



Moving Toward Equity

Employment Equity and Diversity
in the Nova Scotia Public Service

2017–2018


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Moving Toward Equity:
Employment Equity and Diversity in the Nova Scotia Public Service
2017–2018

Respectful Workplace & Corporate Diversity
Nova Scotia Public Service Commission

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Message from Minister

As Minister responsible for the Public Service Commission, I am pleased to present the 2017–2018 “Moving Toward Equity” report for the Government of Nova Scotia. We continue to pledge our commitment to becoming a more welcoming and inclusive workplace that better represents the people we serve.

This year marks the end of our four-year *Raising the Bar: Strategy to build diversity and inclusion in the public service*. The strategy – through its policies, programs, and services – has helped us to build a more diverse, innovative, and accountable public service that will help us innovate and succeed in today’s rapidly changing global economy.

As one of the largest employers in the province, we must lead by example. We have several departments, employee networks, and committees focused on diversity and inclusion. We encourage employees to participate in these groups as they provide opportunities for personal and career development, particularly in key areas of leadership and strategic thinking.

We are proud of our progress, and we recognize there is still more to be done as we prepare to release the next version of our diversity and inclusion strategy. The 2019 strategy will focus our efforts on engagement, integration, and accountability to take us to new levels in leadership on diversity and inclusion. Thank you to the individuals, committees, departments, agencies, and employee networks for their enthusiasm and commitment to this important priority.



Tony Ince, Minister
Public Service Commission

Introduction

The Government of Nova Scotia is committed to providing a workplace that is free of discrimination, is culturally competent, and values diversity, inclusion, and equitable opportunity. Our commitment recognizes fairness and respect as cornerstones in providing services to all Nova Scotians. Organizations that are more diverse and inclusive show more employee engagement and enhanced productivity.

The Nova Scotia Government's Employment Equity Policy supports government's goal of being a workforce that is representative of the population it serves. In Nova Scotia, employment equity seeks to achieve equitable representation of four designated employment equity groups: Indigenous People, Persons with Disabilities, African Nova Scotians and Other Racialized People, and Women in roles in which they are under-represented. It is also recognized that there are many aspects to a person's identity and that intersecting personal characteristics can lead to intersecting forms of discrimination.

While an important focus is placed on the four employment equity groups, the government recognizes and values diversity in all its forms. To this end, a review of this Employment Equity Policy was commenced in 2017. The government is committed to minimizing the systematic barriers to employment and advancement so future work will include an updated policy in the context of a new strategy on diversity and inclusion.

Much of our work is guided by our goals to build diversity and inclusion in the public service through the Raising the Bar strategy 2014–2018. Further, we are committed to the Public Service Values: Respect, Integrity, Diversity, Accountability, and the Public Good.

This report provides an update on government's work and activities towards achieving employment equity in the public service during the 2017–2018 fiscal year. Some select highlights include training initiatives and courses delivered to all managers at Communications Nova Scotia, the Department of Transportation and Infrastructure Renewal collaboration with Indigenous organizations and CUPE to increase the number of Indigenous employees in the department, and the Department of Labour and Advance Education's development of a policy and planning toolkit.

Demographic and Background Information

Nova Scotia Population

As of October, 2017, **Nova Scotia's population** is estimated to be **957,600** and the highest ever reported population in Nova Scotia; a slight increase from 2016¹. The **Nova Scotia labour force**, based on labour force survey estimates, was **494,500** in April 2018, meaning those 15 years of age and over who, during the survey reference week, were employed or unemployed and looking for work.²

Designated Groups

Government's Employment Equity Policy defines Indigenous or Aboriginal People as persons who identify themselves as status Indian, non-status Indian, Inuit, or Métis.

Statistics Canada defines Aboriginal identity as including persons who reported being an Aboriginal person, that is, First Nations (North American Indian), Métis or Inuk (Inuit) and/or those who reported Registered or Treaty Indian status, that is registered under the Indian Act of Canada, and/or those who reported membership in a First Nation or Indian band. Aboriginal peoples of Canada are defined in the Constitution Act, 1982, section 35 (2) as including the Indian, Inuit, and Métis peoples of Canada.³

African Nova Scotians make up the largest percentage of racially visible people in Nova Scotia.⁴ According to Statistics Canada, Nova Scotia's labour force is comprised of 4.6% racialized people, including Black persons. Racialized Persons are defined as those who self-identify as being persons, other than Aboriginal People, who are non-Caucasian in race or non-white in colour according to the Government of Nova Scotia's Employment Equity Policy.

