is only the beginning of the collective conversation towards African Nova Scotian economic prosperity. There is a need and a desire for more opportunities to have rich conversations, to share and learn from one another, to showcase success, and to identify shared challenges, solutions, and actions.

SETTING THE CONTEXT: THE ROAD TO UNITY

During the Road to Economic Prosperity event, the facilitator Nene Kwasi Kafele set the context for the Road to Unity for African Nova Scotians. Kafele shared that African villages are usually circular, which speaks to continuity, alignment, and interdependence. This circularity is the first element of unity, and unity is about how we organize ourselves as a community.

In addition to unity there are five critical elements and archetypes within African communities which must all exist and be in balance to thrive: fire, water, earth, minerals/rocks, and nature. By knowing these elements, it helps channel a community's focus – who to go to, when to go to them, and how to seek their support and input. When these elements are unbalanced, a community can become confused, disorganized, and vulnerable.



In thinking about different ways to improve economic prosperity, ANS communities need a coherent, organized vision, strategy, and plan.

This requires five things:

- 1 Ethical and competent leadership.
- 2 Strong, progressive, and effective institutions with Africentric representation and values.
- 3 Economic infrastructure that generates economic activities that benefit the community.
- 4 A coherent strategy for healing, trauma, and emotional well-being.
- 5 A cultural knowledge and understanding driven by worldviews and value systems of what it means to be an African.

ANS communities must focus on priorities and activities that bring unity, things that demonstrate value and can be understood and replicated by others. The pursuit should be done with honesty and integrity and be grounded in African identity. Focusing on priorities and taking action worthy of emulation is the best demonstration of community progress. That is how we will build critical mass.

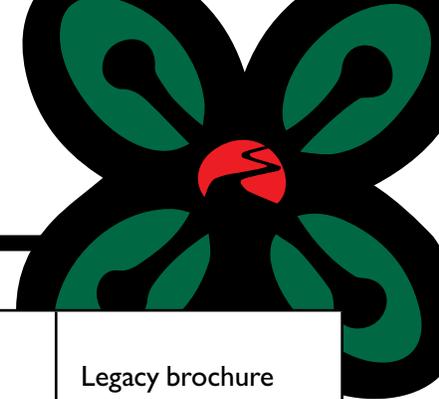


ROAD TO ECONOMIC PROSPERITY FRAMEWORK



ROAD TO ECONOMIC PROSPERITY ACTION PLAN YEARS 1-2

| Strategic Priority 1 – Build Unity and Capacity Among African Nova Scotians | | | | |
|--|--|--|---|---|
| 5 Year Objectives | Years 1-2 Actions | Lead | Stakeholders | Outcomes |
|  <p>Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success</p> | <p>1. Establish the Road to Economic Prosperity Advisory Committee (REPAC) and Elders Council to provide leadership and oversight</p> | Halifax Partnership | <p>ANS communities/ organizations</p> <p>HRM (ANSAIO)</p> | <p>REPAC and Elders Council established</p> <p>Increase in community leadership and capacity in ANS communities</p> <p>Regular reporting to HRM and ANS communities</p> |
| | <p>2. Develop an ethical framework guided by shared principles and practices to promote accountability with bi-annual check-in</p> | Road to Economic Prosperity Advisory Committee | ANS communities/ organizations | Shared vision and ethical framework and enhanced process for transparency and collaboration developed |
| | <p>3. Bring ANS communities together to celebrate and share best practices and lessons learned</p> | Halifax Partnership HRM | Government entities/departments ANS communities | Annual Unity event held |
| | <p>4. Report annually on the Road to Economic Prosperity Action Plan, highlighting progress and successes against outcomes</p> | Halifax Partnership HRM | ANS communities/ organizations, Government departments/entities | Increased knowledge on the state of African Nova Scotian communities with up-to-date data and analysis |



