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Item No. 1
Halifax Regional Council
January 25, 2022

TO: Mayor Savage and Members of Halifax Regional Council

SUBMITTED BY: Original Signed by 

Jacques Dubé, Chief Administrative Officer

DATE: November 29, 2021

SUBJECT: African Nova Scotian Economic Action Plan Update

INFORMATION REPORT

ORIGIN

September 22, 2020 Regional Council motion (item 11.1.24):

MOVED by Deputy Mayor Blackburn, seconded by Councillor Karsten

THAT Halifax Regional Council:

1. Endorse the African Nova Scotian Road to Economic Prosperity Action Plan in alignment with Action #12 of years 3 to 5 of the Halifax Economic Growth Plan.
2. Direct the Chief Administrative Officer include \$175,000 for each of years 1 and 2 of the African Nova Scotian Road to Prosperity Economic Action Plan in the 2021/22 and 2022/23 Budget Process (attachment 2 of the staff report dated August 1, 2020);
3. Direct Halifax Partnership and African Nova Scotian Affairs Integration Office (ANSAIO) to return to Council on a triannual basis to report on the progress of plan's implementation.

MOTION PUT AND PASSED UNANIMOUSLY

LEGISLATIVE AUTHORITY

The *Halifax Regional Municipality Charter*, S.N.S. 2008, c. 39, section 7A, subsections 70(1)(b)(c), 71(1) and 79A (1)(a) provide:

- 7A The purposes of the Municipality are to
- (a) provide good government
 - (b) provide services, facilities, and other things that, in the opinion of the Council, are necessary or desirable for all or part of the Municipality; and
 - (c) develop and maintain safe and viable communities.

- 70 (1) The Municipality may
- (b) pay grants to a body corporate for the purpose of promoting or beautifying a business district and for airport, wharf or waterfront development;
 - (c) identify and promote a business district as a place for retail and commercial activity;
- 71 (1) The Municipality may
- (a) solicit and encourage the establishment and development of new, and the establishment, development and expansion of existing institutions, industries and businesses in and around the Municipality;
 - (b) publicize the advantages of the Municipality or any part of the Municipality and the surrounding areas as a location for the establishment and expansion of institutions, industries and businesses;
 - (c) pay grants to a body corporate for the purpose of promoting the Municipality or any part of the Municipality and the surrounding areas as a location for institutions, industries and businesses;
 - (d) prepare and disseminate information about the Municipality or any part of the Municipality and the surrounding areas for the assistance of institutions, industries and businesses intending to locate or expand in the Municipality or the surrounding area.
- 79A (1) Subject to subsections (2) to (4), the Municipality may only spend money for municipal purposes if
- (a) the expenditure is included in the Municipality's operating budget or capital budget or is otherwise authorized by the Municipality;

BACKGROUND

As part of Halifax Regional Council's priority and commitment to healthy, livable communities as well as economic development, the Road to Economic Prosperity for African Nova Scotian Communities: Summary Report and Action Plan (REPAC) was endorsed by Regional Council on September 22, 2020, marking the completion of a key action item of the Halifax Economic Growth Plan 2016-2021¹.

For two years prior to this endorsement, the Halifax Partnership and the African Nova Scotian Affairs Integration Office collaborated with the African Nova Scotian (ANS) community on the creation of an ANS Economic Action Plan. Through a series of engagements across several ANS communities, this plan became a reality. As indicated in the Halifax Economic Growth Plan 2016-2021, the implementation of REPAC will "continue to support the advancement of ANS economic development and community priorities". The implementation of the plan will be governed through the leadership of the Road to Economic Prosperity Advisory Committee and soon to be created African Nova Scotian Elders Council.

REPAC consists of three strategic priorities, seven 5-year objectives and 30 actions for the first two years of the plan. Regional Council has requested a triannual update on the progress and implementation of the plan as part of its endorsement. The first update was presented on January 26, 2021.

DISCUSSION

This report outlines key activities of the Road to Economic Prosperity for African Nova Scotian Communities (REPAC) from May 2021- August 2021 (update in Attachment 1):

¹ In May 2018, Regional Council approved the 2018-2021 Action Plan for the Halifax Economic Growth Plan. One of the actions in the new plan focused on the development and implementation of an African Nova Scotian economic action plan

Activities around the Strategic Priorities

1. ***Build Unity and Capacity among African Nova Scotians*** – Through the guidance of the Advisory Committee, the outcome of this priority requires effective and culturally specific information sharing, collaboration with partners and establishment of a framework for supporting community capacity building efforts:
 - Elder Council: The Road to Economic Prosperity Advisory Committee has created a draft terms of reference for the Elder Council and is currently in the recruitment stage. The projection is that the Elder Council will be up and running by February 2022.
 - Research and ANS Index: The working group continues to pull together data to support the ANS index. A draft index was developed in August of 2021, which focusses on the following areas: employment, income and education, and housing. This is in preparation for review by the Advisory Committee previous to the upcoming summit in October 2021.
 - HRM Business Unit Engagement: In alignment with the Plan, business units continue to provide timely and relevant information around the impacts of system-wide legislation and municipal by-laws affecting ANS communities. This work is ongoing.
 - Board Support in the Lucasville Community: In partnership with the Lucasville Community Association and the Lucasville Greenway Society, staff supported the Wallace Lucas Community Centre with volunteer recruitment, board development, understanding board roles and descriptions, strategic planning and succession planning. Staff plan further support initiatives including a fall workshop.
 - Public Speaker series: A speaker series in partnership with Royal Bank of Canada will be developed in March 2022. The series will focus on diversity and inclusion in business and community, identify best practices in community, and feature speakers that are local as well as international.
 - Recruitment of ANS members to a Community Consultation Committee: Recruitment is taking place to advise HRM on community concerns and vision for a new community center in Beechville, Lakeside, Timberlea (BLT). Includes members of ANSAIO on planning team for new BLTCC.
 - Review of Neighborhood Sign Program: A review is taking place to ensure neighborhood signs are inclusive and recognize historic places of importance to the ANS and Mi'kmaq communities. This will create increased knowledge on African Nova Scotian communities through up-to-date data and analysis.
 - Community Partnership: An agreement was developed with HRM and the Africville Heritage Trust Society for the maintenance of Africville Park.
 - Social Economic Benefit: There have been social economic benefit provisions included in the construction contract for the Cogswell Project that will be implemented once the tender award is approved by Regional Council. Target date for award report is September 14, 2021.
 - Tools and Resources identified: HRM Planning staff have met and identified tools and resources such as developing a document/package that includes key point of contact for inquiries and keyways to access information on Planning and Development matters. Planning and Development will collaborate with the REPAC Capacity Building Committee to determine the appropriate format and mediums for these educational tools.

- ANS Community Circle: A virtual ANS Community Circle was hosted by GREA and ANSAIO on May 26, 2021. Attendees were provided with information on how local government works. The session included an overview of the different levels of government in Canada, the different services each provides, how these services impact individuals/communities, and ways that they can get involved to shape the government decision-making process.
- HRM staff provided resources to ANS community groups: HRM staff have provided non-profit organization boards training and capacity building resources including but not limited to board development, leadership training, strategic planning, succession planning, how to recruit volunteers, how to engage communities, and how to plan community events.

2. ***Establish Land Ownership, Develop Infrastructure and Attract Investment***: This priority addresses historic and current issues related to land ownership and environmental racism, strengthens the revitalization of ANS communities through investment and development, and supports the exploration of international economic and cultural opportunities. Recent highlights under this priority area include:

- Community Benefit Agreement: This work is ongoing to determine best practices with CBA's as it will act as a template or standard benefit to communities with specific and unique needs who may be working with developers. The Working Group is continuing to explore action #12 of the Plan that calls for the examination of "the best approach to include Community Benefits Agreements (CBA) as part of HRM's Planning and Development strategies" for ANS communities. CBA's require legislative change to the *Halifax Regional Municipality Charter*. Planning and Development continues to have conversations with the Halifax Partnership and ANSAIO regarding best practices.
- Community Engagement: Consultation and community engagement has started regarding a plan for Active Transportation improvement in the Cain Street area of North Preston. Discussion is centered around plans for future development specifically for safe, active transport.
- Repairs: Repairs to the Upper Hammonds Plains community facility are in progress.
- Civic Addressing and Boundary Review Project: In the historic African Nova Scotian community of Beechville there is a civic address and boundary review initiated by the Beechville Community Development Association. The association have provided maps to staff illustrating new proposed boundaries for the community. The association and staff will work together in 2022 to finalize the boundaries. Once that is complete, Civic Addressing staff will collaborate with the association and local Councilor and conduct full public consultation with the community and surrounding areas. This undertaking will conclude with a report to Regional Council recommending new boundaries for the community of Beechville.
- Internal working group: A working group has been established in Planning and Development to review existing community plans and land use by-laws, and their impacts on ANS communities. Anti-Black racism resources are being provided to assist Planning and Development staff working with existing policy.
- Administrative Order 50: Administrative Order 50 describes processes related to the potential disposal of Municipal property. Planning and Development is now made aware of property disposals impacting ANS communities. Planning and Development works with the Office of Diversity and Inclusion/ANSIAO to identify properties near or within ANS communities to ensure informed and appropriate processes and practices are implemented.
- Regional Council: On May 4, 2021 Regional Council approved amendments to the planning documents (Case No. 21875) to enable the adaptive reuse of the former Nova Scotia Home

for Colored Children building, and a range of land use opportunities on the lands surrounding the former Home toward Highway #7. The changes to the planning documents came into effect on June 5, 2021. The remaining phases of Akoma's master plan are being considered through the ongoing Regional Plan Review.

