

African Descent Advisory Committee - ANSAIO Update

March 2024

During February we provided on-going educational opportunities for HRM employees such as an AHM lunch & learns, ABR Speaker series which are provided virtually. There were 3 sessions during the month:

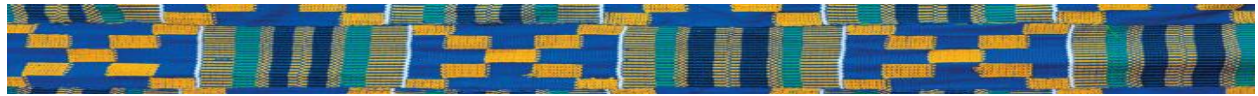
#1 Our Smiles, Our Joy, Our Resilience as African Nova Scotians-Craig Marshall Smith-The spirit of perseverance that people of African Descent have demonstrated over the centuries in our province. It can be said that our smiles can tell a story, they can share our joy and can share our resilience. This African Heritage Month we celebrate our heritage and culture and the incredible spirit to be resilient by outlining people of African descent from our region and their successes. The accomplishments of African Nova Scotians and African Canadians alike, have not always enjoyed the recognition they deserve. The reality is, we have had some amazing individuals who have accomplished great things while dealing with existing in a society that doesn't always appreciate their achievements.

#2 Achievement and resilience of Entrepreneurs of African Descent

In collaboration with Immigration Services Association of Nova Scotia (ISANS) and the Office of Diversity & Inclusion/ANSAIO, employees were invited to register for this virtual lunch and learn in honour of African Heritage Month.

ISANS team members will featured entrepreneurs from African countries who have successfully established their businesses here in the Halifax region to talk about their successes, as well as new ISANS initiatives. ISANS provided an overview of its Business Development Services' programs and projects and how ISANS' comprehensive business development model supports immigrant entrepreneurs at every stage of their business journey. ISANS staff shone a bright light on the incredible achievements and resilience of several African-descent business clients. Employees were inspired by their hard work, dedication, and determination.

#3 ABR Speaker Series Session: The Joy of Resilience: Resilience is an unbeatable force, we still here, you can't break our spirit-Dr. Rev Lennet Anderson shared insights and lived experiences.



#4 ANSAIO Speaker Series: **Striving for Freedom: Black Nova Scotian Struggles for Self-Determination**-Dr. Isaac Saney

The African Nova Scotian is an integral component of the region's history. A defining feature of this experience is the active and conscious historical agency of Black Nova Scotians in the struggle to assert their democratic rights and achieve self-determination.

These sessions were well attended and are also available indefinitely for HRM employees on the employee HUB.

The in-person events like the ANSAIO open house occurred and was attended by close to 100 employees. We also added ANSAIO “Pop up” events to interact with Bu’s. The two ANSAIO Pop up’s combined had close to 100 people in attendance as well.

ANSAIO also provides an in-person speaker session this year’s session is “Growing Up Black in Nova Scotia” with Percy Paris. These sessions are running into April 2024 with lots of uptake from Business Units. We had one session at the end of February where 65 employees attended and will be providing the session to five additional Business Units between March & April.

Planning has started to continue the ANSAIO speaker series for the International Day for the Elimination of Racial Discrimination.

ABR-Training has been approved and can now offered to Business Units.

There are no updates from the ANSAIO Outreach coordinator at this time with the exception that in person community circles will start again in April in person, in community.