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As the minister responsible for the Public Service Commission, I am pleased to present the 2018–19 Moving Toward Equity report for the Government of Nova Scotia. As government, we endeavour to embrace the changing population of the Nova Scotia public service through our commitment to a diverse and inclusive workplace that is representative of the people we serve.

Our four-year diversity strategy, Raising the Bar, laid the foundation toward government becoming a more diverse, equitable, and inclusive public service. But Raising the Bar was just the beginning of a movement to make our public service a more inclusive environment where all can work and thrive.

We encourage employees to participate in the diversity committees and employee networks that exist in government. The employee-led and executive-championed networks provide opportunities for idea exchange, broader education and awareness, and personal and career development, particularly in key areas of leadership and strategic thinking.

We are proud of our progress, yet we recognize there is much more to do as we prepare to the release our second diversity and inclusion strategy which will focus our efforts on senior leader accountability, leadership development, barrier identification, and measurement and solutions. I want to thank 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 Employment Equity Policy supports government’s goal of being a workforce that is representative of the population it serves. In Nova Scotia, employment equity efforts seek to achieve equitable representation of four designated employment equity groups: Indigenous people, persons with disabilities, African Nova Scotians and other racialized persons, and women in roles in which they are under-represented. While an important focus is placed on the four employment equity groups, the government recognizes and values diversity in all its forms, including minority sexual orientation and gender identity. The government is committed to minimizing the systematic barriers to employment and advancement that are experienced by members of equity-seeking groups.

Our commitment recognizes fairness and respect as cornerstones in providing services to all Nova Scotians. Organizations that are more diverse and inclusive support greater employee engagement and enhanced productivity. It is also recognized that there can be many intersecting aspects to a person’s identity and that can lead to intersecting forms of discrimination. 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.

This report provides an update on government’s work and activities toward achieving employment equity in the public service during the 2018–19 fiscal year.
Demographic Information

Nova Scotia Population

As of July 1st, 2018, Nova Scotia’s population is estimated to be 959,942—the highest-ever reported population in Nova Scotia, a slight increase from 2017.\(^1\) The Nova Scotia labour force, based on a labour force survey estimate, was 498,300 in July 2019, meaning those who were 15 years of age and over, and were employed or unemployed and looking for work during the survey reference week.\(^2\)

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 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.\(^3\)

Racialized persons are defined as those who self-identify as being other than Aboriginal people and 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 consider that the workplace environment may create a barrier. These barriers must be due to a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment whether the disability can be seen/recognized by others. The United Nations Convention on the Rights of Persons with Disabilities recognizes the right of persons with disabilities to work on an equal basis with others.

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

\(^2\) This figure was taken from the Finance and Treasury Board website for daily statistics.

\(^3\) 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.
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 a designated group in occupations or positions where they are under-represented in the workforce.

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

<table>
<thead>
<tr>
<th>Designated Group</th>
<th>Nova Scotia’s Labour Force</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indigenous People(^4)</td>
<td>5.6%</td>
</tr>
<tr>
<td>Visible Minority (including Black)(^2)</td>
<td>6.5%</td>
</tr>
<tr>
<td>Black(^2)</td>
<td>2.4%</td>
</tr>
<tr>
<td>Persons with Disabilities(^5) (ages 15–64)</td>
<td>9.9%</td>
</tr>
<tr>
<td>Women(^2)</td>
<td>49.1%</td>
</tr>
</tbody>
</table>

\(^4\) National Household Survey (NHS), 2011.
The Nova Scotia Public Service

As of March 2019, the Government of Nova Scotia’s employee count was 11,181. 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 2018–19 was 9,980. The FTE estimates show the total number of approved funded positions each department has to meet for 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 fall 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 5,000 public servants participated in this census. This makes up approximately 45 per cent of the public service.

The table below outlines the representation of the four designated employment equity groups based on those who completed the 2018 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.

<table>
<thead>
<tr>
<th>Designated Group</th>
<th>Nova Scotia Public Service (2018)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aboriginal people</td>
<td>3.6%</td>
</tr>
<tr>
<td>Racialized persons (including black)</td>
<td>8.6%</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>11.8%</td>
</tr>
<tr>
<td>Women</td>
<td>54%*</td>
</tr>
</tbody>
</table>

*This number is a representation of women in the Nova Scotia public service but does not reflect specific under-represented roles, data for which is currently unavailable.