- Energy Efficiency Upgrades for Community Facilities: Regional Council approved staff to proceed with applications to the Federal Government's Green Inclusive Community Building (GICB) fund to enable energy efficiency upgrades at the following facilities: East Preston Community Centre; North Preston Community Centre; Wallace Lucas Community Centre and Upper Hammonds Plains Community Centre. There were also applications submitted for new energy efficient recreation facilities for Needham Recreation Centre and Spryfield Arena under the GIBC.
 - Gardening Greenhouse: The greenhouse would expand the growing season for the community gardens in East and North Preston. This year the greenhouse was constructed in East Preston. The focus for 2021 is to build a greenhouse in North Preston leading to opportunity for entrepreneurship in community and ultimately food security.
 - MOU Established: A Memorandum of Understanding was established between Manya Krobo, Ghana, and the Halifax Partnership for identifying import/exports, economic opportunities and international development opportunities. A working group was established and has included DOTCAN², which is involved with Blue Ocean Technologies to include a Terms of Reference.
3. ***Increase Participation in Education, Employment, and Entrepreneurship:*** The Advisory Committee continues to collaborate with its partners and stakeholders around opportunities to advance this action. Most recently, the following key actions have occurred:
- Employment Opportunities with HRM: A session was held to help reduce barriers for participation in government by providing an accessible overview of how government works and ways to engage, as well as provide time for broad Q & A. This engagement was pursued to help advance Action 11: Ensure ANS communities are aware of, and understand the impacts of, systemwide legislation and municipal by-laws affecting their communities and the mechanisms to provide feedback to government regarding necessary changes. The virtual session was well attended, including attendance by some Councilors, and there is potential for future sessions.
 - Increase in ANS recruitment within various departments at HRM: Diverse Hiring Initiative: Recreation, Human Resources (HR) and Councillor Lindell Smith met to discuss hiring practices, support, and community outreach for hiring as it pertains to African Nova Scotians. HR continues to offer focused outreach and engagement with the ANS community and continues to find ways to reach and retain ANS youth for summer programming. Additionally, they discussed reaching out to and retaining African Nova Scotians for entry level positions, not limited to summer recreation programming, and exploring what hiring looks like in relation to union guidelines. The conversation is ongoing and there may be opportunities to work with community partners to identify, support and prepare African Nova Scotians for interviewing for HRM positions. HR and Recreation plan to meet on an ongoing basis to discuss HR processes,

² DOTCAN is a grass-roots initiative which was stimulated by the Sustainable Blue Economy Conference held in Nairobi, Kenya in November 2018. The initiative builds on commitments made by Canada at that conference and will be a concrete implementation of Canada's Ocean Strategy, which is based on principles of sustainable development, integrated management and the precautionary approach. Initially, this multilateral, multisectoral and "joined-up" initiative will build on links between Canada and West African nations as well as existing international partnerships

- policies and staffing mechanisms, including reviewing various employment equity staffing tools and considerations.
- Youth Leadership Program: The municipality is supporting and providing leadership opportunities for ANS youth through the Youth Leadership Program (ages 12-16), hiring ANS youth in the community to lead seasonal programs and summer camps offered at North Preston Community Centre, Needham Recreation Centre and George Dixon Community Centre. The opportunities for employment are created from connections with youth participating in municipal programs, starting at a very young age. Through partnerships in the community, HRM provides information sessions on employment opportunities with HRM and guidance on how to apply. Staff have partnered with Nova Scotia Sea School on a March Break Leadership program for youth which has provided ANS youth with leadership and employment skills. Many participants have worked for HRM because of their experience in this program.
 - Hiring and Community Engagement Strategy: HR's Client Services division regularly connects and engages with community groups and stakeholders who work with and/or support the ANS community. Specifically, this means attending job fairs or holding engagement sessions to discuss and promote employment opportunities and to review the job application process. Since April 2020, over 85 employment related outreach activities have been conducted, representing over 80 hours of engagement and contact with over 900 community members or partners.
 - Focus on Representation of African Nova Scotians: There is enhanced focus on representation of African Nova Scotians and other equity group members on interview panels. Through HR's Diverse Hiring Panel program there have been more than forty equity group employees on the hiring panel group, representing more than seventy hours of interviews.
 - Firefighter Recruitment: Halifax Regional Fire and Emergency partnered with the Office of Diversity and Inclusion/ANSAIO, HR and Legal Services teams to support the development of a competency-based and equitable Firefighter Recruitment process in 2020-21. Across all business units, staffing plans consistently implement recruitment considerations which reflect HR's commitment to diversity, including the promotion of preferred and designated staffing mechanisms.
 - Beechville and AKOMA flagship projects: The Beechville and AKOMA projects are in progress and will demonstrate an increase in opportunities for housing and business development, including portions that include affordable housing and broad economic development.
 - Emancipation Day: The municipality's inaugural event was held on August 1, 2021 featuring ANS artists in dance, live art, spoken word and music. The event featured Senator Wanda Thomas Bernard and involved more than sixty ANS performers. The show was headlined by the acclaimed Nova Scotia Mass Choir. A six-minute short film was also created that was showcased live on Emancipation Day that was directed by Gamechangers 902 and Keke Films.

FINANCIAL IMPLICATIONS

The implementation of the ANS Road to Economic Prosperity Plan for year 1 is being undertaken within the approved 2021/22 budget in the amount of \$175,000 plus net HST of \$7,500 for a total of \$182,500.

COMMUNITY ENGAGEMENT

Community engagement is done through the Road to Economic Prosperity Committee. Individual business units engage community on a project-by-project basis.

ATTACHMENTS

Attachment 1: Road to Economic Prosperity Economic Action Plan – Progress Report August 2021
Attachment 2: Road to Economic Prosperity Economic Action Plan – Status Reporting

A copy of this report can be obtained online at halifax.ca or by contacting the Office of the Municipal Clerk at 902.490.4210.

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HRM update for the ANS Road to Economic Prosperity Plan until August 31, 2021