The Province of Nova Scotia's Employment Equity Policy defines Persons with Disabilities as persons who identify – or believe that an employer or potential employer is likely to identify – that the work environment may create a barrier. These barriers must be due to a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment whether or not the disability can be seen/recognized by others. The United Nations

¹ This figure was taken from the Finance and Treasury Board website for daily statistics.

² Statistics Canada, *Labour Force Survey*, 2016.

³ The most current language uses the term "Indigenous" with the understanding that it is a broad term encompassing many distinct groups and sovereign Nations within Canada.

⁴ African Nova Scotian Affairs, 2016

Convention on the Rights of Persons with Disabilities recognizes the right of Persons with Disabilities to work on an equal basis with others. This includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive, and accessible to Persons with Disabilities. Based on data from Statistics Canada, Persons with Disabilities in Nova Scotia are approximately twice as likely as persons without disabilities to be unemployed, with considerable variation depending on the type of disability.

Women are considered under-represented in roles in which women make up 30% or less of incumbents in an occupational group of 10 or more incumbents. Ideally, occupations that have a greater number of incumbents will also have greater equitable representation between genders. Women are equitably represented in most departments and at all job levels. Under-representation of women tends to occur at the occupation/role level. Occupations in which women make up 30% or more of all employees are considered to have equitable representation. This benchmark was determined on the basis of jurisdictional research and advice from subject matter and data experts about protecting privacy and avoiding misrepresentation of data.

The table below outlines the percentages of people in the labour force who identified as a member of one of the four designated employment equity groups, according to statistics collected by the federal government.

Designated Group	Nova Scotia's Labour Force
Indigenous People ⁵	3.3%
Visible Minority (including Black) ²	4.6%
Black ²	1.9%
Persons with Disabilities ⁶ (ages 15–64)	9.9%
Women ²	49.1%

⁵ National Household Survey (NHS), 2011.

⁶ Statistics Canada, *Canadian Survey on Disability*, 2012.

Nova Scotia Public Service

As of March 31, 2018, the Nova Scotia Government employee count was **11,107**. This excludes MLAs, those who work for outside agencies, those who are employed as board members, and those who receive fees, honorariums, or pensions.

Normally when we speak of positions in government we speak in terms of Full-Time Equivalencies (FTE). The (FTE) estimates are a financial measure of what government is spending on staffing. The FTE estimate for 2016–2017 was 9,804. The FTE estimates show the total number of approved funded positions each department has to meet its business plan objectives in the coming year. For the purpose of this report, we also look at the employee number to better understand who is working in government throughout the year. It is important to note several people may occupy one FTE position. For example: three seasonal employees who each work four months equals one FTE.

Government Workforce Census

In the winter of 2016, the first Nova Scotia public service workforce census – *Count Yourself In!* – was conducted. Its purpose was to provide a snapshot of the current workforce by having government employees answer a series of short questions about who they are (heritage, race, education, language, etc.). More than 6,000 public servants participated in this census. This makes up approximately 54% of the public service.

The table below outlines the representation of the four designated employment equity groups based on those who completed the census. The *Count Yourself In!* workforce census was voluntary, and employees could choose not to complete the survey or not to self-identify as a member of a designated group. This has been identified as a limitation and updated methods of data collection are being discussed.

Designated Group	Nova Scotia Public Service (2016)
Indigenous	2.2%
African Nova Scotians	3.8%
Other Racially Visible (including Black)	8.2%
Persons with Disabilities	9.2%
Women	59.5%

Source: *Count Yourself In! Workforce Census – 2016*. Refer to Appendix 1 for definitions

The following table compares the percentages of people who identify as part of the designated groups in the labour force to those in the public service according to the Count Yourself In! workforce census.