Source: Count Yourself In! workforce census — 2018. Refer to the appendix for definitions. 2.6 per cent of those who self-identified as black also identified as African Nova Scotian.
The following table compares the Nova Scotia labour market availability of designated groups to the representation of these groups in the Nova Scotia public service. Data is based on information collected in the Count Yourself In! workforce census.

<table>
<thead>
<tr>
<th>Group</th>
<th>Nova Scotia Labour Force</th>
<th>Nova Scotia Public Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indigenous</td>
<td>5.6%</td>
<td>3.6%</td>
</tr>
<tr>
<td>Black</td>
<td>2.4%</td>
<td>4.4%</td>
</tr>
<tr>
<td>Immigrant/newcomer</td>
<td>6.1%</td>
<td>8.7%</td>
</tr>
<tr>
<td>Persons with disabilities</td>
<td>9.9%</td>
<td>11.8%</td>
</tr>
<tr>
<td>Women</td>
<td>49.1%</td>
<td>54%</td>
</tr>
</tbody>
</table>

Indigenous people continue to be under-represented in the public service. Government is working with our Mi’kmaq partners on important initiatives, such as Treaty Education. The public service continues to be more inclusive through cultural competency training. Recruitment and hiring in Indigenous communities will be included in a new diversity strategy.

The federal government does not collect labour force statistics on African Nova Scotians and racialized persons (including black) specifically, so it is 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 persons. Strategies to address career progression have included targeted leadership development training and the Diverse Hiring Panel program.

While there does not appear to be under-representation of persons with disabilities in the Nova Scotia public service, there is still considerable work to do to achieve equitable representation at the manager and senior leader levels. Work continues with our partners at the Accessibility Directorate and Department of Community Services to ensure an accessible, inclusive work environment for employees and potential employees with disabilities.

Although many departments demonstrate proportional gender representation or a greater representation of women, there are some departments where women are under-represented. Transportation Infrastructure and Renewal, Municipal Affairs, and Lands and Forestry are predominantly male-represented departments, ranging from 60 per cent to 85 per cent male. Regarding staff distribution, NSGEU’s membership is 61 per cent female, while only 5 per cent of CUPE’s membership is female.
Immigrants make up 6.1 per cent of the Nova Scotia labour force and 8.7 per cent of the public service. While we don’t have accurate data, there is a lower percentage of racialized employees in manager and senior leadership roles, which would include immigrants and newcomers.

Workplace Culture – Employee Survey Results

How’s Work Going? (HWG) is a survey administered every two years by the Public Service Commission 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 HWG survey (includes permanent, term, and contract employees). The following are some notable results:

• 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.

The survey results provide a reflection of how employees view their work environment and give departments the opportunity to identify deficiencies so they can work toward increasing engagement with employees, particularly in areas related to diversity and inclusion.
Fulfilling the Mandate of the Employment Equity Policy

Departmental Initiatives

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 employment equity 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 in all sectors. The Employment Equity Policy aims to improve representation of designated groups within the public sector at all levels.6

The following section provides highlights of employment equity efforts and initiatives at the department level.

Communications Nova Scotia

• Communications Nova Scotia’s (CNS) Diversity Bursary program sponsors students entering a field of study linked to a CNS service. Three bursaries are awarded, worth $1,000 each.

• CNS is investigating opportunities to designate positions, including bargaining unit positions.

• CNS has worked with the Public Service Commission (PSC) to share CNS job postings with government networks to ensure diverse audiences were aware of CNS opportunities. This successful initiative has contributed to increasing numbers of candidates that self-identify as being from diverse groups who are screened into interviews and offered positions.

• CNS has a robust training program, with all staff encouraged to take diversity training beyond the mandatory training requirements.

• In 2018–19, CNS senior leaders were asked to play a key role in championing an updated staff engagement approach, which included broadening the Diversity Committee’s membership and scope.

6 Government of Nova Scotia Employment Equity Policy
Department of Community Services

• In 2018–19, the Department of Community Services (DCS) designated two senior management positions: one at head office and one in the central region. Three front-line positions have also been designated: one in the adoption unit and two in the regional resource unit.

