

African Descent Advisory Committee – ANSAIO September/October Update

In September, Senior advisor co-facilitated **Leading from an Afrocentric Place Training** to the 2024 Aspiring Leaders with Ayo Aladejebi *Executive Director of Engagement Equity & Belonging-Dept of Labour Skills & Immigration*

ANSAIO staff hosted our **Reaching Out from an Afrocentric Place Training** in September and in October will provide the training to the municipal Bridging the Gap Interns.

Employment circles started again in September starting with Lucasville, to support community members finding job opportunities.

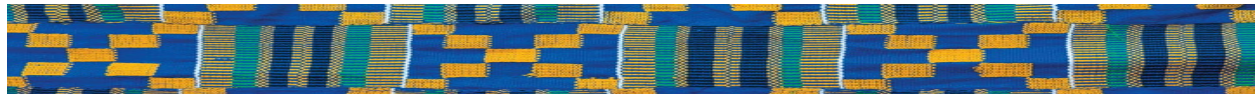
There was a **community circle** in Upper Hammonds Plains (follow up from the August 19th circle), where ANSAIO brought people of interest to community. Halifax Water Commission, Halifax Fire , EMO and ANSCAP in partnership with the UHP Community Development Association.

ANSAIO launched the **Anti-Black Racism Grants** program which is intended empower communities and residents of African descent to address issues of anti-Black racism through community-led, grassroots projects and initiatives. Project grants are to support community-based initiatives developed and delivered at the local level. Applicants must demonstrate how their project aligns with the municipality's commitment to support communities in addressing anti-Black racism.

[Applications opened September 1 and close October 31, 2024 \(still time to apply\)-poster attached](#)

ABR Training took place with several more business units in September and additional sessions planned for October. Approximately 80 employees received the training in September.

ABR Policy is at the executive leadership level for approval.



ADAC vacancies

Vacancies are for two youth of African descent, as well as a member from North Preston & Upper Hammonds Plains.

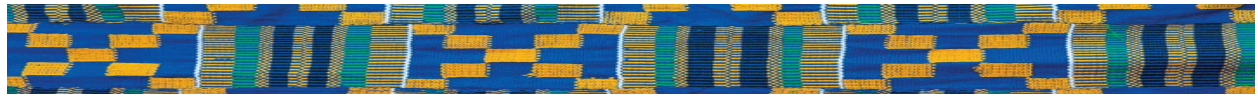
ANSAIO outreach has engaged with Community Developers, community leaders, church bulletins, and the Noth End Parent Resource center newsletter to date to promote these vacancies and will continue to promote at community engagement sessions

Africville Report for ESC & ADAC

The Africville report, as requested by ADAC, will be going to the Executive Standing Committee (ESC) of Regional Council December 16th. In the interim, Susan McClure (Halifax Archives) would like to come and present to the ADAC as an information sharing session ahead or after the December 16th ESC meeting. Susan can share with the committee information from Halifax Archives on Africville that are referenced in the report that will be going to ESC.

Visioning Phase1- Phase one consisted of an engagement process to allow community members to have a voice in the development of the Africville Visioning and encourage ownership and participation; the results from the engagements informed a What We Heard report. The What We Heard report was completed by Ignite Consulting summer 2024 and will be presented to council early 2025.

Visioning Phase 2- Phase two of the Africville Visioning Process is starting this fall and will consist of identifying resources and support(s) that may be required to develop an action plan for Africville based on the feedback in the “What we heard Report from Phase 1. The development of internal Steering & Technical Committees will be included.



Related work:

African Nova Scotian Community Action Planning (ANSCAP) staff report was passed at council. <https://www.halifax.ca/search/content?keys=ANSCAP+report>

Election update:

Election Day-October 19th, 2024, between 8am-7pm

Eligible voters can visit **any** advance polling location to vote on **Oct. 12 or Oct. 15** between **noon and 8 p.m.**

Residents voting at an advance polling location will be able to cast their vote electronically, using a voting kiosk. **Paper ballots are only available on election day** (Oct. 19). There is advance online and telephone voting available as well, to inquire please call the voter helpline. The municipality's **voter helpline** is available to assist residents. Contact the voter helpline by calling 902.490.VOTE (8683) or 1.844.301.VOTE (8683) (toll-free).