Group	Nova Scotia Labour Force	Nova Scotia Public Service
Indigenous	3.3%	2.2%
Racialized Persons (Including Black)	4.6%	8.8%
Black	1.9%	3.5%
African Nova Scotian	Data not available	3.8%
Immigrant/Newcomer	5.5%	5.6%
Person with Disabilities	9.9%	9.2%
Women	49.1%	59.5%

Indigenous People continue to be under-represented in the public service. They make up 2.2% of the public service as compared to 3.3% of the work force. Government is working with our Mi'kmaq partners on important initiatives such as Treaty Education. The public service endeavours to be more inclusive through cultural competence training. Recruitment and hiring in Indigenous communities and other inclusion initiatives will be included in a new diversity strategy.

Racialized Persons account for 4.6% of the labour force with 1.9% identifying as Black. African Nova Scotians make up 3.8% and Racialized Persons (including Black) make up 8.2% of the public service. The federal government does not collect labour force statistics on African Nova Scotians specifically, so it's not possible to draw a direct comparison to determine equitable representation. Senior Leadership and management in the public service lacks representational diversity from certain designated groups including African Nova Scotians and Racialized People. Strategies to address career progression have included Pathways to Advancement, leadership development training, and the Diverse Hiring Panel program.

Persons with Disabilities make up 9.2% of the public service in comparison to 9.9% of the labour force. There is considerable work to do to achieve equitable representation of Persons with Disabilities at the manager and senior leader levels. Work continues with our partners at the Accessibility Directorate, Department of Community Services to ensure an accessible, inclusive work environment for employees and potential employees with disabilities.

Women represent 59.5 % of the public service, almost 10% higher than the labour force (49.1%). Women are generally well-represented in the public service. However, there continues to be under-representation in certain roles, both in management and in the STEM jobs. We are focusing our work on those roles in the public service where women continue to be under-represented.

Immigrants make up 5.5% of the labour force and 5.6% of the public service. While we don't have fulsome comparator data specific to this group, there is a lower percentage of racialized employees in manager and senior leadership roles, arguably including immigrants and newcomers.

Workplace Culture – Employee Survey Results

Every two years, the Public Service Commission (PSC) administers the *How's Work Going?* employee survey to measure employee engagement. Employees are asked questions on a variety of subjects, including workplace culture.

Sixty-four per cent of all employees responded to the 2017 How's Work Going (HWG) Survey (including permanent, term, and contract employees). The following percentages are a proportion of the completed responses.

- 62% of employees believe their department values diversity (66% in 2015).
- 15% feel they have experienced discrimination in the previous 12 months (6% in 2015). Discrimination is reported as being based on disability, age, and sex.
- 71% of employees feel they are treated respectfully at work.
- 79% of employees feel that their managers treat them with respect.

While results of this survey give us a reflection of how employees view their work environment, it also gives departments the opportunity to identify deficiencies and work towards increasing engagement with employees, particularly related to diversity and inclusion.

Fulfilling the Mandate of the Employment Equity Policy

Departmental Accomplishments

The Government of Nova Scotia is committed to being a workforce that is free of discrimination, values diversity, and is representative, at all job levels, of the designated groups: Aboriginal People, African Nova Scotians and Other Racialized Persons, Persons with Disabilities, and Women in occupations or positions where they are under-represented. Members of the designated groups have historically faced barriers to employment and advancement. The Employment Equity Policy aims to improve representation of designated groups within the public sector, at all levels.⁷

The following describes the activities and initiatives in departments that support employment equity objectives. Although some initiatives may support more than one objective, they are categorized under one objective, for the purposes of this report. The initiatives are listed under the following categories:

Objective 1: Promote an inclusive, culturally competent workforce that values diversity

Objective 2: Assist with the identification and removal of systemic barriers to employment and advancement of members of designated groups

Objective 3: Achieve a workforce where the designated groups are equitably represented

Objective 1: To promote an inclusive, culturally competent workforce that values diversity.

In the fall of 2017, the **Department of Seniors** launched a public education campaign with the Video “Beyond the Number” that shows older adults in all their diversity. This video was intended to dispel myths and misconceptions about older workers and demonstrates the contributions of older adults to our province. A CRA omnibus survey after initial airing of “Beyond the Number” television campaign demonstrated support for the key goals of government’s SHIFT program. This program leads a shift in thinking and in practice that values, promotes, and supports how older adults in all their diversity make Nova Scotia a better place for all of us.