• Three DCS staff volunteered to be trained to deliver the mandatory Diversity and Employment Equity course for government—creating more capacity in-house.

• DCS created an opportunity for African Nova Scotian team members from across the province to participate in healing sessions through 2018. The sessions, “Because We Matter,” were intended to support healing for African Nova Scotian staff who experienced racism, culturally insensitive behaviour, bullying, and microaggression in the workplace.

• In September 2018, DCS hosted 300 child welfare staff in a Social Work Symposium. The two-day agenda included diversity-related topics, including a presentation on understanding privilege and how it impacts social work.

• A priority was placed on nominating diversity candidates into the 2019 leadership development courses through the PSC. Fourteen equity-seeking candidates were chosen to participate in supervisor, manager, and executive leadership development programs.

Nova Scotia Immigration

• Nova Scotia Immigration’s mandate includes promotion of welcoming communities, including raising awareness and understanding of immigration and diversity issues in Nova Scotia. This mandate is part of everything we do, including internal operations.

• Nova Scotia Immigration is a small office and is not able to report on employment equity measures such as the results from the Count Yourself In! survey. However, the team is anecdotally representative of both employment equity and diversity.

• In 2018, a total of 26 staff members attended the Diversity, Inclusion and Employment Equity courses, including five managers and two members of the senior leadership team.
Department of Justice

- The Department of Justice (DoJ) established the department’s new Diversity and Inclusion Working Group. The working group is an intradepartmental forum responsible for advising, informing, advocating, and recommending how to accelerate diversity, inclusion, equity, and accessibility within the department.

- DoJ’s Accessibility Directorate is leading the implementation of Access by Design 2030, as well as the 2018–2021 Accessibility Plan across the Government of Nova Scotia.

- DoJ partners with communities to recruit diverse candidates through efforts such as offering the annual Morton Simmonds Educational Scholarship with Nova Scotia Community College for African Nova Scotian and Aboriginal students who want to pursue a career in corrections, and mentorship opportunities with the Indigenous Blacks and Mi’kmaq (IB&M) Initiative.

- DoJ is developing the department’s first draft Indigenous Justice Strategy.

- The department developed two designated Indigenous liaison officer positions to assist in improving outcomes for Indigenous inmates/offenders in custody and the community by collaborating with Indigenous service providers to create a culturally based continuum of support.

- An African Nova Scotian program officer (designated position) was hired in September 2018 to assist in addressing the program needs of African Nova Scotian inmates at Central Nova Scotia Correctional Facility.

Department of Education and Early Childhood Development

- The Department of Education and Early Childhood Development (EECD) has designated and filled two positions at the senior management level: executive directors in both African Canadian Services and Mi’kmaq Services.

- Government entered into a new funding agreement with The Youth Project to partner with EECD to create more inclusive schools for 2SLGBTQ+ students in Nova Scotia. The three-year, $750,000 investment will support the delivery of programs, training, and workshops for youth, teachers, and staff.

-EECD designed and delivered an in-service day for all education system staff and EECD employees with content centred on cultural responsiveness.

- EECD established a Culturally Responsive Pedagogy lead team comprised of representatives from all branches of the department.
Department of Agriculture / Department of Fisheries and Aquaculture

• Regional Services worked with 4-H Nova Scotia to organize a visit by eight youth and four adults from Glooscap First Nation to the Kings County 4-H Joint Achievement Day in August with a view to evaluating the potential for a 4-H club.

• In June, Agriculture gave an annual presentation to clients of the Immigrant Settlement Association of Nova Scotia (ISANS) on starting a farm in Nova Scotia.

• The department engaged in conversations with staff of the African Canadian Services Branch of the EECD to better support agricultural education and youth leadership development in the African Nova Scotian community.

• In their commitment to foster an inclusive and equitable workplace, the department partnered with Environment and Lands and Forestry to offer the Treaty Education KAIROS Blanket Exercise.

Department of Labour and Advanced Education

• In 2018, the Department of Labour and Advanced Education (LAE) established its first Organizational Health Framework, which establishes goals and activities for all staff at LAE. One of its components—and a key priority—is an inclusive and diverse workplace.

• A director’s position in the Higher Education Branch—Mi’kmaq and Indigenous Post-secondary Recruitment and Retention—was designated for an Aboriginal person in 2018–19, with the hiring process successfully concluding in April 2019.