| | | | | |
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| | <p>5. Recognize and promote the historical legacy and value of ANS communities</p> | ANS communities | ANS communities/ organizations | Legacy brochure and interactive online resources developed |
| | <p>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</p> | Halifax Partnership | <p>Organizations and entities mandated to serve ANS communities</p> <p>ANS communities/ organizations</p> | <p>ANS Prosperity and Well-being Index developed</p> <p>Annual Index event held with ANS communities and REPAP stakeholders</p> |
| <p>1.2</p> <p>Build community capacity to mobilize and lead the implementation of the Road to Economic Prosperity Action Plan</p> | <p>7. Bring changemakers to the table who are ready and able to constructively and positively create change</p> | <p>Halifax Partnership</p> <p>HRM</p> | <p>Organizations and entities mandated to serve the ANS community</p> <p>ANS communities/ organizations</p> | Increase in resources and strategic partnerships to support activities |
| | <p>8. Connect ANS communities to training and resources to develop leadership, facilitation, and resiliency skills</p> | Halifax Partnership | <p>ANS communities</p> <p>HRM (ANSAIO)</p> | <p>Leadership, facilitation, and resiliency skills program for ANS communities developed</p> <p>ANS communities connected to capacity-building programs and opportunities led by HRM and Halifax Partnership</p> |

| | | | | |
|--|---|---|---|--|
| | <p>9. Develop a mentorship program to engage and support the development of ANS youth</p> | <p>BBI</p> | <p>ANS communities/ organizations</p> | <p>Increase in youth connected to BBI and other youth mentorship programs</p> |
| | <p>10. Develop a speaker series hosting thought leaders on economic development in African communities globally</p> | <p>Halifax Partnership</p> | <p>ANS communities/ organizations Government agencies/entities</p> | <p>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</p> |
| | <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> | <p>ANS communities/ organizations Government agencies/entities</p> | <p>Information sessions on legislation and municipal by-laws held Information shared with ANS communities through relevant and effective communications channels Increased awareness in ANS communities of legislation and by-laws impacting their communities and ways to engage and provide feedback</p> |

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

| 5 Year Objectives | Years 1-2 Actions | Lead | Stakeholders | Outcomes |
|--|--|---------------------------------------|--|--|
| <p>2.1</p> <p>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>HRM Planning and Development</p> <p>ANS communities/ organizations</p> <p>Province of Nova Scotia</p> | <p>Legislation, policy, by-laws, and best practice review complete</p> <p>CBA process for HRM/NS created</p> |
| | <p>13. Create a framework to identify and address legislation, policy, and land use by-laws that impact ANS communities, and establish mechanisms for community input on required changes</p> | <p>ANS communities</p> <p>HRM</p> | <p>ANS communities/ organizations</p> <p>Province of Nova Scotia</p> | <p>Legislation, policy, and by-laws review complete</p> <p>Mechanisms for community input developed and communicated</p> <p>ANS communities actively engaged in providing input</p> <p>Framework developed</p> |
| | <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</p> <p>HRM</p> | <p>ANS communities</p> <p>Province of Nova Scotia</p> | <p>Increased opportunities for land and home ownership</p> <p>Increased opportunities for greater community capacity and infrastructure development</p> |

| | | | | |
|--|--|------------------------------------|---|---|
| | <p>15. 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>ANS communities Akoma HRM Planning and Development</p> | <p>Increased development opportunities in the areas of affordable housing, entrepreneurship, and sports</p> |
| | <p>16. Review the naming, boundaries, and zoning of historic ANS communities, and zoning affecting ANS communities</p> | <p>Halifax Partnership HRM</p> | <p>Province of Nova Scotia</p> | <p>Recognition and reestablishment of historic ANS community boundaries Increase in land base/mass for ANS communities</p> |
| | <p>17. Identify and prioritize the remediation of government-owned contaminated sites in ANS communities</p> | <p>Halifax Partnership HRM</p> | <p>Province of Nova Scotia</p> | <p>Contaminated sites identified and prioritized for remediation Increase in clean and green spaces in ANS communities</p> |