⁷ Nova Scotia Government Employment Equity Policy

To promote an inclusive and culturally competent workforce, over 320 **Department of Justice** staff participated in cultural competency training, through courses, speeches, and activities. This included a Drumming Ceremony with Wayn Hamilton and Kalif, Aboriginal Perspectives Training, Rock Ceremony with Rev. Mother Marsh, and The Privilege Walk with Katie Blackie.

The **Department of Fisheries and Aquaculture** refreshed their Diversity Work Team through recruitment efforts and finalized their Terms of Reference. They also secured Deputy Dunn as Executive Champion.

Communications Nova Scotia used images, words, and ideas to showcase the province's diverse communities in government communications, including advertising, websites, and informative materials. They also explored and shared a variety of diverse experiences through the Diversity Film Festival.

The **Department of Communities Culture and Heritage** held several workshops and training exercises including cultural competency sessions for staff, a diversity focus at the department's annual all-staff day, and two sessions of the KAIROS Blanket Exercises – an experiential exploration of the historic and contemporary relationship between Indigenous and non-Indigenous peoples in Canada. To celebrate African Heritage Month, awareness sessions on anti-racism, including a presentation on bias and cross-cultural understanding and a workshop on African Nova Scotian historical and cultural realities, was made available to provincial public servants.

The **Department of Education and Early Childhood Development** engaged staff from all branches for training in culturally responsive pedagogy, which is teaching that recognizes all students learn differently and that these differences may be connected to background, language, family structure, and social or cultural identity. They also provided treaty education presentations for various EECD committees and regions.

In the promotion of an inclusive and culturally competent workforce, the **Department of Municipal Affairs** continued to work toward the development of an employment equity strategy, with an anticipated completion by fiscal year 2018–2019.

The **Service Nova Scotia** Diversity Committee developed a diversity information sheet that describes the committee, how to join, and information on diversity and employment equity training through the PSC. The committee developed a survey that was sent out to staff in fall 2017 to find out who needs to enroll in the mandatory courses. The survey was completed by 221 SNS employees. The department is working to identify these who still requires training and is creating opportunities for team members to attend throughout the year.

Approximately 50 **Public Service Commission** employees attended Diversity and Employment Equity for Employees' training sessions. In addition to these sessions, 40 PSC employees participated in the KAIROS Blanket Exercise. Additionally, cross cultural learning was offered through a tour of the Black Cultural Centre—a museum and resource center that focuses on the history and culture of African Nova Scotians. The Diversity Council was recognized for their commitment to diversity and inclusion by receiving a nomination in the “One PSC” category in the 2018 PSC Minister's Award.

The **Department of Labour and Advanced Education** collaborated with Immigrant Services Association of Nova Scotia (ISANS) on many initiatives. Initiatives included an immigrant job fair, providing information for ISANS's youth clients about health and safety in the workplace, and placement opportunities.

Objective 2: To assist with the identification and removal of systemic barriers to the employment and advancement of members of the designated groups

The **Department of Justice** established the new Accessibility Directorate in response to the new Accessibility Act. The directorate, which includes a 12-person Accessibility Advisory Board, is responsible for advising government on how to create an accessible Nova Scotia by 2030.

All managers at **Communications Nova Scotia** participated in The Learning Center training course Sexual Orientation and Gender Identity 101.

The **Department of Community Services** explored ways to deepen the department's understanding of the systemic racism experienced by Nova Scotians of African descent. This included engaging staff in deep discussions and exercises that resulted in a series of recommendations for the department. The department also started exploring the possibility of creating a senior advisory position to provide advice and recommendations directly to the deputy minister. Through participation in the Pathways for Advancement program and having staff represented on the Diversity Hiring Pool, the department is working towards removing systemic barriers to the employment and advancement of designated groups.

The **Department of Education and Early Childhood Development** continued work with the Youth Project and EECD staff to explore barriers for the 2SLGBTQ+ community and to support a response to those barriers through gender neutral spaces/designs, the Early Years school curriculum, and relevant policies and practices related to education development.

