



# **ROAD TO ECONOMIC PROSPERITY FOR AFRICAN NOVA SCOTIAN COMMUNITIES**



# ACKNOWLEDGMENTS

We want to express our sincere thanks to the amazing community members, dedicated councils, hardworking staff, and valued partners who have been crucial to the success of the African Nova Scotian Road to Economic Prosperity initiative in 2023.

## Advisory Council

Dolly Williams – Co-Chair – East Preston  
Irvine Carvery – Co-Chair – Africville  
Viola Fraser – North Preston Community Rec Centre  
Sherry Bernard – Lake Loon / Cherry Brook  
Gina Jones-Wilson – Upper Hammonds Plains  
Patsy Crawford – Beechville  
Tamar Brown – ANS Affairs Office of Integration Veronica Marsman – Akoma  
Trianda Loppie - Akoma  
Tammy Ewing – Engage Nova Scotia  
Matthew Martell – Black Business Initiative  
Mamadou Wade – Black Business Initiative  
Rosella Fraser – North Preston Community Rec Centre  
Shelley Fashan – Preston Township  
George Frempong – Delmore “Buddy” Daye Learning Institute  
Wayne Talbot – Deputy Mayor, City of Truro  
Terry Dixon – Halifax Partnership  
Jenée Jarvis – Halifax Partnership  
Carolann Wright – Halifax Partnership  
Crystal Mulder – Halifax Libraries  
Curtis Whiley – Upper Hammonds Plains

## Elder Council

Cameron Brown – Co-Chair – Caribbean  
Melinda Daye – Co-Chair – Halifax  
Darlene Lawrence – South Shore  
Iona Duncan-States – Halifax  
Lavonne Sparks – Halifax  
Olive Phillips – Caribbean  
Charles Sheppard – Cape Breton  
Louise Delisle – South Shore  
Glenda Richards-Talbot – Northern  
Chuck Smith – South Shore  
Craig Smith – Halifax

## Support to Elder Council:

Shelley Fashan, Preston Township

## Youth Council

Chelsea Slawter-Wright – Co-Chair – East Preston and Beechville  
Shekara Grant – Co-Chair – Halifax  
Templeton Sawyer – Caribbean  
Graham Cromwell – South Shore  
Vanessa Hartley – South Shore  
Emperor Ben Robertson – African Diaspora  
Myannah Carvery – Valley  
Mamadou Wade – Halifax  
Kjeld Conyers-Steede – Caribbean

## ANS Road to Economic Prosperity Staff Team at Halifax Partnership

Carolann Wright – Executive Director, Road to Economic Prosperity and Director, Capacity Building and Strategic Initiatives African Nova Scotian Communities  
Jenée Jarvis – Governance and Capacity-Building Liaison, Capacity Building and Strategic Initiatives  
Terry Dixon – Program Coordinator, African Nova Scotian Connector Program  
Dena Williams – Event Coordinator  
Trayvonne Clayton – Community Engagement Specialist

## African Nova Scotian Affairs Integration Office, Halifax Regional Municipality

Jasslyn Skeete – Coordinator of Outreach and Research for ANSAIO, REP Youth Council Support  
Tamar Pryor Brown – Senior Advisor, ANSAIO  
Devon Parris – Diversity and Inclusion Advisory, Planning and Development, REP Advisory Committee



## OUR PARTNERS



## 2023 PARTNERS







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# TABLE OF CONTENTS

Messages	6
Melinda Daye & Cameron Brown	6
Chelsea Slawter-Wright & Shekara Grant	7
Irvine Carvery & Dolly Williams	8
The Road To Economic Prosperity Staff Team	9
Progressing Our Priorities	12
Summit And International Conference Highlights	24
African Nova Scotian Prosperity & Well-Being Index	28
Building Bridges: Partnership In Action	30
Community Updates	34
Glossary	40



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# Message from

# **MELINDA DAYE & CAMERON BROWN**

## CO-CHAIRS OF THE ELDER COUNCIL

The Elder Council is deeply invested in the longevity of economic development work in African Nova Scotian communities.

Through our many years of experience, we have seen organizations and initiatives ebb and flow. Our commitment is to ensure that our work not only thrives in the present but continues to flourish for generations to come. As we inch closer to the prosperous future we imagine for African Nova Scotians, we can't help but feel that we are only getting started. The success stories coming from our communities show us that this plan is working.

We want all African Nova Scotians to be aware of what the Road to Economic Prosperity is doing, and to own this initiative and take it into their own communities and neighbourhoods. This year, we started a sustainability plan for the Road to Economic Prosperity. The goal is to future-proof our efforts by building a diverse network of support and investment, and by fostering a spirit of collaboration so that together, we can weather any storm.

We renew our commitment to strengthening relationships between the generations. Our young people are the cornerstone of the sustainability plan, as they are our only secure investment in the future. As stewards of wisdom, we are honoured to share our values and expertise with our youth with trust and love.



# Message from

## THE ROAD TO ECONOMIC PROSPERITY STAFF

It is my pleasure to share this progress report alongside the Road to Economic Prosperity Councils. As a team of dedicated staff, our role is to support the community leadership of the REP Councils as they work to implement a five-year economic development plan in African Nova Scotian communities. This is made possible through the support of Halifax Partnership and funding partners.

In the past year, we have advanced all 31 actions in the Years 1-2 Plan. These actions fall under three pillars: Unity and Capacity-building; Land Ownership, Infrastructure Development, and Investment Attraction; and Education, Employment, and Entrepreneurship. We have established community-led working groups under each pillar, with representation from African Nova Scotian communities across HRM - including North End Halifax, Beechville, Cherry Brook and Lakeloon, East Preston and North Preston, Upper Hammonds Plains and Lucasville. Our objective is to provide the working groups and councils with the necessary resources and support to make decisions by the community, for the community.

In 2022, we expanded our outreach efforts to deliver presentations on the Road to Economic Prosperity to ANS communities in regions outside of Halifax. This work has been focused on building capacity within communities to be able to create their own economic development plans and to present these plans to their municipalities. We are working to bring more on the road with us by keeping all African Nova Scotian communities informed and engaged.

Sincerely,

**Carolann Wright**  
**Director, Capacity Building & Strategic**  
**Initiatives African Nova Scotian Communities**  
**Halifax Partnership**





# PROGRESSING OUR PRIORITIES

The Road to Economic Prosperity Plan focuses on three strategic priorities which are in effect for the entire five years. Each strategic priority is spearheaded by an established working group of African Nova Scotian community members.





### **PRIORITY: UNITY AND CAPACITY BUILDING**

We are committed to building unity and capacity within and among African Nova Scotian communities by sharing best practices, increasing collaboration, and building leadership and skills needed to advance this work.



### **PRIORITY: LAND OWNERSHIP, INFRASTRUCTURE, AND INVESTMENT**

We aim to engage and empower African Nova Scotians in improving the current and future state of development, infrastructure, and investment in their communities.



### **PRIORITY: EDUCATION, EMPLOYMENT, AND ENTREPRENEURSHIP**

We are building strong relationships between Nova Scotians of African descent and educational and economic institutions, working to reconnect African Nova Scotians with opportunities in education, employment, and entrepreneurship.

The REP Years 1-2 Plan (2021-2023) includes 30 actions and the Years 3-5 Plan (2023-2026) includes 31 actions. This report covers progress made on priorities and actions from October 1, 2022 to September 30, 2023 which crosses two REP Plan periods: the last six months of the Year 2 Plan (October 1, 2022-March 31, 2023) and the first six months of the Year 3 Plan (April 1, 2023-September 30, 2023).

Please visit our website to learn about progress made in 2021 and 2022 and to explore the Years 1-2 and Years 3-5 Plans: [anseeconomicprosperity.com/research-and-reports](https://anseeconomicprosperity.com/research-and-reports)



## **PRIORITY: BUILD UNITY AND CAPACITY AMONG AFRICAN NOVA SCOTIANS**

### **Objective 1.1**

**Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success**

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#### **Action 1. Establish the Road to Economic Prosperity Advisory Council (REPAC) and Elder Council (REPEC) to provide leadership and oversight**

##### **Progress Highlights**

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### **Objective 1.2**

**Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success**

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#### **Action 4. Establish the Road to Economic Prosperity Advisory Council (REPAC) and Elder Council (REPEC) to provide leadership and oversight**

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## **Objective 2.3**

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### **Objective 2.2**

**Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success**

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#### **Action 4. Establish the Road to Economic Prosperity Advisory Council (REPAC) and Elder Council (REPEC) to provide leadership and oversight**

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## **Objective 3.3**

**Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success**

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### **Action 7. Establish the Road to Economic Prosperity Advisory Council (REPAC) and Elder Council (REPEC) to provide leadership and oversight**

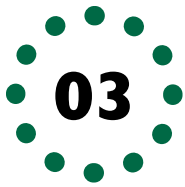
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# **ROAD TO ECONOMIC PROSPERITY FOR AFRICAN NOVA SCOTIAN COMMUNITIES**



KNOWING OUR NUMBERS



# African Nova Scotian Prosperity and Well-being

Index 2024



MAY 2024



# ACKNOWLEDGEMENTS

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## Road to Economic Prosperity Staff Team at Halifax Partnership

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**Trayvone Clayton**, Community Engagement Specialist, African Nova Scotian Communities

## HRM African Nova Scotian Affairs Integration Office

**Devon Parris**  
**Tamar Pryor Brown**  
**Jasalynn Skeete**

## Our Partners:







## **CONTENTS**

- 4** Messages
- 6** How to Read the Index
- 7** Introduction
- 8** Key Facts and Stats
- 10** Population
- 14** Labour
- 18** Income
- 24** Education
- 30** Housing
- 34** Well-Being
- 38** Community Insights and Recommendations





## MESSAGE FROM

# Irvine Carvery & Dolly Williams

Co-Chairs of the Road to Economic Prosperity Advisory Council

**As we move this work forward, it is important that we do it collectively and collaboratively - For Us, By Us, and With Us. Engaging our community in developing the inaugural *African Nova Scotian Prosperity and Well-being Index* (the *ANS Index*) is priority one.**

Community conversations and feedback on social and economic data presented during the 2022 and 2023 Road to Economic Prosperity (REP) Summits,

highlighted the need for a symposium where our community could get acquainted with the data and share insights and recommendations that could improve African Nova Scotian economic outcomes and prosperity.

The ANS Index Community Symposium held in April 2024 provided an opportunity for our community to dive deeper into the data and gain a greater understanding of areas in which Nova Scotia's Black population is making progress and where we fall behind in

areas such as education, employment, income, housing, and well-being.

Thank you to those who participated in the Index Symposium and to members of the community and our partners who have been involved in developing the ANS Prosperity and Well-being Index and implementing the ANS Road to Economic Prosperity Plan. Together, we are advancing the Black print for economic development.



## MESSAGE FROM

# Carolann Wright

Director of Capacity Building & Strategic Initiatives African Nova Scotia Communities,  
and Executive Director, Road to Economic Prosperity

**Our community and partners see this inaugural ANS Index as a pivotal starting point in providing an accurate baseline for a range of social and economic indicators for people of African descent in Nova Scotia - a measure of how far we have come and how far we have to go.**

African Nova Scotians can only make progress if the community has an in-depth knowledge of existing data on the Black community, what informs the data, and where there are gaps.

The opportunity to review and discuss data as a community and to provide recommendations that could improve social and economic outcomes is new for the Black community.

This work is just the beginning of building trust with the community to increase African Nova Scotian participation in data collection and provides a starting point for future engagement with ANS communities on research and data initiatives. It will also provide opportunities to identify and measure key indicators that have not

been traditionally included in Statistics Canada data.

For our inaugural Index, the REP Research Working group identified areas of major interest to the ANS population and supported the research, while Halifax Partnership's economists provided the economic data and analysis. Thank you for your time, energy, and expertise provided to this critical and impactful work for the ANS community.



# How to read the ANS Index

The inaugural edition of the *African Nova Scotian Prosperity and Well-being Index (ANS Index)* covers six broad areas: population, labour, income, education, housing, and well-being. Before getting into the details of this content, several methodological issues must be addressed.

There are very few publicly available datapoints for the African Nova Scotian (ANS) community. Statistics Canada does generate data for those who self-identify as Black in instruments like the Census and the Labour Force Survey. However, Census datapoints are available only every five years, with 2021 data being the most recent. While the results of the Labour Force Survey

are published monthly, the finest level of geography for which breakouts of the Black population are available is Atlantic Canada as a whole.

Furthermore, the population who self-identify as Black is not equivalent to the historic African Nova Scotian population, who have had a presence here for over 400 years. These statistics include recent newcomers who identify as Black but may or may not identify as part of the ANS community. For some Census datapoints we have access to cross-tabulations for those who self-identify as Black and as being “third generation Canadians or more” (persons who were born in Canada with both parents born in Canada).

For some statistics we use this cross-tabulation as an imperfect proxy for the historic African Nova Scotian population.

Census data are provided down to very fine levels of geography and some statistics are reported here for communities below the provincial level, such as Halifax Regional Municipality (HRM). Here, to ensure accurate comparisons with previous census years, we use Halifax Census Subdivisions figures.

Many of the datapoints used in this report are made available via the Community Data Program, which is acknowledged with gratitude.



# Introduction



The African Nova Scotian Road to Economic Prosperity Plan (REPAP) is a collaborative plan developed and owned by the African Nova Scotian community to advance economic development and community priorities.

One key implementation step of the Plan is to conduct research and analysis on ANS community-level statistics in order to understand how the community compares to the broader population on a variety of economic and social indicators and to track the trends in these indicators over time. Where gaps exist, it is important to recognize them, to assess whether they are improving or worsening over time, and to drive action towards closing them.

This inaugural *African Nova Scotian Prosperity and Well-being Index* uses the most-recently available data to describe the status of the Black community in Nova Scotia across a range of topics – population, labour, income, education, housing, and well-being – and to track progress over time. Gaps also are identified between the Black population and the general Nova Scotian population. Additionally, by using a generational identifier from the Census, a proxy for the historic African Nova Scotian community, as distinct from the total Black Nova Scotian population, is created and assessed on several metrics.

Between 2016 and 2021 the Black Nova Scotian population grew more quickly than the Nova Scotian population overall. This growth was led by international migration, with Nigeria being the largest source country.

The Black population continues to lag the general population in the labour force participation rate, the employment rate, and the unemployment rate, but the gaps do appear to be narrowing.

A gap in average income remains, but this too is closing, especially for women. The historic ANS community has a lower average income than more recent Black arrivals in the province.

The share of Black adults without even a high school diploma has been dropping sharply while the share with a bachelor's degree or higher has jumped. Gaps in achievement rates between African Nova Scotian sixth graders and the general population remain. In the most recent evaluations, only 61%, 49%, and 53% of African Nova Scotian sixth graders were at or above expectations in reading, writing, and mathematics, respectively.

Compared to the overall Nova Scotian population, the Black Nova Scotian community has higher shares of households living in unaffordable housing (too expensive), inadequate

housing (too small for the number of people), and unsuitable housing (in need of major repairs). While 7.3% of Nova Scotian households live in core housing need, the share almost doubles to 13.2% for Black Nova Scotians. Black Nova Scotians also have a significantly lower rate of home ownership than the general population.

In Engage Nova Scotia's 2019 Quality of Life Survey, as compared to the averages across all survey respondents, African Nova Scotian respondents reported comparatively lower levels of life satisfaction, trust in others, self-assessed mental health, and financial security, but greater satisfaction with work-life balance.

**We invite you to explore the data and insights included in this edition of the *African Nova Scotian Prosperity and Well-being Index* and to share your feedback and ideas to improve social and economic indicators for the Black community.**

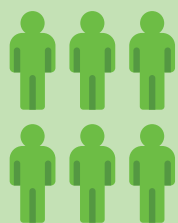


# KNOWING *our* NUMBERS

## KEY STATS AND FACTS



### POPULATION

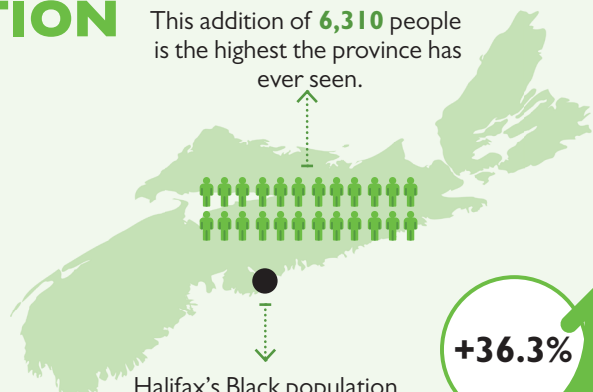


Nova Scotia's Black population was 28,220 in 2021, 72.9% of whom were in Halifax.

**+28.8%**  
2016 - 2021



This addition of **6,310** people is the highest the province has ever seen.



Halifax's Black population increased **5,475** people

**+36.3%**



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%**

In 2021, 20.4% of Nova Scotia's Black population were immigrants.



**56.4%**

**56.4%** of these immigrants arrived from 2016 to 2021

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

### EMPLOYMENT

The age-adjusted unemployment rate for Black Nova Scotians remains above the figure for the overall population.

(Data from 2006-2021, 15 years)

#### Black Nova Scotian

2006 unemployment rate – 10.1%  
2011 unemployment rate – 11.5%  
2016 unemployment rate – 14.7%  
**2021 unemployment rate - 14.0%**

#### All Nova Scotians

2006 unemployment rate – 9.1%  
2011 unemployment rate – 10.0%  
2016 unemployment rate – 10.0%  
**2021 unemployment rate - 12.7%**

# EDUCATION

Educational outcomes have been improving for Black Nova Scotians over the past 15 years (2006-2021)



**Black Nova Scotians have the highest population share of adults (ages 25 to 64) with only a high school diploma 27.7%, compared to the minority population 16.8% and non-minorities 25.2%.**



**11.7%**

Black Nova Scotians still have a greater share of adults (ages 25 to 64) without formal educational attainment (11.7%) i.e., no diploma, certificate or degree from high school educational institution or higher when **compared to the minority population share 6.8%, and non-minority population share 10.3%.**

**6.4%**

of Black Nova Scotian adults (ages 25 to 64) have a trades or apprenticeship certificate or diploma.

**19.9%**

of Black Nova Scotian adults (ages 25 to 64) hold a college or non-university certificate or diploma, **in comparison to 25.9% of the non-minority population.**

**31.8%**

of Black Nova Scotian adults (ages 25 to 64) hold a university degree, **above the non-minority population share of 27.1%.**

## INCOME

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



**17.6% of Black Nova Scotians lived in poverty in 2020 according to the Market Basket Measure.** This was down from 35.1% in 2015.

**1st generation Black Nova Scotians had the highest rate of poverty in 2020 at 23.8%, followed by 3rd generation at 15.0% and 2nd generation at 14.3%.**

### More key stats:

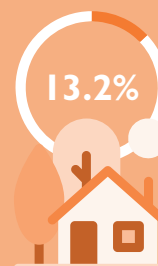
The average after-tax income in 2020 for Black Nova Scotian females was \$2,360 lower than the average for non-visible minority females. For males the difference was much higher at \$10,120. On average, Black males made \$1,080 more than Black females. On average, a Black Nova Scotian will have only 85 cents in income for every dollar of income for a non-visible minority Nova Scotian. The average Black Nova Scotian with a bachelor's degree or higher made only 79.2% of the income of the average Nova Scotian with a bachelor's degree or higher in 2020.

## HOUSING

**At the national, provincial, and Halifax levels, the share of the Black population living in core housing need in 2021 was greater than the corresponding figure for the overall population.**

In 2021, **15.4%** of Black Nova Scotians lived in homes that were not suitable for the size of their households, **17.2%** lived in homes that were unaffordable, and **11.2%** lived in homes that were inadequate and in need of major repairs.

In 2021, **45.8%** of the Black Nova Scotian population owned their homes, versus **67.8%** for the overall population.



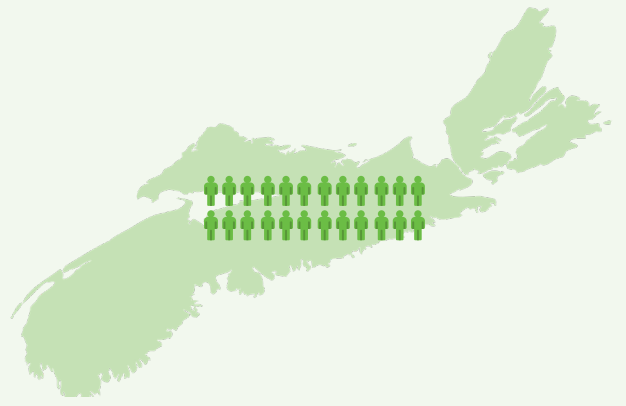
**13.2%**

The share of the Black Nova Scotian population living in core housing need in 2021 was 13.2%.



KNOWING OUR NUMBERS

# Population



Credit: Tourism Nova Scotia  
Photographer: Acorn Art & Photography

# Population



Statistics Canada survey instruments like the Census and the Labour Force Survey ask respondents to self-identify across a range of criteria. The basis of this Population section is to identify those Nova Scotians who self-identify as Black. This captures individuals with many generations of family rooted in Nova Scotia – the historic African Nova Scotian community – as well as individuals who migrated here from other parts of Canada or from abroad, perhaps recently or perhaps many years ago. As noted in the introduction, the set of people who self-identify as both Black and as “third generation or more” Canadians is used in some instances as a quantifiable proxy for the historic African Nova Scotian community.

According to the 2021 Census, there were 28,220 Nova Scotians who self-identified as Black, which represented 3.0% of the provincial population.

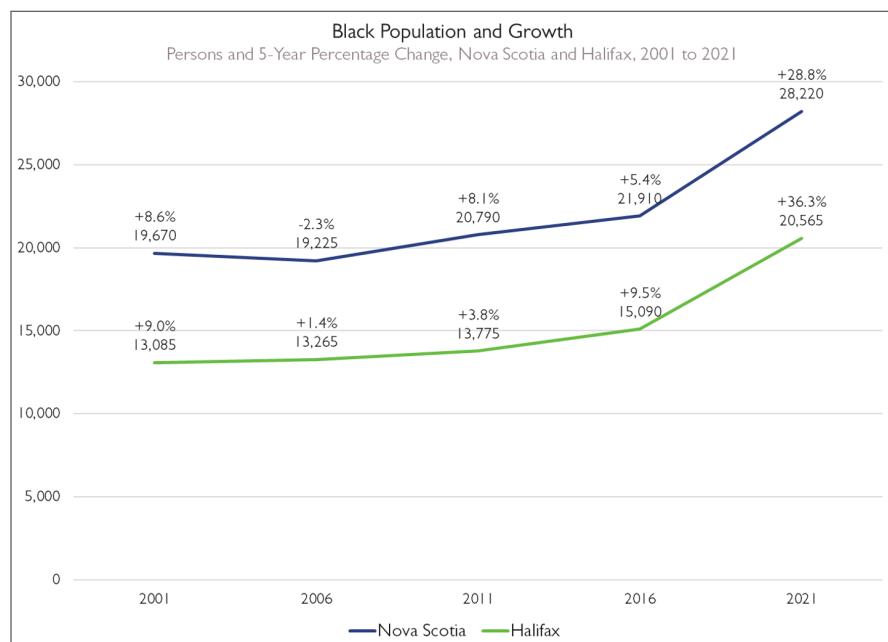
Among the ten groups constituting Statistics Canada’s visible minorities category, the Black population was the largest. The second-largest group was Nova Scotia’s South Asian population at 21,655, or 2.3% of the provincial population.

Black population growth set new records in 2021, at the national, provincial (Nova Scotia), and municipal (Halifax) levels, both in terms of people added and the rate of growth. Nova Scotia’s Black population grew 28.8% (+6,310 people) between 2016 and

2021. Over the same period the overall provincial population grew by only 5.2%.

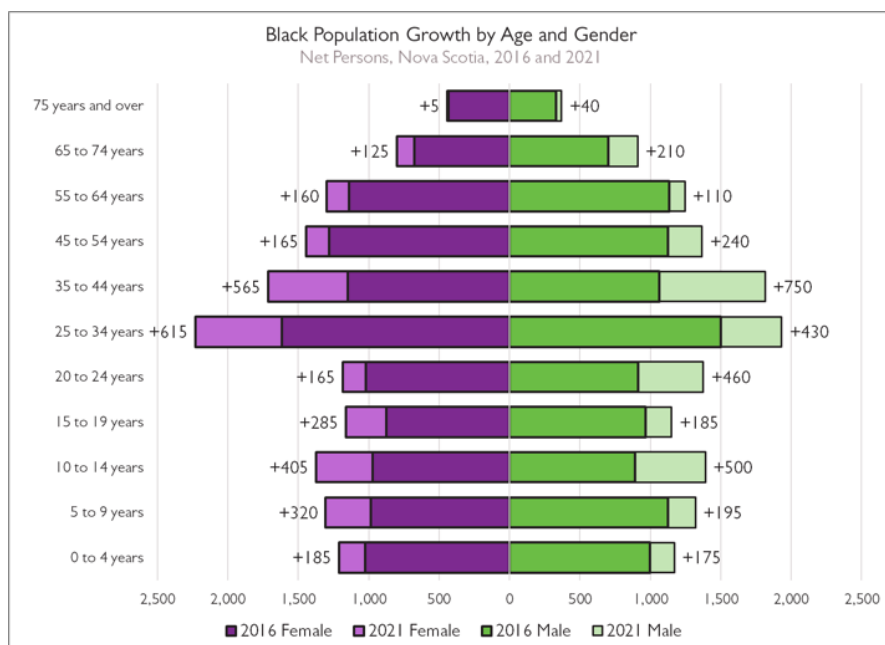
The growth rate of the Black population was even larger for Canada (+29.1%) and for Halifax (+36.3%), adding 349,325 and 5,475 people, respectively. In 2021, 1.8% of Canada’s Black population resided in Nova Scotia, while 72.9% of Nova Scotia’s Black population resided in Halifax.

Since 1996, there was only one Census year, 2006, when Nova Scotia’s Black population saw a decline, falling 2.3% below the 2001 level, a decrease of 445 people.



Source: Statistics Canada, Census of Canada (Various)

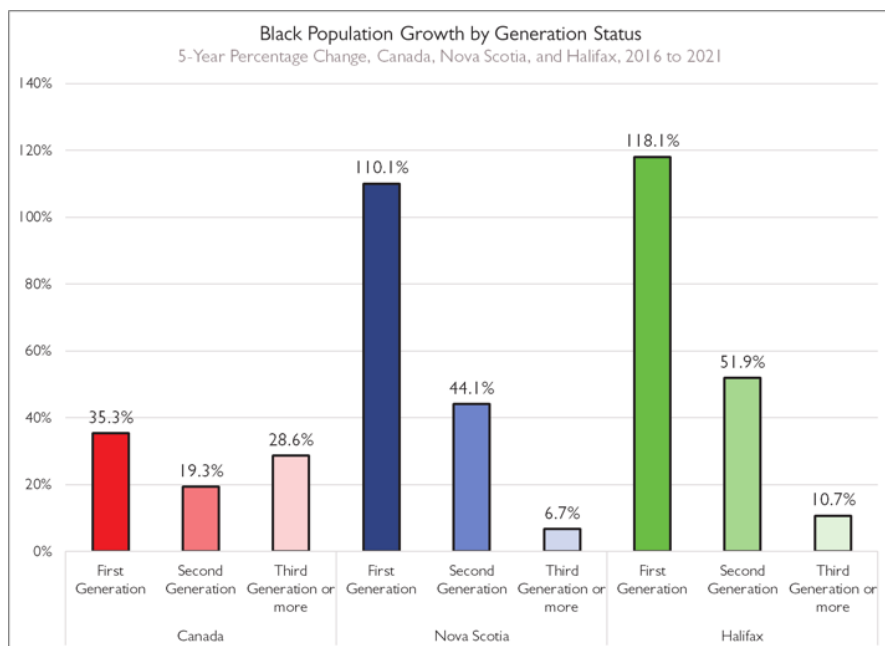




Source: Statistics Canada, Census of Canada (Various)

As the Black population grew from 2016 to 2021, the ratio of males to females has remained at essentially 50-50. Between 2016 and 2021 males and females both saw similar growth patterns across age ranges. The male and female groups both added the most people in the 20 to 44 years age range with 1,640 and 1,345 new people each. This is promising news for the economy in general when many employers report difficulty filling jobs, as it indicates an increase in the number of people in prime working age.

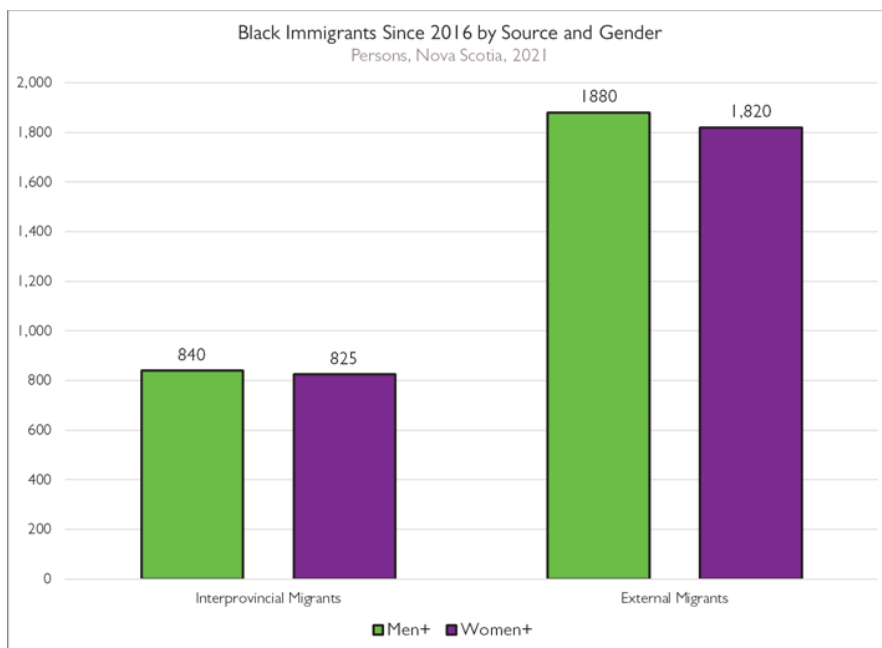
The Census recorded 250 more males and 130 more females in 2021 than in 2016 who were 65 years or older, whereas the population under the age of 10 years grew by 370 for males and 505 for females.