Strategic Priority 1 – Build Unity and Capacity Among African Nova Scotians				
5 Year Objectives	Years 1-2 Actions	Lead/ Stakeholders	Outcomes	HRM update for the ANS Road to Economic Prosperity Plan until August 31, 2021
1.1 Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success	1. Establish the Road to Economic Prosperity Advisory Committee (REPAC) and Elders Council to provide leadership and oversight	Halifax Partnership/HRM	REPAC and Elders Council established	• Recreation support via staff from North Preston, now participation on capacity building sub committee helping to create the terms of reference, recruitment and establishment of the Elders Council.
	2. Develop an ethical framework guided by shared principles and practices to promote accountability with bi-annual check-in	Road to Economic Prosperity Advisory Committee	Increase in community leadership and capacity in ANS communities	• Recruited two members of North Preston community to the REPAC. Both participated in the June 2021 Session and continue to be involved. Presently working towards the Community Engagement Summit planned for October 2021.
	3. Bring ANS communities together to celebrate and share best practices and lessons learned	Halifax Partnership/HRM	Regular reporting to HRM and ANS communities	• Board Support in the Lucasville Community: In partnership with the Lucasville Community Association and the Lucasville Greenway Society, staff supported the Wallace Lucas Community Centre with volunteer recruitment, board development, understanding board roles and descriptions, strategic planning and succession planning. Staff plan further support initiatives including a Fall workshop. • Beechville-Lakeside-Timberlea: Recruit ANS members to Community Consultation Committee advising HRM on community concerns and wishes for new community centre in BLT. Includes members of ANSAIO on planning team for new BLTCC.
	4. Report annually on the Road to Economic Prosperity, highlighting progress and successes against outcomes	Halifax Partnership/HRM	Increased knowledge on the state of African Nova Scotian communities through up-to-date data and analysis	• Review of Neighbourhood Sign Program: Ensure neighbourhood signs are inclusive and recognize historic places of importance to the ANS and Mi'kmaq communities.
	5. Recognize and promote the historical legacy and value of ANS communities	ANS communities	Legacy brochure and interactive online resources developed	• Nothing completed during this time period
	6. Collaborate with public, private, and post-secondary partners to establish an African Nova Scotian Prosperity and Well-being Index modeled after the Halifax Index	Halifax Partnership	Shared vision and ethical framework, and enhanced process for transparency and collaboration developed	• An index draft was developed in August. The working committee on the index have developed a draft in the following areas: employment, income & education and housing. This is in preparation for review of the advisory council previous to the up-coming summit in October 2021
1.2 Build community capacity to mobilize and lead the implementation of the Road to Economic Prosperity	7. Bring changemakers to the table who are ready and able to constructively and positively create change.	Halifax Partnership /HRM	Increase in resources and strategic partnerships to support activities	• ANS Youth Employment Initiative: Using Canada Summer Grants funding, an ANS staff member was hired in a leadership position. This position included work experience and mentorship within Parks and Recreation. • Provided tutoring programs in ANS communities • Basketball NS: Creating basketball clinics for youth in communities and connecting with Kings College to encourage enrolment. • Co-op student placements: Students volunteered to work with the youth in community centres. • Community Partnership: Development of a Community Partnership agreement with the Africville Heritage Trust Society for the maintenance of Africville Park.
	8. Connect ANS communities to training and resources to develop leadership, facilitation, and resiliency skills.	Halifax Partnership /HRM	Annual Unity event held	• Youth Programming - Youth workshops: Staff lead youth workshops developing leadership and facilitation skills, including "How to Initiate Change in Your Community" and "Youth Grant Writing" which was attended by ANS youth. Staff also provided support to boards and organizations including: training and capacity building on board development; leadership training; strategic planning; succession planning; how to recruit volunteers; how to engage communities; and how to plan community events. • Youth Service Plan: During the engagement for the Youth Services Plan V2, a survey was designed specifically for ANS youth to capture their feedback. • Sackville / Bedford areas: HRM staff provided resources to ANS community groups and Non-Profit Organization Boards. Training and capacity building supports included: board development, leadership training, strategic planning, succession planning, how to recruit volunteers, how to engage communities, how to plan community events, etc. • Youth Advisory Committee (YAC): The YAC has an inclusive recruitment process to ensure there is diverse representation of ANS youth on the committee. • North Preston: Continued partnership with Sport NS ReSport program to develop further programming at the North Preston Community Centre.
	9. Develop a mentorship program to engage and support the development of ANS youth	BBI	Increase in youth connected to BBI and other youth mentorship programs	• No update at this time
	10. Develop a speaker series hosting thought leaders on economic development in African communities globally	Halifax Partnership	• Speakers series developed • Thought leadership events with ANS communities executed • Increased awareness in ANS communities of the local and global implications of economic development on Africans in the diaspora	• Still in development. In partnership with RBC, the speaker series will be developed in March 2022. It will focus on diversity and inclusion in business and community; identify best practices in community and feature speakers local as well as international.
	11. Ensure ANS communities are aware of, and understand the impacts of, system-wide legislation and municipal by-laws affecting their communities, and the mechanisms to provide feedback to government regarding necessary changes.	Halifax Partnership /HRM	• Information sessions on legislation and municipal by-laws held • Information shared with ANS communities through relevant and effective communications channels • Increased awareness in ANS communities of legislation and by-laws impacting their communities and ways to engage and provide feedback	• Social economic benefit provisions are included in the construction contract for the Cogswell Project and will be implemented once the tender award is approved by Regional Council. Target date for award report is September 14, 2021. • HRM Planning staff have brainstormed and identified tools and resources. Sessions will be scheduled with REPAC Community Capacity Building Committee to indicate needs, assess gaps and provide guidance on appropriate format/ medium and scope of educational resources • GREA and ANSAIO hosted a virtual ANS Community Circle meeting on May 26, 2021. Attendees were provided with information on how local government works. The session included an overview of the different levels of government in Canada, the different services each provides, how these services impact individuals/communities, and ways that they can get involved to shape the government decision-making process. The goal of the session was to help reduce barriers for participation in government by providing an accessible overview of how government works. • This work is on-going and demonstrated through the flagship projects with AKOMA and Beechville. HRM has looked at their policies and how they affect the ANS communities within these specific projects.
Strategic Priority 2 – Establish Land Ownership, Develop Infrastructure and Attract Investment				
5 Year Objectives	Years 1-2 Actions	Lead/ Stakeholders	Outcomes	HRM Update as of August 2021
2.1 Address historic and current issues related to land ownership and environmental racism	12. Identify the best approach to include Community Benefits Agreements (CBA) as part of HRM's Planning and Development strategies for ANS communities	HRM	Legislation, by-laws, and best practice review complete CBA process for HRM/NS created	• Community Economic Benefits (CEB) part of Regional Centre All Ages and Ability (AAA) Bikeway Infrastructure project. Includes targets for project procurement for ANS businesses and employees. • REPAC CBA Working Group has been established to look at whether/how HRM could develop community benefit agreements (CBAs). It includes membership from HRM Planning and D&I, Halifax Partnership, and African NS community members. Monthly meetings are scheduled • To date the group has discussed: the Community Benefits Agreement Sub-Committee Terms of Reference; briefing notes on both CBAs and community action planning explaining the concepts and highlighting some considerations should there be a recommendation asking for legislative change; community action planning borrowing the model of the work happening with the community of Beechville

