

AFRICAN NOVA SCOTIAN ROAD TO ECONOMIC PROSPERITY

FOR US. BY US. WITH US.

Presentation to Halifax Regional Council
Road to Economic Prosperity Plan Years 3-5

April 4, 2023



African Nova Scotian
Road to
Economic
Prosperity



HALIFAX ECONOMIC STRATEGY

Key Actions for the ANS Community 2016-2021

- ❖ **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 (ANS) 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.

Key Actions for the ANS Community 2022-2027

- ❖ **Action #32** - Consider and, where possible, incorporate community benefits as part of the development approval process in HRM communities.
- ❖ **Action #36** - Implement the ANS Road to Economic Prosperity Action Plan to advance ANS community and economic development priorities.
- ❖ **Action #46** - Increase enrolment in the ANS and Mi'kmaq/Indigenous streams of the Halifax Connector Program.
- ❖ **Action #47** - Leverage HRM's Social Value Framework (Procurement Administrative Order - Appendix B) to strengthen workforce and supplier diversity.
- ❖ **Action #48** - Establish and seek private sector endorsement of a DEI Charter – one that outlines businesses' commitment and path to creating a more diverse, equitable, and inclusive workforce.
- ❖ **Action #49** - Connect newcomers, African Nova Scotians/persons of African descent, Mi'kmaq/Indigenous Peoples, youth, and persons with disabilities to employment opportunities at HRM.
- ❖ **Action #61** - Ensure HRM's culture investments and commemoration reflect Halifax's geography and diversity.

Strategic Priority	5 Year Objectives
1. Build unity & capacity among African Nova Scotians	1.1 Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success
	1.2 Build community capacity to mobilize and lead the implementation of the Road to Economic Prosperity
2. Establish land ownership and develop infrastructure	2.1 Address historic and current issues related to land ownership and environmental racism
	2.2 Revitalize ANS communities through investment and development
	2.3 Explore international economic and cultural opportunities
3. Increase participation in education, employment, and entrepreneurship	3.1 Increase labour force attachment for African Nova Scotians
	3.2 Increase entrepreneurship opportunities in ANS communities

KNOWING *the* NUMBERS



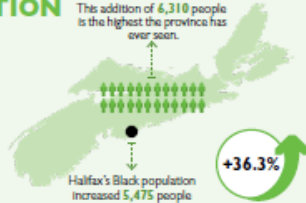
POPULATION



Nova Scotia's Black population increased by 28.8% between 2016 and 2021

+28.8%

This addition of 4,310 people is the highest the province has ever seen.



The largest increase in Nova Scotia's Black population was seen for those aged 25 to 54 years, growing by 2,745 people.

IMMIGRATION



20.4%

20.4% of Nova Scotia's Black population are immigrants.

This is higher than the total Nova Scotia figure of 7.5%.

56.4%

56.4% of these immigrants arrived in the last five years (2015 to 2021)

EMPLOYMENT

The unemployment rate for Black Nova Scotians remains the highest among minority statuses in NS

(Data from 2006-2021, 15 years)

Black Nova Scotian
2006 unemployment rate - 10.1%
2016 unemployment rate - 14.7%
2021 unemployment rate - **14.0%**

Other Minority groups
2006 unemployment rate - 9.9%
2016 unemployment rate - 9.2%
2021 unemployment rate - **12.9%**

Non-minority
2006 unemployment rate - 9.4%
2016 unemployment rate - 10.4%
2021 unemployment rate - **13.9%**

EDUCATION

Educational outcomes have been improving for Black Nova Scotians over the past 15 years (2006-2016)



Black Nova Scotians have the highest population share of individuals to obtain a high school diploma 31.5%, compared to minority population 12.7% and non-minorities 27.3%

20.4%

Black Nova Scotians still the segment of the population with the largest share of individuals without formal educational attainment. (20.4%) i.e. no diploma, certificate or degree from high school educational institution or higher. **Compared to minority population share 12.3%, and non-minority population share 17.2%.**

6%

Less than 6% of Black Nova Scotians have a trades or apprenticeship certificate or diploma.

16%

16% of Black Nova Scotians hold a college or non-university certificate diploma, in comparison to **22% of the non-minority population**

24%

24% of Black Nova Scotians hold a university degree, **slightly above the non-minority population share of 22.5%**

INCOME

Both male and female black Nova Scotians make less than their non-minority counterparts.



17.5% of Black Nova Scotians live in poverty according to the MBM*

1st generation Black Nova Scotians experience the highest rate of poverty 38% followed by 3rd generation status or more Black Nova Scotians 35%

More key stats:

Black Nova Scotian females made \$4,280 less than non-minority females, and black males made \$13,720 less than non-minority males. • Black Nova Scotian males make \$3,520 more than black females • On average, a Black Nova Scotian worker will make 15 cents less per dollar than a non-minority worker • Highest Wage Gap: A University educated Black Nova Scotian worker will make 75 cents for every dollar made by a non-minority worker with the same level of education.