Source: Statistics Canada, Census of Canada (2021)

Statistics Canada uses the classification “generation status” to derive information on the diversity of Canada’s population and to study how the children of immigrants are integrated into Canadian society. “First generation” includes persons who were born outside Canada and mainly consists of people who are immigrants; “second generation” includes persons born in Canada but who had at least one parent born outside Canada; and “third generation” includes people who were born in Canada with both parents also born in Canada.

From 2016 to 2021, the largest growth by far occurred in the first generation (immigrant) Black population in Nova Scotia. Over that time frame the share of the Black population composed of first-generation Canadians grew from 17% to 28%, while the share of third generation+ Canadians among Nova Scotia’s Black population declined from 72% to 59%.



Source: Statistics Canada, Census of Canada (2021)

From 2016 to 2021, 3,700 Black individuals moved to Nova Scotia from somewhere outside Canada (external migrants). This is twice the number who moved to Nova Scotia from another province (interprovincial migrants).

Among these migrants, both external and interprovincial, the split between men and women is very close to 50-50.

Black Immigrants Since 2016 by Source Country Persons, Nova Scotia, 2021			
Country of Origin	Total	Men+	Women+
Nigeria	1,440	705	735
Other places of birth in Africa	450	255	200
Jamaica	310	160	150
Other places of birth in Americas	195	105	85
Congo, Democratic Republic of the	160	85	80
Sudan	150	105	45
United States of America	95	55	45
Ethiopia	95	60	45
United Kingdom	85	55	30
South Africa, Republic of	65	20	45
Côte d'Ivoire	40	15	25
Somalia	40	25	15
Eritrea	35	30	-
Cameroon	20	-	15
Ireland	15	10	10
Burundi	15	10	-
Egypt	15	10	-

Source: Statistics Canada, Census of Canada (2021)

Since 2016, Nigeria has been the country of origin for most Black immigrants at 1,440, representing 44.7% of the total.

“Other places of birth in Africa,” which represents places not specified, makes up 450 people (14.0%).

Jamaica comes in third place as the home country of 310 immigrants (9.6%).



KNOWING OUR NUMBERS

# Labour



Credit: Discover Halifax  
Photographer: Riley Smith



# Labour



Participation and outcomes in the labour force are important economic metrics for any community. This section explores participation, employment, and unemployment statistics for Black Nova Scotians, as well as data related to the occupations they hold and the industries in which they work.

It is helpful to first define a few relevant metrics.

The labour force is defined as the combination of those age 15 and older who are either employed or unemployed. The unemployed in turn are defined as those without a job but who are actively seeking work. Thus, retired people and full-time students, for example, are not counted in the unemployment figure or in the labour force.

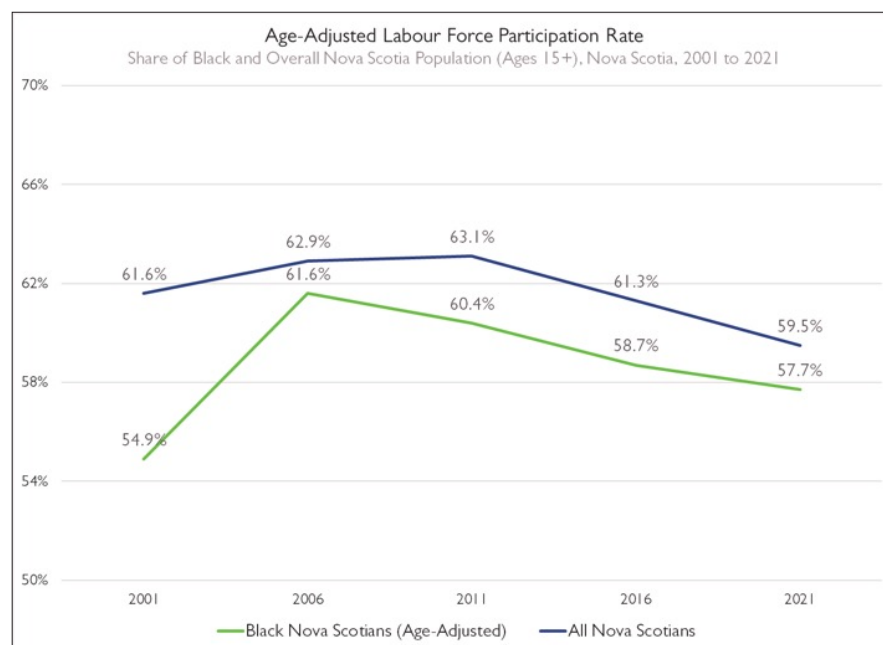
The labour force participation rate is calculated by dividing the population age 15 and over by the labour force. It answers the question: what share of the adult population is either working or looking for work?

When comparing the labour force participation rate across different population groups, it is important to take age into account. A group with a relatively high number of seniors, for example, will naturally have a lower labour force participation rate than another group that is composed largely of young adults in their 20s and 30s. To make comparisons across populations more meaningful, age adjustments<sup>1</sup>

can be made to the data. Because of differences in the age profiles of the Black Nova Scotian population and the overall Nova Scotian population, age adjustments have been made to the data here in calculating the labour force participation rate, the employment rate (the share of the population age 15 and over that is employed), and the unemployment rate (the share of the labour force that is unemployed).

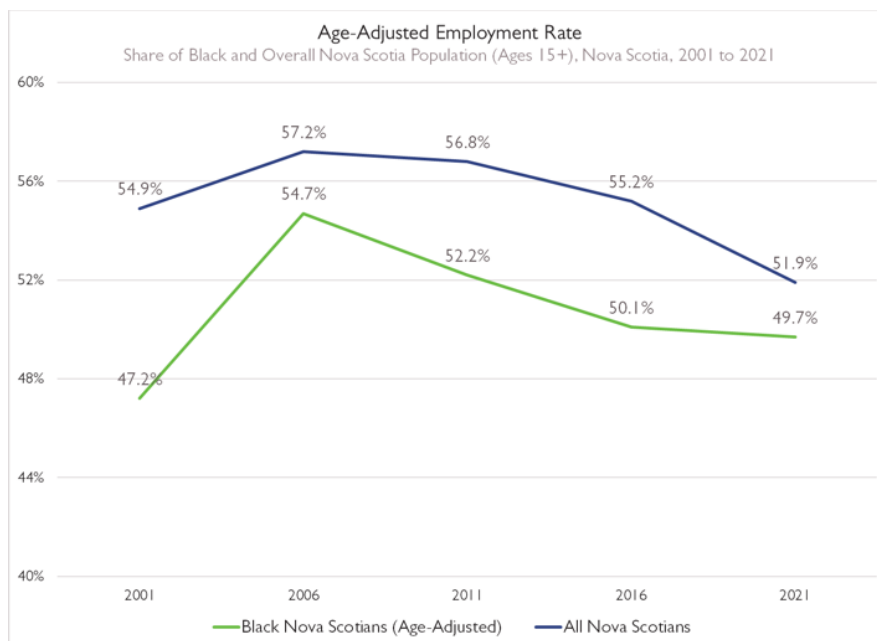
The labour force participation rate for Black Nova Scotians has consistently fallen below the rate for the overall population. After peaking in 2006 at

61.6%, the Black rate fell to 57.7% in 2021, a decline of 3.9 percentage points. It is important to note, however, that when the Census data were collected in May 2021, Nova Scotia was going through another wave of COVID-19 leading to widespread lockdowns. Labour data from the 2021 Census therefore should be interpreted with caution. The decline in the labour force participation rate, though, is not unique to the Black population. The overall Nova Scotian rate also fell 3.4 percentage points since 2006 as the population share of those in retirement age rose.



Source: Statistics Canada, Census of Canada (Various)

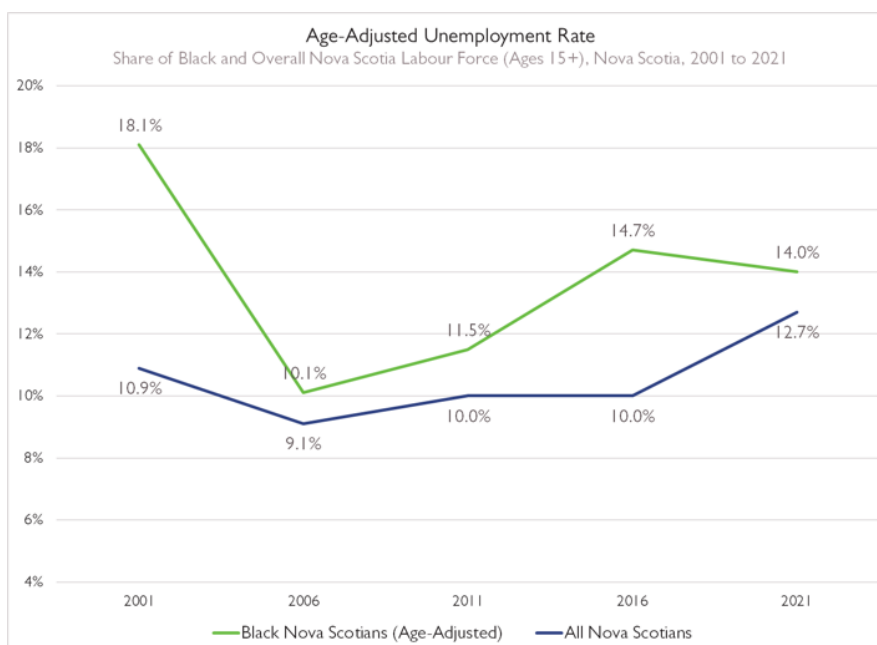
<sup>1</sup>Szafran, Robert. (2002). "Age-adjusted labor force participation rates," 1960-2045. *Monthly Labor Review*. 125. 25-38. 10.2307/41845407.



Source: Statistics Canada, Census of Canada (Various)

With declining participation rates, it is not surprising to see that employment rates also have been falling for both the Black and overall Nova Scotian populations since 2006. The Black employment rate remains lower than the overall rate, but the gap between the two has never been smaller than recorded in 2021, with a difference of 2.2 percentage points. On the one hand, it is a massive improvement since 2001 when the gap was 7.7 percentage points, but on the other hand, the Black employment rate has fallen below the 50% level for the first time since 2001.

As with the labour force participation rate, the declining employment rate for the Black population is not a unique trend, with the rate for the overall population dropping to its lowest level ever at 51.9%. Again, caution must be applied in interpreting these employment data points gathered during a pandemic-related shutdown in May 2021.



Source: Statistics Canada, Census of Canada (2021)

The Black unemployment rate also has consistently been worse than the unemployment rate for the overall population.

However, in 2021, while the overall unemployment rate increased by 2.7 percentage points from 2016, the Black unemployment rate actually decreased by 0.7 percentage points.

The 2021 gap between the Black and overall unemployment rates also narrowed to its lowest level, 1.3

Most Common Occupations Black Employed Persons, Nova Scotia, 2020		
Occupation - National Occupation Classification (NOC)	Black Employees	Share of Black Total
33102 Nurse aides, orderlies, and patient service associates	610	4.4%
64100 Retail salespersons and visual merchandisers	590	4.3%
65310 Light duty cleaners	545	3.9%
65201 Food counter attendants, kitchen helpers and related support occupations	505	3.6%
64409 Other customer and information services representatives	495	3.6%
65100 Cashiers	465	3.4%
42201 Social and community service workers	380	2.7%
75110 Construction trades helpers and labourers	275	2.0%
65102 Store shelf stockers, clerks, and order fillers	265	1.9%
75101 Material handlers	210	1.5%
Other Occupations	9,500	68.6%

Source: Statistics Canada, Census of Canada (2021)

This table shows the top-ten occupations reported by Black Nova Scotians in the 2021 Census. It is no surprise that, just like for overall Nova Scotians, Black Nova Scotians mostly held occupations in the service sector. Across more than 500 occupations, six

of the top-ten occupations for Black Nova Scotians also are in the top ten for the overall population, and the remaining four all fall within the top 25. Another interesting exercise, though, is to calculate how many Black Nova Scotians would work in a particular

occupation if the prevalence rate of that occupation was the same as for the overall population. For example, 2.1% of the general population are nurses. Applying this rate to the Black Nova Scotian population we would expect to see 293 Black nurses. In fact, however, there were only 190, a “deficit” of 103. In contrast, Black Nova Scotians are overrepresented in the (presumably lower paying) occupation of nurse aides by 294 positions.

Other occupations overrepresented by Black Nova Scotians include generally lower-paying positions like cleaners, customer service representatives, and food counter attendants, while underrepresentation occurs in more senior positions such as retail and wholesale managers and secure unionized occupations like elementary school teachers.

Most Common Industries Black Employed Persons, Nova Scotia, 2020		
Industry - North American Industry Classification System (NAICS)	Black Employees	Share of Black Total
6231-6239 Nursing and residential care facilities	655	5.7%
7225 Full-service restaurants and <u>limited-service</u> eating places	645	5.6%
6111 Elementary and secondary schools	625	5.4%
6221-6223 Hospitals	620	5.4%
4451 Grocery stores	425	3.7%
6113 Universities	425	3.7%
9112-9119 Other federal government public administration	405	3.5%
9121-9129 Provincial and territorial public administration	375	3.2%
5617 Services to buildings and dwellings	300	2.6%
6241 Individual and family services	285	2.5%
Other Industries	6,825	58.9%

Source: Statistics Canada, Census of Canada (2021)

Turning to industries rather than occupations, the largest numbers of Black employees are also found in the services industries.

For instance, the most common occupation is “Nurse aides, orderlies, and patient service associates,” and the industry with the highest number of Black employees is “Nursing and residential care facilities.”



KNOWING OUR NUMBERS

# Income



# Income



The previous section examined trends, comparisons, and gaps in labour market outcomes. This section goes a step deeper by delving into income statistics.

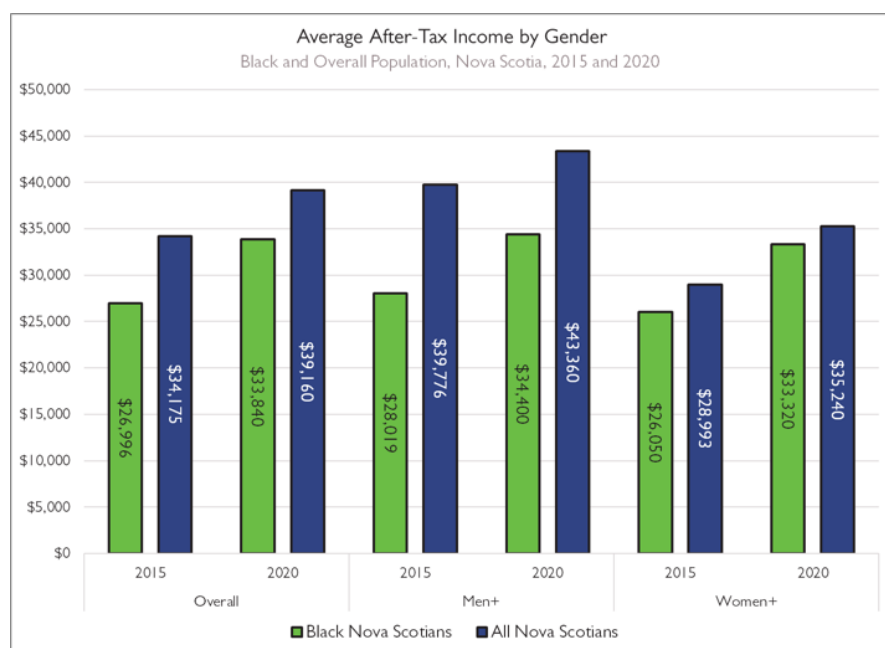
The most recent income data discussed here are for the year 2020 as reported in the 2021 Census. It is important to keep in mind the anomalous effects that income assistance programs like the Canada Emergency Wage Subsidy (CEWS) and the Canada Emergency Response Benefit (CERB) may have had on average income in 2020.

Average after-tax income for Black Nova Scotians increased by \$6,844 between 2015 and 2020, a larger increase than the average growth of \$4,985 for Nova Scotians overall. However, the average figure for the Black population remains \$5,320 lower than the Nova Scotian average.

Breaking these figures down by gender<sup>2</sup>, the average after-tax income for Black men and Black women increased by \$6,381 and \$7,270, respectively, over 2015, but remained lower than

the overall averages in Nova Scotia.

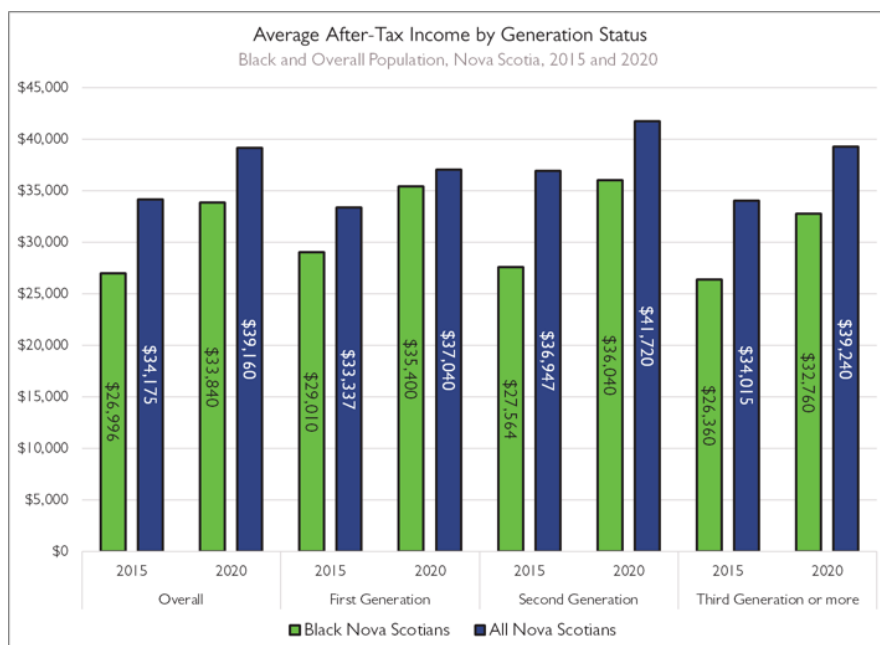
In 2020, the gap in average after-tax income between Black women and women in the overall population was \$1,920, while the average for Black men was \$8,960 below men in the overall provincial population.



Source: Statistics Canada, Census of Canada (Various)

<sup>2</sup>Here the term “men” refers to the Statistics Canada category “men+” which includes men (and/or boys), as well as some non-binary persons. Similarly, the term “women” here refers to the Statistics Canada category “women+” which includes women (and/or girls), as well as some non-binary persons.





Source: Statistics Canada, Census of Canada (Various)

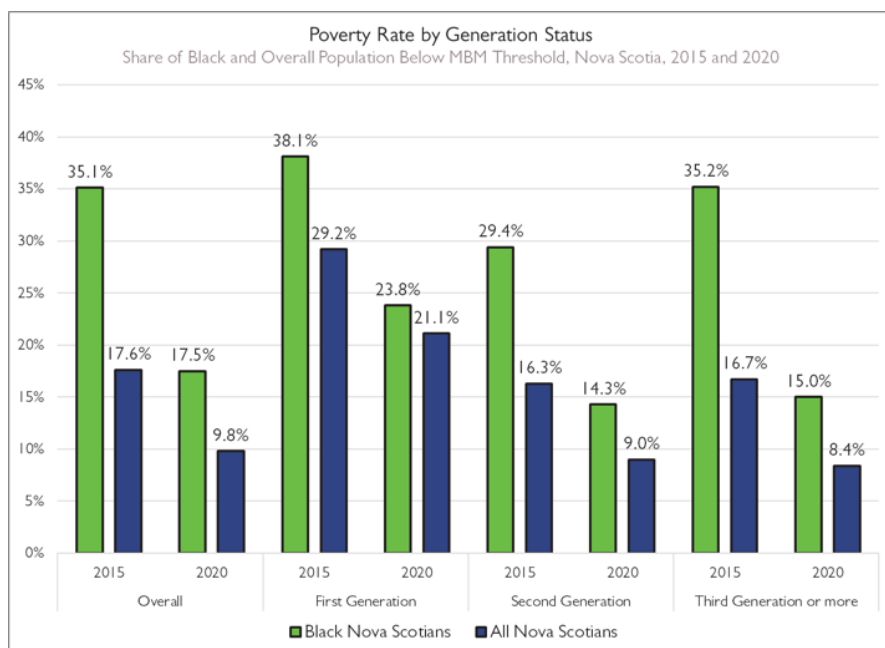
When generational breakouts are calculated, some interesting findings appear.

Within the Black population, those who were third generation or more in Canada, the proxy for the historic African Nova Scotian community, had the lowest average income in 2020 (\$32,760) across the three generational groups. The highest average income belonged to second generation Black Nova Scotians at \$36,040, followed

closely by the first-generation group at \$35,400. In 2015, first generation Black Nova Scotians had the highest average income across the three groups.

Comparing each Black generational group to its counterpart in the overall population, the smallest gap was between the first-generation groups where the average income for the Black population was \$1,640. The largest gap was for the third-generation group at \$6,480.





Source: Statistics Canada, Census of Canada (Various)

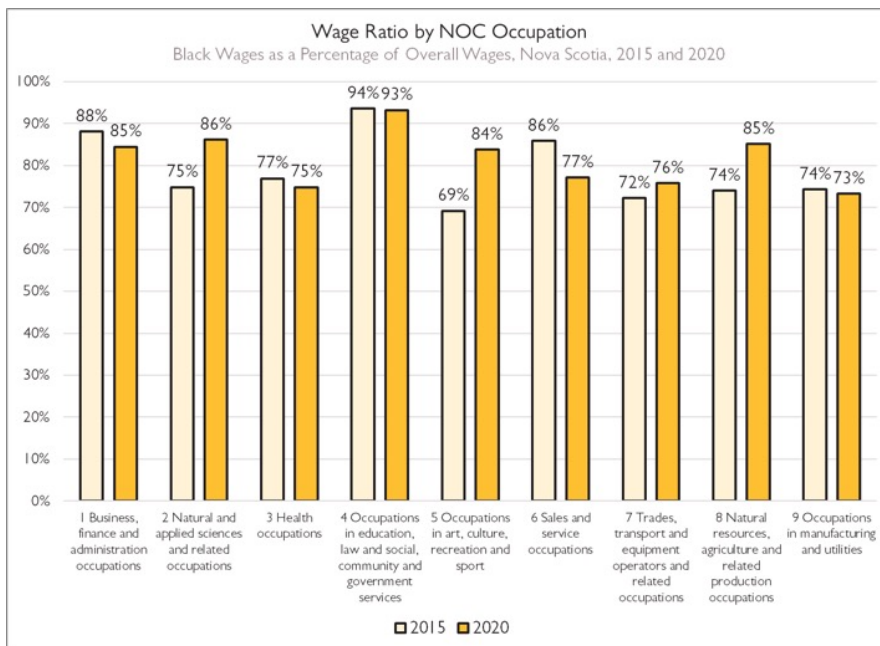
Between 2015 and 2020 there was a sharp drop in the poverty rate for both the Black Nova Scotian population and the overall population. Note again, though, that 2020 statistics were impacted by substantial income support provided by governments in response to the COVID-19 pandemic.

Calculated using the Market Basket Measure (MBM<sup>3</sup>), the official measure of poverty in Canada, the Black poverty rate in Nova Scotia was basically halved from 35.1% in 2015 to 17.5% in 2020.

Similar declines were observed across Black generation groups. The second-generation Black population, who had the highest average after-tax income also had the lowest poverty rate at 14.3%. The third-generation Black population saw the largest decline in poverty rates, decreasing by 20.2 percentage points.

Black poverty rates, however, remain higher at every generation compared to overall Nova Scotians.

<sup>3</sup>The Market Basket Measure (MBM) refers to Canada's official measure of poverty based on the cost of a specific basket of goods and services representing a modest, basic standard of living developed by Employment and Social Development Canada (ESDC). The MBM thresholds represent the costs of specified qualities and quantities of food, clothing, shelter, transportation and other necessities for a reference family of two adults and two children. The square root of economic family size is the equivalence scale used to adjust the MBM thresholds for other family sizes. This adjustment for different family sizes reflects the fact that an economic family's needs increase, but at a decreasing rate, as the number of members increases.



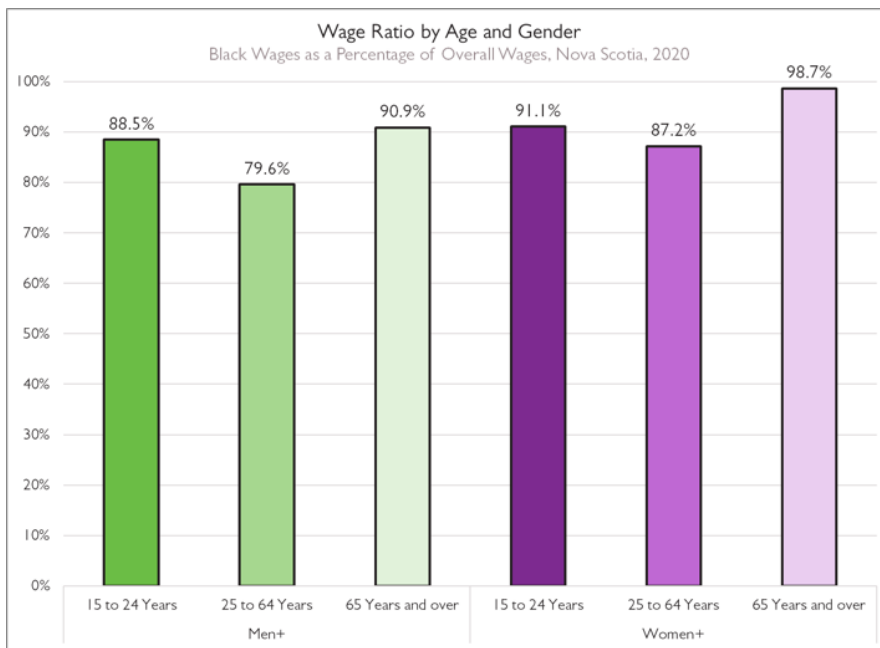
Source: Statistics Canada, Census of Canada (Various)

Another interesting comparison is the wage ratio between Black Nova Scotians and the overall Nova Scotian population across different types of occupations. Beyond repeating the general warning about interpreting 2020 income data cautiously given the impacts of the pandemic, two additional caveats must be noted. First, these data do not account for differences in factors like age, professional experience, and education. Second, these comparisons are made across very broad occupational categories and do not account for the possibility that, say, the “Health occupations” category for one comparator group contains many (highly paid) brain surgeons and few (less well paid) orderlies, while the other comparator group contains many orderlies and few brain surgeons.

Across all occupational groups, in both 2015 and 2020, the average Black Nova Scotian worker earned less than the overall average for all Nova Scotians

in that occupation. The smallest gap in 2020 was in the education, law, and social, community, and government services group (NOC-4) at 93.2%. Put another way, for every dollar earned by the average worker in this occupational group across the overall Nova Scotian population, the average Black Nova Scotian worker earned 93.2 cents. The largest difference was for those in occupations in manufacturing and utilities (NOC-9), where a Black worker made 73.3 cents for every dollar an average Nova Scotian made.

The ratio of Black Nova Scotian wages to overall Nova Scotian wages improved in four occupational categories from 2015 to 2020, with the largest increase at 14.6 percentage points in art, culture, recreation, and sport occupations. The ratio fell in five occupational categories with the biggest drop coming in sales and service occupations at 8.8 percentage points.



Source: Statistics Canada, Census of Canada (Various)

Similar to the previous chart that examines wage differences across occupational categories, this one explores wage ratios by gender and age.

Here again employment income is lower for Black Nova Scotian individuals across all age and gender group categories. The largest difference here is seen between men aged 25 to 64 years, where the average Black worker in 2020 made just under 80 cents for every dollar earned by an average Nova Scotian. The smallest gap is seen for women 65 years and over.





KNOWING OUR NUMBERS

# Education



Credit: East Preston Empowerment Academy

# Education



Education is critical to employment and income outcomes. This section examines educational attainment by Black Nova Scotian adults, educational performance by Black Nova Scotian students, and comparative income and employment outcomes for Black Nova Scotians and the overall Nova Scotian population when controlling for education levels.