	13. Create a framework to identify and address legislation and land use by-laws that impact ANS communities, and establish mechanisms for community input on required changes	ANS communities/ HRM	Legislation and by-laws review complete Framework Developed Mechanisms for community input developed and communicated ANS communities actively engaged in providing input	<ul style="list-style-type: none"> • Review of Neighbourhood Sign Program – see 11.1.4 • Sackville Bedford Areas: Extensively promoted the Rural Parks and Rec Strategy survey with the- Preston Communities including establishing partnerships with the local church and ANS organizations. • The Regional Plan Review, initiated by Regional Council in February 2020, will establish a framework for future amendments to community plans and land use by-laws. to do this work. • P&D has also: established an internal working group to review existing community plans and land use bylaws and their impacts on ANS communities; produced an Anti-Black Racism workbook that provides resources to help P&D staff working with existing policy; • Revised the community engagement guidebook which provides best practices for engaging with underrepresented communities during planning processes. The Community Engagement Guidebook uses a diversity and inclusion lens and will also utilize the ANS lens being developed by the D&I Office; Continue to receive input from ANS communities on community planning policy and zoning issues.
	14. In partnership with the Province, develop an approach to resolve ownership, taxation, and planning issues on residential and community owned properties without clear title	Halifax Partnership/HRM	Increased opportunities for land and home ownership Increased opportunities for greater community capacity and infrastructure development	<ul style="list-style-type: none"> • North Preston Trails development: Community engagement and consultation regarding plan for Active Transportation improvement in the Cain St. Area of North Preston. Discussed plans for future development for safe active transport. TPW and Consultation group Uplands with Community.
	In partnership with the Province, develop an approach to resolve ownership, taxation, and planning issues on residential and community owned properties without clear title		Increased opportunities for land and home ownership Increased opportunities for greater community capacity and infrastructure development	<ul style="list-style-type: none"> • Community boundaries of Beechville being restored. Process established with HRM planners and Beechville Community Development Association that is on-going that includes by-weekly meetings and "walk bouts" to possible land to be transferred back to community.
	15. Work with local community to ease the acquisition of surplus properties through the community interest stream and raise awareness of legislated processes to help community understand steps required to prevent community properties from proceeding to tax sale	HRM		<ul style="list-style-type: none"> • As part of the Administrative Order 50 process related to the potential disposal of Municipal property, Planning & Development is made aware of property disposals impacting ANS communities. P&D works with the Office of Diversity and Inclusion /ANSIAO to identify properties near or within ANS communities to ensure informed and appropriate processes and practices.
	16. Support the Akoma-led master plan for the restoration of the historic Nova Scotia Home for Coloured Children	Halifax Partnership/HRM	Increased development opportunities in the areas of affordable housing, entrepreneurship, sports	<ul style="list-style-type: none"> • On May 4, 2021 Regional Council approved amendments to the planning documents (Planning Case 21875) to enable the adaptive reuse of the former Nova Scotia Home for Colored Children building and a range of land use opportunities on lands surrounding the former Home toward Highway #7. The changes to the planning documents came into effect on June 5, 2021. The remaining phases of Akoma's master plan are being considered through the ongoing Regional Plan Review.
	17. Review the naming, boundaries, and zoning of historic ANS communities, and zoning affecting ANS communities	Halifax Partnership/HRM	Recognition and reestablishment of historic ANS community boundaries Increase in land base/mass for ANS communities	<ul style="list-style-type: none"> • Review of Neighbourhood Sign Program – see 11.1.4 • Current Civic Addressing Community Review Project- Beechville Community - Beechville Community Development Association have provided maps to staff illustrating new proposed boundaries for the community. The association and staff will work together fall fo 2021 to finalize the boundaries. Once that is complete, Civic Addressing staff will collaborate with the association and local Councillor and conduct full public consultation with the community and surrounding areas. Project will conclude with a recommendation report to Regional Council recommending new boundaries for the community of Beechville.
	18. Identify and prioritize the remediation of government-owned contaminated sites in ANS communities	Halifax Partnership/HRM	Contaminated sites identified and prioritized for remediation Increase in clean, and green spaces in ANS communities	<ul style="list-style-type: none"> • Nothing being completed at this time
2.2 Revitalize ANS communities through investment and development	19. Prioritize and undertake infrastructure projects (capital and renewal) and support development projects across ANS communities	Halifax Partnership/HRM	Infrastructure development opportunities identified and prioritized	<ul style="list-style-type: none"> • East Preston - Active Transportation Plans: Approved speed reduction limits for Trunk 7 which runs through East Preston. • Upper Hammonds Plains Community Centre: Repairs to facility are in progress. • Energy Efficiency Upgrades for Community Facilities - Regional Council approved staff to proceed with applications to the Federal Governments' Green Inclusive Community Building (GICB) fund to enable energy efficiency upgrades at the following facilities: East Preston Community Centre; North Preston Community Centre; Wallis Lucas Community Centre; and Upper Hammonds Plains Community Centre. • The Regional Plan Review, initiated by Regional Council in February 2020, will establish a framework for future amendments to community plans and land use by-laws. to do this work. P&D has also: established an internal working group to review existing com. In addition, the Beechville Community Benefit Action Plan (BCDA) is in progress and has identified infrastructure projects that may benefit the community. Planning & Development and the Office of Diversity and Inclusion (ANSIAO) continues to work with the Beechville ANS community and applicable government agencies to identify infrasture opportunites and funding opportunities • North Preston Street Lights: 45 streetlights were installed to the following streets in North Preston; - Amos Walter Drive, Simmonds Road, North Preston Road, Johnson Road, Clarence Street, Cain Street, Upper Governor Street • AT projects in East Preston, North Preston, and Lucasville have been prioritized in funding applications to the Provincial government. East Preston was approved for funding.

			Projects under development	<ul style="list-style-type: none"> • Lovett Lake Application: P&R is involved in the parkland dedication process for the Lovett Lake, Beechville application - on going - not concluded (this is a developing Planning & Development process) • Beechville-Lakeside-Timberlea Community Centre: Funding for the new Community Centre was announced. • Needham Centre (Pool) Replacement: Identified in the Aquatic Strategy as a short term action 1-3 years. This project once initiated would be located in close proximity to Mulgrave Park (former Devonshire Arena site). Funding application was submitted through the Green Inclusive Community Building (GICB) grant. • The Halifax Common Pool Redevelopment: Currently underway. Although it is not located directly within the mentioned communities, this facility services residents in Halifax North and is in close proximity to the neighbourhood of Uniacke Square. • Needham Park Redevelopment: This park was redeveloped and competed a few years ago as part of the federal funding commemorating the Halifax Explosion. Located in Halifax north in close proximity to Mulgrave Park. Washroom building is under construction. • George Dixon Centre Park: Recreation applied for a Federal grant through the Canada Healthy Communities Initiative Funding to upgrade the greenspace outside the George Dixon Center, adjacent to Uniacke Square. Funds will support new lighting, basketball nets, Dixon community Garden shed and rainwater collection, all season picnic tables, and an outdoor play kitchen. • North Preston and East Preston intergenerational Gardening Project: A collaborative gardening project focused on educating community on Gardening and growing your own food with direct impact on food security in community. • Gardening Greenhouse: The East Preston Daycare Centre expressed interest in developing a greenhouse to extend their growing period. This year the greenhouse was constructed in East Preston. The focus for 2021 is to build a greenhouse in North Preston leading to opportunity for entrepreneurship in community and ultimately food security. • Africville Playground is completed; Operational Support to Africville Museum, through the Interim Community Museum grant ; Africville boat launch redevelopment design is in progress. Brush cutbacks for Africville Park and Africville Lookoff park. • Beechville-Lakeside-Timberlea: Nordic walking group has been started in Beechville on the BLT Trail. Recreation programs, including basketball and pickleball were re-located to the Beechville community. •Active Transportation (AT) Projects in progress (planning, community engagement and design): <ul style="list-style-type: none"> •East Preston Greenway •AT connection to Africville Museum •North Preston Trail extension and Cain Street AT •Lucasville Greenway •Consultant retained to start AT planning in Cherry Brook, to commence in 2022.
	20. Support ANS communities to identify and secure funding for the preservation and interpretation of ANS community heritage sites	ANS communities/HRM	Increase in heritage and historical awareness Support secured for legacy projects	<ul style="list-style-type: none"> • North Park Plazas: African Nova Scotian installment complete. • George Dixon: commemoration sign installed. • Africville: Interpretive Panels were installed on May 28, 2021. •Many of the Active Transportation Planning projects include consideration of where heritage and historical awareness spaces can be created. •Work on the Cogswell Art & Commemoration Program will commence in Q3 2021.
	21. Prioritize and develop vacant lands within ANS communities.	ANS communities	Increased capacity in ANS communities to develop places and spaces Inventory of vacant lands developed	
	22. Redevelop and market spaces within ANS communities for commercial and/or community use	ANS communities	Increased capacity in ANS communities to develop commercial places and spaces Inventory of spaces for commercial and community use developed	
	23. Pursue sister city and international trade and development relationships with African countries with ancestral ties to African Nova Scotians	Halifax Partnership/HRM	Formal sister city relationship established within the first year	• There is an MOU established with Manya Krobo Ghana for identifying Import/Exports, economic opportunities and international development opportunities. A working group was established and has included DOTCAN which is involved with Blue Ocean Technologies to include a Terms of Reference.
		ANS communities	Develop cultural and historical links between ANS communities and West African Countries	•See above. All the same working group (will form sub-groups)
	24. Attract international investors into the African Nova Scotian communities.	Halifax Partnership/HRM ANS Communities	Relationships with potential investors developed	•See above. All the same working group (will form sub-groups)

Strategic Priority 3 – Increase Participation in Education, Employment and Entrepreneurship

5 Year Objectives	Years 1-2 Actions	Lead/ Stakeholders	Outcomes	HRM Update
3.1 Increase labour force attachment for African Nova Scotians	25. Expand the ANS stream under the Halifax Connector Program	HP	ANS Connector stream established	•Terry Dixon is the program manager and has this piece in progress.
			Track and increase the number of ANS Connectees each year	•Same as above.
	26. Identify and share existing programs and services supporting the workforce attachment of African Nova Scotians	HP	Track and increase ANS employment rates	•Same as above.
	27. Connect African Nova Scotians to employment opportunities at HRM	HRM	Benchmark of ANS representation within the HRM workforce established	•The Make Yourself Count Diversity Census results were shared with the organization on August 11, 2021. Although data specific to ANS representation was captured within the Visible Minority or Black self-identification categories, the survey does provide meaningful insights and starting points that will help inform future decisions and initiatives related to diversity, inclusion and equity in the workplace. Make Yourself Count was impacted by the onset of the COVID-19 pandemic and participation rates were affected by the emergency measures that were implemented during this period. Despite these impacts, the municipality achieved a 48.5 per cent participation rate. While this measure of participation may not be fully reflective of the municipality's workforce, the results do provide meaningful insights and starting points that will help inform future decisions and initiatives related to diversity, inclusion and equity in the workplace. 6% of survey respondents self-identified as Black, which included the ANS group