The Election Office can be contacted by emailing election@halifax.ca.

Job postings:

External applicants can follow the link to our posted career opportunities:

<https://sjobs.brassring.com/TGnewUI/Search/Home/Home?partnerid=25749&siteid=5764#home>

Of Interest in Community:

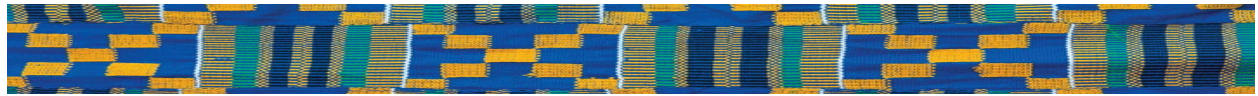
2024 Volunteer Conference:

Friday, November 15 | 8 a.m. – 4:30 p.m.

The Delta Hotels by Marriot Dartmouth | 240 Brownlow Avenue (virtual hotel walk-through)

Register: Using course code **00095610**, **register** online at halifax.ca/myREC or call the registration line at 902.490.6666. For group registration or if you are having trouble registering contact Darren Hirtle at Darren.Hirtle@halifax.ca or 902.476.1184

Cost: \$35 – early bird pricing (until October 21) or \$50 – regular price (starting



October 22)

The deadline to register is Monday, November 4.

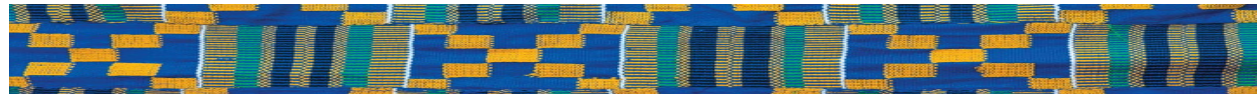


Africville Heritage Trust community event

Africville Museum Scarecrow Contest
October 19th-26th
2024

Drop by the Africville Museum
and vote on your favourite
scarecrow!!