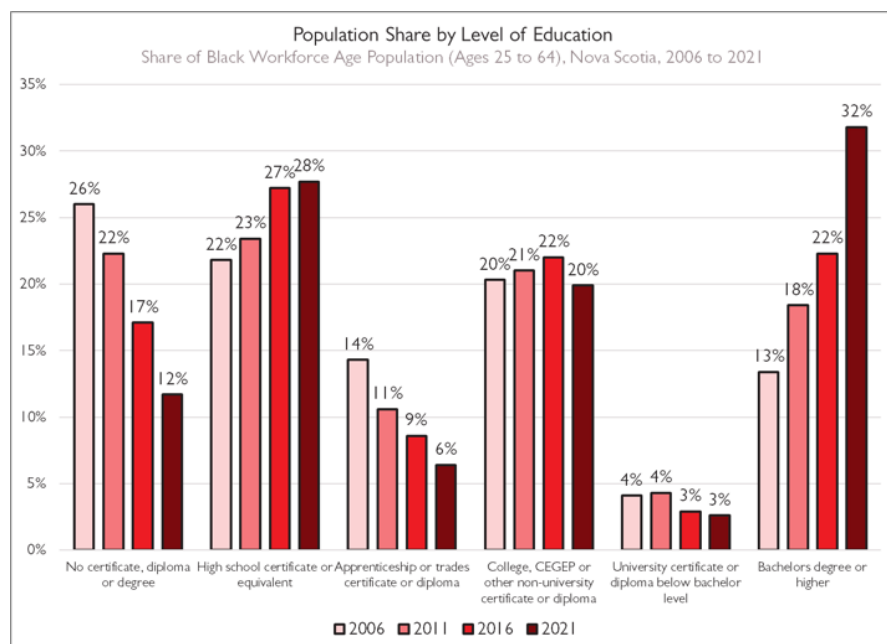
The share of Black Nova Scotian adults (ages 25 to 64) with some form of education credential has increased steadily over the last four Census cycles, increasing to 88.3% in 2021 from 74.0% in 2006.

Further positive news comes in the 31.8% of Black Nova Scotian adults (ages 25 to 64) with a bachelor's degree or higher in 2021, an increase of 18.4 percentage points over 2006.

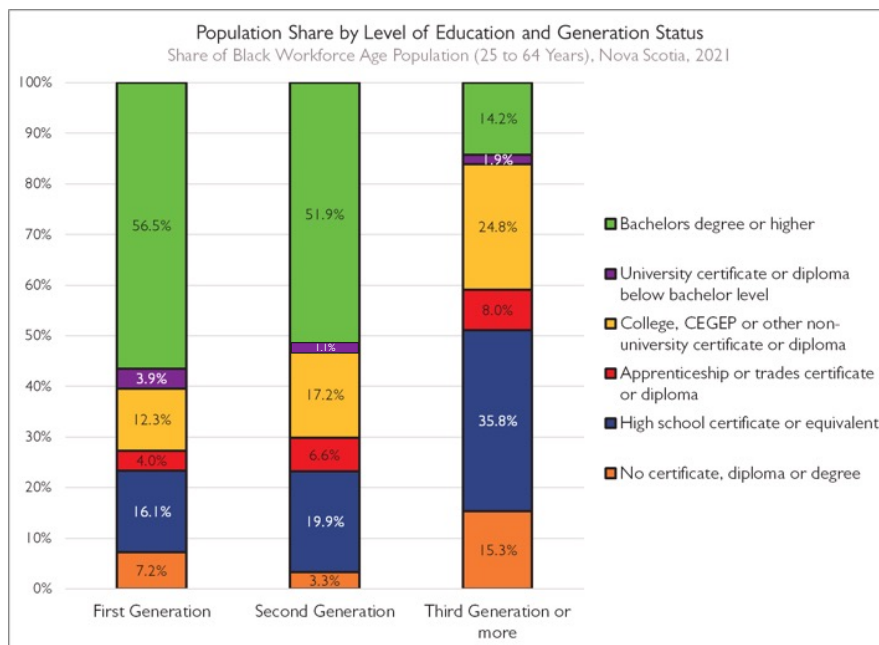
The share of Black Nova Scotian adults (ages 25 to 64) with an apprenticeship or trades certificate or diploma continued to drop, reaching 6.4% in 2021.

Although the overall trend is similar for the overall Nova Scotian population, the changes in shares have been more pronounced for the Black population.

For instance, the share of adults with a bachelor's degree or higher has increased for both the Black and the overall Nova Scotian population. However, the share has increased by 9.5 percentage points for Black adults between 2016 and 2021, but by only 3.0 percentage points for adults across the province. Similarly, while the share of adults with no education has declined by 5.4 percentage points for the Black population, the decline was only 2.2 percentage points for adults in the overall population.



Source: Statistics Canada, Census of Canada (Various)



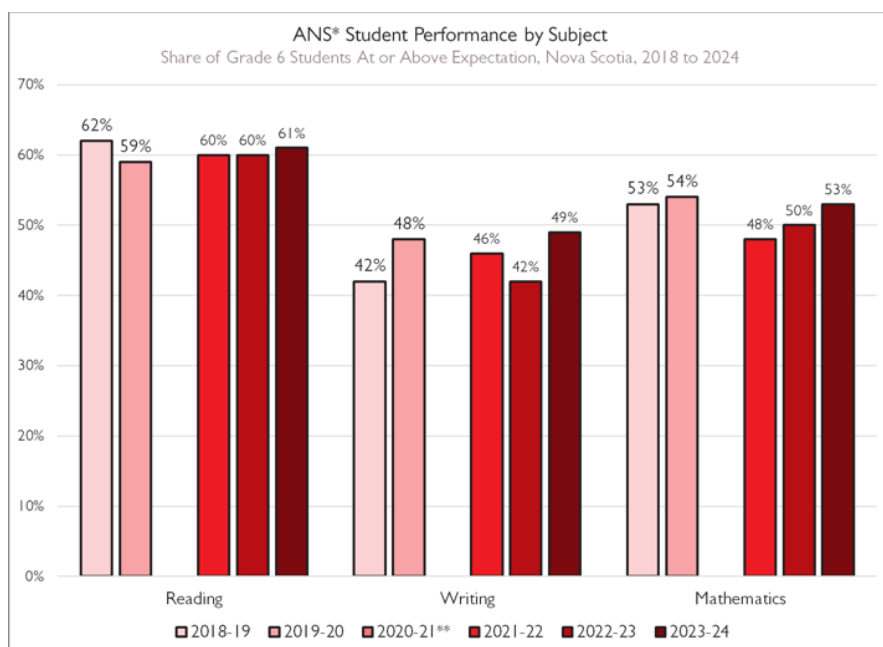
Source: Statistics Canada, Census of Canada (Various)

Educational attainment statistics are quite different for Black Nova Scotian adults (ages 25 to 64) across generational categories. At 15.3% and 35.8%, the shares with no certificate, diploma, or degree and with a high school certificate only, respectively, are markedly higher for third generation Black Nova Scotians, the proxy for the historic African Nova Scotian population. Similarly, the third-generation group has a far smaller share with a bachelor's degree or higher at 14.2%, whereas the share is over

50% for both the first- and second-generation groups. The high shares of first- and second-generation Black populations with a university degree may reflect the arrival of highly educated Black immigrants in recent years.

Third generation Black Nova Scotian adults (ages 25 to 64) also have higher population shares with college and trades certificates as compared to similar first- and second-generation populations.

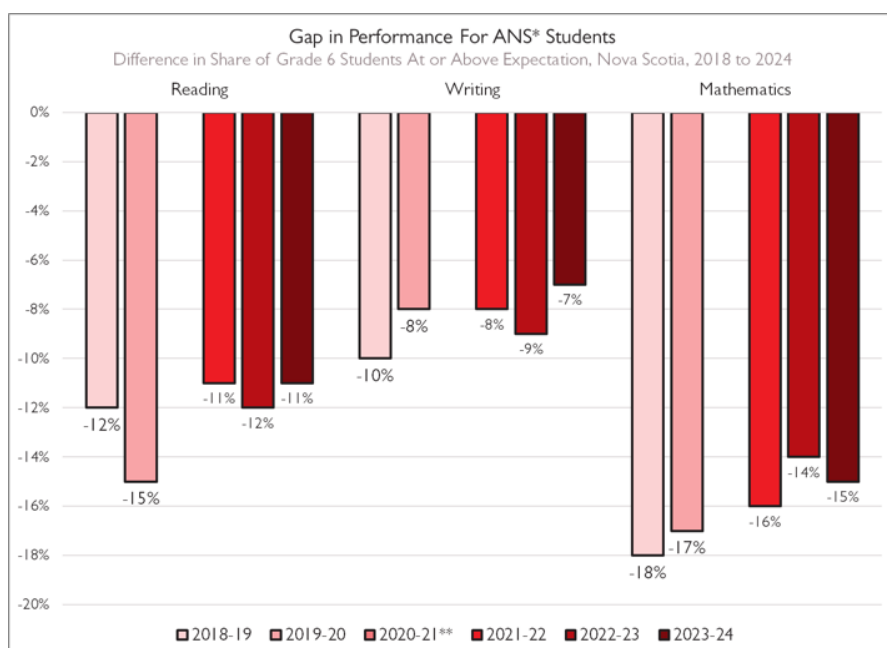




Source: Statistics Canada, Census of Canada (Various) \*Students self-identified as having “African heritage” or being of “African descent.” \*\*No assessments were conducted in the academic year 2020-21 due to COVID-19. Source: Program of Learning Assessment for Nova Scotia (PLANS), Nova Scotia Disaggregated Assessment Results

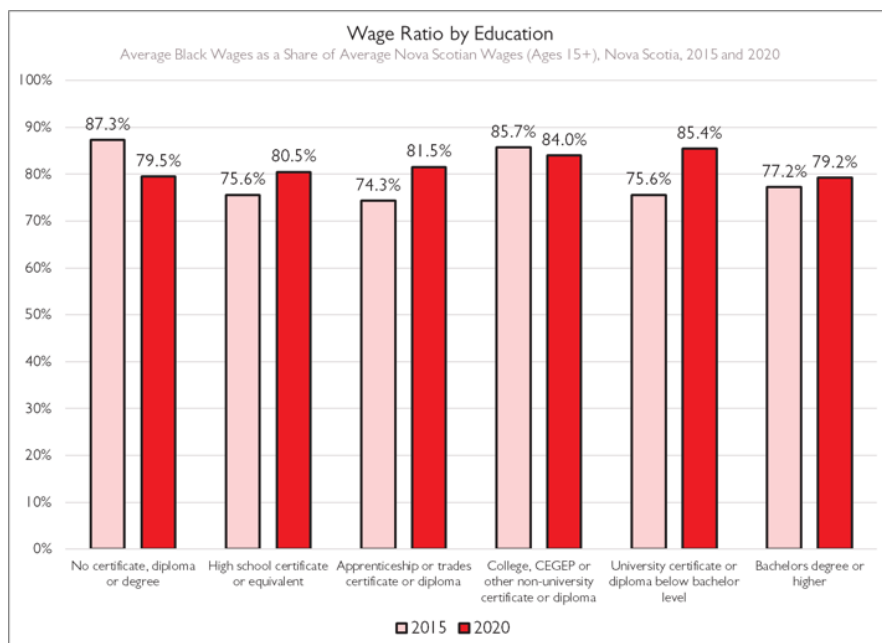
Another key education indicator is how well current students are faring in the P-12 system. The provincial government publishes annual results for grade six students, including breakouts for students who self-identified in 2022-23 or 2023-24 as having “African heritage” or who self-identified as being of “African descent” in prior years. (No testing occurred in 2020-21 due to the pandemic.)

Only 61% of African Nova Scotian grade six students were assessed as being at or above expectations in reading, with even lower figures for writing (49%) and mathematics (53%). Across the five years of data there is no discernible trend for any of these subjects.



\*Students self-identified as having “African heritage” or being of “African descent.” \*\*No assessments were conducted in the academic year 2020-21 due to COVID-19. Source: Program of Learning Assessment for Nova Scotia (PLANS), Nova Scotia Disaggregated Assessment Results

These data also can be presented as gaps in comparison to results for the grade six students overall in the province. The gap in the share of students at or above expectation between ANS students and the overall Nova Scotian student population has narrowed in some subjects and widened in others. Between 2022-23 and 2023-24, the gaps widened in mathematics by one percentage point each but narrowed in reading and writing by one and two percentage points, respectively. The largest gap across all subjects remained in mathematics where the share of students at or above expectation is 15 percentage points lower for ANS students compared to Nova Scotia students overall. However, this gap appears to be gradually narrowing over time.



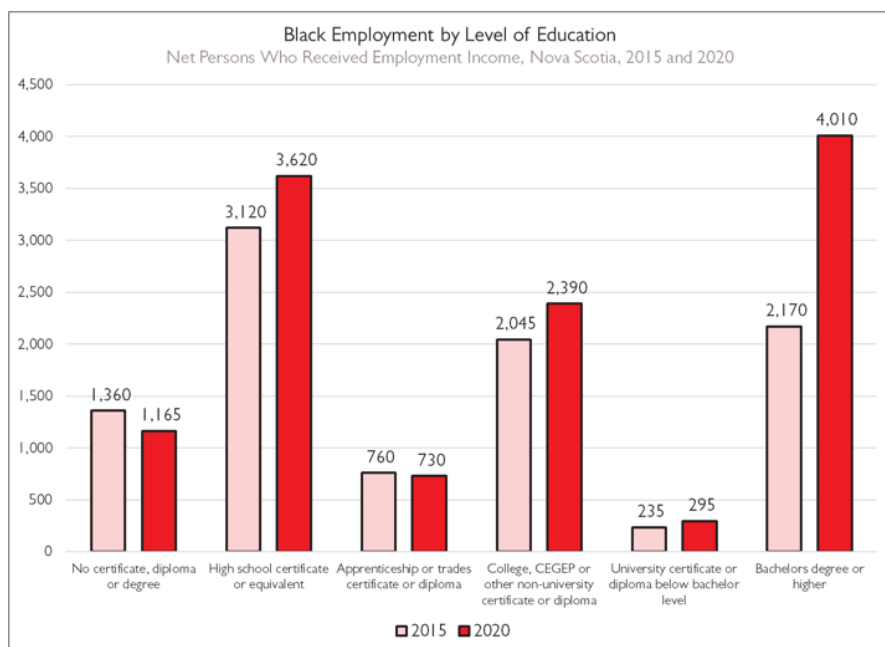
Source: Statistics Canada, Census of Canada (Various)

Similar to the earlier wage ratio comparisons by occupation, age, and gender, the chart above compares wages earned by the average Black Nova Scotian and the average Nova Scotian overall for different levels of educational attainment. Note that these comparisons do not account for other variables like age and work experience, nor do they differentiate among degrees (e.g., a PhD in computer science versus an MA in political science versus a general BA) or trades (e.g., electrician versus hairdresser).

In 2020, the Black population made less than the average Nova Scotian at

every educational attainment level. The largest difference was seen for those at the highest education level, where the average Black Nova Scotian with a bachelor's degree or higher made 79.2 cents for every dollar the average Nova Scotian made.

The gap between the Black and overall populations closed between 2015 and 2020 in four of the six educational categories and was only slightly larger in one. There was a substantial widening of the gap, however, in the sixth category, those with no certificate, diploma, or degree.

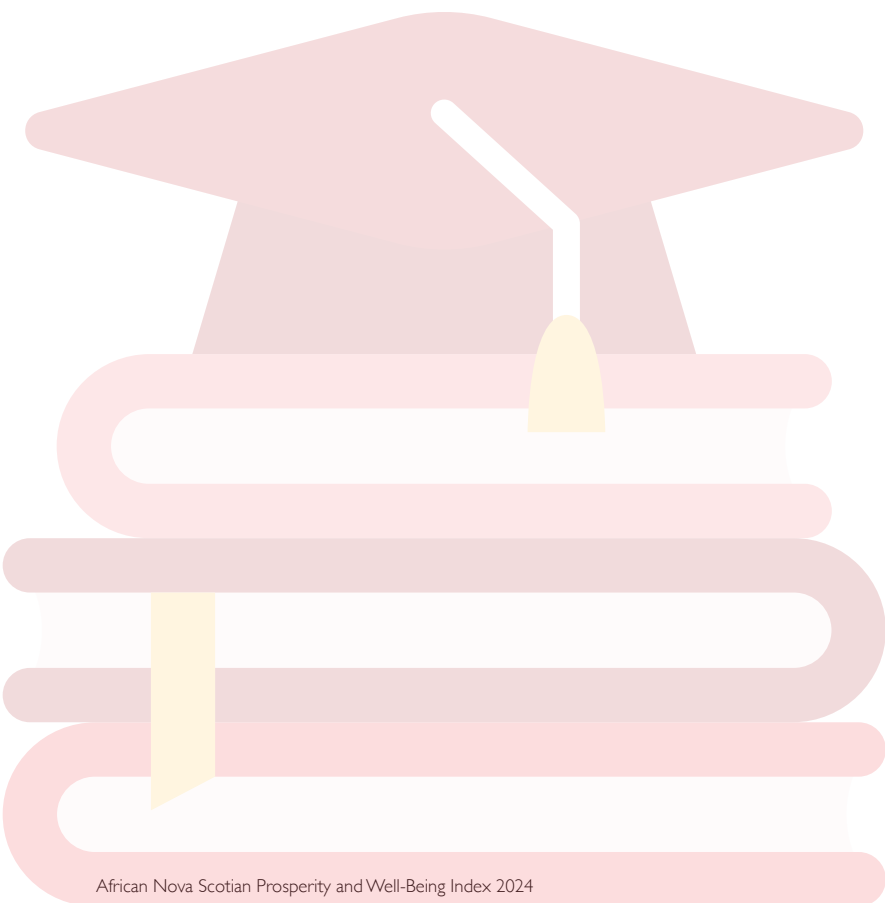


Source: Statistics Canada, Census of Canada (Various)

The number of Black Nova Scotians receiving employment income in 2021 as measured by the Census was up by approximately 2,530 (+26%) over 2016. Additionally, it is important to remember that these data points reflect employment status reported in May 2021 when Nova Scotia was in the midst of a COVID-19 lockdown.

This chart, which breaks out employment by level of education, shows that declines occurred in positions filled by people with lower levels of education, which would include those working in public-facing industries temporarily shut down by COVID-19 restrictions such as food, accommodations, and retail workers.

A very positive sign is the 85% increase in the number of Black Nova Scotian workers with a bachelor's degree or higher.





KNOWING OUR NUMBERS

# Housing



# Housing



This section focuses on the status of Black Nova Scotians regarding the concept of core housing need and its subcomponents. Information on the split between homeowners and renters in the Black Nova Scotian population is provided as well.

## As defined by Statistics Canada:

*“Core housing need refers to whether a private household’s housing falls below at least one of the indicator thresholds for housing adequacy, affordability, or suitability, and would have to spend 30% or more of its total before-tax income to pay the median rent of alternative local housing that is acceptable (attains all three housing indicator thresholds).”<sup>4</sup>*

## The subcomponents of core housing need are defined as follows:

**Affordability:** Affordable housing costs less than 30% of before-tax income. For renters, shelter costs include, as applicable, rent and payments for electricity, fuel, water, and other municipal services.

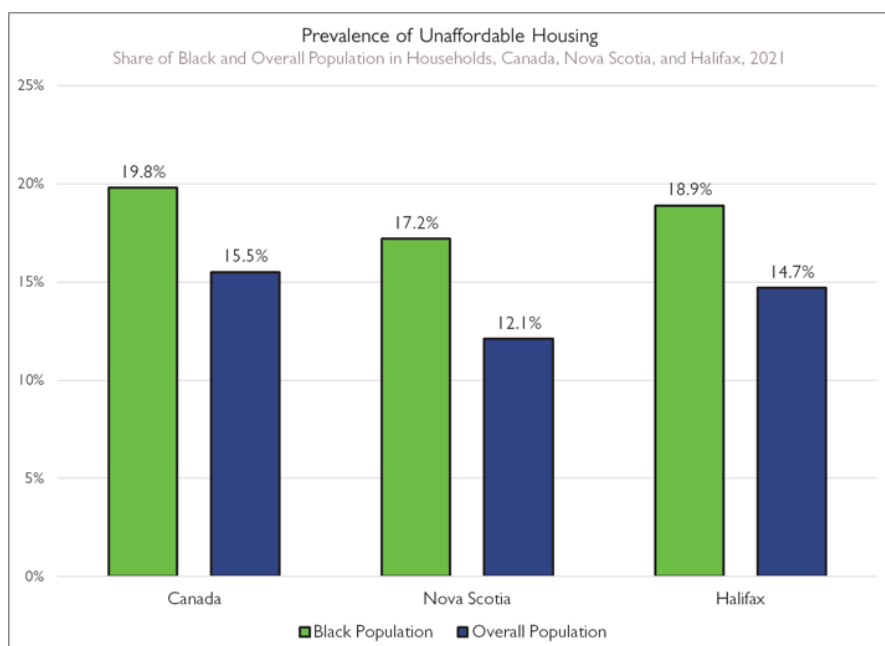
**Adequacy:** Adequate housing does not require any major repairs, according to residents. Major repairs include those to defective plumbing or electrical wiring, or structural repairs to walls, floors, or ceilings.

**Suitability:** Suitable housing has enough bedrooms for the size and make-up of resident households,

according to National Occupancy Standard (NOS)<sup>5</sup> requirements.

The next series of charts examines each of these subcomponents and then the prevalence of core housing need.

In 2021, 17.2% of Black Nova Scotians lived in unaffordable housing, meaning they spent 30% or more of their income on shelter costs. This share is 5.1 percentage points higher than the figure for the overall Nova Scotian population. The share of the Black population living in unaffordable housing is higher in Halifax at 18.9%, and even higher for Canada as a whole at 19.8%.

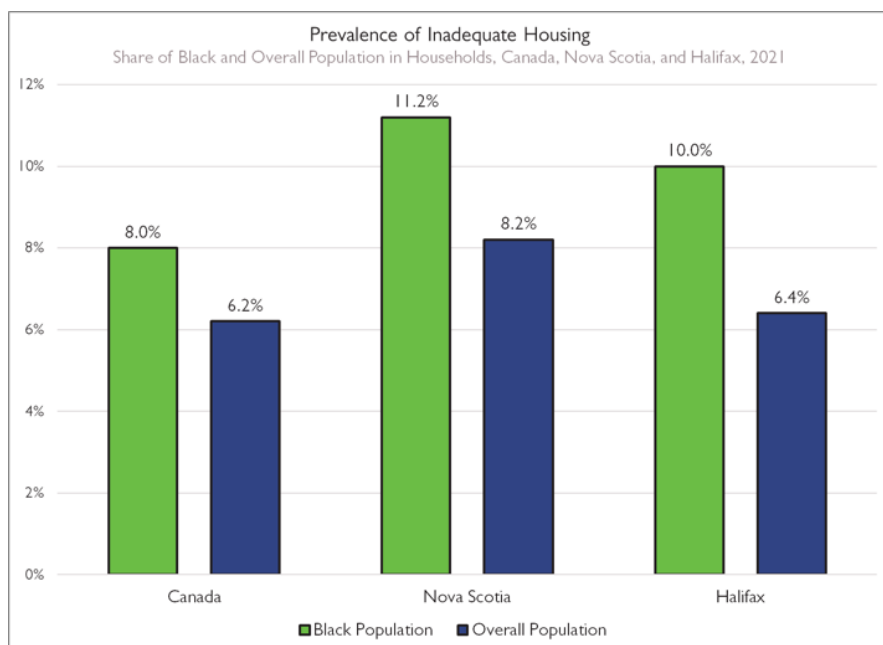


Source: Statistics Canada, Census of Canada (2021)

<sup>3</sup>Statistics Canada <https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2022056-eng.htm>

<sup>4</sup>Canada Mortgage and Housing Corporation <https://www.cmhc-schl.gc.ca/professionals/industry-innovation-and-leadership/industry-expertise/affordable-housing/provincial-territorial-agreements/investment-in-affordable-housing/national-occupancy-standard>

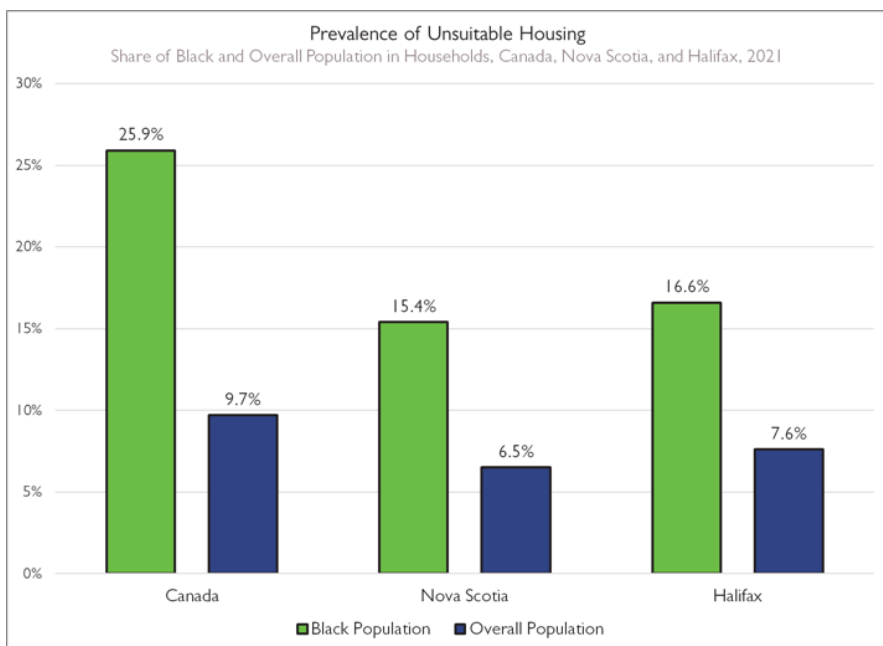




Source: Statistics Canada, Census of Canada (2021)

Turning to housing inadequacy, meaning that the home is in need of major repairs, we see that the share for the Black Nova Scotian population at 11.2% is three percentage points higher than the share for the overall Nova Scotian population.

The share of Black Nova Scotians living in inadequate housing in Halifax is lower at 10.0% and lower still across Canada as a whole at 8.0%.

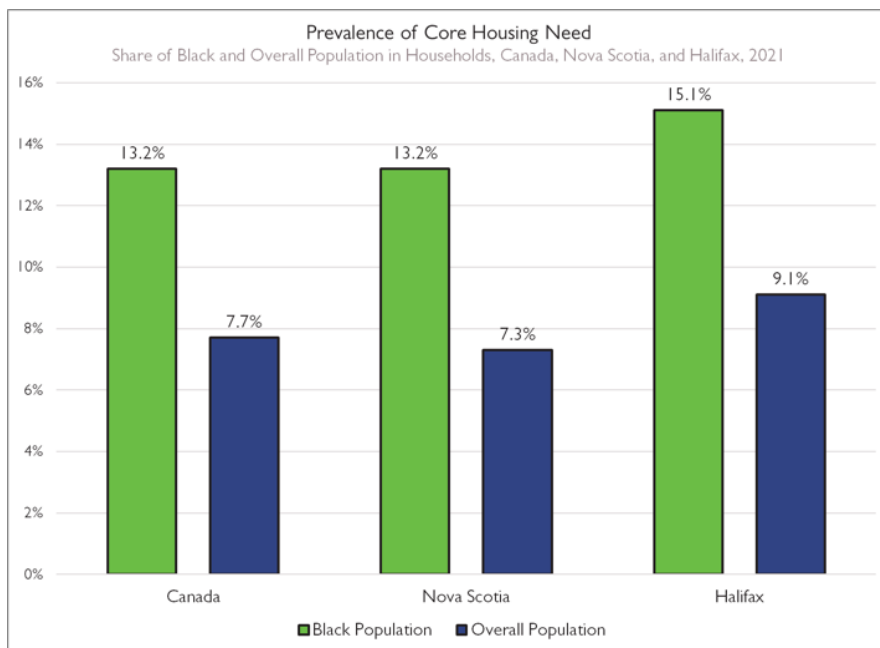


Source: Statistics Canada, Census of Canada (2021)

In Nova Scotia, in Halifax, and across Canada, the share of the Black population living in unsuitable housing – homes too small for the size of their family – is more than double the share for the overall population.

The 16.6% share for Halifax is slightly larger than the 15.4% share across Nova Scotia. Looking at the country as a whole, more than one-quarter of the Black population reported living in unsuitable housing in 2021.

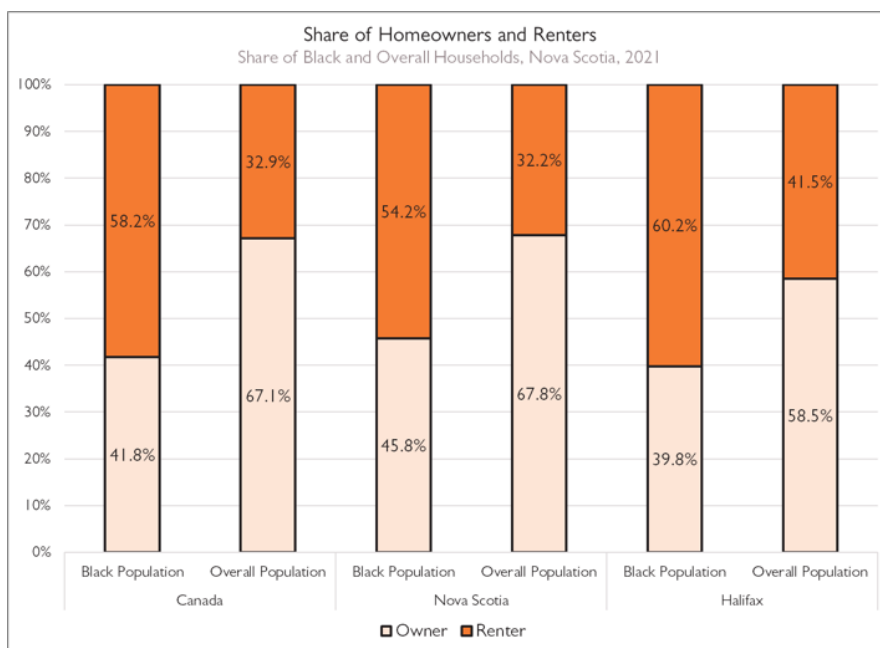




In 2021, 13.2% of Black Nova Scotians lived in core housing need, the same share as for Black Canadians overall. In Halifax the figure was higher at 15.1%.