			Increase in ANS recruitment within various departments at HRM	<ul style="list-style-type: none"> •Youth Leadership Program, Casual Employment, and Summer Employment: Supporting and providing leadership opportunities for ANS youth through the Youth Leadership Program (ages 12-16), hiring ANS youth in the community to lead seasonal programs and summer camps offered at Needham and George Dixon. The opportunities for employment are also created from connections with youth participating in our programs, so this starts at a very young age. There are also partnerships in the community where HRM provides information sessions on employment opportunities with HRM and how to apply. Staff have partnered with Nova Scotia Sea school on a March Break Leadership program for youth which has provided ANS youth with leadership and employment skills. Many participants have worked for HRM because of their experience in this program.
			Increase in ANS recruitment within various departments at HRM	<ul style="list-style-type: none"> •Diverse Hiring Initiative: Recreation, HR and Councillor Smith met to discuss hiring practices, support and community outreach for hiring as it pertains to African Nova Scotians. HR continues to offer focused outreach and engagement with the ANS community and continues to find ways to reach and retain ANS youth for summer programming. Additionally, they discussed reaching out to and retaining African Nova Scotians for entry level positions, not limited to summer programming and exploring what hiring looks like in relation to union guidelines. The conversation is ongoing and there may be opportunities to work with community partners to identify, support and prepare African Nova Scotians for interviewing for HRM positions. HR and Recreation plan to meet again and on an ongoing basis, to discuss HR processes, policies and staffing mechanisms, including reviewing various Employment Equity staffing tools and considerations. The Needham Aquatics Specialist is planning to recruit lifeguards to train from Mulgrave Park •Transportation and Public Works continues to support ANS recruitment most recently by having a graduate of the ANS Aspiring Leaders program on the hiring panel within Road Operations and Construction. There was also one African Nova Scotian employee hired within Parking Services.
			Increase in ANS recruitment within various departments at HRM	<ul style="list-style-type: none"> • As part of HR-Client Services' Hiring and Community Engagement Strategy, HR regularly connects and engages with community groups and stakeholders who work with and/or support the ANS community. Specifically, this means attending job fairs or holding engagement sessions to discuss and promote employment opportunities and to review the job application process. Since April 2020, over 85 employment related outreach activities have been conducted, representing over 80 hours of engagement and contact with over 900 community members or partners. • HR has also created an enhanced focus on representation of African Nova Scotians and other equity group members on interview panels via our Diverse Hiring Panel program. Over 40 employees on the panel group, over 70 hours of interviews have taken place by members of the panel. • Internally, HRM Employment Equity Committee is reviewing specific tools and processes aimed towards increasing representation of equity group members into leadership positions. The Employment Equity program is underdevelopment.
3.2 Increase entrepreneurship opportunities in ANS communities	28. Provide opportunities for ANS-owned businesses into corporate supply chains and government contracts	Province of NS/HRM	Representation of ANS businesses within corporate and government supply chains increased and improved	•Not started to date
	29. Explore cooperative models and examine their validity for ANS communities	Road to Economic Prosperity Advisory Committee/HRM	Increase in opportunities for housing and business development	Investigating the opportunity to have either an ANS or Mi'kmaq based business provide resources for Volunteer Conference speakers.
	30. Connect ANS entrepreneurs to business development programs and service	Halifax Partnership/BBI	Track and increase in the number of ANS entrepreneurs referred to business development programs and services	•Though the partnership with the Black Business Initiative, there are specific programs (The Diversity Employment Network (DEN)), that the Halifax Partnership assists with information sharing and distribution of information. The partnership refers people to BBI if the Partnership have no supports for them.
	31. Support the growth of ANS Arts and Culture businesses and industries	Halifax Partnership/BBI	Increase in the number and growth of ANS Arts and Culture businesses	• Emancipation Day: The municipality's inaugural event was held on August 1, 2021 featuring ANS artists in dance, live art, spoken word and music. The event featured Senator Bernard, and employed 60+ ANS performers headlined by the Nova Scotia Mass Choir. A 6 minute short film was also created that was showcased live on Emancipation Day directed by Gamechangers 902 and Keke Films.

Road to Economic Prosperity for African Nova Scotian Communities

Progress Report

October 2021



ACKNOWLEDGEMENTS

Road to Economic Prosperity Advisory Committee

- Irvine Carvery (Co-chair) - Africville Genealogy Society
- Dolly Williams (Co-chair) - East Preston
- Bobby Taylor - East Preston Ratepayers Association
- Patsy Crawford - Beechville
- Jareeca Jones - Upper Hammonds Plains
- Gina Jones-Wilson - Upper Hammonds Plains
- Warren Kelsie - Maroon Hill
- Veronica Marsman - Akoma
- Sherry Bernard - Lake Loon Cherry Brook
- Rosella Fraser - North Preston Rec Centre Advisory Committee
- Miranda Cain - North Preston
- Stephen Gough - Wallace Lucas Community Centre
- George Frempong – Delmore “Buddy” Daye Learning Institute
- Chavasse Bain - African Nova Scotian Affairs,
Province of Nova Scotia
- Matthew Martell - Black Business Initiative
- Antonio Simmonds - African Nova Scotian Affairs Integration
Office (ANSAIO), Halifax Regional Municipality
- Tamar Brown- African Nova Scotian Affairs Integration Office
(ANSAIO), Halifax Regional Municipality
- Carolann Wright - Halifax Partnership

Partner Organizations

- Black Business Initiative (BBI)
- Nova Scotia Office of African Nova Scotian Affairs (ANSA)

Sponsors



Partners



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MESSAGE FROM

IRVINE CARVERY & DOLLY WILLIAMS

CO-CHAIRS OF THE ADVISORY COMMITTEE



As we look throughout Halifax, there are many markers of development and growth. There are dozens of cranes in the sky, our population and economy are growing, and there are businesses starting and succeeding in our city every day.

Halifax has had three successive five-year economic strategies spanning 2005-2021 which have focused on growing Halifax's population and GDP by attracting and retaining people, improving the business climate, and making Halifax a better place to live and work.

Halifax's growth and success can be traced back to the consistent efforts, collaboration, and investments from public, private, post-secondary and community partners. The same will soon be said of the African Nova Scotian community as we implement our first five-year African Nova Scotian Road to Economic Prosperity Action Plan (REPAP) launched in January of this year.

For generations, African Nova Scotians have advocated for unity and prosperity and have remained committed to building and maintaining our community by carrying each other's challenges and solving them together. Developed and led by the community, the Road to Economic Prosperity Action Plan is a continuation of this legacy.

Through our Action Plan, we are working with private, public and community partners to ensure that African Nova Scotians are engaged in planning, policy making, and decisions that impact our community. We are building formal partnerships, frameworks, and processes that can be adopted and implemented by all African Nova Scotian communities.

Growth is a long-term goal that takes consistent focus, investment, and action. This is why we named our plan the Road to Economic Prosperity. It is a pathway that will create the conditions and environment that will allow all African Nova Scotians to achieve their goals while contributing to the long-term development and success of our community.

In this report, we are pleased to share progress on priorities and actions since the launch of the Action Plan. We look forward to our continued work together to implement the plan and lead the way for economic prosperity for African Nova Scotians.

ROAD TO ECONOMIC PROSPERITY ACTION PLAN



Launched in 2021, the Road to Economic Prosperity Action Plan (REPAP) is a five-year economic development strategy developed and owned by the African Nova Scotian community to address systemic issues and improve economic and quality of life outcomes for African Nova Scotians.

The Action Plan is the result of two years of community consultation, building on the legacy of generations of community economic development work. It reflects and remains committed to ongoing community efforts and provides a space for defining and realizing future opportunities for all people of African descent.

The Plan is being led by the Road to Economic Prosperity Advisory Committee (REPAC) in partnership with the Halifax Regional Municipality and Halifax Partnership and with support from private and public sector sponsors. Since launching the Plan, we have created working groups with representatives from the Advisory Committee and the African Nova Scotian community that are responsible for advancing each of the three priorities and the 30 actions within the plan.

The Advisory Committee and working groups have made progress on a number of the actions in the Plan, and we are pleased to share progress to date.