2.2

Revitalize ANS communities through investment and development

| | | | | |
|--|--|------------------------------------|--|---|
| | <p>18. Prioritize and undertake infrastructure projects (capital and renewal) and support development projects across ANS communities</p> | <p>Halifax Partnership HRM</p> | <p>HRM Transportation and Public Works; HRM Planning and Development Halifax Water Province of Nova Scotia ANS communities</p> | <p>Infrastructure development opportunities identified and prioritized Projects under development</p> |
| | <p>19. 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>Halifax Partnership Province of Nova Scotia</p> | <p>Increase in heritage and historical awareness Support secured for legacy projects</p> |
| | <p>20. Prioritize and develop vacant lands within ANS communities</p> | <p>ANS communities</p> | <p>Halifax Partnership HRM Province of Nova Scotia</p> | <p>Increased capacity in ANS communities to develop places and spaces Inventory of vacant lands developed</p> |
| | <p>21. Redevelop and market spaces within ANS communities for commercial and/or community use</p> | <p>ANS communities</p> | <p>BBI</p> | <p>Increased capacity in ANS communities to develop commercial places and spaces Inventory of spaces for commercial and community use developed</p> |



2.3

Explore international economic and cultural opportunities

22. Pursue sister city and international trade and development relationships with African countries with ancestral ties to African Nova Scotians

Halifax Partnership
HRM
ANS communities

Province of Nova Scotia

Formal sister city relationship established within the first year

Develop cultural and historical links between ANS communities and West African Countries