Across all three geographies, the share of the Black population living in core housing need was substantially higher than the share for the overall population.

Source: Statistics Canada, Census of Canada (2021)



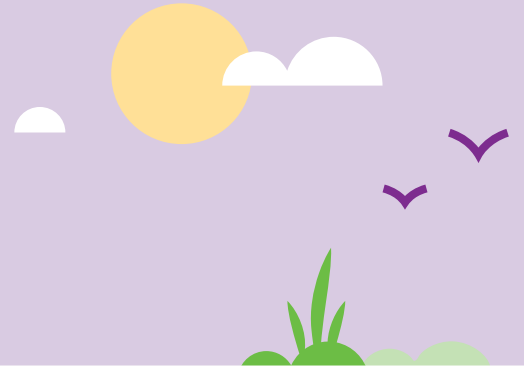
Home ownership is an important metric as it can improve access to credit, it provides an effective means to accumulate wealth and transfer it to future generations, and it may be associated with reduced housing precarity.

While more than two-thirds of Nova Scotian households overall own their homes, less than half (45.8%) of Black households in Nova Scotia are homeowners. The shares for Black home ownership are even lower across Canada as a whole (41.8%) and in Halifax (39.8%) and in both cases are well below the home ownership share for the overall population.

Source: Statistics Canada, Census of Canada (2021)

KNOWING OUR NUMBERS

# Well-being



# Well-Being



In addition to standard demographic and economic metrics for population, employment, and income, it is useful to assess other measures of satisfaction and quality of life.

In 2019, Engage Nova Scotia conducted its Quality-of-Life Survey. This survey had over 12,000 respondents from across Nova Scotia on a 230-question survey. It represents the largest data set of its kind in Canada. Engage Nova Scotia has graciously allowed their results to be incorporated here.

The survey contained several self-identification questions and allowed respondents to identify themselves as belonging to the African Nova Scotian community. Data also can be broken out between Halifax Regional

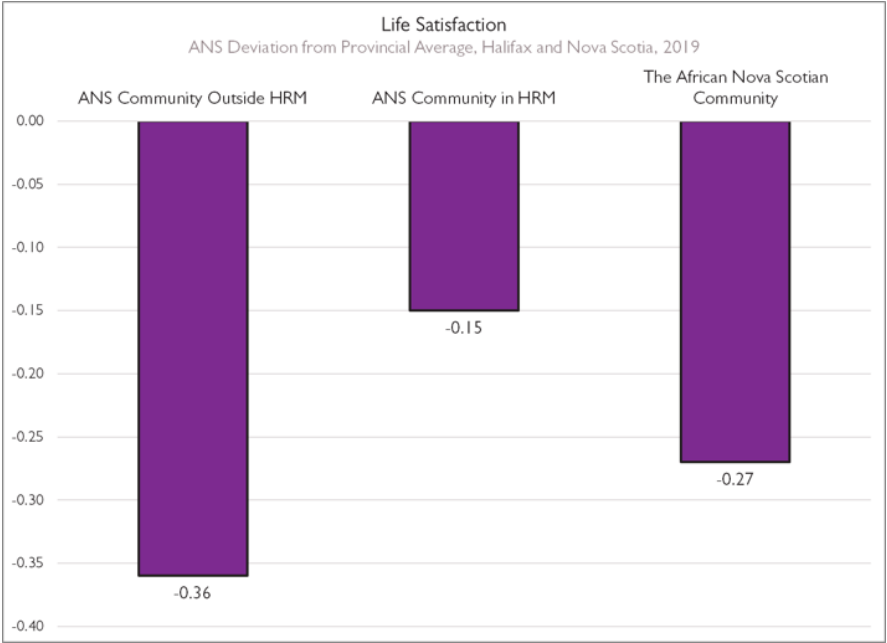
Municipality (HRM) and the rest of Nova Scotia.

The values in this section and its charts represent the variation, higher or lower, in the average answer of the ANS community to the provincial average. A negative score represents a more concerning finding for the experiences of the ANS community than for the province overall. Intuitively, a higher score represents better experiences, whether that be more enjoyment, less suffering, fewer barriers, or greater happiness, while a lower score represents worse typical experience.

However, specific numbers represent the difference in the distribution of responses. For example, a score of -1.00 indicates that the ANS community

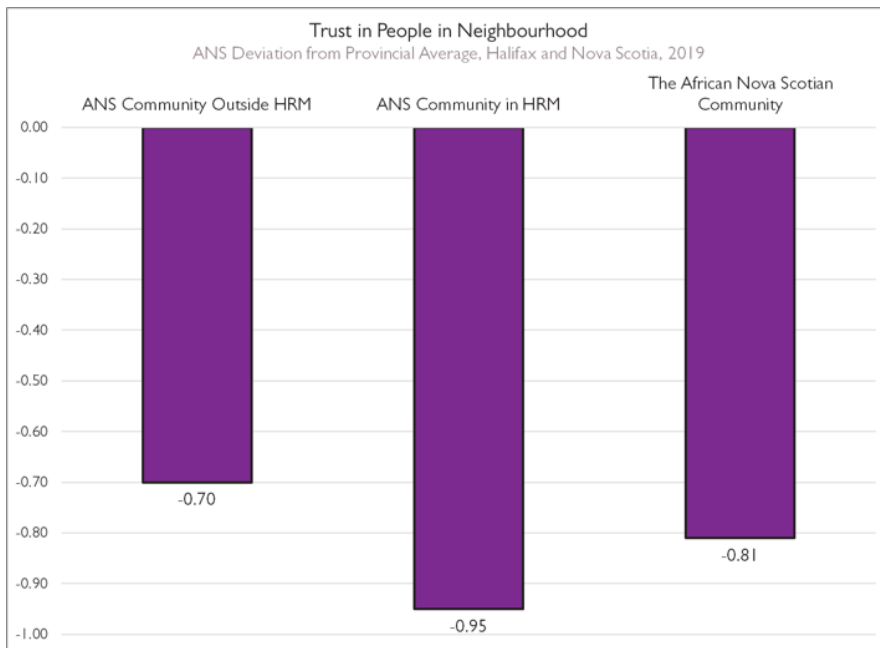
responded at roughly one standard deviation below the province as a whole.

One key question in Engage Nova Scotia's survey asked respondents, "how satisfied are you with your life in general?" Compared to those outside the community, those in the ANS community are approximately 8% less likely to report being satisfied with life. Looking at these scores for the ANS community in different parts of the province, the gap in reported life satisfaction between the ANS community and the overall population was larger outside of HRM than within HRM. That is, the ANS community within HRM generally reported better experiences than those community members in the rest of the province.



Survey Wording: "How satisfied are you with your life in general?"  
Source: Engage Nova Scotia, Quality of Life Survey (2019)



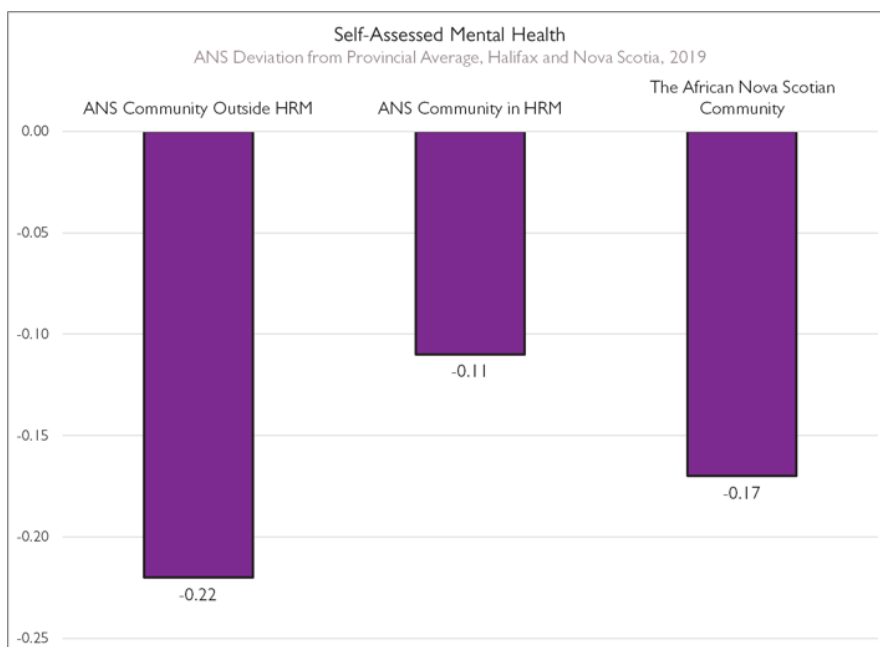


Another important quality of life factor is the degree to which people feel they can trust others.

Respondents from the ANS community reported lower levels of trust in others than did the overall provincial population.

The gap in trust levels was larger in HRM than outside HRM.

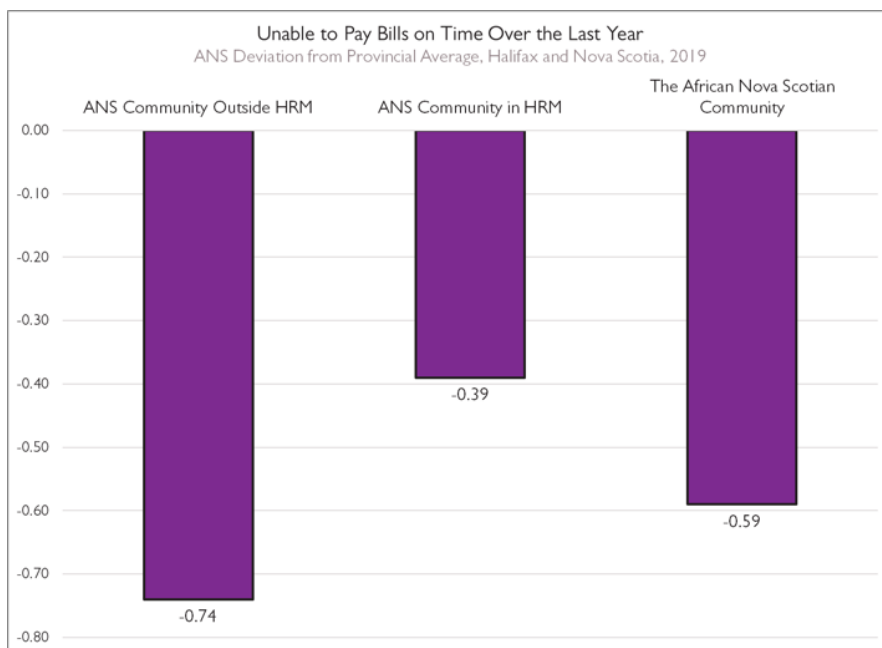
Survey Wording: "How much do you trust ... people in your neighbourhood?"  
Source: Engage Nova Scotia, Quality of Life Survey (2019)



Asked to self-assess their mental health, respondents from the ANS community rated their mental health lower than the provincial average.

The deviation from the average was greater in the ANS community outside HRM than it was in the community within HRM.

Survey Wording: "In general, would you say your mental health is..." [Poor, Fair, Good, Very Good, Excellent]  
Source: Engage Nova Scotia, Quality of Life Survey (2019)



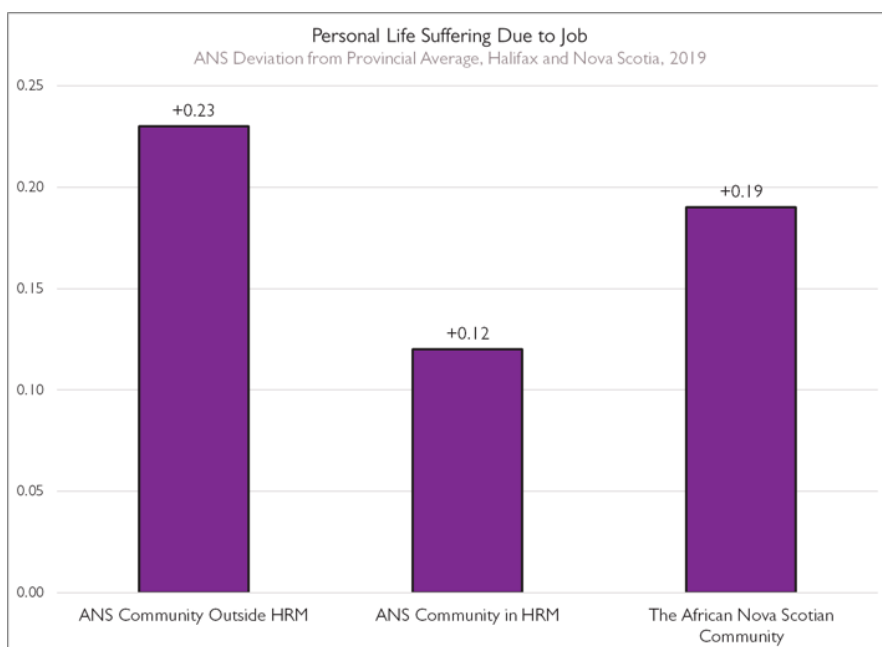
Survey Wording: “How often in past year: I could not pay my bills on time (e.g., water, power, phone, credit card)”

Source: Engage Nova Scotia, Quality of Life Survey (2019)

Financial pressures can be significant stressors that negatively impact quality of life.

Survey respondents were asked to rate their ability to pay their bills (e.g., water, power, phone, and credit cards) over the previous year.

Respondents from the ANS community had scores markedly lower than the overall population, especially in areas outside HRM.



Survey Wording: “My personal life suffers because of work”

Source: Engage Nova Scotia, Quality of Life Survey (2019)

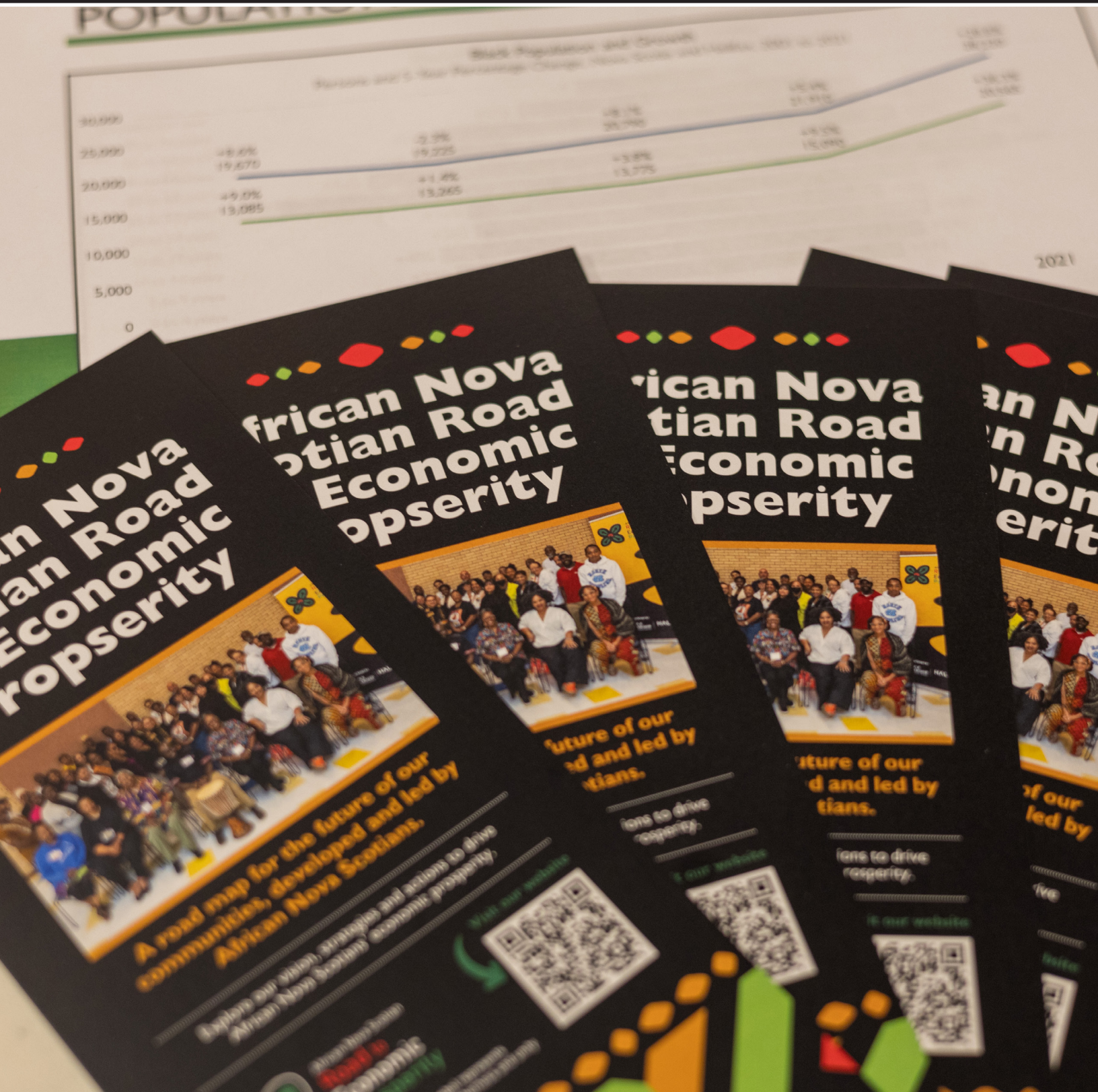
Finally, African Nova Scotian respondents reported better ratings than the overall population when asked to rate the degree to which their personal lives suffered because of work.

For this metric a higher, more positive rating represents a community or individual that is suffering less.

ANS respondents outside HRM reported a better rating than did ANS respondents within HRM.

KNOWING OUR NUMBERS

# Community Insights & Recommendations





# Improving African Nova Scotian Inclusion, Equity and Prosperity



In 2015-2024, the United Nations General Assembly proclaimed the International Decade for People of African Descent, aiming to eradicate anti-Black racism and social injustices and support the economic, social, cultural, civil, and political rights of people of African descent. In Canada, the decade was officially recognized in 2018, coinciding with the launch of Nova Scotia's Action Plan in Response to the International Decade for People of African Descent, titled Count us In. This period exposed long standing economic disparities and prompted numerous initiatives in African Nova Scotian communities, notably the African Nova Scotian Decade for People of African Descent Coalition, which the Road to Economic Prosperity acknowledges as a partner in this work.



During the decade, Nova Scotians participated in two Canada-wide censuses, in 2016 and 2021. Over this period, discourse within Black communities intensified on the need to collect and disseminate data on communities of African descent and set markers for progress. The African Nova Scotian Prosperity and Well-being Index has been developed in response to these discussions.

We have witnessed marked improvements in key areas since the beginning of the decade. We believe that strategic investments in Black communities can lead to improved conditions and thriving populations, impacting our province and nation positively. Recognizing the importance of action and accountability, the African Nova Scotian community has developed recommendations to improve data on the ANS community and social and economic outcomes.

We call upon our partners in government and the community to review these recommendations and work together to make progress

toward implementation before the next census in 2026. Additionally, we recommend refining data collection methods to improve the Index over time. With the decade officially extended in Canada to 2028, there is recognition that much more needs

to be done, and we envision these recommendations as catalysts for change and progress. As we continue this work, we are excited to be part of a global movement for the advancement of people of African Descent everywhere.



# Community Insights and Recommendations



The recommendations included in the 2024 ANS Index were developed through community consultation at the ANS Index Community Symposium held in April 2024 at the Black Cultural Centre in Cherry Brook.

Directed primarily to municipal and provincial governments in Nova Scotia, public institutions and the ANS community, these recommendations aim to identify priority actions that will address gaps and improve collaboration between government and community in developing and implementing solutions.



## Data

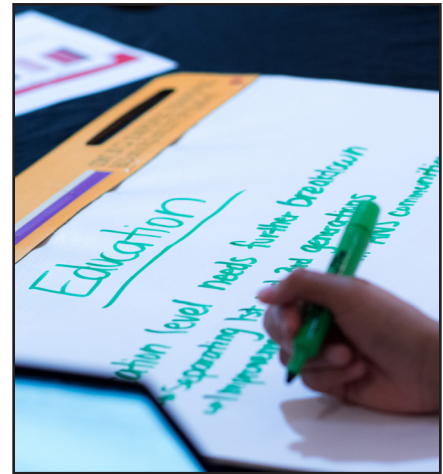
The Road to Economic Prosperity recommends exploring and incorporating additional data sources to enhance the quality and depth of our data analytics and decision-making processes. By broadening our data sources, we can gain new insights, improve the accuracy of our analyses, and make more informed strategic decisions.

- 1. Universities and Community Groups:** Consider joint collaborations with universities and community groups to access relevant sector information.
- 2. Government and Public Data:** Explore public datasets and existing research for valuable information on demographics and social and economic indicators. Build data-availability in critical areas such as justice and health, in collaboration with the African Nova Scotian Justice Institute (ANSJI) and Health Association of African Canadians (HAAC).
- 3. Participatory Research:** Engage the ANS Community in participatory research processes to gather information while building trust. Support a province-wide campaign to increase African Nova Scotian participation in the Census and other data studies.
- 4. Collaboration with Statistics Canada:** Ensure data contains specific subsets for African Nova Scotians and people of African descent from the Caribbean and African countries.



# Education

5. **Collaboration and Partnerships:** Facilitate annual meetings between all community groups, institutions, and government entities responsible for the progress of Black learners. Engage the African Canadian Services Division (ACSD) within the Department of Education to lead.
6. **Develop a Community Led Education Roundtable** that informs the community of changes, challenges, and opportunities in the education system, particularly for Black learners. Engage the Black Educators Association to lead.
7. **Review Existing Reports** related to the progress of Black learners and the education system, i.e., the BLAC report (1994) and Reality Check (2009). Coordinate with the ACSD and Black Educators Association (BEA) to address challenges and implementation.



# Income and Employment

8. **Reinstate Black Employment Partnership Committees/Black Workgroups<sup>6</sup>** to ensure employment issues in each Black community are identified from a local perspective, and training, procurement, and entrepreneurship initiatives are informed by and delivered in collaboration with community.
9. **Address Salary Wage Gaps:** Investigate and address salary wage gaps identified in the Index. Engage employers, government and community representatives and partners to develop and deliver solutions that will decrease wage gaps for African Nova Scotians.



# Housing and Land

10. **Support Black Housing Initiatives:** Support the work of the Black Housing Council and support the implementation of The Black Housing Strategy (2024) for African Nova Scotians. Ensure the leadership of the Black Housing Council is recognized in the broader national housing strategy. Establish funding for and ensure the success of community-led housing council models such as the Preston Area Housing Council.
11. **Community Benefits Agreements (CBAs):** Advocate for legislative approval of CBAs<sup>7</sup> by the Province of Nova Scotia, which enhance social, cultural, environmental, and economic opportunities for communities.



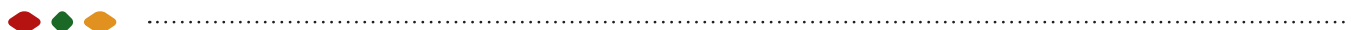
<sup>6</sup>Black Community Workgroups were established in the late 1990s and were dismantled in the mid-2000s. These structures identified employment issues at the community level and provided training and workforce attachment opportunities for African Nova Scotian communities.

<sup>7</sup>A Community Benefit Agreement (CBA) is a legal contract between community groups and a real estate developer. In exchange for specific amenities or mitigations provided to the local community or neighbourhood, the community groups agree to publicly support the project or at least not oppose it. CBAs are strategic tools for community improvement, benefiting private sector developers and provincial/local governments. They can include commitments to hire directly from the community, contributions to a community land trust and local workforce training guarantees. These agreements enhance social, cultural, environmental, and economic opportunities for communities. Halifax Regional Council has requested from the Province of Nova Scotia that the power to develop, enter into and enforce Community Benefit Agreements be added to the HRM Charter.

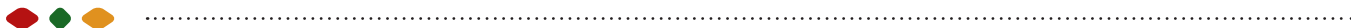


# Population and Immigration

- 12. Meet with Statistics Canada** to ensure Caribbean and African communities are identified in the data.
- 13. Meet with Organizations Representing Nova Scotia’s Caribbean and African communities** to ensure proper consultation is complete before moving forward with the next edition of the ANS Index.
- 14. Recognize African Nova Scotians as a Distinct People.** Descendants from the historic 52 land-based Black communities of Nova Scotia to be recognized by all orders of government as a distinct socio-cultural and ethno-cultural group of people.



These recommendations aim to drive positive change and foster equity and inclusivity within the African Nova Scotian community. We urge government and community leaders to consider and act upon them in their respective capacities.







African Nova Scotian

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Economic  
Prosperity

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# Item 7.3.1

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## **TASK FORCE ON GOVERNMENT SERVICES TO THE NOVA SCOTIAN BLACK COMMUNITY**

REF  
351.716  
N9.T1t

SEPTEMBER 30, 1996



**Halifax Regional Library**

REF 351.716 N9.T1t

Nova Scotia. Task Force on  
Task force on government  
services to the Nova

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**TASK FORCE ON  
GOVERNMENT  
SERVICES TO THE  
NOVA SCOTIAN  
BLACK COMMUNITY**

SEPTEMBER 30, 1996





**T A S K   F O R C E**  
**FOR SERVICES**  
**TO THE BLACK COMMUNITY**

P.O. Box 696  
Halifax, N. S.  
H3J 2T7  
c/o Gwen Simmonds

October 9, 1996

Honourable John MacEachern  
Minister of the Department  
of Community Services  
5182 Prince Street, 5th Floor  
Halifax, Nova Scotia  
B3J 2T7

Dear Minister MacEachern:

On behalf of the Task Force on Government Services to the Black Community, we are pleased to present to you the following Report.

This Report puts forward our findings and vision for a delivery strategy to provide a full range of service to Black Nova Scotians. It will require the commitment and positive involvement of government and the community to achieve the aims of this document.

The Task Force, is unable to address all of the outstanding issues which affect the Black community. Namely, Teenage Pregnancy, Drug & Alcohol Abuse, Family Violence, etc. These issues, among many others, need to be further explored in some future study.

The recommendations outlined in this report were not prioritized according to our Terms of Reference. It was the opinion of the Task Force members that all the recommendations deserve the same emphasis and attention.

The Task Force members respectfully request, the recommendations which pertain to other government departments be forwarded, for their attention.

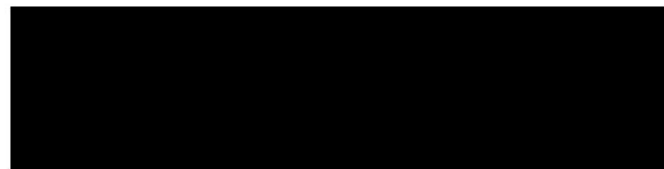
We trust you will be expedient in your review of this Report and respond to us accordingly.

Thank you for your co-operation in this regard.

Respectfully Submitted,



GH-CY/gbs  
Attachment



Cn-Chairperson





## TASK FORCE ON GOVERNMENT SERVICES TO THE BLACK/AFRICAN COMMUNITY

The Task Force on Government Services to the Black/African community is pleased to present the Report to the Minister of Community Services dated October 8, 1996.

[REDACTED]  
Geraldine Browning  
Co-Chairperson  
Community Development  
Volunteer, Centreville, NS

[REDACTED]  
Cloude Parkinson  
Co-Chairperson  
Retired Registered Nurse  
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Sandra P. Andersen  
Public Affairs Administrator  
Kimberly-Clark Nova Scotia  
New Glasgow, NS

[REDACTED]  
Benjamin Elms  
Vice Principal  
Digby Regional High School  
Digby, NS

[REDACTED]  
Ada Falls  
Community Worker  
Yarmouth, NS

[REDACTED]  
Community Worker  
Nova Scotia Legal Aid, Halifax, NS

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Lana M. MacLean  
President  
Association of Black Social Workers  
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Percy A. Paris  
Senior Associate, Henson College  
Dalhousie University  
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[REDACTED]  
Lemuel Skeere  
Retired Mechanic  
Sydney, NS

[REDACTED]  
Pat Skinner  
Community Development Volunteer  
Antigonish, NS

[REDACTED]  
Rick Joseph  
Ex-Officio, Halifax, NS

[REDACTED]  
Gwen Simmonds  
Executive Secretary, Halifax, NS



## ACKNOWLEDGMENTS

- All African/Black community participants across the Province of Nova Scotia;
- Respondents to questionnaires and voice mail;
- All other individuals, groups, and organizations.





## PREFACE

This report provides an overview of the concerns African Nova Scotians have with respect to the delivery of services by the provincial government. Government services to the Black Nova Scotian community have been, and continues to be inadequate. The inadequacy has contributed to further marginalization of the Black community.

This report examines issues involving the delivery of services in areas of:

- Education
- Employment
- Economic development
- Health
- Housing

The issues presented in this report are the major concerns expressed by African Nova Scotians around the province and are not unique to any particular area.

The delivery of services to the Black Nova Scotian community must be conducted in a manner that respects their culture. The Black community is very democratic in nature and believes in the right of all individuals to express their opinion. This is the underlying belief upon which the Task Force report has been based. This report will provide the framework and the vehicle that will address many of the prime gaps in services to the Black community. There are many other pressing issues but time did not permit close examination of the ones lesser known.