The **Department of Energy*** actively participated on the Diversity Roundtable. Two staff members attended the Provincial Diversity Conference. Through formalizing and enhancing the fairness and transparency of career development and advancement opportunities, the department has increased its representation of women in traditionally under-represented roles to over 40% in 2017–2018 (including STEM – science, technology, engineering and math). The national representation of women in STEM roles is 22%.

The **Office of Aboriginal Affairs** provided strategic policy advice to all government departments, agencies, boards, commissions, and corporations on treaty rights and non-rights-related issues. They supported opportunities for increased Aboriginal employment in the provincial workforce with key departments. In November 2017, the Province of Nova Scotia (via Office of Aboriginal Affairs) signed a memorandum of understanding with KAIROS Canada to train Mi'kmaq and other Indigenous public servants and non-Indigenous allies to deliver the KAIROS Blanket Exercise in their workplaces. Treaty education consultants continue to work on four related training modules for public servants.

The **Department of Transportation and Infrastructure Renewal** (TIR) collaborated with CUPE and Indigenous organizations to increase the number of Indigenous employees in the department. Programs to engage and recruit members of the African Nova Scotian community are underway. Staff continued to collaborate with local universities and colleges to promote TIR as an equitable employer for new graduates.

The **Department of Natural Resources*** partnered with Ready, Willing & Able and New Leaf/Easter Seals to recruit and hire new staff with intellectual disabilities. Many Nova Scotia provincial parks have been made wheelchair accessible and equipped with accessible washrooms.

The **Department of Seniors** accepted close to 50 applications under the Age Friendly Communities Grant funding program, and \$390,000 was awarded in 2017–2018 to fund a range of initiatives that advance the goals of SHIFT. They also awarded grants to over 60 organizations totaling more than \$790,000 to communities across Nova Scotia.

The **Department Labour and Advanced Education** developed a policy and planning toolkit. The toolkit provides staff with access to resources to assist in using gender-based analysis and social equity policy lenses. It also shares resources including the Aboriginal Affairs consultation guidelines and Acknowledging Traditional Territory in both French and English.

Objective 3: To achieve a workforce where the designated groups are equitably represented.

The **Premier's Office** continues to partner with New Leaf Enterprises and employs persons with disabilities on a casual basis. This partnership aids individuals in acquiring skills and knowledge in a business environment through practical exercises and hands-on experience.

The **Public Service Commission** designated the Executive Director of People and Culture for a racialized person and has plans to designate future positions.

In its initial phase of development in 2017–2018, the Aboriginal Justice Strategy (AJS) focused on building internal capacity within the **Department of Justice**. Key partners, like the Mi'kmaq Legal Support Network, were identified, a departmental AJS Working Group was established, and initial discussions were held with key community partners/stakeholders.

With federal funding support, Victim Services of the **Department of Justice** developed a Family Information Liaison Unit (FILU) to provide information and support services to family members of Missing and Murdered Indigenous Women and Girls while the federal government is conducting a national inquiry into this matter. The FILU team is a partnership consisting of the Victim Service's Aboriginal victim case coordinator and three community outreach specialists hired with the Nova Scotia Native Women's Association.

The department initiated efforts to ensure that the justice system reflected the people it serves. This included achieving gender parity of provincial court judges, establishing a mentorship program for Indigenous Black and Mi'kmaq students, and establishing a correctional service hiring initiative. They also recruited Indigenous and African Nova Scotian candidates for casual/relief staff positions and upcoming vacancies.

Communications Nova Scotia encouraged students from diverse backgrounds to consider communications as a potential career path through the Diversity Bursary. CNS received 11 applications this past year. Three bursaries were awarded, worth \$1,000 each. The bursaries will continue to be awarded in 2018–2019.

The **Department of Education and Early Childhood Development** are recruiting executive directors in African Canadian Services and Mi'kmaq Services, thereby increasing diversity in their senior leadership.

In 2016–2017, the **Office of Aboriginal Affairs** established a new junior policy analyst position. This has been reclassified to a policy analyst position and extended to 2020.

The **Department of Natural Resources*** has designated positions for persons from equity groups for summer student and seasonal positions. Twelve summer students joined the department and four other positions were filled (one permanent part-time and three seasonal staff).

