

### **DRAFT African Descent Advisory Committee 2025-26 Work Plan**

#### **PURPOSE**

The African Descent Advisory Committee was established to provide crucial insights and guidance to the Regional Council, specifically through the Executive Standing Committee, on how municipal policies, programs, and services affect People of African Descent. Its purpose is to ensure that the unique needs and perspectives of this community are thoughtfully considered and addressed in municipal decision-making processes. By offering informed recommendations and feedback, the committee plays a vital role in promoting equity and inclusivity, ensuring that municipal initiatives are equitable and responsive to the diverse needs of the community. For more detailed information about the committee's role, refer to the staff report and the Terms of Reference outlined in Administrative Order 2021-004-GOV.

The duties of the African Descent Advisory Committee (ADAC) are specified in sections 6-10 of Administrative Order-2021-004-GOV (AO 2021-004-GOV), as indicated below:

#### **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.
  - (b) 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;
  - (c) advise on mechanisms to engage and empower People of African Descent to fully participate in the political process at the municipal level;
  - (d) provide information and resources about People of African Descent issues to Council, including the use of racial equity lens;
  - (e) advise on emerging issues and trends of significance to People of African Descent communities as they relate to municipal services and programs;
  - (f) advise on the interests and needs of historic African Nova Scotian communities with respect to municipal programs and service delivery; and

- (g) advise and make recommendations about strategies designed to achieve the objectives of the Committee.
7. 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.
  8. 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.
  9. 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.
  10. The Committee may develop an annual work plan for approval by the Executive Standing Committee

## VALUES

Our committee members collectively uphold a set of core values that guide our interactions and decision-making processes. We are committed to ethical principles such as integrity, honesty, and truthfulness, ensuring that our actions reflect the highest standards of moral conduct. Interpersonal values like respect, empathy (understanding), realness, and oneness (Ubuntu) are integral to our approach, fostering a supportive and inclusive environment where every member feels valued and heard. We emphasize personal growth through a willingness to learn, encouraging continuous development and adaptation. Dependability is a cornerstone of our work, as we strive to be reliable and accountable in all our commitments. As we engage with our communities, we hope to see these same values reflected, aiming to inspire and contribute to environments that are ethical, empathetic, and growth-oriented.

Ethical Principles	Interpersonal Values	Personal/Communal Growth
Integrity	Respect	Willingness to Learn
Honesty	Understanding	Accountability
Truthfulness	Realness	Authenticity
Dependability	Oneness (Ubuntu)	

## AREAS OF COMMITMENT

The African Descent Advisory Committee is committed to making recommendations on several critical areas to enhance our community's well-being. The themes mentioned guide our recommendations by ensuring that our actions are aligned with our core values and objectives, leading to more effective and meaningful outcomes for our community.

## Areas of Commitment

Resource Allocation	<p>We prioritize ensuring that resources are allocated effectively to address the most pressing needs of our community. This involves making recommendations on how funds and support should be distributed to maximize impact and benefit</p> <p>The resources the ANS community is most concerned with are food security, transit, recreation, water, public land use, public safety, economic opportunities and infrastructure.</p>
Self-Determination	<p>We advocate for the community's right to self-govern and make decisions that affect our own lives and future. This theme guides us in supporting internal autonomy while encouraging external collaboration to achieve our goals of the following: Planning, capacity development, policy development, increase political awareness, and communal action plan developments.</p>
Leadership	<p>We emphasize the importance of strong and informed leadership. Our recommendations often focus on involving leaders who have a deep understanding of our struggles and can drive meaningful change through their authoritative positions and influence such as access to education and advocacy</p>
Belonging	<p>We aim to create a sense of belonging within the community by promoting connections based on shared experiences, ideologies, and resources. Our recommendations seek to enhance communal ties and ensure that all individuals feel valued and included</p>
Unity	<p>Unity is a driving force behind our efforts to work collaboratively towards common goals. We recommend strategies that encourage partnership, cohesion, and collective action across various groups and ages within the community</p>
Empowerment	<p>Empowering individuals through education is fundamental to our approach. We recommend initiatives that provide opportunities for learning and growth, enabling community members to achieve their full potential and contribute effectively to collective progress</p>
Transparency	<p>We advocate for transparency in all community-led organizations and initiatives to build trust and ensure that processes are open and accountable. Our recommendations focus on clear communication and openness to maintain integrity and foster confidence</p>

The themes of Resources and Proper Allocation, Self-Determination/Autonomy, Leadership, Belonging, Unity, Transparency, and Empowerment and Education are central to guiding our recommendations and actions within the African Descent Advisory Committee.

