

HRM ANTI - BLACK RACISM
Community Engagement Report



IGNITE
CONSULTING

LAND ACKNOWLEDGEMENT

Ignite Consulting acknowledges that our work takes place on Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq people. We recognize and honor the enduring connection of the Mi'kmaq to this land, which is guided by the treaties of Peace and Friendship. We respect the rich cultural heritage, traditions, and history of the Mi'kmaq Nation and acknowledge the importance of fostering meaningful relationships based on mutual understanding and respect. As we engage in our endeavors, we strive to uphold the principles of reconciliation, acknowledging the historical injustices and working towards a future of collaboration and shared prosperity.



AFRICAN NOVA SCOTIAN CONTRIBUTION

Ignite Consulting honors the significant contributions of our African Nova Scotian Ancestors, who arrived on this land over 400 years ago. In the face of substantial challenges, they exhibited resilience, faith, and spiritual guidance, ultimately thriving. We stand humbly upon the enduring legacy they forged.



THE IGNITE GROUP



Formalized in 2023, Ignite Consulting was created with a mission to put people first, support our communities, and be a catalyst for meaningful transformation and solutions. We are a diverse team of experts, professionals and grassroots community leaders looking to make a difference for you. At Ignite, we deliver tailored solutions grounded in our dedication to people, purpose, and passion. Professionalism, community care, and a commitment to diversity, equity, and inclusion are central to our success.

PROJECT REFRESH



- 01 The aim of this engagement was to ensure community involvement in shaping the anti -Black racism strategy.
- 02 Facilitated sessions to be begin January 2022 and to be completed by the end of February 2022. Summary reports delivered by the end of March 2022
- 03 Phase three involves analyzing and reviewing the process, identifying any additional actions required by all participants in the visioning exercise, potentially re -engaging with Phase One public participants

SNAP SHOT

“WHAT WE HEARD”

- 01 Skepticism
- 02 Leadership Representation
- 03 Duty to Consult/Land Use
- 04 Policy Development
- 05 Community Signage



SNAP SHOT

“RECOMMENDATIONS”

- 01 Accountability
- 02 Interview Past HRM Employees
- 03 Duty to Consult
- 04 Properly Resource ANSAIO
- 05 Dedicated Complaints Process





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