HOUSING

At every geographical level, a larger share of the Black population is in core housing need than non-minorities.

15.4% of Black Nova Scotians live in homes that are not suitable for the size of their households
Housing Need by Status: Black Nova Scotians of third generational status or more are in the highest level of core housing need, 23.5%.



13.2%

An equal share of the Black Population, 13.2%, in both Canada and Nova Scotia are in core housing need, whereas the share is higher at 15.1% in Halifax.

IMPLEMENTATION

Governance:

- The Road to Economic Prosperity Advisory Council (REPAC) - supported by the Elder Council, Youth Council, and working groups - provide leadership, oversight, and strategic guidance.

Implementation Roles:

- Halifax Partnership and Halifax Regional Municipality are coordinating bodies responsible for leading the implementation of many actions in the plan.
- Road to Economic Prosperity Advisory Council (REPAC) lead several actions in the plan.



NEW ACTIONS 2023-2026

Action #1 - Create a community-focused, five-year governance plan, based on Afrocentric principles, for capacity development and reporting for the Advisory, Elder, and Youth Councils and Working Groups.

Action #2 - Explore and consider options for a longer-term, sustainable operating model/structure that best serves ANS communities and ensures effective and efficient implementation of this Plan post 2026.

Action #12 - Work with the Municipality to consider and, where possible, incorporate Community Benefits Agreements (CBA) as part of infrastructure, capital or development projects impacting or occurring in ANS communities.

Action #13 - In collaboration with HRM's Planning & Development Team, create Community Action Plans for ANS communities to support them in organizing around municipal infrastructure, land use, and legislative changes.

Action #14 - Collaborate with the Black Housing Council on the provincial ANS Housing Needs Assessment and Strategy.

Action #15 - Support the work of the National Black Community Housing Technical Resource Centre which will be housed in Nova Scotia.

Action #22 - Support the Africville Heritage Trust's plans to acquire additional lands near Africville Park.

Strategic Priority	Years 1-2 Key Highlights
<p>1. Build unity & capacity among African Nova Scotians</p>	<ul style="list-style-type: none"> • Established the Advisory Council, Elder Council, Youth Council and working groups. • Preliminary African Nova Scotian Prosperity and Well-Being Index presented to community. • Increased awareness in ANS communities of legislation and by-laws impacting their communities and ways to engage and provide feedback. • Community Planning and Organizational Capacity Building has begun in three communities. • Created <i>The Spark - Igniting Conversations Speakers Series</i>, in partnership with RBC. • Hosted two annual Community Summits to report on REP progress. • Shared the Road to Economic Prosperity Plan with ANS communities across the province.
<p>2. Establish land ownership and develop infrastructure</p>	<ul style="list-style-type: none"> • Halifax Regional Council approved the Beechville Community Benefit Action Plan, its first community action plan. HRM will use this as a model to create Historic African Nova Scotian Community Action Plans for other ANS communities (Regional Plan Review Phase 3). • Roundtables held with REP, HRM, and HP on boundary reviews, zoning changes, and community action planning. • Collaborating with HRM to develop and incorporate Community Benefit Agreements in ANS communities where possible. • Working with the Province to resolve land ownership, taxation, and planning issues. • Working with HRM to help community members understand the steps to prevent community properties from proceeding to tax sale. • Supporting the Akoma Master Plan.
<p>3. Increase participation in education, employment, and entrepreneurship</p>	<ul style="list-style-type: none"> • Established the African Nova Scotian Connector Program with support from the Province. • Piloted an African Nova Scotian Project Management Course with the Diversity Employment Network, working with the Clean Foundation. • ANSAIO presented information to ANS community groups on employment at HRM and career opportunities in the skilled trades. • Participating on a Cogswell Exchange Committee to ensure ANS representation on the project. • BBI and Halifax Partnership have an MOU which outlines support for ANS entrepreneurs.

MEASUREMENT & EVALUATION

The **African Nova Scotian Prosperity and Well-being Index** has been 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 is presented annually to ANS communities, partners, stakeholders, and funders.

Halifax Partnership and HRM staff will continue to provide progress reports to Regional Council through the Community Planning and Economic Development Standing Committee (CPED).

RECOMMENDATIONS

1. Endorse the 2023-26 African Nova Scotian Road to Economic Prosperity Action Plan as set out in Attachment A of the staff report.
2. Endorse the CAO's inclusion of \$365,000 (net HST included) in each of the 2023/24, 2024/25, and 2025/26 annual budget processes to fund the Halifax Partnership to manage Years 3-5 of the ANS REP's implementation.
3. Direct the CAO to develop and execute a services agreement with the Halifax Partnership to ensure accountability.

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