The **Department Labour and Advanced Education**, in addition to participating in the ISANS Job Fair, worked with ISANS to provide a work placement to support immigrant employees in acquiring Canadian job experience.

Diversity Round Table

The Diversity Roundtable continues its work in government. Recent strategic planning identified priorities of focus for a two-year action plan. They also led other diversity promoting initiatives:

- Hosted two strategic planning sessions for the review and reporting structure of the DRT
- Facilitated information sharing among departments, office, agencies, and employee networks about:
 - Diversity and Inclusion Development Certificate
 - Respectful Workplace and Policy review
 - Employment Equity Policy review
- Supported the implementation of the social equity lens and assisted in scoping out a policy development framework which included:
 - Social equity analysis
 - Creating an accountability framework for applying the process
 - Creating tool and other resources for policy developers
 - Awareness and education on the use and purpose of the social equity lens
 - Creating networks to assist in the application of the social equity lens in policy work

Employee Networks

The Nova Scotia Government has six employee networks. These networks are employee driven to support diversity and inclusion in the public service. Active participation in these groups provides opportunities for professional development in leadership, presentation skills, communication, team work, strategic thinking, budgeting, and event planning. The networks are supported by executive champions and diversity advisors from the Public Service Commission. The following is a list of their accomplishments in 2017–2018.

NS Disabled Employees Network

- Participated in the Global Accessibility Awareness Day flag raising and presentation. Members attended the Deputy Brunch, and the network held their annual general meeting.
- Liaised with the Accessibility Directorate around implications of Bill C-59 and how the network can assist the public service submit an accessibility plan by fall 2018. This plan will address the wide spectrum of disability issues including mental health and wellbeing (Psychological Health and Safety), invisible disabilities, and episodic disabilities.
- Participated in a diversity-centric collaboration initiative (Network Mixer) in an attempt to find ways to work better together and identify synchronicities that will enhance their collective capacity to enhance diversity and inclusion initiatives and a diversity and inclusion culture in the public service.
- Committed to influencing a culture of empowering employees to feel safe in the workplace and to “Bring their WHOLE selves to work”— a foundational element of employee engagement, innovation, and the “Be the Change” movement.

The African Canadian Women in the Public Service Network

- Hosted Interviewing 101 – Straight Talk and Tips, where a Public Service Commission representative shared tips for preparing for job interviews with members. This was followed with a practice workshop.
- Hosted a networking event where leaders from across government were invited to meet and network with members.
- Held a professional development session with Ann Divine which focused on strategic thinking, setting goals, and leadership development.
- Networked through coffee meetings between ACWPS members from the department of Community Services and the senior management team.
- Partnered to co-chair the 2nd Biennial Public Service Diversity Conference.
- Hosted a lunch and learn event “Empowered in my Skin” by July Black and Nkechi Nwafor-Robinson.

* Department of Energy renamed to Department of Energy and Mines.
Department of Natural Resources renamed to Department of Lands and Forestry.

GoverNEXT

- Partnered with the Federal Future Leaders Youth Network (FLYNN) and Institute for Public Administration Canada (IPAC) for the Policy Hack Case Competition. This partnership featured collaboration with multiple levels of government, cross departmental networking, professional development sessions, and opportunities for diverse teams to work on real policy issues in government, such as Gender Identity and Data Collection, Inclusive Strategy for the Nova Scotia Museum, etc.
- Administered the Horizon Fund, which contributes up to \$1,000 per employee for their professional development.
- Hosted lunch and learns, including sessions on writing effective resumes, interview skills, and Excel tips and tricks to support our members' skill development.
- Hosted the AGM with 80 members attending. HRM Councilor Lindell Smith spoke about diversity and government, and Ray Ivany discussed innovation and how public servants can support change in the civil service.
- Attended and facilitated a Network Mixer with representatives from all employee networks and the Diversity Round Table to share ideas, best practices, and increase collaboration among the networks.
- Organized social and networking opportunities for members, such as a soft ball team, board games night, and after work hours' trip to the Discovery Centre.
- Participated in planning through executive representation on Diversity Conference in Fall 2018 and Diversity Round Table

