

ADAC WORK PLAN

March 21, 2024

Overview – intention setting

- Value setting
- Mission review
- Visioning exercise
- Plan creation

Values Session

- What was your motivation for being on the Committee?
- What do you think you bring to the Committee from your unique community?
- What values do African Nova Scotians from your community hold?
- What values would you like to see move from this committee to the programs of the HRM?

Mission Review

Duties of the Committee

6. The Committee shall advise Council, through the Executive Standing Committee, on matters related to People of African Descent as follows:
 - (a) advise on strategies for implementing the principles of the International Decade for People of African Descent under the pillars of:
 - (i) **Recognition:** ongoing efforts to recognize and celebrate the unique history, and contributions of People of African Descent across the Municipality;
 - (ii) **Development:** commitment to positive outcomes for People of African Descent in all areas of municipal service delivery;
 - (iii) **Justice:** promoting equitable and bias free outcomes for People of African Descent on issues relating to municipal service delivery.
 - (a) receive and review municipal policies, priorities and decisions using a critical race lens, for items directed to the Committee by Council or a Standing Committee of Council, or on its own initiative with direction from the Executive Standing Committee, and to make recommendations;
 - (b) advise on mechanisms to engage and empower People of African Descent to fully participate in the political process at the municipal level;
 - (c) provide information and resources about People of African Descent issues to Council, including the use of racial equity lens;
 - (d) advise on emerging issues and trends of significance to People of African Descent communities as they relate to municipal services and programs;
 - (e) advise on the interests and needs of historic African Nova Scotian communities with respect to municipal programs and service delivery; and
 - (f) **advise and make recommendations about strategies designed to achieve the objectives of the Committee.**

Mission Review

Duties of the Committee continued...

6. The Committee shall **advise** the African Nova Scotian Affairs Integration Office, through the Chief Administrative Officer, **on matters related to issues and concerns of People of African Descent** when requested to do so by the Chief Administrative Officer.
7. **To host community consultations related to People of African Descent in the Municipality**, including an annual Town Hall Meeting, and report to the Executive Standing Committee on the issues identified through such community consultations.
8. **Significant municipal matters, plans and programs having an impact on People of African Descent shall be referred to the Committee for its consideration and recommendations to Regional Council through the Executive Standing Committee.**
9. The Committee may develop an annual work plan for approval by the Executive Standing Committee

Visioning Exercise

- If you could give ANS one tool for success, what would it be?
- When you think about the African Nova Scotian Community as a whole, with all the resources they need, what do they possess?
 - *Examples: rights, property, access, environment, education, etc.*
- Which areas of ANS life and community development require the most support and attention?
- Whose voices in the ANS community need to be consulted?

Plan Creation

- Value manifestation
- Desired outcome
- Level of priority
- Actions
- People responsible
- Success indicators