## INTRODUCTION

This report will give a great deal of insight into opinions, impressions and perceptions held by the Black community about the delivery of information and services by the Nova Scotia government. This process has not revealed anything surprisingly new. It does however, further substantiate the feelings of oppression, denial and discrimination that have historically besieged the Black community. It will also present recommendations and solutions that will be easily achieved. Speedy implementation of the report's findings will help in enhancing the quality of life for Black Nova Scotians, now and in the future. The information and recommendations in this document can be used by the government for developing a long term strategy, directed at the African/Nova Scotian community. This will enable the government to better listen, represent and serve the Black community.

The following report reveals the conclusions reached by the Task Force on services to the Black community. The Task Force was the initiative of the Minister of Community Services for the Government of Nova Scotia.

## CONTEXT FOR THE STUDY

The History of Black people in this province exceeds 300 years. African Nova Scotians have and continue to make major contributions to this Province, intellectually, economically, culturally and spiritually. Regardless, Blacks continue to be plagued by the inequities of systematic racism, discrimination and unfair treatment.

In an attempt to address these inequities, the African Nova Scotian community formed various organizations throughout the years to voice their concerns.

In January of 1996, the Minister of Community Services, Dr. James A. Smith MD, met with an advisory group to discuss government services to the Black community. In February 1996 the Minister then announced the formation of a Task Force to examine the delivery of government services to the Black community. The Task Force was mandated to investigate more effective ways of delivering services in the future.



## METHODOLOGY

The research to produce this paper was conducted in various ways.

- focus group sessions
- public meetings
- questionnaires
- 1-800 voice mail answering system
- written submissions
- consultations with individuals, government, and various community organizations, national and international

These research methods were chosen to present an opportunity to as many people as possible to be part of this research study. A total of 63 focus group sessions and 15 public meetings were conducted.

The questionnaires were distributed throughout the province and are the source of the statistical data for this report. Twenty-three percent responded to the questionnaire (see Appendix B, Figure 1.1 for further details).

Detailed findings of the questionnaires are referred to throughout the report. The tabulated results are available in Appendix B.

## COMMUNITY CONSULTATION FINDINGS

As Nova Scotian society prepares to enter the next century, the Black community has urgent needs which must be addressed. The government has fallen behind in the delivery and quality of services to the Black community. Government's use of traditional methods to inform the public of services offered is a common complaint. The government's failure to overcome internal staffing that adequately reflects fair hiring is of particular concern to the Black Community.

While there is knowledge of some services that are available, there is also confusion about which services are provided by the Provincial, Municipal and the Federal Governments. There will be additional confusion with the current down sizing and amalgamation of departments. Provincial government service providers fail to adequately inform the general public of which services they offer. Changes to and discontinuations of programs are not fully communicated to the Black community. The awareness of service is paramount in determining what services are needed, and how services should be delivered.

The services that members of the community are most aware of as being offered by the Provincial government include:

- Social Assistance
- Family Benefits
- Housing
- Legal Aid
- Daycare Services
- Education (student loans & literacy services)
- Health

**Thirty percent (30%)** of the respondents indicated they are either **very satisfied or satisfied** with the services they are currently receiving. While **seventy percent (70%)** indicated they are **dissatisfied** with the services they have received. This number includes respondents who indicated that while they are not directly receiving government services, they are dissatisfied with the current delivery of the services. The primary reason for this dissatisfaction is the lack of sensitivity to Black clients by government employees. They are perceived as being rude and discourteous. They are seen as giving preferential treatment to their non-Black clientele.

This consultation process illustrates there are no great discrepancies in the needs of the Black communities around the province. There is little difference in the perception of government and government services by the communities throughout the province.

Throughout the community consultations, areas such as public transportation and recreation were raised. These are not entirely the responsibility of the provincial government and will not be addressed in this report.

The results of the community consultations show there are nine (9) common areas of concern for African Nova Scotians throughout the province.

- Education
- Employment
- Economic Development
- Justice/Legal issues
- Housing
- Health
- Youth Services
- Senior Services
- Community Services

## **EDUCATION**

Education of all types plays a pivotal role in the future of the Black community. A good quality education can provide greater employment opportunities for the present and future. The results of the questionnaires reveal that 13.8% of African Nova Scotians reported they are accessing the education system. This access includes use of the Student Loan System, the Education Incentive Fund for Black Students and job training courses, as well as the public school system.

However, while members of the Black community are accessing the education system, they have identified some problems they feel must be addressed. The major areas of concern are:

- Lack of visible role models;
- Need for culturally specific programming;
- Increased funding for post secondary studies;
- Literacy training.

The three year study of the Black Learner's Advisory Committee's Report Redressing Inequity: Empowering Black Learners, released in 1994, shows that the education system in Nova Scotia has failed the African/Black Learner. The low number of students who complete high school paints a picture that African/Black learners are not equipped with the necessary education to compete for employment.

The 1991 Census of Canada indicates less than 30 percent of African/Black Canadians between the ages of 20-24 years of age graduated from grade 12.

The results of the consultations completed for this report lends support that members of the communities feel educational services must improve. The lack of African/Black teachers, guidance counsellors, and administrators is of particular interest to these stakeholders.

Young people need Black teachers and administrators in their schools. Such individuals serve to act as role models. They inspire youth to remain in school and pursue professional careers.

*The lack of visible role models causes many young people to... "stop dreaming"... They have nothing to aspire towards.<sup>2</sup>*

*Community Member  
Antigonish - Guysborough*



Black Nova Scotians believe culturally specific programs throughout the school system will motivate youth to remain in school. It was echoed around the province, the provision of culturally specific educational programs will enhance the self esteem of the African/Black learner.

*Black history and literature courses where they are offered remain apart from the mandatory curriculum. This lack of appreciation and sharing of African Canadian History and culture has hindered the progress of Black learners by depriving them of inspiring images and motivational achievements. 3*

Black Learner's Advisory Committee Report, 1994, vol.3, p.43

Basic literacy classes are needed for Seniors, and early school learners, young and old. Without basic literacy skills, the Black community will fall behind in their ability to compete for educational and employment opportunities.

As we enter the information technology age, African Nova Scotians must possess the skills necessary to receive training in high tech industries. They must be equipped to pursue a professional career.

The cost of pursuing a post secondary education is high. Student loans must be more accessible for those who need help to fund the cost of attending a school of their choice. The amount of funding must increase to meet the rising cost of tuition, books, and other costs associated with pursuing a higher education.

Above all else, Black Nova Scotians want educational services that can assist them in the pursuit of employment. They recognize without certain skills they will not be able to confidently enter the next century. Their competitiveness with other Nova Scotians in the job market will be further disadvantaged.

## **EMPLOYMENT**

Employment opportunities are essential for the survival of African Nova Scotian community. The major needs are:

- Long term sustainable employment;
- Job training;
- Career counselling;
- Small business development.

Those in government must ensure easy access to information concerning how to qualify for training/educational initiatives. Those people seeking employment, but who are not in receipt of Employment Insurance Benefits are unable to access many programs that are tied to the Employment Insurance System (i.e. employment start-up initiatives). Those who have part time employment, no recent employment, or employment where they made no contributions will fall through the cracks.

A number of interviews were conducted in an effort to gain an understanding of the present government's program to eliminate a traditionally discriminatory system. When it comes to obtaining government positions, members of the Black community believe that the Affirmative Action and Employment Equity policies must continue to be part of the strategy. These policies are critical to the hiring of Black Nova Scotians at supervisory and senior management levels. It is the underlying sentiment of the community that the attempts to address the employment inequities have not worked. There is nothing conceptually wrong with the existing revised Affirmative Action Policy (February 6, 1996). The problems arise in implementation, enforcement and appropriate follow up. This policy is an attempt to inject **fairness** into the hiring of workers within the Nova Scotia government. The policy endeavors to provide redress for the systemic discrimination faced by African Nova Scotians who pursued employment with the provincial government.

The Affirmative Action policy also strives to address the role unions play in perpetuating a discriminatory hiring system. By the very nature of their structure, barriers have been created respecting employment and promotion. Unions are instrumental in the continued denial of job opportunities for African Nova Scotians. They insist in having membership rules that do not permit inclusion by Blacks.

Government services are delivered to Black Nova Scotians in various ways through all government departments. The current government's Affirmative Action Policy recognizes the nature and existence, both historically and presently of the effects of systemic discrimination.

*"Through this mandatory Affirmative Action Program, the Province of Nova Scotia, in consultation with the Nova Scotia Government Employees Union, is committed to redress historic and continuing discrimination, whether conscious or systemic, and to achieve social justice, dignity and fairness in employment for all Nova Scotians." <sup>4</sup>*

(Affirmative Action Policy Feb. 6, 1996 pg. 1)

Black Nova Scotians in their dialogue with the Task Force and/or its representatives, have collectively commented on the overt manifestations of this discrimination. The lack of sensitivity they receive when dealing with non-Black service providers while seeking assistance from government services is a concern. The racist attitudes faced by many members of the community was evident when dealing with non-Black service providers.

*Those servicing the Black communities  
are not sensitized to the needs of  
their clientele...<sup>5</sup>*

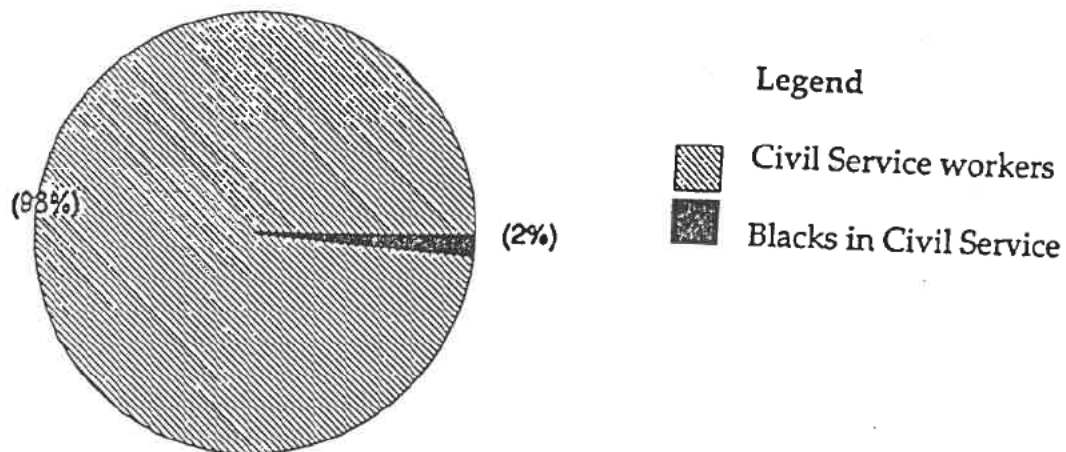
Community Member  
Antigonish - Guysborough Region

The community has identified as one of their major concerns the lack of Black service providers who are available, regardless of the department.

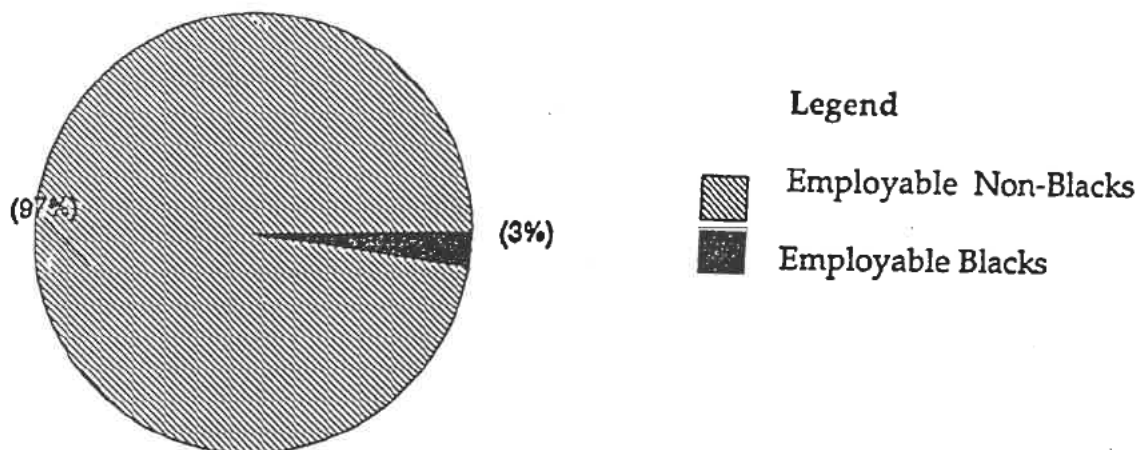
## AFFIRMATIVE ACTION JOINT COMMITTEE WORK FORCE PROFILE 1995

As one of the largest employers in the province, the Provincial government has fallen short in its hiring of Black Nova Scotians.

An examination of the Affirmation Action Joint Committee Work Force Profile, (January 1995), indicates that the number of Blacks in the Nova Scotia labor force (Statistics Canada, 1991) was 6,995. The total number of persons in the Nova Scotia Labor force was 434,415. Blacks as a percentage of the Nova Scotia labor force would therefore represent 1.61 %



At the same time, the number of working age Blacks available for employment was 15,568. The total number of working age persons in Nova Scotia was 600,200. As a percentage of this total, Blacks would represent 2.59%.



An examination of the breakdown information of the Civil Service indicates that of a total of 10,875 persons in the Civil Service, 193 or 2.14% were Black.



From this basic data a number of assumptions can be established. First, the number of Blacks needed for the percentage of Blacks in the Civil Service to equal the percentage of Blacks in the labor force (Labor Force Equity) would be 175. Second, the number of Blacks needed for the percentage of Blacks in the Civil Service to equal the percentage of Blacks in the population (Population Equity) would be 281.

The Task Force wishes it to be clearly understood that it is not endorsing a policy of quotas based on numbers or percentages. The Task Force does however, wish to demonstrate that the current government statistical information indicates that there is ample room for increasing the number of Black Civil Servants. This is particularly important given the average **unemployment rates in African Nova Scotian** communities throughout the province are in the **85% to 95%** range. When the government endorses the belief that the system should be representative of the population it serves, then all Nova Scotians can reasonably expect to see themselves reflected when they apply for services.

On the surface, the figure of 193 Black Civil Servants suggests that Labor Force Equity (175) has at least been achieved. There is still a distance to go before achieving Population Equity (281). The revised Affirmative Action Policy (Feb. 6, 1996) **"which ensures equality of opportunity in hiring and in accessing employment opportunities within the civil service"** will address the employment opportunities that Black Nova Scotians have clearly been unable to access to this point.

Historically, the creation of Affirmative Action policies has been generated by the Black community. The numbers reveal that Blacks get the least amount of benefit from these programs. White women, as a prime example and members of other visible minority groups have benefited the most from Affirmative Action, to the detriment of people of African descent. Achieving equality does not necessarily mean treating all groups alike.

Closer scrutiny of the corresponding salary and occupational distribution information reveals a number of discrepancies that need to be addressed immediately. (See Appendix C)

Occupational distribution figures indicate that of the 193 Blacks in the Civil Service, 83 or 43.1% are in clerical or administrative support positions. The direct opposite can be found when management or senior management is examined. Of the 1,302 positions in this category only 13 are filled by Black Civil Servants (6.7% of their number). Compare this number with other racially visible persons, 87 in the civil service of whom 13.8% (12) of their number can be found in management even though their overall numbers are far fewer.

The Work Force Profile clearly identifies in a work force of 10,857, in which there are many senior management and directors positions, Black Nova Scotians are systematically excluded from management positions.

The Work Force Profile document is a valuable tool for examining the current status of Blacks in the Civil Service.

Since 1975, the Province of Nova Scotia has had an Affirmative Action Policy. No one has ever been accountable for its implementation. In 1992 the Province of Nova Scotia and the Nova Scotia Government Employees Union agreed to enforce the Affirmative Action policy. There is now accountability in enforcing the policy.

The Deputy Ministers are responsible for implementing the policy within their department. A steering committee consisting of Deputy Ministers set time lines and goals for hiring people from the following groups:

- Blacks
- Aboriginal
- Persons with Disabilities
- Women in Management.

The flaw with this list of priorities is demonstrated in the above groupings. The implication is; Blacks, Aboriginal and Persons with Disabilities will not be recruited for management positions. By the nature of the aforementioned it is obvious that preference will be given to white women for management positions. The individuals responsible for establishing these equity priorities have clearly missed the intent of the Affirmative Action Policy. This only serves as another example of how Government policy makers are insensitive to the basic philosophy of a diverse workforce.

The group designated as the steering committee (Deputy Ministers) does not have a Black representative among their numbers. Their first effort should be to overcome this long standing practice.

In their discussion with Deputy Ministers the Task Force discovered that many policies and initiatives of the current government have not been given priority. Corporately this would indicate that each deputy, senior official and minister clearly does not understand that diversity, fairness, and affirmative action are important goals for all departments.

Our discussions have strongly indicated that there is a need for government to officially elevate its diversity program. A level of priority which has been clearly announced and is dedicated to implementing recommendations that have been made from many sources. Activity needs to be coordinated, and strategies evaluated and special research carried out to address the current

situation. Senior officials and deputy ministers must be called together to specifically discuss the issues of diversity, fairness and affirmative action. The Premier and Cabinet must announce that these issues are ones to which the government will dedicate resources and support. Government must commit itself if change is to occur.

Currently, the Affirmative Action policy is implemented only within government. It does not extend to the private sector, nor does this policy extend to the Nova Scotia Liquor Commission, Regional Health Departments, School Boards, Lottery Commissions, or to any other commissions or boards of the government. The provincial government must incorporate a contract compliance approach in its procurement policy. Contract compliance should apply to contracts over a specific dollar and/or employee numbers. Enforcement of contract compliance is very important to ensure there is **fairness** in the application of this rule.

It is abundantly clear that Black Nova Scotians do not benefit from the various services government contracts out. Departments such as Transportation, Tourism, etc., make no effort to ensure the multi-million dollar contracts they table include any requirements to ensure participation by Black Nova Scotians.

The government must take immediate steps to ensure that the many suppliers of government recognize and provide opportunities for the diverse population of Nova Scotia to benefit from the dispensing of these funds. Government must acknowledge the benefits of diversity. As well, all Nova Scotians should have access to opportunities and consideration.

The Task Force views the effort of the current government as a clear and well intended effort to change the face of government services. The government must recognize once again, however, that if they examine their own figures in their Work Force Profile document, it will become apparent that Blacks, as compared to other targeted groups are at a disadvantage. Special initiatives must be implemented if they are to create a level playing field.

The role of the Race Relations and Employment Equity office is to provide all government employees with a knowledge of the Affirmative Action policy. As well, it has a role in educating employees of government about the issues that affect racially visible individuals in the workplace. With the new policy in effect, it is intended for all government employees to understand how the policy works. As part of the policy, government should adopt a **zero tolerance policy** for making racial slurs and remarks, similar to the zero tolerance policy for violence. Implementation should be approached with the same spirit, zeal and enthusiasm as the policies for women and harassment.

Each government employee is required to participate in a mandatory two-day awareness workshop. A group of approximately 25 people participate in each two-day session. Of the

8,000 employees of the provincial government, 3,200 have undergone the training during the past two and one-half years. It would take approximately 25 months to train the remaining government workers. All government employees including Deputy Ministers and Senior Management must attend the training. It is an option for elected Members of the Assembly to participate (this should become mandatory). Failure to attend the training session results in a monetary fine of \$100.00 to the department.

The training program provides facilitators for all areas of the province. The facilitators come from the designated groups - Black, Aboriginal, Persons with Disabilities, and Women in Management. Currently, there are 70 facilitators remaining from the original number of 120. Each workshop is conducted by two facilitators. There are never two white facilitators in any single group. There are frequent improvements and updates made to the workshop. A steering committee of Deputy Ministers receive regular reports. What happens to these reports is uncertain.

The efforts of the government to sensitize government employees through the Race Relations and Employment Equity Office should be recognized. The number of employees involved (over 8000) and the small number of staff dedicated to this task (2) indicate that this program requires more counsellors. With the number of employees involved in the effort, the projected date for the completion of this task is still quite far in the future. This is even without revisiting any of the original participants.

The issue of enforcing the Affirmative Action Policy must be examined. Government workers must be held accountable for failing to change their attitudes and behaviors. There must be a **zero tolerance** for behaviour that contravenes the Affirmative Action Policy.

Career counselling is essential for Black persons through the Department of Human Resources. This counselling must be culturally specific and delivered by Black employment counsellors.

By the year 2000, the Federal Government will only be responsible for the Employment Insurance program. The provinces will assume responsibility for delivering other employment services. Negotiations between the Federal Government and Province are underway to determine who will be responsible for the delivery of employment services and how those services will be delivered. African Nova Scotians must be part of the provincial discussion around the delivery of employment services and the way in which the funding is disbursed for employment.

We are talking about a concept of **fairness** which suggests that each group or section of society needs to have their concerns addressed in a way that recognizes the particular nature of the circumstances of their culture and ethnicity. To date this remains an outstanding issue for Blacks.



After 300 years of history in the province of Nova Scotia, Blacks continue to be treated unfairly. Nothing has been done to overcome the basic systemic disadvantage which is at the base of their ongoing struggle for economic and social justice.

Whether intentionally or unintentionally there does exist discriminatory practices and processes that are part of the public and private culture. The issue of fairness as it relates to diversity is not about correcting a past imbalance, nor is it about being a good citizen. It is about leveraging our most important commodity - the people of Nova Scotia. It makes good sense for all to create a **fair** and **equitable** environment that accommodates, and celebrates the diversity of all members of society.

## **ECONOMIC DEVELOPMENT**

The Black communities emphatically expressed that economic development is an issue. There is a particular concern towards smaller Black communities which have limited resources. In the face of amalgamation it is feared that these communities may experience greater economic and social difficulties. Communities across the province are currently being hit by economic downsizing in both the private and public sectors. For Black communities, which have traditionally been marginalized, this trend is far more devastating than it may appear on the surface.

Traditionally, Black Nova Scotians have been the last hired and the first fired. The government must recognize that new enterprises, such as the Black Business Initiative, may meet some of these concerns, but this alone does not address the full weight of unemployment. A variety of government departments working in concert, must be carefully coordinated to assist the Black community in identifying markets, opportunities, and training needs.

Government policy has advocated the development of the small business sector as one of the critical components necessary to encourage economic recovery. It has also indicated, unique and diversified activities in non-traditional areas is necessary. The Black community requires an agency that can provide the necessary assistance and information to begin addressing these changes in the economic climate.

The need for new initiatives or models of economic development and entrepreneurship with Black youth needs to be addressed and formulated. This should be done in conjunction with youth, community based organizations, business and government.

All Black youth are at "risk". New creative models which develop academic, technical, entrepreneurial, and community development skills are necessary to address the increased marginalization of youth.

## JUSTICE /LEGAL ISSUES

The Black community recognizes the Nova Scotia justice system is one that overtly practices racism. In the report of the **Royal Commission on the Donald Marshall Jr. Prosecution**, released in 1989, the commissioners clearly concluded that systemic racism does exist. The Royal Commission reported there is a two-tiered justice system at work in Nova Scotia; one system for African/Blacks and a different system for non African/Blacks.

Volume four (4) of the Marshall Commission Report, entitled, **Discrimination Against Blacks in Nova Scotia: The Criminal Justice System**, took an in-depth look at the types of sentences received on the basis of race. The results are as follows:

TYPE OF SENTENCE BY RACE			
	Black	Non Black	Total
Absolute Discharge	0.0% (0)	11.1 (14)	7.9 (14)
Conditional Discharge	15.7% (8)	27.0 (34)	23.7 (42)
Suspended Sentence	2.0% (1)	2.4 (3)	2.3 (4)
Fine	49.0% (25)	50.0 (63)	49.7 (88)
Incarceration	33.3% (17)	9.5 (12)	16.4 (29)
Total	100% (51)	100.0 (126)	100.0 (177)
() REPRESENTS NUMBER OF PEOPLE			

The results reveal the Commission's findings of racism in the criminal justice system. The table indicates the judicial system continues to hand down harsher sentencing to Black defendants than Whites. This is particularly devastating to the Black community given the fact that Black people are reportedly **two (2) percent** of the total population in Nova Scotia. The figures show Black defendants are more severely dealt with than non-Blacks.

The existence of this treatment further marginalizes the Black community which has to live with the consequences. The Black community has had it repeatedly demonstrated that the courts administer justice differently to Black defendants.

Black people who have been convicted or incarcerated, are also less likely to apply for pardons. A pardon effectively closes a criminal record, it wipes the slate clean. The implications for education and employment is when a person fills out an application form. If it indicates they have or had a criminal record, they are not likely to get employment or be permitted to attend the educational institution they choose. In the Black community, the lack of awareness of the pardon process makes it even more difficult for a person to find employment.

An increased number of Black lawyers, police officers, judges and probation officers assist in making the justice system more equitable. It will only get better for these people if they are allowed input and are not expected to act like whites. It is no longer acceptable for Blacks to be continually exposed to a system that is unrepresentative. Current sitting judges need to participate in ongoing mandatory education initiatives which will address the attitudinal and systemic barriers that face Black defendants. This process will create a fairness that currently does not exist.

Equally, current sitting judges must be willing to appreciate and utilize new perspectives from other ethnic judges within their ranks. The ethnic experience of these individuals will help to shed a new light on the human condition from an ethnic perspective. This may require the judicial system to adopt a more inclusive view of the law and the citizens it is meant to serve. This process will create an awareness for judges, making them more knowledgeable and sensitive. There is an absence of an agency responsible for facilitating the development, coordination, and implementation of such programs. This is an obvious and essential missing link to this strategy.

The Task Force met with representatives from the Department of Justice. They were made aware of the existence of a number of internal documents that examined issues relevant to Black inmates. The discussion indicated that these reports contained numerous recommendations that require examination. The existence of these documents and studies indicate clearly, a recognition on the part of the service providers themselves, that a need for significant changes must occur. The Task Force strongly recommends that an organization is required to work in partnership with the justice system and other areas of government. A plan for the implementation of the recommendations contained in these reports must be immediately developed.

A Black Liaison Officer is currently working with the recommendations from these sessions and is developing partnerships to provide programming for Black inmates. These efforts are largely in the area of rehabilitation, which is in direct conflict with the department's philosophy. The primary concern, as stated by the current staff of the Correctional Branch of the Department of Justice, is confinement. For Black inmates however, rehabilitation, education, training and



reintroduction into the community are their priorities. Without this type of programming, Blacks are ill-equipped upon release. This further increases the risk factor respecting repeat offenders. The government in partnership with the Black community must provide the leadership necessary to redefine the purpose of the correctional system. Rehabilitation, culturally specific treatment and prevention should become the principle objectives.

The correctional institutions have been able to develop partnerships with outside agencies. These programs demonstrate a potential which with greater support can be expanded to provide a comprehensive program featuring participation by the Black community in partnership with government.

## HEALTH

Wellness and health education is necessary to provide a better understanding of the various social issues, physical and mental health illness that affect Black Nova Scotians. Research about diseases and conditions that are prevalent among Black North Americans is needed. Literature on diseases and conditions such as diabetes, breast cancer, hypertension, sarcoidosis, prostate cancer, and sickle cell anemia must be provided to members of the African Nova Scotian community. The community must better understand the effects of these diseases. As well, health care professionals need more information concerning the effects these diseases and conditions have on people of African descent.

An effective education program in the Black community was the Black Outreach Project through the Nova Scotia Persons with AIDS Coalition. This program offered culturally specific educational programming about AIDS/HIV. Programs such as this one will do much to promote wellness within the Black Nova Scotian community.

While there are no statistics to indicate the number of Blacks in Canada who are infected with HIV, the World Health Organization (WHO) states that

*" Fifty - two percent (52%) of all women in the United States are African/Black women. The WHO also states that African/Black women are nine (9) times more likely to die of AIDS than white women. One out of four (1 out of 4) persons living with AIDS is Black and 60% of all children with AIDS are Black. It is estimated that by the 21st century well over 100 million African/Black men, women, children, and infants will have died of AIDS and a million more will have been infected HIV".*

World Health Organization Statistics, 1991

AIDS/HIV information and education is always targeted to the white community. As such, there must be a separate organization that addresses the health issues in the Black community with the same intensity as information to non-Blacks.

The lack of Black Nova Scotian health care professionals is a concern. Recruitment of Blacks to pursue careers in the health profession must begin at the junior high school level. Training schools for health professionals need to actively recruit Black Nova Scotians as participants in their programs. It is imperative that these institutions provide these students with access to employment opportunities. Programs such as Dalhousie's Indigenous Blacks and Micmac Law Program could serve as a model to be mirrored by other professional schools.

Health within the African Nova Scotian community is not limited to physical health issues which require medical intervention, but also included community/population health. Community health moves beyond medical treatment to prevention. It encompasses mental health and community based health centres similar to the North End Community Health Centre located in Halifax. Health issues within the Black Nova Scotian community need to be addressed in a holistic approach specific to their culture.

### **Health and Seniors:**

Information on health care is a particular concern for seniors. With the cutbacks and reform of the health care system, many people believe that medical procedures once available in many hospitals around the province, are now only available in Halifax. The major issue for seniors in particular is transportation, how to get to and from appointments. Access to appropriate care is very important.

Most Black seniors live on fixed incomes. A lifetime of low paying jobs did not enable them to save money for their non-working years. The cost of medical services, such as Pharmacare, is difficult for people on fixed incomes to meet. Few are able to meet the cost of this and other expenses associated with medical services.