Pride Nova Scotia Network

- Rebranded the network as Pride Nova Scotia to better represent and reflect the various identities that are part of the 2SLGBTQ+ community.
- Adopted a new logo that demonstrates the network's ongoing commitment to approaching all issues and endeavors with an intersectional focus — Brown and black added to the usual rainbow spectrum of colors represents and centers the inclusivity of queer and trans people of color.
- Hosted lunch and learns about what it means to be non-binary. The goal was to educate government employees about barriers and issues faced by non-binary people.
- Takes a leadership role in promoting education and awareness with the intention of helping employees have a safer environment in which to bring their full selves to work.

- Continues to grow with 160 members from various government departments.
- Achieved a record turnout for the Pride Flag raising ceremony — includes attendance in person and via social media.

Immigrant/Newcomer Network

- Implemented an Executive Committee.
- Identified PSC Executive Director as a “Diversity Champion” to support and facilitate work of the INN.
- Developed strategic linkages with PSC on policies and practices.
- Volunteered as first pilot employee network for the INSpire Mentorship Program Pilot.
- Soft launched the SharePoint site and Yammer group for INN.
- Created an INN presentation template.
- Co-chairing the corporate bi-annual Diversity Conference.

The First Nation/L’Nu Network

- Engaged Filet Production Services (via Communications Nova Scotia) to create a short (30–60 second) and longer (5–10 minute) video for use in presentations, social media, movie theatres, and other venues. The videos are expected to be completed by June 21 — National Indigenous Peoples Day.

Conclusion



Having a diverse and inclusive public service helps to position the province for success in the global economy. A diverse and inclusive public service allows us to deliver high-quality programs and services in a way that meets the needs of all Nova Scotians.

The government continues its commitment to having a workforce that is inclusive, culturally competent, and free of discrimination, that values diversity and is representative, at all levels, of the population it serves. A diverse and inclusive public service helps to position the province for success in the global economy, having more Indigenous people, persons with disabilities, African Nova Scotians, and other racialized people, women, immigrants and newcomers at every level of the public service brings a range of diverse perspectives, fueling innovation and progress. The *Raising the Bar 2014–2018* strategy reflects the government's strategic direction in this area.

The 2017–2018 fiscal year demonstrated the government's commitment to diversity and inclusion through departmental and network activities. While there have been many achievements, we acknowledge that barriers still remain, hindering employment and advancement in the public service for equity-seeking employees. The new diversity and inclusion strategy to commence in 2019, including an updated employment equity policy, will aim to address these continuing barriers with a focus on engagement, integration, and accountability.

Appendix 1 – Definitions

According to Statistics Canada

Aboriginal People/Identity

Aboriginal identity includes persons who reported being an Aboriginal person, that is, First Nations (North American Indian), Métis or Inuk (Inuit) and/or those who reported Registered or Treaty Indian status that is registered under the Indian Act of Canada and/or those who reported membership in a First Nation or Indian band. Aboriginal peoples of Canada are defined in the Constitution Act, 1982, section 35 (2) as including the Indian, Inuit and Métis peoples of Canada.

Disabled

Disabled includes all adults aged 15 and over (as of Census/NHS day, May 10, 2011) who had an activity limitation or a participation restriction associated with a physical or mental condition or health problem and were living in Canada at the time of the Census/NHS.

Visible Minority

Visible minority refers to whether a person belongs to a visible minority group as defined by the Employment Equity Act and, if so, the visible minority group to which the person belongs. The Employment Equity Act defines visible minorities as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.” The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean, and Japanese.

According to the Nova Scotia Government’s Employment Equity Policy

Aboriginal People

Persons who identify themselves as status Indian, non-status Indian, Inuit, or Métis.

African Nova Scotians

Persons who identify themselves as indigenous black Nova Scotians.

Persons with Disabilities

Persons who, for the purposes of employment, identify themselves or believe that an employer or potential employer is likely to consider that the workplace environment may create a barrier due to a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment.

Racially Visible Persons

Persons, other than Aboriginal People, who are non-Caucasian in race or non-white in colour.

Women

Refers to women in occupations or positions in which they are underrepresented.