Africville Heritage Trust



ANS Road to Economic Prosperity Summit

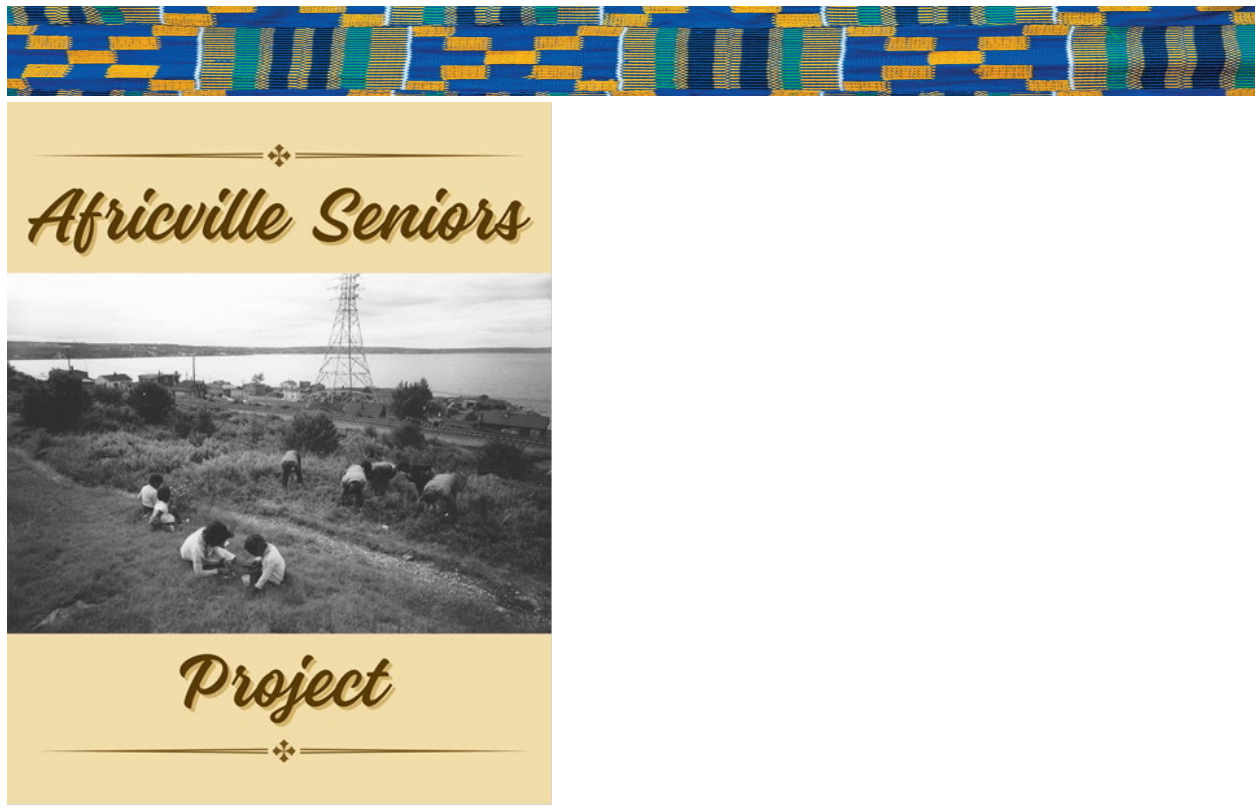


The theme for the fourth annual REP Summit is "**Sustain and Remain.**" This statement is a commitment to sustaining momentum and leadership on economic development initiatives in ANS communities beyond the initial Road to Economic Prosperity Plan. As we witness a new surge of engagement by African Nova Scotians and unprecedented potential for economic development in our communities, the goal is to ensure our actions are sustainable, forward-thinking and that the progress we are making is built to last. On **October 18**, we invite participants from across the province to explore strategies for governance and decision-making in their communities, possibilities for revenue generation and reinvestment. Through guest presentations and facilitated engagement, we look forward to achieving the this at the Road to Economic Prosperity Summit 2024.

ANS Community Day & International Conference

Invites community for guest presentations and will take place March 7&8 2025.

Additional detail closer to the date.



The Africville Seniors project invited former residents of Africville and seniors from neighboring black communities to be on the Africville Museum floor, for the purpose of greeting guests, sharing our unique history and connecting with visitors from around the globe.

The Africville Senior project provided all candidates with a training session and a manual on popular questions, and potential other opportunities. This was a pilot project with the hope of growing the initiative in the near future.

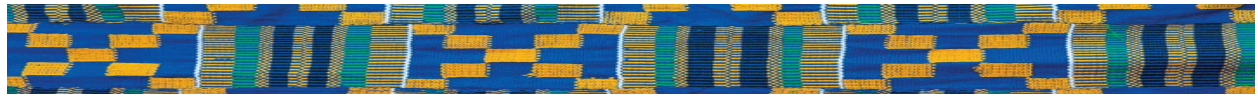
The Africville Senior project provides all candidates with a training session and a manual on popular questions, and potential other opportunities.

This pilot program was supported by the Delmore Buddy Day Learning Institute.

Definitions Section:

Aspiring Leaders:

This program is a professional development opportunity for employees in non-leadership roles and provides the fundamental skills required to become effective leaders in our organization. There are 3 pillars This is a cohort-based certificate program, structured around the 4 Es of Leadership Development – Education,



Experience, Exposure and Evaluation.to the program: Leading with Empathy, Leading Innovation, and Leading People.

ABR Policy Objectives:

- Advance the Municipality’s level of accountability in preventing Anti-Black Racism and addressing it when it occurs.
- Identify tools and supports to help employees understand what constitutes Anti-Black Racism and what it may look like in the workplace.
- Outline a process to ensure that complaints regarding Anti-Black Racism are handled in a culturally responsive and trauma-informed manner.
- Ensure that employees impacted by Anti-Black Racism have access to culturally appropriate supports.
- Advance an organizational culture of respect, inclusivity, and psychological safety for all.
- Promote transparency, trust and accountability in the Municipality’s ability to adequately address instances of Anti-Black Racism at all position levels.