There is a growing need for home care workers to assist elderly Black Nova Scotians who wish to remain in their own homes. In the past, some of these concerns were dealt with by organizations such as the Victorian Order of Nurses. In recent times, many of these services have disappeared. The current system of home care has yet to provide a level of service that is readily available to meet the needs of elderly Black Nova Scotians. If they are to be successful at remaining in their own homes the number of home care assistants and the types of services they provide need to be increased.

Rural areas are encountering severe disadvantages because of these difficulties. The government has suggested that dollars taken from rural institutions and facilities would be placed in a home health care support system. To date, this service is simply not meeting the demand.

### **Persons with Disabilities**

Access to health services for persons with disabilities is very important to the Black community. The availability of services such as the Access- A- Bus which currently operates in the Halifax area, must be made available for Black people in the rural communities.

Education explaining the issues faced by persons with disabilities needs to be done in the Black community. Family members and friends who provide daily care must be able to access home care and other programs to assist them in caring for a family member who has a disability.

Of equal concern is the lack of inclusion by those organizations that represent and advocate on behalf of individuals with disabilities, such as;

- Disabled Persons Commission;
- Canadian Paraplegic Association;
- Nova Scotia Mental Health Association;
- Canadian National Institute for the Blind;
- Society for the Deaf and Hard of Hearing.

These agencies and associations must make concentrated efforts to recruit affected members from the Black community. Their presence must be increased within the community. They must educate themselves with respect to the Black community and the needs that are particular to them.



## **HOUSING**

Adequate, affordable housing is vital, especially for single parent households. The Department of Housing had a number of programs to assist people who wished to own homes and those who required maintenance for their homes. They now provide assistance mainly for those who want to keep the elderly in their homes. Many of the Department of Housing programs have to be revisited and their value determined from a Black perspective. The Department of Housing must do more promotion of these programs in the Black community.

Cooperative Housing construction in the rural communities was an affordable way to achieve home ownership. However, that program has not had the same success in the urban centres. It was a way of providing safe affordable housing in an urban setting. More must be done to ensure that such a program could succeed in the African Nova Scotian community. Community based housing programs, such as the Preston Area Housing Fund, could serve as a model for similar programs throughout the province.

The Department of Housing, in view of the many program changes that have occurred, must become more active in informing the public of program changes as they occur. With the many cuts to programs which were available, the Black community needs to be informed of what still remains.

### **Housing and Seniors:**

Historically, senior citizens in the Black community have almost always resided in their own homes for as long as they were fit and able. If they became ill or infirmed, traditionally they are cared for by family and friends. Housing issues for seniors range from access to seniors' housing to assistance in maintaining their own homes. The lack of information about housing for seniors is a problem that requires prompt attention. Assistance for those seniors who wish to remain in their own homes but are not capable of maintaining the property must become readily available.

It is very common for seniors who are property owners to be living in homes that lack modern water, septic, and heating services. Many seniors require small maintenance assistance for repairing their homes.

The Department of Housing has a program that provides loans for those families who have seniors that cannot live alone. This program provides a low interest loan which will enable a family to build an apartment within the home for the senior member of the family. This allows the family to look after the senior and give them a sense of independence. Programs such as this need to be more publicized in the Black community.

## **SENIOR SERVICES**

It is felt that information about programs that would benefit seniors is not readily available. The programs offered by the Seniors' Secretariat must be publicized to the senior citizens of the Black community and active participation must be encouraged.

The vast majority of seniors in the Black Community live on incomes that barely allow them to exist with the dignity that should be due to all Nova Scotians. Census information indicates, in many cases these individuals go without essential medication, food and clothing simply because they cannot afford it. This particular group in our communities, are often hidden from view as a result of internalized oppression.

Traditionally, this generation of Black Nova Scotians have lived through the oppression and racism of the early 1900's and tend not to speak out against a system they do not trust. This is a unique situation and government must make special allowances to address the needs of this audience of the population. It must be remembered that these individuals have never had the opportunity for fair employment during most of their working lives. Because they lived during the early part of the century, the only opportunities available to them would have been manual labour or self - employment. In many cases, pension plans were not things that could be provided for. This special circumstance locks them into a perpetual state from which they cannot escape.

The Task Force urgently advises that the government recognize the particular nature of this group. Black seniors are desperately in need of economic, medical and social initiatives to address their concerns. Designing a program to meet these concerns must be the highlight of any attempt to deliver services to the Black community.

## **YOUTH SERVICES**

Three major areas of concern have been identified.

- Recreational programs
- Health education
- Culturally specific programming

Recreational programs are viewed as necessary to develop the skills, abilities, and self discipline of youth. Such programming assists in the reduction of potential delinquent behaviour and generates mutual respect for the participants. Systemic, attitudinal, and stereotypical barriers, have made it difficult for many Black youth to be participants. This is reinforced when we examine Provincial agencies that govern sports. A review of the overall structure reveals few Blacks break the employment barriers within the sport governing bodies. This sends a strong message concerning exclusion. The government must make an effort to not only recognize the contributions of the Black athletes as participants, but also ensure inclusion on boards, commissions, administration, officials, participants, and paid employees.

Overall consensus is that Black youth require culturally specific programs as they relate to AID/HIV, sexually transmitted diseases, anger management, drug prevention and other health issues.

Programs that promote African/Black culture and history increases the self esteem of young Blacks. The failure to include a significantly positive content and public education systems has had a damaging effect on Blacks.



## **DEPARTMENT OF COMMUNITY SERVICES**

As one of the largest service providers in government, the Department of Community Services has some responsibility in ensuring that individuals who receive services are treated with the utmost respect and dignity. To date, Black Nova Scotians are not pleased or comfortable with the delivery of services they are receiving from the Department of Community Services. The following are major concerns:

- Lack of sensitivity of "workers" in offices;
- Identifying culturally specific foster and adoptive homes for Black children;
- Recruitment of more Black social and community workers;
- Lack of awareness of services offered, particularly in light of restructuring ;
- Demand for proactive and preventive interventions;
- Absence of an agency that would advocate on behalf of the community.

Public dollars dedicated to Black organizations have traditionally been dispersed through grant programs. The money was issued from a separate source as opposed to the general fund. This provided an inaccurate accounting regarding specific dollar amounts allocated to the Black community at or during any time period. This system, raised concerns with respect to accountability. Grants are targeted for special projects that have been identified by Community Services. The projects must provide a complimentary service in addition to services already being administered by the Province. These grants may be in place for an extended period but do not become a permanent line item in the provincial budget. As a result, this policy serves to widen the gap between the government and the Black community. The funding is uncertain and adds considerable weight to the Black communities marginalization. The messages sent to the recipients are clear. Consequently it adds support to racist sentiments and feelings.

There are drastic changes taking place within the Department of Community Services (single tiered system). There will be regional advisory councils established in each of four regions inside the province. These councils will advise the regional managers concerning service delivery. Each regional manager will also have the flexibility to move dollars from program to program as they determine. This can be accomplished with direction from the advisory council or at the discretion of the regional manager. This practice or policy must be inclusive in the process. Important stakeholders, such as the Black community must be represented during the process.

### **Black /Bi-Racial Children in Care:**

The Association of Black Social Workers, along with the Department of Community Services, through the implementation of the Family and Children's Services Act [Revised Statutes of Nova Scotia. Chapter 5 1990] have advocated the need for Black and Bi-racial children to be placed in culturally appropriate homes. However, Black and Bi-racial children are still being placed in white foster and adoptive homes. Department of Community Services needs to hire full-time staff persons, preferably Black Social Workers, to do province wide recruitment of Black foster, respite, and adoptive homes.

The Department must re-examine the criteria for adoptive and foster homes. The criteria needs to be more cross cultural and representative of Black homes. The training sessions required for new potential foster parents must be made less threatening to Black families. A special effort must be made to make these training programs more accessible and convenient for prospective Black parents to participate in.

### **Treatment, Shelters, and Group Homes**

Treatment programs, shelters, and group homes which receive funding from the provincial government need to be more culturally specific. These places should comply with the Affirmative Action and Employment Equity policies.

Historically, Black women do not access shelters and Black youth in group homes tend not to see themselves reflected in the staff. The social structure in the Black community requires contact persons within those communities to assist women and youth in accessing treatment and shelter. Black women and youth do not feel comfortable when approached by social workers or individuals outside their communities. The Department must make every effort to establish closer ties with the Black community to provide these services. In many instances this may require the Department to rethink some of the rules and procedures they currently operate under which may be barriers to this partnership.

## **Recruitment and Hiring of Black Social Workers and Community Workers**

A 1992 study conducted by Dr. Fred Wein of the Maritime School of Social Work, noted it takes Black social workers longer to find employment than their white counterparts. Black social workers tend to find employment in low paying community or grant programs or are hired by the Department of Community Services on a term contract. These contracts tend not to be extended or the person is "let go" due to budget constraints.

According to the Association of Black Social Workers, the majority of employed Black social workers are located in the Halifax Metro Area. The Department should actively recruit Black social workers in rural communities. The community consultations show that the members of the rural Black communities feel their needs are being overlooked.

## **Prevention and Intervention Programs**

Government requires a new definition and value structure respecting families and communities. Guidelines for various programs offered by the Department need to be open and accepting of programs that meet the requirements of its clientele. In the Black communities, the lack of positive prevention programs directly relates to the number of interventions. The Department must spend greater effort in devising programs that keep the Black family together before break downs occur.

## **Social Assistance**

With a one tier system for social services, the Black Nova Scotian community will be further marginalized. Their ability to access services and resources will be an additional disadvantage. The amount of money allocated to any individual or family regardless of race is already below the poverty line as established by Statistics Canada.

The government should provide a standard of living that does not create a more racially and economically marginalized society. A system of appeals must be implemented on a regional basis which is representative of the Black community.

Training programs must also be available and accessible to single parents, low income individuals and youth. These programs can be joint efforts between the government and the community.

## **OTHER ISSUES**

Lack of adequate funding for individuals in receipt of social assistance and for persons receiving government pensions is a fact. The money being received is not sufficient to maintain a dignified existence. A quality of life beyond one of poverty is virtually impossible. The results are greater marginalization and increased disadvantage for the recipients. This has a ripple effect, not only for the recipients and their families, but also for societal views and impressions.

The Black community must be allowed to identify their own issues. The Black community bears no responsibility for racism or discrimination. It is not their problem to fix. For too many generations they have been made to feel somehow they must find the solutions. As if that is not enough, Blacks have to implement, administer and thank non Blacks who perpetuate the problem.

Government must recognize and acknowledge the new growing reality in the Black community. Blacks are seeking **fairness** which is somewhat removed from equality. As a result of racism, insensitivity and discrimination there must be accommodation from government. The whole principle of diversity is based on recognizing and acknowledging differences between individuals and accommodating people based on their differences. We must strive for an environment of fairness based on needs.

## CONCLUSIONS

This report **does not** have all the answers to the pressing concerns that plague Black Nova Scotians. As a result of the given time-lines, the Task Force was restricted regarding the depth and range with which it could investigate the confronting issues. Another problematic factor was the Task Force working as volunteers. The problems associated with volunteerism were prevalent and further compounded by distance and travel. The Task Force recognizes and appreciates the need for a more in depth study and analysis. One that might be further enhanced by the Black Secretariat. The Task Force acknowledges that the time allowed and the process itself did not provide the person hours required to complete a fully comprehensive study. The Report does, however, present a blueprint and structures that can help to rebuild a once vibrant and productive community.

Leadership in the form of government must be more accountable to the people it leads. The concept of Government being accountable to the people it leads is not new. As the largest provider of services, government must be held accountable when a segment of the population is unaware of the programs and services that are available. A proactive approach must be adopted to inform, which means government must rethink how it attempts to send out messages. Outreach must become more than just a catch word but a reality.

It is our responsibility, morally and professionally, to elaborate on the issue of leadership. We feel an obligation to address a mindset which has been historically thrust upon the Black community by the white community. The notion, held by government, that the Black community will accept and identify with those individuals who are appointed leaders, is a concept laced with attachments to the days of slavery. It results from an historical perspective to the traditional master-slave relationship. It has been manifested in more recent years through internalized racism and oppression. The insistence of government service providers to identify community leaders has traditionally led to dissatisfaction. It also limits access in certain situations.

The stereo-typical view that since we all have black skin, a single approach or solution will be sufficient to meet all our needs and satisfy all of our issues. There is no consideration regarding the diversity of the individuals that make up the Black population. This historically systemic approach of dealing with the Black community is as inappropriate for Blacks as it would be for non-Blacks. We must be careful to avoid such a pitfall. We must divorce ourselves from this mindset, the so-called slave mentality in order to achieve **fairness** of life and opportunities that all Nova Scotians have a right to.



As Black Nova Scotians, we must force the government to re-examine the way they have done things in the past. We have to rethink and retool ourselves as we continue our struggle towards fairness. We are not a group of people governed by a leader(s) from within. We are individuals who share many distinct commonalities, one of which is the colour of our skin yet another is that we all do not think or act alike. It is not prescribed anywhere that we must share the same philosophy or put forward a consensus on all issues.

As a community, we must always strive to work on those issues which are common to us all. This should not preclude working on issues which also may be singular to a particular few. As individuals, not only is it okay for us to disagree, it should be expected. We will not allow government to dictate the course of the discussions or influence the outcomes in ways which detract from our goal of moving the community forward.

## RECOMMENDATIONS

1. Immediate implementation of the Black Secretariat. (See, p. 39 )
1. Formation of an implementation team comprised of three persons from the Task Force, a Deputy Minister and one other government representative (with respect to Recommendation number 1).
2. Legal Services Clinics in the Black communities (See p. 51). Since the inception of the Indigenous Black and MicMac Law Program at Dalhousie Law School, 34 Black men and women have graduated. However, in the province of Nova Scotia, a vast majority are not employed in the practice of law. These graduates could be providing legal services to the Black community, through a legal services clinic. Projects such as land Title Clarification in the Black community could be conducted through this Clinic.
3. The Black Secretariat pick up where this report leaves off. We must ensure that **no** government department escapes the process that has begun with the tabling of this report. There are still many legitimate concerns within the various departments of government that must be exposed and dealt with, honestly and openly.

For instance:

- Lack of racially visible persons being employed on construction jobs on Nova Scotia roads and highways.
  - Lack of tourism initiatives to be inclusive with respect to employment.
  - Tourism promotions that are inclusive of African/Black history and presence in the Province.
  - Fair employment and treatment within all government departments is vital to Nova Scotian society. There are barriers that confront Black Nova Scotians in all government departments.
5. Government Boards, Agencies, and Commissions must be representative of the population of Nova Scotia. It is therefore recommended Government actively seek out and encourage African/Black Nova Scotians to apply for membership on the various boards, agencies, and commissions that are under the control of government.
  6. With the movement of the Department of Health to Regional Health Boards, it is necessary for a minimum of two (2) representatives from the Black community to sit on each Regional Health Board.

7. More African/Blacks must be hired as senior, management and supervisory staff within the provincial government.
8. A Community Development Training Course must be offered at the Nova Scotia Community College. This should be a diploma program and seats should be designated for members of the Black Nova Scotian community.
9. Access to jobs and job training is needed in the African/Black community. An Employment Services Clinic, with a province wide database for employers and job seekers is required to meet these demands.
10. Greater access to funding for post secondary education is necessary. The increased cost of tuition makes the pursuit of post secondary education more difficult for African/Black students.
11. All major universities establish outreach programs, similar to the Transition Year Program and the Indigenous Black and MicMac Law program at Dalhousie University.
12. Educational Support programs such as tutoring, literacy, and adult education for African Nova Scotian learners of all ages.
13. The Student Support Worker Program that currently exists in metropolitan Halifax be expanded to all school districts. Salary levels must be commensurate with the duties and responsibility of covering large territories.
14. A Senior Citizens Companion Program: This program would provide assistance to Seniors in their own community. Seniors need assistance around issues such as home care, preparation of wills, housing, and recreation. This program could augment services that already exist. Honorariums must be provided for all who act as senior companions.
15. The Senior's Secretariat employ Black outreach workers who would be responsible for providing information to the African/Black community.
16. The Youth Secretariat employ Black youth outreach workers who would be responsible for providing information to the African/Black community.
17. The Department of Education should conduct community information sessions for and in the African/Black community to inform and notify the community of the recent changes to the educational system in Nova Scotia.
18. The Department of Education should encourage parents in the African/Black Nova Scotian community to participate in the School Based Community Councils.

19. Throughout the province, members of the African/Black community expressed the need for sensitivity training for counsellors and government workers who service the African/Black community. There must be on-going diversity education for government workers. This education must be evaluated and the manager of a department be held responsible for his employees if they fail to be more sensitive to the needs of their clients. This could be implemented in partnership with the Black Secretariat.
20. The Task Force request that the present government take immediate steps to address the fundamental issue of systemic discrimination in internal management. The Task Force advises that immediate promotions of suitable Black candidates within departments be initiated and that these individuals receive the necessary in-service or transitional training and orientation for their new positions.
21. Provincial forms, applications and programs allow participants the option of self identifying information relating to ethnic or racial background.
22. The number of counsellors in the Race Relations and Employment Equity Office be increased with appropriate candidates .
23. The Black Outreach Project needs to be resurrected with increased staff to do effective AIDS education and outreach on a provincial level.
24. The Department of Health should initiate research into diseases and conditions such as Prostate Cancer, Diabetes, Breast Cancer, Sarcoidosis, Sickle Cell Anemia, Hypertension, and Lupus, to understand the effect these illnesses have on African/Black Nova Scotians.
25. The Department of Community Services develop an active fostering and adoption program for African/Black families in the province regardless of marital status. The department must create a position in the department to oversee this program and that position must be staffed by a Black/African social worker.
26. The Department of Community Services expand its department approval list of therapists to be more inclusive of non-white therapists.
27. The Department of Community Services take an active role in recruiting and hiring African/Black social workers province wide and that the department adopt the same relocation policy set up by the Department of Health for workers moving to rural communities.

28. The government's Grandfather Clause be revisited for Community workers/ volunteers as it pertains to the Nova Scotia Association of Social Workers.
29. Government departments support the hiring of African Nova Scotians in permanent clerical and administrative support positions in their office
30. All members/workers within the Department of Community Services attend multicultural, and anti-racism educational programs on a regular basis with continued follow-up sessions.
31. The government must incorporate a contract compliance approach in its procurement policy to ensure employment of Blacks as it relates to government contracts.
32. Government must enforce and police all government contracts to ensure inclusion of Black Nova Scotians. This can be done in partnership with the Black Secretariat.
33. Career counselling be provided through the Department of Human Resources for Black applicants. Applicants must be made aware of any weakness and, equally important, provided with counselling to enhance their employment pursuit.
34. Black Nova Scotians must be included in the discussion around the delivery of employment services. Blacks must be invited to express their concerns, to identify weakness and to ensure fairness.
35. Sitting judges and crown prosecutors participate in on-going mandatory diversity education initiatives.
36. Self employment and training initiatives be relevant and realistic to the needs of the Black community and the job market. As well, strategies must take into account the fact that many members of the Black community are not eligible for those initiatives tied to Employment Insurance benefits. In light of the high unemployment rate in the Black community some of the eligibility requirements must be waived. It is, therefore, a necessity for government and community to be inventive in their discussion.
37. The Nova Scotia Government adopt a zero tolerance policy as it relates to racial name calling and other racist behaviors and attitudes.
38. Department of Community Services create full time regional positions responsible for the recruitment of Black foster, temporary shelter, and adoptive homes for Black children.



39. The Government must ensure that agencies, shelters and group homes that receive provincial funding comply with the Affirmative Action and Employment Equity policies.
40. The Departments of Justice, Education, and Community Services create adequate and culturally specific programs for those living in or being released from halfway houses and treatment facilities. Programs should be more inclusive in its staffing and in those youth who receive treatment.

Since 1986, only four (4) Black youth have attended the CHOICES Drug Rehabilitation Program. This initiative has to be more publicized in the Black community.

41. The government design more visionary and innovative programs in partnership with the Black Secretariat, that address the employment needs of youth .
42. Department of Transportation & Public Works address the employment inequities within each of their divisions.
43. (a) Implementation of all BLAC Reports' recommendations on a provincial level not just a regional level. (b) BLAC be approached for the purpose of revisiting existing regional boundaries with specific reference to the Annapolis-Digby County line.
44. The Report of the Task Force on Black Business Initiatives be acted upon to ensure the economic growth of the Black community.
45. Government implement the recommendations of the Royal Commission on the Donald Marshall Jr. prosecution, especially those recommendations that address the duality of the criminal justice system.

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## **THE BLACK SECRETARIAT**



## BLACK SECRETARIAT

Over the course of the last several months, we have discussed as a Task Force many, if not all, of the concerns/issues that currently confront the **Nova Scotian Black Communities and their tenants**. We have tabled the problems and barriers that have inhibited many African/Black Nova Scotians in ways of advancement. As a so called "targeted group" or "audience", the community has been subjected to study after study. Finally, with the results and implementation of many recommendations from initiatives such as the **BLACK LEARNER'S ADVISORY COMMITTEE REPORT** and the **BLACK BUSINESS INITIATIVE**, it would appear that significant change of some nature is taking place. Change that is positive and delivered in somewhat of a proactive manner.

It is equally important and indeed incumbent on this **Task Force** to deal with the realities of racism and keep the "**wishes**" of community members in the forefront. It is the responsibility of this **Task Force** to put forth a model that is consistent with the consensus of the population. Based, therefore, on overwhelming support, we, the **Task Force**, table the following model for **Immediate Action** by the **Province of Nova Scotia**.

## **ROLE**

- To act as a central body that can advise in the development and planning of **all actions and policies** related directly or indirectly to **Black Nova Scotians**, government and others (to play this role in partnership with the Black community, as opposed to doing for).
- To act as the **official watchdog** agency which will monitor and ensure implementation of **agreed actions and policies** between the various partnerships created with the Black community (i.e. affirmative action initiatives, employment equity programs, etc.).
- To provide adequate **follow-up** and **evaluation** with respect to the implemented actions and policies between the various partnerships created with the Black community.
- To provide a vehicle for **advocacy, support** and **direction** with respect to the **needs** of the Nova Scotian Black community (to play this role in partnership with the Black community, as opposed to doing for).
- To act as an **information** and **referral service** for all of Nova Scotia respecting matters related to the Black community, with an emphasis on **client services** to the Black constituency.
- To **research** programs, policies and legislation from other areas of North America that relate to and affect Black individuals.
- To actively **promote** the Black community in a **responsible** manner and to be **accountable to community and government**.
- To **encourage** all members of the Nova Scotian Black community to be more **proactive** and **involved** in all the affairs that govern their lives.
- To **seek out, pursue** and **encourage partnerships** with individuals, organizations, business, employers, institutions, etc., that will enhance our collective or individual abilities, to address the needs of Black Nova Scotians.
- To be **inclusive** and **considerate**, with reference to the **diversity** of the population with respect to its mandate, goals and objectives (i.e. youth, the aged, persons with disabilities, gender, religion, etc.).



- To **develop and maintain bridges and effective communication** with whomever, in order to fulfill the role and mandate.
- To have **direct input** into decision making made by governments at the various levels, affecting Black Nova Scotians.
- To **acknowledge and respect** the contributions of others within the Nova Scotian Black community.
- To manage a **toll-free telephone line**.
- To be **available** to assist in the **facilitation, planning, development, implementation and evaluation** of services and programs targeted for members of the Black community with appropriate government agencies and communities.
- To publish **materials** designed to **assist** the Black community in accessing information with respect to programs and services that are available.
- To **meet** with Black organizations, communities and individuals to clearly articulate an understanding of the **issues** affecting Black Nova Scotians. This role will involve more than dealing with issues of racism, discrimination and prejudice, it will also include attitudinal discrimination, systemic discrimination, legislated equity vs. inequity, equality vs. equity, internalized racism (oppression), diversity and fairness, etc..

## **MANDATE**

To **provide direction** to the Nova Scotian Black community on effective development in **ALL** areas of the province.

To provide a **vehicle/center** for the dispersal of all **relevant information** respecting the Black population of Nova Scotia.

To provide a **partnership opportunity** for all, in pursuit of **Equity and Fairness, as it pertains to life** (i.e. individuals, government agencies, employers, organizations, etc.).

To stay **informed** of all current issues relative to Black Nova Scotians.

To **advocate** on behalf of Black Nova Scotians with regard to issues, concerns and other matters, whether it be individually or otherwise.

To investigate ways of **generating revenue** and **establishing** a process by which the Black community can benefit from the action.

To be inventive and pursue ways and means that will lead to **self-sufficiency** or at the least, if possible, make a financial contribution to the overall cost of operation.

## **STAFFING**

The **Black Secretariat** will have a staff compliment of thirteen persons (see flow chart, page 14). It will include:

- Executive Director
- Assistant Director
- Administrative Assistant
- Seven (7) Regional Officers
- Research Team (3 persons)

Executive Director - Highly skilled and qualified individual (Black Nova Scotian would be considered as value added). This position will be for a renewable five year term. The person will be recommended by a **five (5)** person Human Resource Team, consisting of **three (3)** representatives from the Task Force and **two (2)** representatives from government, one of which must be a Deputy Minister. The final appointment will be made by Cabinet.

- The position will have the status and pay at a scale no less than that of a Deputy Minister. There will be a negotiation process in place for the "recommended" individual to determine a starting salary.
- The incumbent will be privy to "inside" information. He/she will attend all Deputy Ministers' meetings.
- The incumbent will meet with the Ministers a minimum of two times a year. The Advisory Board may be invited in whole or in part, to attend these meetings (to be determined).
- The incumbent will have a direct link to all Ministers.
- Initial and all subsequent funding must not come from one government source. This should be recognized as a cross departmental initiative and as such, funding must be shared equally.

All positions will be probationary in nature for a period of three months before a final offer of employment is made. All positions, including those of the Advisory Boards, will be filled by well qualified individuals and the Executive Director will play an active role with respect to selections. Job descriptions will be drafted and due consideration will be given to Black Nova Scotians respecting all positions.

The Halifax Regional Municipality would be the preferred central location. Employees must have more than just the willingness and ability to travel; they must assume the lead role with respect to community outreach and inclusion.

The Regional Officers (7) will be located in each of the 7 locations or regions as identified by the BLAC Report (See page 46 [a]). They will have offices in government operated facilities (buildings) and as such, rent should not be a factor. Further, it is recommended that BLAC be approached for the purpose of revisiting existing regional boundaries with specific reference to the Annapolis - Digby County line. A well intended discussion is warranted respecting the possibility of Region 4 being adjusted to include Digby and those communities in that immediate area.

## **ADVISORY BOARD**

There will be 7 Advisory Boards in place, consisting of no less than 6 persons and no more than 10 for each region or geographical area.

- The 7 regions will be those as identified by the BLAC Report.
- An effort will be put forth to recruit persons in each region with the underlying emphasis on "who can get the job done".
- The Advisory Boards will meet at least 4 times a year and no more than 8.

## **Terms of Reference**

The role of the Advisory Board is to guide/support each of the Regional Officers in achieving the overall objectives and goals of the **Black Secretariat**. This will require the members of the Advisory Board to have an awareness of:

- issues and the concerns of the Nova Scotian Black community
- barriers confronting African/Black Nova Scotians
- existing services available to Nova Scotians
- the role of the Black Secretariat

The Board accepts responsibility for advising on:

- matters which may be referred to it

The Board composition should be representative of the Black communities within the Regions. The composition of the Board will reflect the diversity of the community and will be inclusive of all segments of the community.

Any member of the Board who is absent for three (3) consecutive meetings, without a reason(s) acceptable to the Board, is deemed to have retired from the Advisory Board.

Accountability and responsibility must be more than just catch words. They must be the foundation the initiative is structured on. The organization must be professional and proactive in all aspects of conducting business. The community must feel confident that their needs are being met.



## **JOB DESCRIPTIONS**

The success of the Black Secretariat will depend entirely on the skills and dedication of the staff and members of the Advisory Boards.

### **Executive Director:**

He/She will play the lead role in directly implementing the Black Secretariat. This position will be responsible for all employees. The incumbent will be a highly skilled professional with appropriate knowledge of the issues tabled in this report. He/She will be a self-starter who can act independently without supervision. The position requires good judgment, tactfulness, diplomacy, and the skills to act as an intermediary under a variety of circumstances. Good written and verbal skills are prerequisite for the position.

The Executive Director must be able to assimilate information, analyze, make realistic recommendations and achieve goals/objectives. The incumbent must possess computer skills and the ability to relate effectively with all members of the private and public sectors. He/She individual must have a sound knowledge of what services are available and ways to increase their effectiveness.

### **Assistant Executive Director:**

This position will be responsible for the day-to-day office administration. He/she will interact regularly with the Regional Offices. The incumbent will assist with the implementation of the Black Secretariat and work closely with the Executive Director. Good verbal and written communication skills are a necessity for the position. The individual must be able to work with minimal supervision. The position requires knowledge of issues as they relate to the Black Communities of Nova Scotia. The successful applicant must be willing and able to travel.

**Regional Officers:**

The Regional Officers will be the first point of contact between the Black Secretariat and the community. They will be highly skilled and knowledgeable respecting all available services. They will assist the public in accessing the services, while at the same time increasing public awareness. Due to the sensitive nature of the job, confidentiality will be a necessity. They will be self-starters and will act with minimal supervision.

**Administrative Assistant:**

This person will be a self-starter and capable of acting independently with minimal supervision. Strong interpersonal and computer skills are a requirement for the position. The position requires good organizational skills. The ability to relate tactfully, professionally, to the public.