Subcategories/Action	Alignment with Terms of Reference	Person/ Group Responsible	Resources required other service providers, Government, Funds, etc.	Time Frame	Desired Outcome	Performance Indicators: How will you measure your accomplishments
<b>Priority 1: Increased Participation of Black Peoples in the workforce</b> <ul style="list-style-type: none"> <li>- income (i.e., poverty, basic income, pay equity)</li> <li>- equity, diversity, inclusion and accessibility initiatives</li> <li>- demographics related to Black people in positions of seniority</li> </ul>	6, 7 &8	<i>All members</i>	<i>Expertise of Committee Members, staff members of HRM, and Halifax community organizations with specialized knowledge about workforce participation and education of Black peoples in the HRM.</i>		<i>Committee Members will become more knowledgeable about workforce and educational issues facing Black peoples in the HRM so that they may effectively perform their role as an Advisory Committee to the HRM.</i>  <i>ADAC will provide information and resources about workforce and educational issues facing Black peoples to Council</i>	ADAC to provide at least two (2) recommendations regarding workforce participation  Increased Participation of Black Peoples in the workforce <ul style="list-style-type: none"> <li>- greater opportunities for post-secondary education</li> <li>- greater number of positions for Black peoples in municipal government</li> </ul>
<b>Priority 2: Increased participation of Black peoples in local politics</b> <ul style="list-style-type: none"> <li>- Elections initiatives, voter turnout,</li> </ul>	6, 7 &8	<i>All members</i>	<i>Expertise of Committee Members, staff members of HRM, and Halifax community organizations with</i>		<i>Committee Members will become more knowledgeable</i>	ADAC to provide at least two (2) recommendations regarding local political participation and/or

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<p>engagement sessions,</p> <p>- Community led initiatives, self-governance and access to justice</p>			<p><i>specialized knowledge about community led initiatives, voter turnout, community engagement issues facing Black communities in the HRM.</i></p>		<p><i>about community led initiatives, voter turnout, community engagement issues facing Black peoples in the HRM so that they may effectively perform their role as an Advisory Committee to the HRM.</i></p> <p><i>ADAC will provide information and resources about community led initiatives, voter turnout, community engagement issues facing Black peoples to Council</i></p>	<p>self-governance initiatives</p> <p>Review at least two (2) policies per year regarding this topic.</p>
<b>Priority 3: Increased infrastructure in Black communities</b>	6, 7 &8	All members	<p><i>Expertise of Committee Members, staff members of HRM, and Halifax community</i></p>		<p><i>Committee Members will become more knowledgeable</i></p>	<p>ADAC to provide at least two (2) recommendations regarding initiatives and</p>

Subcategories/Action	Alignment with Terms of Reference	Person/ Group Responsible	Resources required other service providers, Government, Funds, etc.	Time Frame	Desired Outcome	Performance Indicators <sup>1</sup> : How will you measure your accomplishments
<ul style="list-style-type: none"> <li>- Health and safety procedures related to environmental factors such as water services</li> <li>- Greater promotion of health services</li> <li>- Increased public services and safety resources (sidewalks, parks, etc)</li> <li>- Access to public transportation</li> <li>- Access to affordable housing, shelters, etc.</li> </ul>			<p><i>organizations with specialized knowledge about health, safety, wellness, and quality of life issues facing Black peoples in the HRM.</i></p>		<p><i>about health, safety, wellness and quality of life issues facing Black peoples in the HRM so that they may effectively perform their role as an Advisory Committee to the HRM.</i></p> <p><i>ADAC will provide information and resources about health, safety, wellness and quality of life issues facing Black peoples to Council</i></p>	<p>projects necessary to support the quality of life of Black peoples in the HRM.</p> <p>Review at least two (2) policies per year regarding this topic.</p>