ACTION PLAN PRIORITIES



Build Unity and Capacity Among African Nova Scotians



Establish Land Ownership, Develop Infrastructure, and Attract Investment



Increase Participation in Education, Employment, and Entrepreneurship



PRIORITY 1:

BUILD UNITY AND CAPACITY AMONG AFRICAN NOVA SCOTIANS

This priority is dedicated to building unity and capacity within and among African Nova Scotian communities by sharing best practices, increasing collaboration, and building the leadership and skills needed to advance this work. By building bridges between communities, we can help support one another to take on priorities and projects of unprecedented scale and impact.

The African Nova Scotian Prosperity and Well-being Index is one project that is sure to have lasting impacts on the community. For the first time, we will be able to measure and report on our economic outcomes, challenges, and opportunities backed by data and research. This will help provide a better understanding of our economic prosperity and wellbeing and which programs and policies are working and which are not. As we collect this information over time, it will also help us present our needs and priorities to public and private partners and better influence policies and decisions.

We are also working to continually build and strengthen bridges within and between communities. One example is the Road to Economic Prosperity Action Plan Community Summit which provides an opportunity to report on progress and hear from and engage with the community.

Progress Against Actions			
5 Year Objectives	Years 1-2 Actions	Outcomes	Status
 <p>Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success</p>	<p>1. Establish the Road to Economic Prosperity Advisory Committee (REPAC) and Elders Council to provide leadership and oversight</p>	<p>REPAC and Elders Council established</p> <p>Increase in community leadership and capacity in ANS communities</p> <p>Regular reporting to HRM and ANS communities</p>	Achieved
	<p>2. Develop an ethical framework guided by shared principles and practices to promote accountability with bi-annual check-in</p>	<p>Shared vision and ethical framework and enhanced process for transparency and collaboration developed</p>	Started & Progressing
	<p>3. Bring ANS communities together to celebrate and share best practices and lessons learned</p>	<p>Annual Unity event held</p>	Started & Progressing

	4. Report annually on the Road to Economic Prosperity Action Plan, highlighting progress and successes against outcomes	Increased knowledge on the state of African Nova Scotian communities with up-to-date data and analysis	Started & Progressing
	5. Recognize and promote the historical legacy and value of ANS communities	Legacy brochure and interactive online resources developed	Started & Progressing
	6. Collaborate with public, private, and post-secondary partners to establish an African Nova Scotian Prosperity and Well-being Index modeled after the Halifax Index	ANS Prosperity and Well-being Index developed Annual Index event held with ANS communities and REPAP stakeholders	Started & Progressing
<h1>1.2</h1> <p>Build community capacity to mobilize and lead the implementation of the Road to Economic Prosperity Action Plan implementation</p>	7. Bring changemakers to the table who are ready and able to constructively and positively create change	Increase in resources and strategic partnerships to support activities	Started & Progressing
	8. Connect ANS communities to training and resources to develop leadership, facilitation, and resiliency skills	Leadership, facilitation, and resiliency skills program for ANS communities developed ANS communities connected to capacity-building programs and opportunities led by HRM and Halifax Partnership	Started & Progressing
	9. Develop a mentorship program to engage and support the development of ANS youth	Increase in youth connected to BBI and other youth mentorship programs	Started & Progressing
	10. Develop a speaker series hosting thought leaders on economic development in African communities globally	Speaker series developed Thought leadership events with ANS communities executed Increased awareness in ANS communities of the local and global implications of economic development on Africans in the diaspora	Started & Progressing
	11. Ensure ANS communities are aware of, and understand the impacts of, systemwide legislation and municipal by-laws affecting their communities and the mechanisms to provide feedback to government regarding necessary changes	Information sessions on legislation and municipal by-laws held Information shared with ANS communities through relevant and effective communications channels Increased awareness in ANS communities of legislation and by-laws impacting their communities and ways to engage and provide feedback	Started & Progressing

PRIORITY 2:

ESTABLISH LAND OWNERSHIP, DEVELOP INFRASTRUCTURE, AND ATTRACT INVESTMENT

The second priority aims to engage and empower African Nova Scotians in improving the current and future state of development, infrastructure, and investment within our communities. Historically, African Nova Scotian communities have been systemically displaced, stripped of their autonomy, blocked from land ownership, and left severely underfunded which has widened the social and economic gap between African Nova Scotians and the rest of the province. This priority addresses these long-standing issues.

We aim to redefine our relationship with the Halifax Regional Municipality, private developers, and other stakeholders. We will engage the community in defining and implementing policies and processes that will positively impact and shape African Nova Scotian communities. One example is the Community Action Plans that will integrate the vision of the community into the Municipality's Planning and Development Strategy. This will be a major step in ensuring that the growth of the city is inclusive and beneficial to African Nova Scotian communities. It will help us direct infrastructure investments into the projects we know are needed to create healthy and prosperous communities.

As we create new processes, we will also review standing legislation, policies, and procedures to better understand how they are applied within our community and recommend steps to address negative impacts. This restructuring of policies and their application within African Nova Scotian communities will allow us to have greater agency and be at the table to determine what's best for our communities now and in the future. This work relies on community involvement as we look to elevate our voice and perspectives within government.

Progress Against Actions			
5 Year Objectives	Years 1-2 Actions	Outcomes	Status
2.1 Address historic and current issues related to land ownership and environmental racism	I2. Identify the best approach to include Community Benefits Agreements (CBA) as part of HRM's Planning and Development strategies for ANS communities	Legislation, policy, by-laws, and best practice review complete CBA process for HRM/NS created	Started & Progressing

	<p>13. Create a framework to identify and address legislation, policy, and land use by-laws that impact ANS communities, and establish mechanisms for community input on required changes</p>	<p>Legislation, policy, and by-laws review complete</p> <p>Mechanisms for community input developed and communicated</p> <p>ANS communities actively engaged in providing input</p> <p>Framework developed</p>	<p>Started & Progressing</p>
	<p>14. In partnership with the Province, develop an approach to resolve ownership, taxation, and planning issues on residential and community owned properties without clear title</p>	<p>Increased opportunities for land and home ownership</p> <p>Increased opportunities for greater community capacity and infrastructure development</p>	<p>Started & Progressing</p>
	<p>15. Support the Akoma-led master plan for the restoration of the historic Nova Scotia Home for Coloured Children</p>	<p>Increased development opportunities in the areas of affordable housing, entrepreneurship, and sports</p>	<p>Started & Progressing</p>
	<p>16. Review the naming, boundaries, and zoning of historic ANS communities, and zoning affecting ANS communities</p>	<p>Recognition and reestablishment of historic ANS community boundaries</p> <p>Increase in land base/mass for ANS communities</p>	<p>Started & Progressing</p>
	<p>17. Identify and prioritize the remediation of government-owned contaminated sites in ANS communities</p>	<p>Contaminated sites identified and prioritized for remediation</p> <p>Increase in clean and green spaces in ANS communities</p>	<p>Started & Progressing</p>
<p>2.2</p> <p>Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success</p>	<p>18. Prioritize and undertake infrastructure projects (capital and renewal) and support development projects across ANS communities</p>	<p>Infrastructure development opportunities identified and prioritized</p> <p>Projects under development</p>	<p>Started & Progressing</p>
	<p>19. Support ANS communities to identify and secure funding for the preservation and interpretation of ANS community heritage sites</p>	<p>Increase in heritage and historical awareness</p> <p>Support secured for legacy projects</p>	<p>Started & Progressing</p>

	<p>20. Prioritize and develop vacant lands within ANS communities</p>	<p>Increased capacity in ANS communities to develop places and spaces</p> <p>Inventory of vacant lands developed</p>	<p>Started & Progressing</p>
	<p>21. Redevelop and market spaces within ANS communities for commercial and/or community use</p>	<p>Increased capacity in ANS communities to develop commercial places and spaces</p> <p>Inventory of spaces for commercial and community use developed</p>	<p>Started & Progressing</p>
<p>2.3</p> <p>Explore international economic and cultural opportunities</p>	<p>22. Pursue sister city and international trade and development relationships with African countries with ancestral ties to African Nova Scotians</p>	<p>Formal sister city relationship established within the first year</p>	<p>Started & Progressing</p>
		<p>Develop cultural and historical links between ANS communities and West African Countries</p>	<p>Not Started</p>
	<p>23. Attract international investors into the African Nova Scotian communities</p>	<p>Relationships with potential investors developed</p>	<p>Started & Progressing</p>



PRIORITY 3:

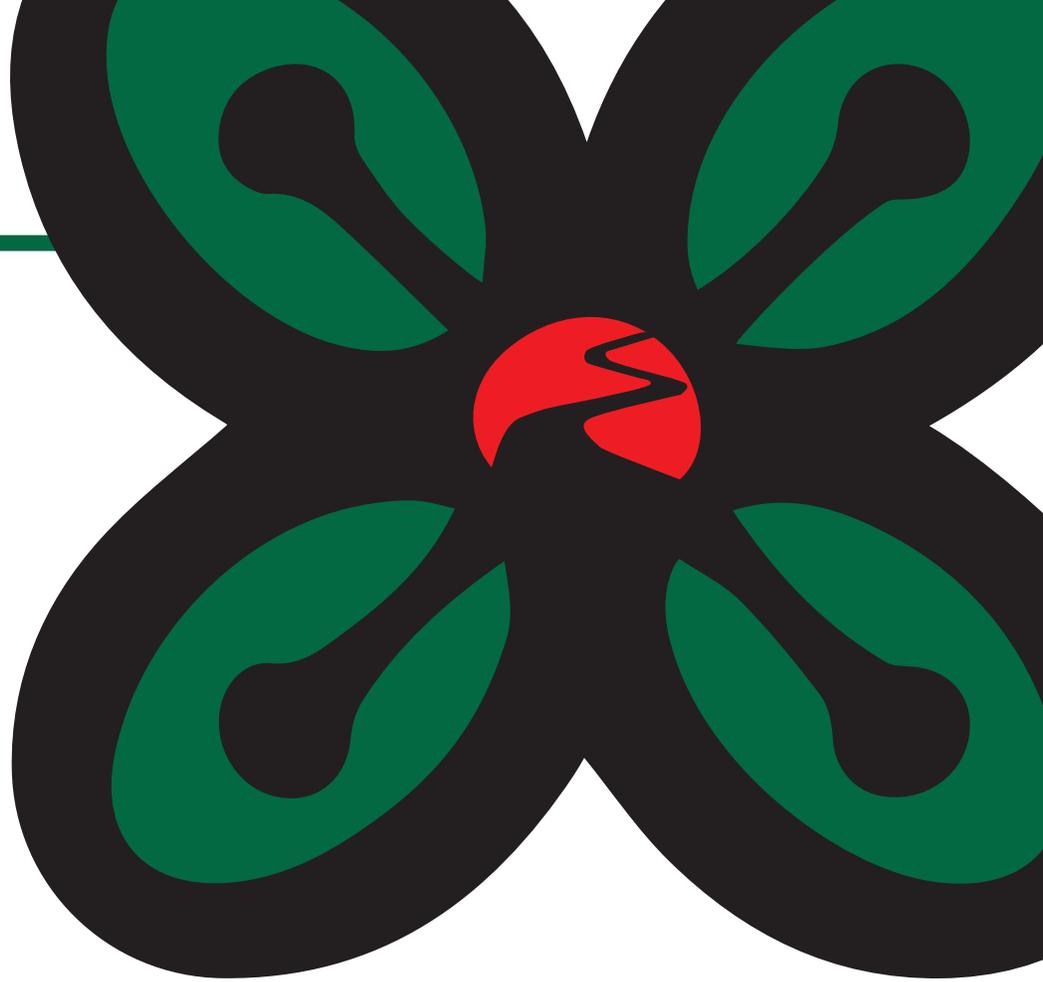
INCREASE PARTICIPATION IN EDUCATION, EMPLOYMENT, AND ENTREPRENEURSHIP

The third priority focuses on restoring the relationship between Nova Scotians of African descent and educational and economic institutions. To help restore this bridge, we will work to reconnect African Nova Scotians with opportunities in education, employment, and entrepreneurship.

We know our communities have a surplus of talent; what we lack are the chances to showcase our abilities. To support this, we have launched an African Nova Scotian stream of the Halifax Partnership’s Connector Program to support ANS youth in developing their business network and connecting to employment opportunities in a range of industries. Through this program, we are also providing opportunities for skills training and professional development in partnership with various organizations.

We are now beginning to promote and develop additional supports to help spur the growth and development of Black businesses in collaboration with the Black Business Initiative (BBI) and other organizations. In addition, we will help Black-owned businesses integrate into public and private supply chains and attract and retain talent to boost their competitiveness and success. These efforts, along with other action items, will help our community pursue their goals and grow their full range of talents.

Progress Against Actions			
5 Year Objectives	Years 1-2 Actions	Outcomes	Status
3.1 Increase labour force attachment for African Nova Scotians	24. Establish the ANS stream under the Halifax Connector Program	ANS Connector stream established Track and increase the number of ANS Connectees and Connectors each year	Achieved
	25. Identify and share existing programs and services supporting the workforce attachment of African Nova Scotians	Track and increase ANS employment rates	Started & Progressing
	26. Connect African Nova Scotians to employment opportunities at HRM	Benchmark of ANS representation within the HRM workforce established Increase in ANS recruitment within various departments at HRM	Started & Progressing



	<p>27. Provide opportunities for ANS-owned businesses into corporate supply chains and government contracts</p>	<p>Representation of ANS businesses within corporate and government supply chains increased and improved</p> <p>Participation of ANS businesses in government contracts encouraged</p>	<p>Started & Progressing</p>
<p>3.2</p> <p>Increase entrepreneurship opportunities in ANS communities</p>	<p>28. Explore cooperative models and examine their validity for ANS communities</p>	<p>Increase in opportunities for housing and business development</p>	<p>Started & Progressing</p>
	<p>29. Connect ANS entrepreneurs to business development programs and services</p>	<p>Track and increase the number of ANS entrepreneurs referred to business development programs and services</p>	<p>Started & Progressing</p>
	<p>30. Support the growth of ANS Arts and Culture businesses and industries</p>	<p>Increase in the number and growth of ANS Arts and Culture businesses</p>	<p>Not Started</p>

African Nova Scotian Prosperity and Well-being Index

Modeled after the Halifax Index, we are developing the first ever African Nova Scotian Prosperity and Well-being Index. It will help us define the economic realities we currently face and to identify priority areas to close the gap between the African Nova Scotian community and the rest of the province. In today's world, data is the basis for all decision making. The Index will provide us with an objective measurement and the research-based insights needed to show the impacts of government legislation and policies on our communities.

For those of us with the lived experiences of being of African descent in Nova Scotia, we are acutely aware of how it influences and impacts our day-to-day lives. The issue comes when we try to translate that experience using anecdotes or analogies. Although accurate, they leave room for interpretation and are difficult to track progress against. The ANS Index will provide an objective baseline to track and compare consistent metrics year over year.

For this year's Index, we worked on building the process and identifying existing information and gaps in data and research. We began by outlining the information needed to tell a holistic story about the community, one that reviews social as well as economic determinants of well-being and looks at our community through a person-centered lens. The inaugural Index report is based on secondary data and pre-existing reports. It will pave the way for a future Index based on primary research with the community. Presented annually to the ANS community, partners, policy makers, and funders, the Index will inform evidence-based interventions and inclusive policy decisions. It will be an invaluable tool as we engage and collaborate with public and private sector partners on the Road to Prosperity.

Index Key Findings

This is a short summary of the ANS Index findings. We will present a more detailed review at the Summit with the full Index being made available on the website in the coming weeks.

Population

When trying to analyze the outcomes for the ANS community, we must be clear about whom we are talking about. As we based this initial Index on publicly available data, we had to build a proxy for the historic community as there is no identifier for African Nova Scotian specifically. Most datasets include data based on Visible Minority Status, e.g. how many people self identify as being Black. So where possible, we cross referenced the Black community with their Generational Status, i.e. whether they are non, first, second, or third generation Canadians. While imperfect, we worked under the assumption that if someone is Black and at least a third-generation Canadian, we can say they are part of the ANS community. We made sure that throughout this document the distinction is clear when the stats are talking about the "Black" community versus when they are talking about the "ANS" community.

What we found in reviewing the data was that in 2016 there were 21,915 Black Nova Scotians, 17,325 of which were third-generation Canadians, or what we use as a proxy for the ANS community. These communities are growing rapidly and are outpacing both the growth of other minority groups and non-minorities in the province. This growth is not seen evenly throughout each demographic age group, the most noticeable deviation from that trend is the age group 25 to 54. Due to this trend, we have seen that in general the ANS community is skewing older over time. The share of the population that are 55+ has increased from 24% in 2006 to 33% in 2016.

Home Ownership

There are two key considerations when discussing home ownership in any community. The first is the importance of home ownership to the overall economic outcomes of an individual. We know that home ownership is one of the most important factors in whether an individual can pass down intergenerational wealth. We also see that rising home prices are becoming a barrier to younger generations of all backgrounds who are trying to enter the housing market. Given the gap between the financial outcomes of those of African descent and the larger population, we know that this is having a disproportionate impact on our community.