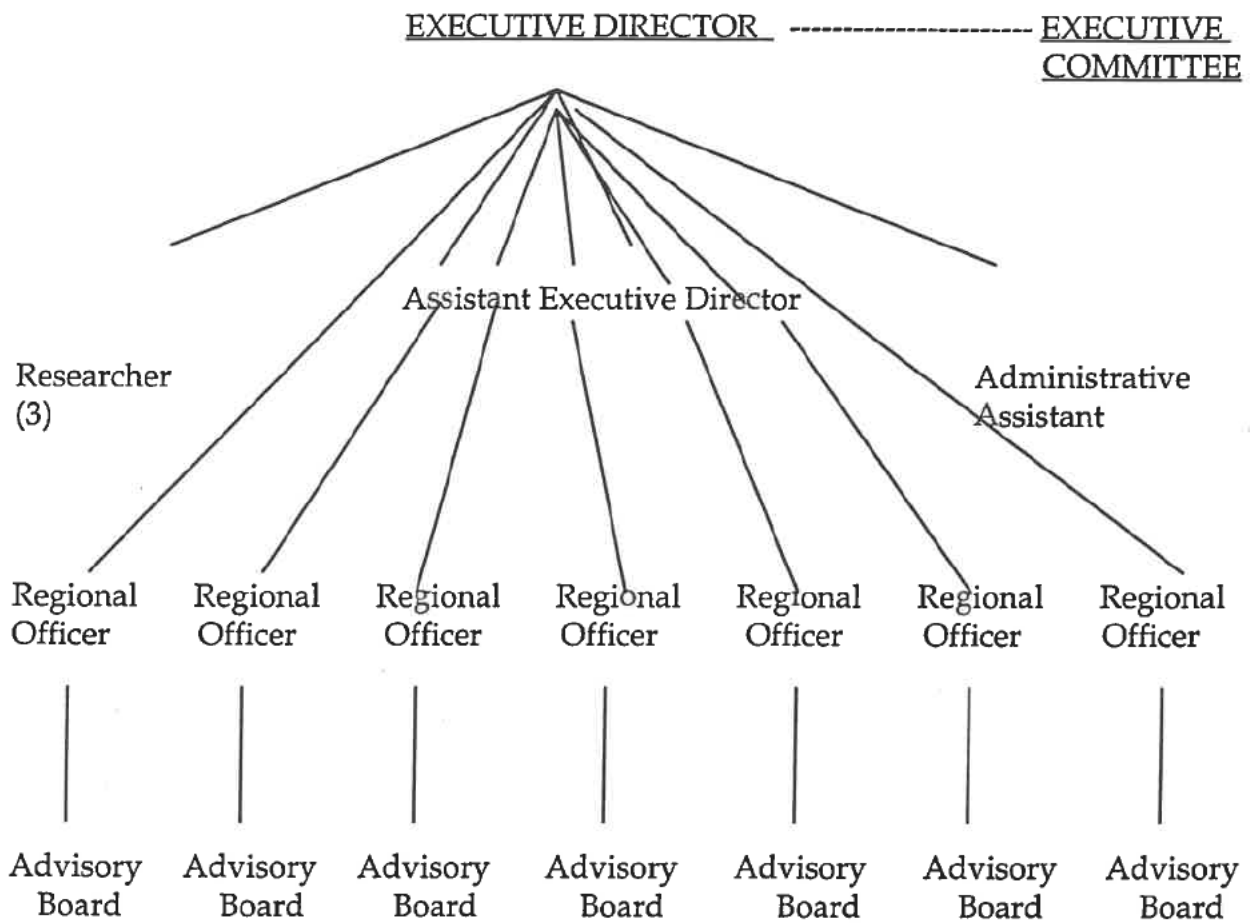
## **BUDGET AND STRUCTURE**

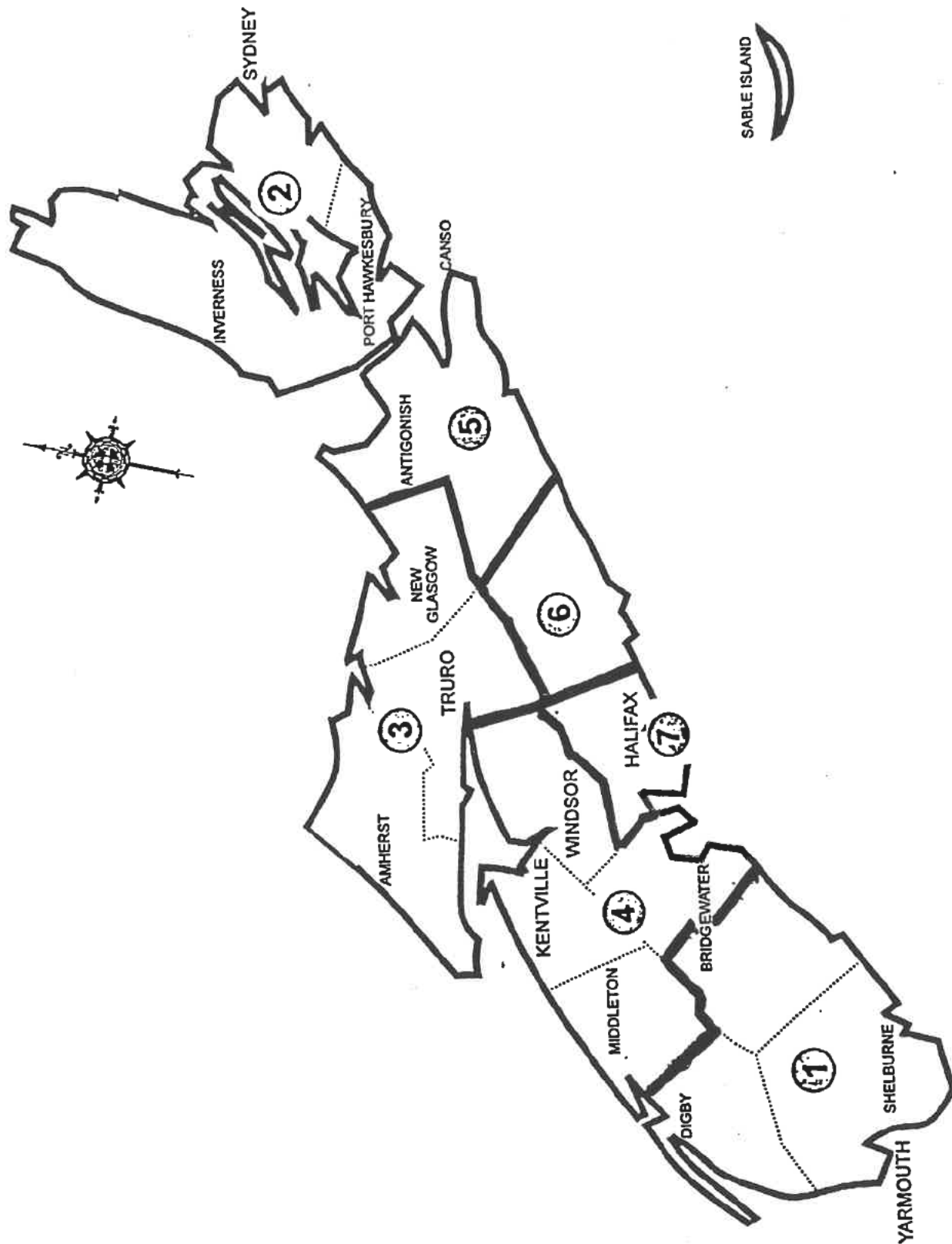
Estimate only - does not include MERC/benefits with respect to employees.

- Executive Director
- Administrative Assistant
- Assistant Director
- Regional Officers
- Advisory Board - based on discussion

Executive Director	95,000.00
Administrative Assistant	25,000.00
Assistant Director	50,000.00
Training	10,000.00
Administrative and Travel	100,000.00
Regional Officers (7)	245,000.00
Research Team (3)	100,000.00
Advisory Board	12,000.00
Office start up per station	6,000.00 (x3)
Office Supplies	15,000.00
Telephone	10,000.00
Rent	10,000.00
Miscellaneous (promo materials, etc)	10,000.00
<b>TOTAL</b>	<b>700,000.00</b>

## ORGANIZATIONAL CHART





SABLE ISLAND



## **LEGAL SERVICES CLINIC**

### **RATIONALE**

Nova Scotia Legal Aid does not have African/Black lawyers as part of their staff complement. Black Nova Scotians, like others in our community, deserve and should get service by those who best understand them. People of African descent comprise a high percentage of poor, unemployed, underemployed, or those in receipt of transfer payments. In most instances, Blacks prefer, and have the right to be represented by a Black lawyer. The few practicing Black lawyers are continually contacted by individuals from the community, province wide, seeking legal representation. Similar requests such as this have resulted in the formation of the "Native Council of Nova Scotia Legal Services Directorate and the Community Legal Issues Facilitators." This clinic will serve all members of Nova Scotian society, but service priority will be extended to Black clientele.

### **CONCEPT**

Lawyers in this clinic would cover a broader scope than traditional Legal Aid Services now cover. The same financial criteria that is presently in place for legal aid services could be applied to this service. This would not exempt those wishing to use the service and who are able to pay a fee based on a sliding fee scale.

Funding for this Legal Service should come from the province. Staffing could also come from those currently employed by the province and those people seeking employment in the legal field. This could be achieved through the secondment of those people already in the employ of the province of Nova Scotia.

An arrangement must be made whereby those who are seconded would be assured of job security and benefits. This would provide an already trained and experienced staff to work at the Community Legal Services Clinic.

It would be essential for the clinic to hire not only Black lawyers, but also social workers, probation officers, court workers, community workers, para-legal workers, support staff, librarian/researcher and administrators that reflect the community. Some of these people are currently employed in the provincial government and could be seconded from their current positions to work in the Community Legal Services Clinic.

The Legal Services Clinic must also be able to provide training for articling clerks. This would help to alleviate some of the difficulty Black law students face in finding articling positions, as well as provide them with the experience necessary to practice in the profession of law.

## **STRUCTURE AND SERVICES**

An African/Black Canadian Community Legal Services Clinic could easily be set up parallel to but apart from Nova Scotia Legal Aid. The service must be province wide with an office in each of the seven (7) designated regions.

Each office should be staffed according to the Black population of the region. Each office would have access to services from other offices and Nova Scotia Legal Aid. The staff of each office must be African/Black Nova Scotians. This would include the support staff as well.

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## APPENDICES



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## **APPENDIX A**





## TERMS OF REFERENCE

(Revised)

1. To consult with members of the Black Community and with existing Black Community Agencies, and others about the level of services across Nova Scotia currently being provided in the Black Community.
  2. To identify in concert with the community the priority needs for service and support.
  3. Within a 3-month timeframe, prepare a report and recommendation outlining:
    - (1) Service priorities
    - (2) Possible Service Models
    - (3) Recommendations for Government to improve access to the Black Community
    - (4) To examine the role of government in the delivery of service to the Black community.
-

## PRESS RELEASE

Jim Smith, Minister of Community Services, today announced the appointment of the Task Force on Services to Black Communities.

"I am delighted that we have such strong regional representation on the Task Force," the Minister said. "We have ten individuals who come from all walks of life who are ready to work closely with black communities across Nova Scotia and make recommendations to Government about future service delivery."

The mandate of the Task Force will be to consult with members of the Black Community and with existing Black Community Agencies, and others about the level of services across Nova Scotia currently being provided in the Black Community and with existing Community Agencies about the level of services currently being provided by the Department of Community Services. The Task Force will also prioritize service needs in concert with the community.

"I expect to receive a report and recommendations from the Task Force within three months", the Minister stated. "I am hopeful that in addition to identifying service priorities, the group will be able to provide some possible service models and some recommendations about the role of government in the future delivery of service to the Black Community."

Members of the Task Force include: Ms. Geraldine Browning, Centerville (Co-Chair); Mrs. Clotilda Yakimchuk, Sydney (Co-Chair); Mr. Percy Paris, Windsor Junction; Ms. Ada Fells, Yarmouth; Mr. Benjamin Elms, Digby; Mr. Lem Skeete, Sydney; Ms. Lana MacLean, Halifax; Ms. Joan Jones, Halifax; Ms. Sandra Anderson, New Glasgow; Ms. Patricia Skinner, Antigonish.

CONTACT: Margaret Murphy  
424-4880

**A Task Force on Services to the Black Community** is examining the level of services across Nova Scotia, seeking to prioritize service needs in accordance with the community.

Please call **1-800-305-1036** (toll free) or **424-0091** (Halifax metro) with your comments or concerns.

This is an answering service only. Should you wish to write the Task Force, the address is:

Department of Community Services  
c/o Ms. Gwen Simmonds  
P. O. Box 696  
Halifax, N. S. B3J 2T9.

This toll free number ends on May 31, 1996





draft

## **APPENDIX B**





**T A S K   F O R C E**  
**ON SERVICES**  
**TO THE BLACK COMMUNITY**

P.O. Box 696  
Halifax, NS.  
B3J 2T7  
c/o Gwen Simmonds

April 15, 1996

To Whom It May Concern:

The Task Force on services to the Black Community is consulting with members of the Black Community, Black Community Agencies and others to seek their views and concerns regarding the variety or lack of government services currently provided to Black Nova Scotians.

In order for us to complete our task we need your comments, concerns and recommendations. The enclosed questionnaire will assist us in analysing these concerns.

A Report of our findings regarding needed services for Black Nova Scotians will be forwarded to the Minister of the Department of Community Services, Dr. James Smith in three (3) months.

Please be assured that all information will be kept confidential, and you are not required to sign your name to the questionnaire.

We invite you to send in your written response to us by May 31, 1996.

Thank you for your time and attention to this matter.

Sincerely yours,

A large black rectangular box redacting the signature of Geraldine Browning.

Chairperson,  
Geraldine Browning

A large black rectangular box redacting the signature of Clotilda Yakimchuk.

Co-Chairperson,  
Clotilda Yakimchuk

GB-CY/gbs  
Enclosure





**T A S K   F O R C E**  
**ON SERVICES**  
**TO THE BLACK COMMUNITY**

P.O. Box 696  
Halifax, NS  
B3J 2T7  
c/o Gwen Simmonds

**QUESTIONNAIRE**

1) Where do you live? (City, Town, County, Community)

---

2) Please indicate your age group by checking the box beside the correct answer.

- ☐ 17 and under
- ☐ 18 - 25
- ☐ 26 - 33
- ☐ 34 - 41
- ☐ 42 - 49
- ☐ 50 years and older

3) GENDER: FEMALE ☐ MALE ☐

4) Have you ever received service(s) from any Department of the Provincial government?  
(i.e. Social Assistance, Housing, Legal Aid, etc.)

YES ☐ NO ☐

5a) What type(s) of service(s) or assistance have you received?  
(Check as many as you wish)

- |   |                                     |
|---|-------------------------------------|
| <input type="checkbox"/> Social Assistance      | <input type="checkbox"/> Education  |
| <input type="checkbox"/> Family Benefits        | <input type="checkbox"/> Child Care |
| <input type="checkbox"/> Housing                | <input type="checkbox"/> Land       |
| <input type="checkbox"/> Legal Assistance       | <input type="checkbox"/> Health     |
| <input type="checkbox"/> Other (Please specify) |                                     |
- 

b) How would you rate your satisfaction with the assistance or services you received?  
(Check one)

Rating Scale: 1 Very Satisfied; 2 Satisfied; 3 Uncertain; 4 Dissatisfied; 5 Very Dissatisfied

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Uncertain
- ☐ Dissatisfied
- ☐ Very Dissatisfied

☐ Other (Explain)

---

---

---

# TASK FORCE on services to the Black Community

Pg. 2

## Questionnaire

- 6a) Could any other, agency, organization or service group have provided the required service more effectively?

YES

☐

NO

☐

- b) If Yes, Who and Why?

- 7) What important service(s) are not being provided in your community?

- 8) Who best could provide or deal with these issues?

- 9) Seniors, Women and Youth have specific agencies (secretariats) to provide information to their target groups and, to advise government on the impact of their decisions on their particular group. (Inside Government).  
Do African Nova Scotians need a Secretariat ? (a specific agency)

- ☐ Strongly Agree  
☐ Agree  
☐ Disagree  
☐ Strongly Disagree  
☐ Uncertain

- 10) Should there be a formal organization representing Black Nova Scotians?  
(Outside of Government)

YES

☐

NO

☐

PLEASE RETURN THE QUESTIONNAIRE BY MAY 31, 1996.

The following page may be used for extra comments, concerns and advice. Thank you.



## TASK FORCE on services to the Black Community

**ADDITIONAL COMMENTS:**This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper appears to be a standard notebook page.





**T A S K   F O R C E**  
**ON SERVICES**  
**TO THE BLACK COMMUNITY**

P.O. Box 696  
Halifax, N. S.  
B3J 2T7  
c/o Gwen Simmonds

Date \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Dear Sir/Madam:

The Task Force on services to the Black Community have decided to consult with members of the Black Community, Black Community Agencies and others to seek their views and concerns about the variety of services currently provided to Black Nova Scotians.

In order for us to complete our task we need your comments, concerns and recommendations. The Terms of Reference and names of the members of our Task Force are attached for your information.

A Report of our findings regarding needed services for Black Nova Scotians will be forwarded to the Minister of the Department of Community Services, Dr. James Smith in three (3) months.

We invite you to send in your written response to us by May 3, 1996.

We thank you for your time and attention to this matter.

Yours sincerely,

A large black rectangular box redacting the signature of Geraldine Browning.

Chairperson,  
Geraldine Browning

A large black rectangular box redacting the signature of Clotilda Yakimchuk.

Co-Chairperson,  
Clotilda Yakimchuk

GB-CY/gbs  
Attachments (2)

**Note:**

A Task Force Toll free line 1-800-305-1036  
and local line 424-0091 is now available  
to receive your comments, concerns and  
advice.

ltr.list  
apr96



The data tables presented in this section are the results of the questionnaires distributed by the Task Force.

Of the questionnaires distributed throughout the province, the rate of return is 22%. All of numbers presented are in percentages.

The total percentage for each region and for each category is presented to provide an overall picture of the province.

The regional boundaries are as follows:

**Eastern Region:** Cape Breton Island

**Northern Region:** Amherst, Cumberland County, Truro, Colchester County, New Glasgow, Pictou County Antigonish and Guysborough County

**Western Region:** King's County, Queen's County, Shelburne County, Yarmouth County, Hants County, Annapolis County, Digby County

**Central Region:** Halifax, Dartmouth, Lake Loon - Cherrybrook, North Preston, East Preston, Sackville, Bedford, Beechville, Hammonds Plains, Lucasville

## **FOCUS GROUP AND PUBLIC MEETING QUESTIONS**

Four major issues had been identified and posed as research questions for these sessions:

- 1) What government services are currently being utilized by the African/ Black community?
- 2) What government services are known to the African/Black community?
- 3) What government services are needed in the African/Black community?
- 4) How should government services be delivered to the African/Black community?



**FIG.1.1: Age Of Respondants To Questionnaire**

<b>%</b>	<b>under 17</b>	<b>18-25</b>	<b>26-33</b>	<b>34-41</b>	<b>42-49</b>	<b>50 and over</b>	<b>TOTAL</b>
<b>Eastern</b>	0	1.35	4.7	2.7	3.03	2.7	14.5
<b>Western</b>	1.0	3.7	5.05	9.09	10.4	10.4	40.0
<b>Northern</b>	0	2.0	4.7	4.04	4.38	5.7	20.8
<b>Central</b>	.34	4.4	5.05	5.4	3.4	3.7	22.0
<b>No Community</b>	0	0	.67	0	1.01	1.01	2.7
<b>%</b>	<b>1.34</b>	<b>11.45</b>	<b>20.17</b>	<b>21.23</b>	<b>22.19</b>	<b>23.5</b>	<b>100</b>

Note: One respondent did not indicate the age group to which they belong.

**FIG. 1.2: Gender Of The Respondents**

	<b>FEMALE</b>	<b>MALE</b>	<b>TOTAL</b>
<b>EASTERN</b>	9.3	5.82	15.1
<b>WESTERN</b>	24.3	14.04	38.4
<b>NORTHERN</b>	12.7	8.56	21.2
<b>CENTRAL</b>	13.7	8.90	22.6
<b>NO COMMUNITY</b>	2.0	.67	2.7
<b>TOTAL (%)</b>	<b>62</b>	<b>38</b>	<b>100</b>

N.B. Five (5) respondents answered as both female and male

**FIG.1.3 Have You Ever Received Services From The Provincial Government ?**

	YES	NO	NO ANSWER	TOTAL(%)
EASTERN	11.74	2.7	.34	14.78
WESTERN	22.5	15.1	2.01	39.61
NORTHERN	13.1	5.03	2.7	20.83
CENTRAL	14	7.4	6.7	22.1
NO COMMUNITY	1.7	1.01	0	2.68
TOTAL (%)	62.8	31.2	6.0	100

**Fig.1.4 What Types Of Services Have You Received ?**

	EAST	WEST	NORTH	CENTER	NO COM	TOTAL(%)
S.A	5.5	4.8	5.3	2.4	1.1	19.3
F.B	4.2	6.2	4	4	.4	18.8
HOUSE	2	4.4	3.2	1.8	.22	11.6
LEGAL	1.56	4.88	2.22	2.44	0	11.1
EDU.	2.89	4.44	1.8	4.44	.22	13.8
DAYCARE	.88	1.11	.44	1.55	0	4
LAND	0	.22	1.33	.22	0	1.8
HEALTH	5.6	5.11	1.6	2.89	.22	15.4
OTHER	.22	1.8	.22	.44	0	2.7
NO ANS	.88	0	0	.66	0	1.5
TOTAL(%)	23.74	32.86	20.11	20.85	2.2	100

S.A. = Social Assistance  
HOUSE = Housing  
EDU = Education  
NO ANS = No Answer

F.B. = Family Benefits  
LEGAL = Legal Assistance  
DAYCAR = Daycare

**FIG.1.5: How Would You Rate Your Satisfaction With The Assistance You Have Received ?**

	EAST	WEST	NORTH	CENTER	NO COMM	TOTAL(%) [100]
V .S.	.34	1.67	.67	1.0	0	3.69
SATIS.	6.38	6.71	5.37	7.38	1.0	26.9
UNCERT	2.01	4.03	2.01	3.35	.34	11.7
DISSAT	4.03	6.04	3.69	3.69	0	17.5
V.DIS.	1.0	6.71	3.35	1.67	.67	13.4
OTHER	0	.67	0	0	0	.67
NO ANS	1.0	13.47	5.7	5.03	0	26.2

V.S. = Very Satisfied  
 SATIS. = Satisfied  
 UNCERT. = Uncertain  
 DISSAT. = Dissatisfied  
 V. DIS. = Very Dissatisfied  
 NO ANS. = No Answer

**Fig. 1.6: Could Another Group, Organization Have Provided The Required Services More Effectively ?**

	YES	NO	NO ANSWER	TOTAL(%)
EASTERN	1.34	12.1	1.34	14.8
WESTERN	12.8	13.8	13.1	39.7
NORTHERN	7.38	7.71	5.70	20.8
CENTRAL	6.71	9.73	5.70	22.1
NO COMMUNITY	.33	1.3	1.0	2.6
TOTAL (%)	28.6	44.6	26.8	100

**FIG. 1.7: Do African Nova Scotians Need A Secretariat ?**

	<b>EAST</b>	<b>WEST</b>	<b>NORTH</b>	<b>CENTE R</b>	<b>NO COM</b>	<b>TOTAL(%)</b>
<b>S.A.</b>	5.0	21.1	13.5	12.1	1.3	<b>53</b>
<b>Agree</b>	4	10	3.7	7.7	1	<b>26.5</b>
<b>Disagree</b>	2.3	.34	0	0	0	<b>2.6</b>
<b>S. D.</b>	0	2.0	.34	.67	.34	<b>3.5</b>
<b>Uncertain</b>	3.4	2.7	1.7	1.7	0	<b>9.4</b>
<b>No Answer</b>	0	3.4	1.7	0	0	<b>5</b>

**LEGEND:**

**S.A. = Strongly Agree**  
**S.D. = Strongly disagree**  
**EAST = Eastern**  
**WEST = Western**  
**NORTH = Northern**  
**CENTER = Central**  
**NO COM. = No Community Listed**

**FIG.1.8: Should There Be A Formal Black Organisation ?**

	<b>YES</b>	<b>NO</b>	<b>NO ANSWER</b>	<b>TOTAL(%)</b>
<b>EASTERN</b>	14.77	0	0	14.77
<b>WESTERN</b>	33.22	2.35	4.03	39.6
<b>NORTHERN</b>	18.79	1.01	1.01	20.81
<b>CENTRAL</b>	19.46	1.34	1.34	22.14
<b>NO COMMUNITY</b>	1.68	.67	.33	2.68
<b>TOTAL (%)</b>	<b>87.9</b>	<b>5.4</b>	<b>6.7</b>	

draft

## APPENDIX C





# *Affirmative Action Joint Committee*

*Workforce Profile  
January 1995*

Nova Scotia



Province of  
Nova Scotia



Nova Scotia Government Employees Union

## *Aboriginal Persons*

### **Labour Force and Population Equity for Aboriginal Persons**

Number of aboriginal persons in Nova Scotia labour force	8,920
Total number of persons in Nova Scotia labour force	434,415
Aboriginal persons as percentage of Nova Scotia labour force	2.05%
Number of working age aboriginal persons in Nova Scotia	13,795
Total number of working age persons in Nova Scotia	600,200
Aboriginal persons as percentage of Nova Scotia working age population	2.30%
Number of aboriginal persons in Nova Scotia civil service	32
Total number of persons in Nova Scotia civil service	10,857
Aboriginal persons as percentage of Nova Scotia civil service	0.36%
Number of aboriginal persons needed for the percentage of aboriginal persons in the civil service to equal the percentage of aboriginal persons in the labour force (Labour force equity)	223
Number of aboriginal persons needed for the percentage of aboriginal persons in the civil service to equal the percentage of aboriginal persons in the population (Population equity)	250

Population and Labour Force figures are derived from 1991 Statistics Canada data.

Civil Service figures are derived from information on 8,999 completed workforce questionnaires.

### Salary Distribution for Aboriginal Persons in Nova Scotia Civil Service<sup>19</sup>

Salary	Total Civil Service		Aboriginal Persons in Civil Service	
Under \$25,000	2,223	20.5%	9	28.1%
\$25,001 - \$30,000	2,088	19.2%	7	21.9%
\$30,001 - \$35,000	1,513	13.9%	5	15.6%
\$35,001 - \$40,000	1,343	12.4%	5	15.6%
\$40,001 - \$45,000	1,877	17.3%	2	6.3%
\$45,001 - \$50,000	703	6.8%	3	9.4%
\$50,001 - \$55,000	414	3.8%	0	0%
\$55,001 - \$60,000	332	3.1%	1	3.1%
Over \$60,000	364	3.4%	0	0%

Salary figures are derived from the workforce questionnaire and 1995 civil service employment records.

### Occupational Distribution for Aboriginal Persons in Nova Scotia Civil Service<sup>20</sup>

Job Classification	Total Civil Service		Aboriginal Persons in Civil Service	
Administrative Support	316	2.9%	0	0%
Clerical	2,546	23.5%	11	34.4%
Educational	348	3.2%	3	9.4%
Health Services - Nursing Assistant	386	3.5%	0	0%
Health Services - Technical	573	5.3%	0	0%
Health Services - Nursing	1,506	13.9%	0	0%
Management	1,302	12.0%	1	3.1%
Maintenance and Operational Support	396	3.6%	2	6.3%
Medical Services, Pathologists and Specialists	21	0.2%	0	0%
Professional	1,424	13.1%	5	15.6%
Service	345	3.2%	3	9.4%
Technical	1,694	15.6%	7	21.9%

Occupational figures are derived from the workforce questionnaire and 1995 civil service employment records.

## *Blacks*

### Labour Force and Population Equity for Blacks

Number of blacks in Nova Scotia labour force	6,995
Total number of persons in Nova Scotia labour force	434,415
Blacks as percentage of Nova Scotia labour force	1.61%
Number of working age blacks in Nova Scotia	15,568
Total number of working age persons in Nova Scotia	600,200
Blacks as percentage of Nova Scotia working age population	2.59%
Number of blacks in Nova Scotia civil service	193
Total number of persons in Nova Scotia civil service	10,857
Blacks as percentage of Nova Scotia civil service	2.14%
Number of blacks needed for the percentage of blacks in the civil service to equal the percentage of blacks in the labour force (Labour force equity)	175
Number of blacks needed for the percentage of blacks in the civil service to equal the percentage of blacks in the population (Population equity)	281

Labour Force figures are derived from 1991 Statistics Canada data.

Population figures are derived from 1991 Statistics Canada data and input from community groups.

Civil Service figures are derived from information on 8,999 completed workforce questionnaires.

### Salary Distribution for Blacks in Nova Scotia Civil Service<sup>19</sup>

Salary	Total Civil Service		Blacks in Civil Service	
Under \$25,000	2,223	20.5%	69	35.8%
\$25,001 - \$30,000	2,088	19.2%	46	23.8%
\$30,001 - \$35,000	1,513	13.9%	29	15.0%
\$35,001 - \$40,000	1,343	12.4%	17	8.8%
\$40,001 - \$45,000	1,877	17.3%	15	7.8%
\$45,001 - \$50,000	703	6.8%	11	5.7%
\$50,001 - \$55,000	414	3.8%	3	1.6%
\$55,001 - \$60,000	332	3.1%	1	0.5%
Over \$60,000	364	3.4%	2	1.0%

Salary figures are derived from the workforce questionnaire and 1995 civil service employment records.