23. Attract international investors into the African Nova Scotian communities

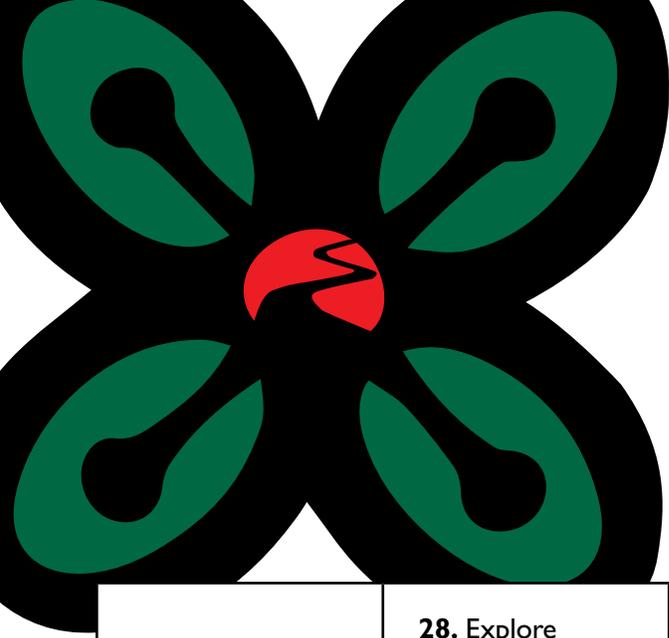
Halifax Partnership
HRM
ANS Communities

BBI
Province of Nova Scotia

Relationships with potential investors developed

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

| 5 Year Objectives | Years 1-2 Actions | Lead | Stakeholders | Outcomes |
|---|--|---|---|--|
| <h1>3.1</h1> <p>Increase labour force attachment for African Nova Scotians</p> | <p>24. Establish the ANS stream under the Halifax Connector Program</p> | Halifax Partnership | <p>ANS communities</p> <p>Nova Scotia African Canadian Services Branch</p> <p>Nova Scotia Department of Labour and Advanced Education</p> | <p>ANS Connector stream established</p> <p>Track and increase the number of ANS Connectees and Connectors each year</p> |
| | <p>25. Identify and share existing programs and services supporting the workforce attachment of African Nova Scotians</p> | Halifax Partnership | <p>ANS communities</p> <p>BBI</p> <p>Nova Scotia Department of Labour and Advanced Education</p> | <p>Track and increase ANS employment rates</p> |
| | <p>26. Connect African Nova Scotians to employment opportunities at HRM</p> | HRM | ANS communities | <p>Benchmark of ANS representation within the HRM workforce established</p> <p>Increase in ANS recruitment within various departments at HRM</p> |
| | <p>27. Provide opportunities for ANS-owned businesses into corporate supply chains and government contracts</p> | <p>Province of Nova Scotia</p> <p>HRM</p> | <p>ANS communities</p> <p>BBI</p> | <p>Representation of ANS businesses within corporate and government supply chains increased and improved</p> <p>Participation of ANS businesses in government contracts encouraged</p> |



3.2

Increase entrepreneurship opportunities in ANS communities

28. Explore cooperative models and examine their validity for ANS communities

Road to Economic Prosperity Advisory Committee

ANS communities
BBI

Increase in opportunities for housing and business development

29. Connect ANS entrepreneurs to business development programs and services

Halifax Partnership
BBI

ANS communities

Track and increase the number of ANS entrepreneurs referred to business development programs and services

30. Support the growth of ANS Arts and Culture businesses and industries

Halifax Partnership
BBI

ANS communities

Increase in the number and growth of ANS Arts and Culture businesses

IMPLEMENTATION AND ENGAGEMENT

This is an action plan for the first two years of a five-year strategy which outlines what will be done, who will be involved, and how we will measure success. Complex initiatives will have their own implementation plans developed. Some actions will carry over into Years 3-5 and will require additional financial and human resources from public and private sector partners.

ROLES:

Governance:

- The Road to Economic Prosperity Advisory Committee, supported by the Elders Council, will provide leadership, oversight, and strategic guidance.

Road to Economic Prosperity Advisory Committee

Membership

- A member from each Black community in HRM
- Community organizations involved in economic development and/or capacity building
- Resources/support person from the primary agencies
- Youth and elder representation

Role

- Review and approve terms of reference
- Use five elements for developing ANS communities
- Discuss & support the action plan
- Prepare for presentation to community at large
- Develop a work plan and timeline for completion
- ANSAIO & Halifax Partnership will provide support

How We Work

- Listen with care and sensitivity to the full range of all members' interests
- Remain open to new ideas and concepts
- Offer possible alternatives when an agreement cannot be reached
- Discuss everyone's positions on matters of group interest
- Agree on how to communicate these as a group to external parties

Values

- Ethical and competent leadership
- Strong, progressive and effective institutions with Afrocentric representation and values
- Economic infrastructure that gives back to the community
- A coherent strategy for healing, for trauma, and emotional well-being



Implementation:

- Halifax Partnership and Halifax Regional Municipality are the coordinating bodies responsible for leading the implementation of many of the actions defined in the plan. Halifax Partnership will also be responsible for tracking and monitoring progress against goals and objectives, including the development of the African Nova Scotian Prosperity and Well-being Index.
- The Road to Economic Prosperity Advisory Committee and Elders Council lead several actions within the plan.

Stakeholders:

ANS communities, Halifax Regional Municipality, and Halifax Partnership will engage with a variety of stakeholders to implement the plan.

These include:

- Private Sector
- Provincial Government
- Crown Corporations
- Federal Government
- Business Associations
- Post-Secondary and Training Institutions
- Not-for-Profit Sector
- Arts and Culture Sector

MEASUREMENT & EVALUATION

The African Nova Scotian Prosperity and Well-being Index, modeled after the Halifax Index, will be developed to track and report on economic and community progress and well-being, progress against actions, and key challenges, opportunities, lessons learned, and best practices. The Index will be presented annually to ANS communities, partners, stakeholders, and funders.

Halifax Partnership and HRM staff will provide triannual progress reports to Regional Council.