Unfortunately, when reviewing the proportion of those determined to be in a “core housing need”, we can see this is only a fraction of the issue as identified within the Index. A household is in “core housing need” when it falls below certain defined benchmarks of either adequacy, affordability, or suitability. The Black community experiences core housing need at more than double the rate of the white population, and higher than other minority groups. This is true in Canada, Atlantic Canada, and Nova Scotia. As we implement our strategic plan, affordable housing and land ownership are two indicators we hope to see improve year over year.

Labour Force & Income

Reviewing the labour force characteristics of the ANS community, we can see the impacts of systemic barriers in the stark outcomes between the ANS community and the population at large. Black people across the country face higher unemployment rates than whites, often at twice the rate. Average Black incomes are lower than non-minority incomes with substantial difference in comparable individual incomes, ranging between \$10k-\$20k per year.

This discrepancy is also visible across different income levels. For example, 34% of the Black community is defined as being in low-income, using the Low Income Measure (LIM), compared to 17% of the non-minority population. Also 43% of Black individuals make less than \$20,000 a year in income, compared to 31% of the non-minority Nova Scotians. Black Nova Scotians earned, on average, between 14% and 27% less than their white counterparts. This gap was lowest among those with less than a high-school education (14% lower) and those with a college degree (15% lower). The gap was highest among those with some university education (27% lower) and those with a bachelor’s degree or higher (24% lower).



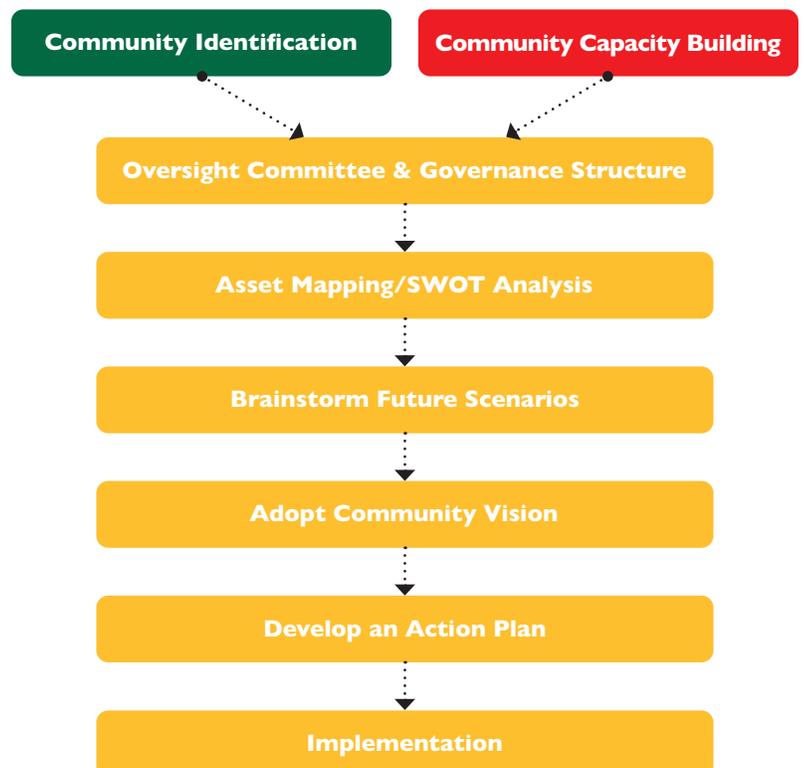


Community Action Plans

A Community Action Plan lays out a vision for the future of individual African Nova Scotian communities and outlines the steps needed to achieve desired outcomes. Owned and led by community, the creation of a community action plan is a process to identify the unique needs, advantages, and vision for each community. The Beechville community was the first to approve and implement a Community Action Plan with the Halifax Regional Municipality.

Having a Community Action Plan will be a crucial first step in re-imagining the relationship between the ANS community, the Municipality, and the development community. It will provide the foundation for future investment and infrastructure projects.

COMMUNITY ACTION PLAN PROCESS



JOIN US ON THE ROAD TO ECONOMIC PROSPERITY

The Road to Economic Prosperity is not a path that can be built alone. Implementation and success are dependent on the engagement, support, and collaboration of our community and our partners. As we move forward, there are a number of ways for individuals to get involved whether by, participating in initiatives, attending events, or providing input and feedback on the Action Plan.

Elder and Youth Councils

Acting as advisors to our work, the Elder and Youth Councils will provide critical intergenerational perspectives to our work. We are working to build a Road to Economic Prosperity for all members of our community, but we know that everyone's needs are different.

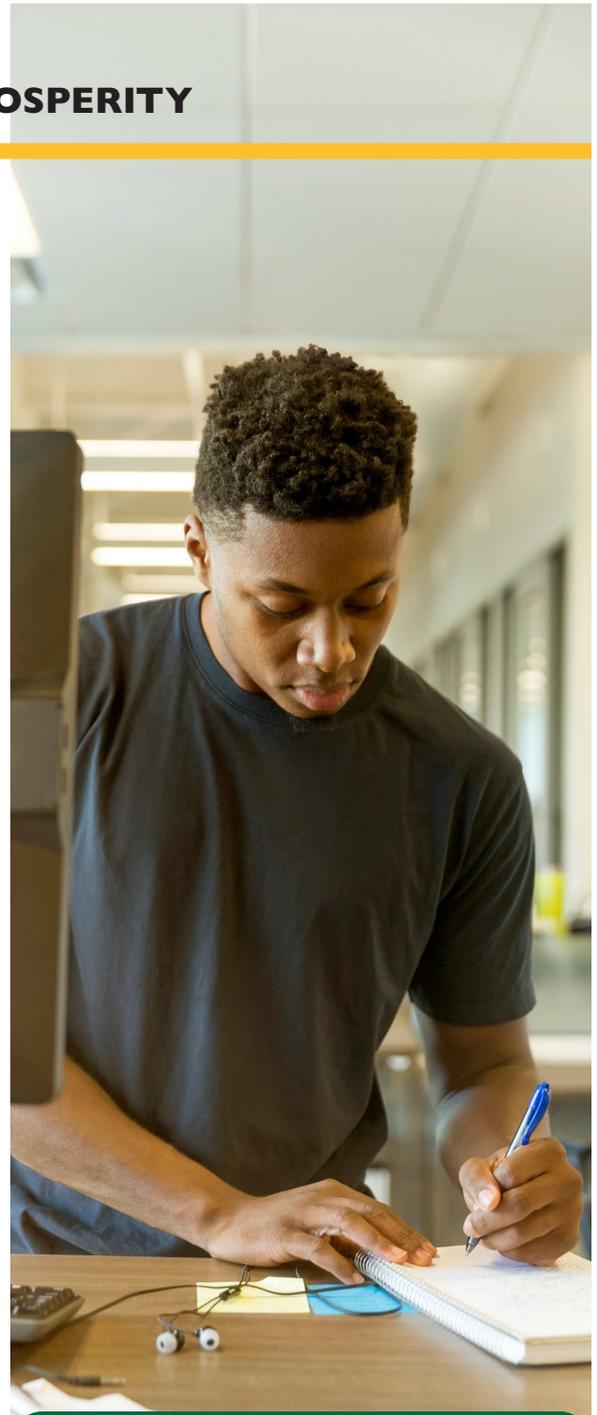
The work of developing our communities has always been one of intergenerational solidarity. Our elders have walked this path, they are the knowledge keepers and provide essential guidance. The youth will inherit our communities and have a key role to play in envisioning a new future for African Nova Scotians. Moving forward, we know that we will only find success through integrating both perspectives and experiences. Council members will act as representatives of their communities and their generation to guide and support the work. By sharing their experiences, needs, and issues they will help to highlight priorities and action items.

If you are interested in joining the Elder or Youth Council, please contact us.

African Nova Scotian Connector Program

The ANS Connector Program matches recent graduates (Connectees) in Halifax with established business and community leaders (Connectors) in a variety of industries. ANS Connectees are soon-to-be or recent university and college graduates, including those in the trades. Connectors are business owners and operators, managers, civil servants, and community leaders who volunteer to help ANS youth build their business network and connect with employment opportunities.

If you are interested in becoming a Connectee or a Connector, please contact us for more information.

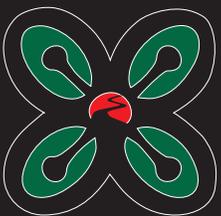


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