### Occupational Distribution for Blacks in Nova Scotia Civil Service<sup>20</sup>

Job Classification	Total Civil Service		Blacks in Civil Service	
Administrative Support	316	2.9%	3	1.6%
Clerical	2,546	23.5%	80	41.5%
Educational	348	3.2%	3	1.6%
Health Services - Nursing Assistant	386	3.5%	12	6.2%
Health Services - Technical	573	5.3%	7	3.6%
Health Services - Nursing	1,506	13.9%	10	5.2%
Management	1,302	12.0%	13	6.7%
Maintenance and Operational Support	396	3.6%	7	3.6%
Medical Services, Pathologists and Specialists	21	0.2%	0	0%
Professional	1,424	13.1%	22	11.4%
Service	345	3.2%	14	7.3%
Technical	1,694	15.6%	22	11.4%

Occupational figures are derived from the workforce questionnaire and 1995 civil service employment records.

## *Racially Visible Persons, Other Than Blacks*

### Labour Force and Population Equity for Racially Visible Persons, Other than Blacks

Number of other racially visible persons in Nova Scotia labour force	7,205
Total number of persons in Nova Scotia labour force	434,415
Other racially visible persons as percentage of Nova Scotia labour force	1.66%
Number of working age other racially visible persons in Nova Scotia	9,635
Total number of working age persons in Nova Scotia	600,200
Other racially visible persons as percentage of Nova Scotia working age population	1.60%
Number of other racially visible persons in Nova Scotia civil service	87
Total number of persons in Nova Scotia civil service	10,857
Other racially visible persons as percentage of Nova Scotia civil service	0.97%
Number of other racially visible persons needed for the percentage of other racially persons in the civil service to equal the percentage of other racially visible persons in the labour force (Labour force equity)	180
Number of other racially visible persons needed for the percentage of other racially visible persons in the civil service to equal the percentage of other racially visible persons in the population (Population equity)	174

Population and Labour Force figures are derived from 1991 Statistics Canada data.

Civil Service figures are derived from information on 8,999 completed workforce questionnaires.



Salary Distribution for Racially Visible Persons, Other Than Blacks, in Nova Scotia Civil Service<sup>19</sup>

Salary	Total Civil Service		Other Racially Visible Persons in Civil Service	
Under \$25,000	2,223	20.5%	10	11.5%
\$25,001 - \$30,000	2,088	19.2%	12	13.8%
\$30,001 - \$35,000	1,513	13.9%	6	6.9%
\$35,001 - \$40,000	1,343	12.4%	12	13.8%
\$40,001 - \$45,000	1,877	17.3%	13	14.9%
\$45,001 - \$50,000	703	6.8%	11	12.6%
\$50,001 - \$55,000	414	3.8%	7	8.0%
\$55,001 - \$60,000	332	3.1%	9	10.3%
Over \$60,000	364	3.4%	7	8.0%

Salary figures are derived from the workforce questionnaire and 1995 civil service employment records.

Occupational Distribution for Racially Visible Persons, Other Than Blacks, in Nova Scotia Civil Service<sup>20</sup>

Job Classification	Total Civil Service		Other Racially Visible Persons in Civil Service	
Administrative Support	316	2.9%	4	4.6%
Clerical	2,546	23.5%	6	6.9%
Educational	348	3.2%	10	11.5%
Health Services - Nursing Assistant	386	3.5%	3	3.4%
Health Services - Technical	573	5.3%	4	4.6%
Health Services - Nursing	1,506	13.9%	12	13.8%
Management	1,302	12.0%	12	13.8%
Maintenance and Operational Support	396	3.6%	2	2.3%
Medical Services, Pathologists and Specialists	21	0.2%	1	1.1%
Professional	1,424	13.1%	19	21.8%
Service	345	3.2%	2	2.3%
Technical	1,694	15.6%	12	13.8%

Occupational figures are derived from the workforce survey questionnaire and 1995 civil service employment records.

## *Persons with Disabilities*

### Labour Force and Population Equity for Persons with Disabilities

Number of persons with disabilities in Nova Scotia labour force	53,040
Total number of persons in Nova Scotia labour force	434,415
Persons with disabilities as percentage of Nova Scotia labour force	12.21%
Number of working age persons with disabilities in Nova Scotia	108,135
Total number of working age persons in Nova Scotia	600,200
Persons with disabilities as percentage of Nova Scotia working age population	18.02%
Number of persons with disabilities in Nova Scotia civil service	679
Total number of persons in Nova Scotia civil service	10,857
Persons with disabilities as percentage of Nova Scotia civil service	7.55%
Number of persons with disabilities needed for the percentage of persons with disabilities in the civil service to equal the percentage of persons with disabilities in the labour force (Labour force equity)	1,326
Number of persons with disabilities needed for the percentage of persons with disabilities in the civil service to equal the percentage of persons with disabilities in the population (Population equity)	1,956

Population and Labour Force figures are derived from 1991 Statistics Canada data.

Civil Service figures are derived from information on 8,999 completed workforce questionnaires.

### Salary Distribution for Persons with Disabilities in Nova Scotia Civil Service<sup>19</sup>

Salary	Total Civil Service		Persons with Disabilities in Civil Service	
Under \$25,000	2,223	20.5%	172	25.3%
\$25,001 - \$30,000	2,088	19.2%	124	18.3%
\$30,001 - \$35,000	1,513	13.9%	103	15.2%
\$35,001 - \$40,000	1,343	12.4%	80	11.8%
\$40,001 - \$45,000	1,877	17.3%	101	14.9%
\$45,001 - \$50,000	703	6.8%	44	6.5%
\$50,001 - \$55,000	414	3.8%	25	3.7%
\$55,001 - \$60,000	332	3.1%	17	2.5%
Over \$60,000	364	3.4%	13	1.9%

Salary figures are derived from the workforce questionnaire and 1995 civil service employment records.

### Occupational Distribution for Persons with Disabilities in Nova Scotia Civil Service<sup>20</sup>

Job Classification	Total Civil Service		Persons with Disabilities in Civil Service	
Administrative Support	316	2.9%	20	2.9%
Clerical	2,546	23.5%	187	27.5%
Educational	348	3.2%	26	3.8%
Health Services - Nursing Assistant	386	3.5%	18	2.7%
Health Services - Technical	573	5.3%	21	3.1%
Health Services - Nursing	1,506	13.9%	49	7.2%
Management	1,302	12.0%	89	13.1%
Maintenance and Operational Support	396	3.6%	44	6.5%
Medical Services, Pathologists and Specialists	21	0.2%	0	0%
Professional	1,424	13.1%	70	10.3%
Service	345	3.2%	30	4.4%
Technical	1,694	15.6%	125	18.4%

Occupational figures are derived from the workforce questionnaire and 1995 civil service employment records.

## Women

### Labour Force and Population Equity for Women

Number of women in Nova Scotia labour force	195,970
Total number of persons in Nova Scotia labour force	434,415
Women as percentage of Nova Scotia labour force	45.11%
Number of working age women in Nova Scotia	301,915
Total number of working age persons in Nova Scotia	600,200
Women as percentage of Nova Scotia working age population	50.30%
Number of women in Nova Scotia civil service	6,584
Total number of persons in Nova Scotia civil service	10,857
Women as percentage of Nova Scotia civil service	60.64%
Number of women needed for the percentage of women in the civil service to equal the percentage of women in the labour force (Labour force equity)	4,898
Number of women needed for the percentage of women in the civil service to equal the percentage of women in the population (Population equity)	5,461

Population and Labour Force figures are derived from 1991 Statistics Canada data.

Civil Service figures are derived from 1995 employment records. Based on 10,857 civil servants as gender is known for all civil servants.

Salary Distribution by Gender in Nova Scotia Civil Service<sup>19</sup>

Salary	Women		Men	
Under \$25,000	1,798	27.3%	425	9.5%
\$25,001 - \$30,000	1,623	24.7%	465	10.9%
\$30,001 - \$35,000	664	10.1%	849	19.9%
\$35,001 - \$40,000	650	9.9%	693	16.2%
\$40,001 - \$45,000	1,291	19.6%	586	13.7%
\$45,001 - \$50,000	252	3.8%	451	10.6%
\$50,001 - \$55,000	170	2.6%	244	5.7%
\$55,001 - \$60,000	70	1.1%	262	6.1%
Over \$60,000	66	1.0%	298	7.0%

Salary figures are derived from 1995 civil service employment records.

Occupational Distribution by Gender in Nova Scotia Civil Service<sup>20</sup>

Job Classification	Women		Men	
Administrative Support	311	4.7%	5	0.1%
Clerical	2,371	36.0%	175	4.1%
Educational	86	1.3%	262	6.1%
Health Services - Nursing Assistant	289	4.4%	97	2.3%
Health Services - Technical	459	7.0%	114	2.7%
Health Services - Nursing	1,452	22.1%	54	1.3%
Management	425	6.5%	877	20.5%
Maintenance and Operational Support	18	0.3%	378	8.8%
Medical Services, Pathologists and Specialists	8	0.1%	13	0.3%
Professional	575	8.7%	849	19.9%
Service	221	3.4%	124	2.9%
Technical	369	5.6%	1325	31.0%

Occupational figures are derived from 1995 civil service employment records.





## **AFFIRMATIVE ACTION POLICY**

*(February 6, 1996)*

The Province of Nova Scotia is committed to achieving workplace equality in the Civil Service through a mandatory Affirmative Action Program *which ensures equality of opportunity in hiring and in accessing employment opportunities within the Civil Service of Nova Scotia.*

The Affirmative Action Program:

- promotes equality in the workplace for aboriginal persons, blacks and other racially visible persons, persons with disabilities and women;
- takes positive steps to ensure that designated groups are represented in all positions and at all levels of the Civil Service to no less than the same extent they are represented in the general population;
- removes barriers to employment and advancement in the Civil Service for the designated groups by overcoming the effects of historic and systemic discrimination.

Through this mandatory Affirmative Action Program, the Province of Nova Scotia, in consultation with the Nova Scotia Government Employees Union, is committed to redress historic and continuing discrimination, whether conscious or systemic, and to achieve social justice, dignity and fairness in employment for all Nova Scotians.

### **POLICY GUIDELINES**

To bring about equality in the Civil Service:

- A profile of the workforce, with respect to the designated groups will be maintained. This profile will be used to compare the representation of the designated groups in the Civil Service with their representation in the Nova Scotia labour force and in the general population.
- Each department of government will develop an action plan to address existing inequities with respect to employees from the designated groups. This plan will include quantitative and qualitative goals and a reasonable timetable for reaching these goals. The results of this plan will be submitted on an annual basis to the Deputy Minister of Human Resources.

- A barriers analysis/employment systems review will identify and remove barriers to employment and promotion for members of the designated groups. This review will examine the written and unwritten, formal and informal policies, procedures, contracts, forms, collective agreements, benefit plans and legislation to determine where systemic discrimination occurs.
- Communication and education initiatives will ensure that all levels of the Civil Service understand the Affirmative Action policy and program and their roles in ensuring an equitable workplace.

### ***RESPONSIBILITIES AND ACCOUNTABILITIES***

While the Department of Human Resources is responsible for ensuring that procedures for Affirmative Action are in place, the responsibility and accountability for effective implementation and results lies with Deputy Ministers and heads of Agencies, Boards and Commissions.

The Minister of Human Resources shall:

- keep the Executive Council advised of affirmative action policy and programs;
- table affirmative action progress for the previous fiscal year annually in the Legislature;
- provide for and make necessary changes to policies and procedures to eliminate barriers to the employment and promotion of members of the designated groups.

The Deputy Minister of Human Resources shall:

- consult with the Affirmative Action Joint Committee which will include representatives of the Department of Human Resources and the Nova Scotia Government Employees Union. This Committee will advise the Deputy Minister on matters pertaining to affirmative action issues, policy, programs and procedures.
- collect, maintain and analyze data on the representation of the designated groups in the Civil Service.
- appoint a review committee consisting of representatives of the Department of Human Resources and the Nova Scotia Government Employees Union with a clear mandate to review departmental action plans, monitor results *and make recommendations for changes and additions to the appropriate departmental Deputy Ministers.*

- review and approve affirmative action plans submitted by departments, *taking into consideration the Committee's recommendations.*
- develop and update hiring policies, procedures and practices to ensure fair and equitable access to employment and promotion for members of the designated groups
- provide assistance and support to departments in the development and implementation of action plans
- develop communications/education/training related to affirmative action
- prepare an annual report on the progress of affirmative action
- consult with the Nova Scotia Government Employees Union in relation to the implementation of the Affirmative Action Program.

Deputy Ministers, Heads of Boards, Agencies and Commissions' shall:

- be accountable and responsible for the implementation and results of affirmative action in their departments
- provide ongoing communication in support of affirmative action within their departments
- develop a three year action plan in accordance with the "Guidelines to Goals and Timetables"
- submit a completed action plan annually to the Deputy Minister of Human Resources
- ensure that the action plan is implemented, and monitor the results of this plan
- annually submit a report on the progress of the action plan to the Deputy Minister of Human Resources.



COBEQUID ROAD UNITED BAPTIST CHURCH  
526 Cobequid Road, Lower Sackville, N.S. 865-8253

Dr. Wrenfred Bryant  
10 Kindling Crescent  
Lower Sackville, N.S.  
B4E 2T9

AUGUST 11, 1996

Mrs. G.M. Browning  
R.R. #2 Centreville, N.S.  
BOP 1J0

Dear Mrs. Browning:

RE: TASK FORCE

In a belated response to the request of the Task Force, our small congregation is willing to do what it can, given the fact we can't speak for all Black people in the Sackvilles. A goodly number of them are not known to us.

However, we do have a fair number of contacts through our church families and thus can claim to be a voice for the Black people in the area, as there is no other voice, with the exception, perhaps, of the Lucasville Baptist Church.

With every good wish for your endeavours.

Sincerely,

  
Rev. Wrenfred Bryant, D.D.

*Had planned on handing this letter to you on  
Monday, Aug. 12th, in Windsor.*

3. The service priorities are certainly education including technical education of computers. The second priority must be finding employment because the employment rate among blacks is the highest in the province. One way to enhance employment is mandatory corporate placements at other than menial jobs but in middle management paid by the corporation so that blacks can learn management at a high level. These corporate placements could and must be made at such companies as Nova Scotia Power Corporation, MT&T, Sobeys, Halifax Developments and the Province of Nova Scotia. There is no reason why there should not be at least two black Deputy Ministers and four Assistant Deputy Ministers in the public service. There should be more black heads of major boards and agencies and the presence of blacks as leaders of these named agencies will do a lot to break through systematic racism that is still all pervading in the province.

4. In short, your report should recommend ways in which blacks through enhanced and increased education can find their ways into the power structure of the Province of Nova Scotia. As long as blacks are outside power, we will never succeed as a people.

Thank you for giving me an opportunity to comment.

Yours very truly,

Senator Donald H. Oliver, Q.C.

DHO/tis



# Services For The Black Nova Scotians A Way To The Future

By  
George A.N. Mbamalu, Ph.D, P.Eng.

## 1. Introduction

The Black people of Nova Scotia obviously as a visible minority group actually need an organization that is competent and capable of directing and promoting her human, natural and material resources. During the past years, the Black United Front [BUF] has imposed upon itself these responsibilities. Although the then existing structures at BUF made it extremely impossible for this organization to deliver the much need services to the Black Nova Scotians. BUF was managed by self interest individual and was viewed by an average Black Nova Scotian as an empire for a just few noisy men and women. It was a no surprise to must hard working Black Nova Scotians the demise of BUF. BUF was managed by a group with varying conflict of interest, resulting to constant and consistent internal disorder. This disorder resulted to the demise of BUF at a time BUF services was needed. BUF experiences will be of no use if a similar mistake is repeated. In this proposal, a need for an organization to complement existing government departments providing services to Black Nova Scotians is identified. the mandates and brief organizational structure for the organization is also proposed.

## 2. Why BUF Failed

A new BUF or any other organization that will provide services to the Black Nova Scotians need to be aware why BUF failed and try to circumvent issues that created the failure of BUF.

BUF failed as noted earlier due to gross mismanagement and conflict of interest. BUF council was composed of individuals without the interest of the community in their mind, councilors with self motivated mind. BUF councilors are not elected by the people they supposed to represent. Councilors are appointed by individual with private agenda, as a result most meeting sessions end up in controversy.

Due to the composition of the BUF council and its leadership, BUF was non dynamic, ideas and visions were in total eclipse. During the time of need BUF was of wants. Leadership failed to identify problems confronting the community such as high unemployment and institutional dependency on welfare. Skill development and Job training was never pursued rather BUF leadership spend more time criticizing the government without proposing alternative action. BUF should have learned from a dynamic organization such as the Micmac Friendship Centre and their leaderships. The Micmac centre is managed through visionary and dynamism of its leadership.

## 3. Is There A Need To Reactivate BUF

As visible minority with distinct culture, the Black people of Nova Scotia should have a well structured organization capable and competent to advocate for its people. In the history of any multicultural society such as ours a place is always found where

representation is enshrine. When the word representation is invoked, group always dawn on the mind. And the word group in this case refer to collection of like or identifiable individuals. It is obvious that representation will make no sense if there is no organized groupings. ~~From the foregoing it is obvious that the Black people of Nova Scotia need a visionary organization capable and competent to advocate for its people.~~ Visionary in this case refer to ability to envisage the future, ability to initiate a direction that will result to a conclusive future, and the ability develop the future based on the present.

It is only in the Black community that mushroom advocacies organizations claiming to be providing services is prevalent. The reason for this proliferacies may be attribute to fact that BUF was unable to provide any kind of services to the Black communities of Nova Scotia. Another reason may be attributed to individual greed of ex-BUF members. From the history of these mushroom organizations, a link can always be found between their leadership and BUF. Thirdly it can be contested that most government of the day use these organizations as a means of divide and rule.

#### 4. New Organization, Mandate and Structure

The issue of a formal organization advocating for the Black community can never be over emphasized. From the points listed above, it is obvious this is a no contest issue. However the question that remain to be answered is Who will be charged with this responsibility, BUF or who?.

##### Mandate

The organization mandate will be broad an inclusive. Obviously the major problem facing approximately 50% of the community is institutionalized poverty. The word institution in this case refer to intentionally designed poverty. Poverty and handouts are status quo kind of thing that must be maintained by the institution we called government. Some government agency and their principal officers will like to maintain this status quo. ~~This been the case the Black organization must adopt as it priority the task of moving as many Blacks as possible from the welfare class to the job market.~~

Existing vocational and trade schools in this province is managed by non Blacks, also admission into these schools are highly a race issue. The Black people as history deprived groups have no input in terms of administration and admissions into these vocational and trade schools. The disadvantage of this type of set up is the apparent; lack of Black tradesmen and skilled technicians in the job market. The Micmac Indians are another visible minority that suffered the same deprivation. ~~in the case of the Micmacs, their visionary leadership regarding the issue raised above gave birth to the Micmac friendship centre. The centre in essence serve as a vocational centre for the Micmacs. Through this centre, the Micmacs has increased their presence in all categories of the skilled job market. The Black community has an overdue need for such a centre and the provincial government should help to encourage this!~~

It must be emphasized that the responsibility of any new organization or a reactivated BUF should not be to advocate for increased social assistance, family benefits, legal assistance, child care, housing, etc. However, this organization should advocate on issues that will move more members of the community out of these assistances, such as education (vocational training), health education, job retraining, employment counselling, entrepreneurship, etc. etc.

### Structure

The proposed structure for the new organization or reactivated BUF should be made as simple as possible. The principal officer (Executive Director) and an administrative assistant should be hired by the community elected council in conjunction with the provincial government. The duty of the provincial government in this regards is to short list qualified applicants to a maximum number of three applicants and appointments. The council will do the interviews and the recommendation of candidates to the provincial government for appointments. The Executive Director and the assistant will be appointed for a five years term contract subject to renewal with the department of community services. All other positions will be budgeted and filled by the Executive Director and the council. The provincial government will do the short listing for all anticipated positions within the organization.

On the recommendation of the council and approved by the minister, the Executive Director may be removed from office before the end of his/her term if he/she failed to perform satisfactorily. On the recommendation of the Executive Director, the administrative assistant may be removed from office before the end of his/her term if he/she failed to perform satisfactorily. Other appointees removal must be through the principal officer and the council.

Principal officers of the council (President, Treasurer, Secretary and committee chairs) will be elected through electoral college. The council must be dissolve by the minister community services every two years, and councillors must seek re-election for a new term. It is the duty of the councillors and the principal officer to lead and direct the organization and the community. Councillors and the Executive Director must input community problems to the council. Any expenses by the councillors and the council including meeting location cost must be included in the annual budget that is submitted to the department of community services.





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Dr. B. PAUMAI,  
5631 Carnageway Crescent,  
Halifax, N.S. B3K 5K4.

3 May, 1996.

International Development Studies

to - Chairpersons,  
Task Force on Services to the Black Community,  
c/o Department of Community Services,  
Halifax.

Dear Mrs Browning and Mrs Yakimchuk,

I received an invitation by fax on 30 April, 1996 to send a written response to the Task Force on Services to the Black Community. This I am happy to do. I apologize for my handwritten submission. Time is too short to get this typed.

#### Introduction :

I am familiar with the factors and circumstances leading to the creation of this Task Force as I am with the history of the black population of Nova Scotia. This submission is made in 4 parts coinciding with the areas identified in your Terms of Reference 3 (1) - (4):

#### 1. SERVICE PRIORITIES

I see these to be the following in more or less equal importance :

- (a) Education
- (b) Economic Development
- (c) Employment
- (d) Enhancement of the quality of Social and Cultural life.

#### 2. POSSIBLE SERVICE MODELS

For the black community, provisions for education are adequate today through the combined efforts of the Department of Education, the Nova Scotia Teachers' Union, the Universities, the Nova Scotia Council for African-Canadian Education which I believe takes



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over from the Black Learner's Advisory Committee, the Black Educators' Association, and the School Boards.

For Economic Development I am strongly in favour of the vision and the recommendations of the Task Force on Black Business Initiatives (the B.B.I. Report).

For Employment, the existing mechanisms at federal, provincial and municipal levels of government appear to me to be already in place. What is needed is not the creation of new structures but a thorough review of how existing mechanisms are doing or not doing the job for which they were created in the first place. Strengthen what's there already and monitor the performance and the results. Employment, like education and economic development are the concerns of every Canadian citizen and not of one or more segments of society.

That must remain the ultimate goal of all long-term public policy. Anything short will continue to ghettoize, segregate, fragment and in time will result in a serious backlash.

Once education, economic development, employment opportunities begin to produce good results (and these are indeed taking place already) social and cultural life will be progressively enhanced. The Department of Community Services should take a lead role in ensuring that properly trained personnel provide services and protection to members of all communities, including the black community. As for the enhancement of cultural life, the province is blessed with the work of the Black Cultural Centre for Nova Scotia and should continue to support the Centre financially.

No other organization is needed to provide services to the black population of Nova Scotia in the areas I have defined in 1 (a) (b) (c) and (d) above.





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## (3) Recommendations for Government to improve access to the Black Community.

Worded as this is, I am not clear on what is being requested. Is Government looking for new ways to reach out or is it that Government wants to know how to open doors to the black community, more doors than are open at present? This is for the Task Force to clarify. If there is a problem with what is a two-way street, the Task Force should invite the Provincial Ombudsman, Mr. Douglas Ruck, the Executive Director of the Nova Scotia Human Rights Commission, Mr. Wayne Mackay, and Ms. Vicki Samuel Stewart, Coordinator of Race Relations and Affirmative Action in the Nova Scotia Human Rights Commission, and discuss the issues at hand.

## (4) The role of government in the delivery of service to the Black Community.

- It is the role of government to provide services to all communities, recognizing that certain communities have been historically disadvantaged and therefore require more and sensitive attention and assistance.
  - Government should not encourage, promote or finance duplication of services. There is no need (or money) for organizations to compete for services in the same field to the same constituency.
  - Community organizations, service clubs, religious bodies, political bodies, professional organizations etc. continue to provide access, opportunities, services but government should provide total or partial funding to a few select provincial organizations on the basis of what services they provide and how competently these services are provided. It should be more a question of what needs to be done rather than how many bodies are required to do the same or related things. Quality and not quantity is required. At the end, government can only succeed if it treats everyone fairly and brings every community into the mainstream of Canadian life.
- Sincerely, B. Pachas





Dear Sir/Madam

May 5/96

In response to the term of reference. We must support what we have already, such as; The Black Cultural Centre, The Business Centre in the Community of East Preston, The George Washington Carver Credit Union, The Health Food Store in the Dartmouth Shopping Centre and etc. We loss the Stationery Bible Store that was in the Zellers Mall in Cole harbour due to lack of support, mostly because of the fighting amongst ourselves and lack of support for each other.

After we address the concern than and only than, should we start looking for more. We can go to the Government for money to advertise the Product that we have and prove to them that we can do it.

On Thursday Evening May 2/96 the Preston Board of Trade held a Fantastic Dinner in honour of Common Wealth Welter Weight Champion Clyde Gray, at the World Trade and Convention Centre. the Place was packed with people from the communities, and Government Officials. It was a great success.

We can do so much more for ourselves if we stop looking at the other person and look in the mirror, than you will see who you are fooling. If we are to accomplish our goals, we must lose the jealousy, the malice, the back biting and etc., and support each other in True Christian Love. This will surely secure a better future for the youth of our Communities.

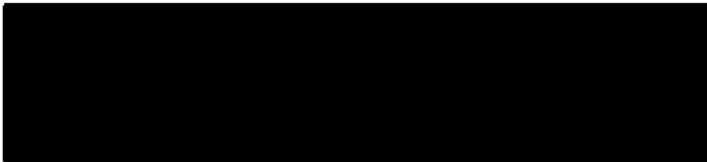
Think about it.

Linclair Williams

truly believe that all communities across the province are similar and yet diverse. Often, our well-meaning government fails to realize the importance of Black Nova Scotians in identifying their own problems and coming up with their own solutions. The advantage of having volunteer boards located in the sectors across the province, will give communities ownership in assisting to improve the lives of community residents. Since socio economic conditions very often determine our success or failure, we must work to improve those conditions that are having an adverse effect on our families. It is certainly evident that the high numbers in unemployment are a great factor in the lives of our community residents. The new EI act will be very detrimental to many people in our community. I believe this whole process will only work to ensure the transfer of many residents to the doors of other agencies. There will be an even greater future need for a Community Development Worker to be available to assist residents with their problems. As I previously mentioned unemployment numbers are very high, we have a great problem with illiteracy. These factors are taking their toll on our people and the end result will mean more single parent families, an increase in addiction problems, and a higher drop out rate of our students. While my views are only my opinion I feel strongly that they are accurate.

I would appeal to your most capable task force to consider my views and come up with a plan to ensure the best possible solution to a most complex situation.

Respectfully Yours,



Sadie Holloway  
Assistant Employment Counsellor  
Whitney Pier Outreach.

## TASK FORCE on services to the Black Community

### ADDITIONAL COMMENTS:

Living in a predominant Black community I feel government should spend fundings on disadvantages that arise within the Black community etc: Senior citizens, job creation and health care

- Black employees in the Black communities make themselves visible, by attending community meetings, fundraisers, etc. These people get jobs through the community so they should put something back in.

- Jobs is another issue. Jobs should publicize so everyone can have an equal opportunity

## TASK FORCE on services to the Black Community

### ADDITIONAL COMMENTS:

The services offered to the African Nova Scotian Community by Gov't agencies are inadequate for the most part. There are educational, transportation, legal, social services needs in the community which are not adequately provided or provided at all.

Recommendation - One way of better meeting the needs of African Nova Scotians is to provide educational and vocational training. This would allow more African Nova Scotians to access employment which would get them off assistance to positively contribute to Canadian society.

**TASK FORCE on services to the Black Community**

**ADDITIONAL COMMENTS:**

The Black Community should be provided with more information for employment, training programs. He should be trained if needed and employment available when finished courses, training.

Information on jobs available skills, training should be enforced more in the black community. Job training should be available providing there is a job available when training is completed.

TASK FORCE on services to the Black Community

ADDITIONAL COMMENTS:

What is needed throughout the Nova Scotia black community is a "conscience for change," if our people are to truly experience human worth and dignity, mutual respect and race consciousness and we've got to do it by ourselves! No one else can do it for us. We need to rid ourselves of the heavy blow of injustice. The roots of racism, prejudice and discrimination are embedded in Nova Scotia society and, since institutions do not wish to seriously acknowledge this reality, our community centres (we do have a number of them) must become centres for social and cultural change. We need to learn how to manage our time, money and other resources. We need to choose literature destined for our children and we need to make it "alive" and colorful. We also need communities focused on health - our own. Down with smoking that wastes our lungs; overeating; imbibing; drugs (prescription - unless taken as prescribed - and narcotic). We need to look at career possibilities for our youth. We need to determine our role in the educational process and not see ourselves solely as those who frequent the schools only when our children are involved in altercations. We need province-wide conferences on education for parents of black children approaching the 21st century. We also need youth involvement every step along the way because we need to hear about the issues from the two perspectives. We need to devote more time to childhood development. Some parents do not know what programmes their children are in and why or what the names of their teachers are. All voices are important in the gathering and sharing of information but we also need action. Further, I believe that other relevant questions should have been raised in consulting with members of the Black community. I can't really see how these few answers by those completing the questionnaire are going to make such an impact on governmental decisions re the destiny of black people in the province.



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The logo graphic consists of three thick, black, curved lines that sweep upwards and to the right, positioned below the word "Libraries".