• Much of the LAE Diversity Team’s focus in 2018–19 was dedicated to securing resources for and managing an evaluation of departmental performance against the objectives of the Employment Equity Plan. The Executive Leadership Team’s approval and funding provided from the Executive Leadership Team Champion’s budget were both crucial to the evaluation taking place.
Department of Lands and Forestry

- The Department of Lands and Forestry has established a Hiring Manager Project. Data on diversity and employment equity hiring practices are collected and charted quarterly based on “recommendation to hire” letters completed by hiring managers.

- Outreach has occurred with Mi’kmaq, African Nova Scotian, and immigrant communities and/or organizations. For example, meetings with leadership of several bands, attending Super Nova events, and sending job postings to ISANS.

- Lands and Forestry track progress and provide quarterly reports to the executive team on the following:
  - non-PSC training on diversity and inclusion
  - management with diversity and inclusion performance goals
  - positions designated employment equity (seasonal, intern summer student, other)
  - management discussions about employment equity hiring practices
  - new/updated job descriptions that include the requirement for skills associated with creating a respectful workplace and/or improving cultural competence
  - (for employment competitions) the number of employment equity applicants and, of those, the number of employment equity applicants interviewed; whether hiring panel included representation from designated group; and whether the successful candidate self-identified as employment equity

Department of Municipal Affairs

- The Department of Municipal Affairs was merged with Housing Nova Scotia on June 6, 2019. Once the transition is complete, management will reassess the new department and the current state of diversity and inclusion. This will take some time as the transition process is still underway and will occupy a great deal of management’s time to complete over the coming months.

- Staff have been trained and encouraged to use the newly developed Social Equity Policy Lens tool when completing research and analysis.
Nova Scotia Environment

- Nova Scotia Environment has removed gendered salutation from ministerial correspondence and public-facing forms.
- Reporting physical accessibility gaps and recommendations to senior leadership, which has resulted in changes such as improving signs at entrances to make them more visible to those with disabilities, making some doors more accessible, and improving an accessible washroom.

Office of the Premier/Executive Council Office/Office of Strategy Management

- The offices continue to partner with New Leaf Enterprises and to employ an individual with a disability on a casual basis. This partnership allows for the individual to acquire skills and knowledge in a business environment through practical exercises and hands-on experience.
- Opportunities are given to persons from employment equity groups pursuing a career in communications.

Public Service Commission

- The Public Service Commission (PSC) provides leadership in the development of the next strategy for diversity and inclusion. In doing so, the team has received approval from the Deputy Minister Council for four new corporate goals.
- The PSC continues to designate positions. In 2018–19, two senior consultants were designated: one for an African Nova Scotian/racially visible, and the second for an individual from the Mi’kmaq community.
- The recruitment guidelines for Indigenous persons were revised and the unit is developing recruitment guidelines for African Nova Scotians.
- The PSC added psychological health and safety to the Workplace Health and Safety Policy which led to the creation of the Office of Workplace Mental Health, the first of its kind in Canada.
- The Black Men’s Network was launched with support from the PSC.
- The PSC responded to the Auditor General’s report chapter on diversity and inclusion with new commitments and plans to address the gaps identified in the audit in collaboration with the departments.
• The PSC hosted an Inclusive Leadership session attended by about 40 managers and leaders from various levels in government. Led by Mark Wafer, a renowned transformational change leader in the field of disability and work, the session focused on inclusive leadership and best practices to create a positive and welcoming workspace for employees with disabilities.

• The PSC continues to work on specific commitments into the new Government of Nova Scotia Accessibility Plan and is working to meet them.

Office of Service Nova Scotia and Department of Internal Services

• Office of Service Nova Scotia and Department of Internal Services (SNS-IS) partnered with Excellence Canada to complete Our Excellence Journey – Silver, a nationally recognized Excellence Innovation and Wellness standard. SNS-IS met the standards required by Excellence Canada to receive silver level certification in May 2019. SNS-IS scored full marks for the standard specifically addressing diversity: Policies for diversity and inclusion are well understood as reflected in daily practice.

• In 2018, SNS held a successful competition for its first designated position. Senior leadership is actively working to create additional designated positions as opportunities arise. Several key management and individual contributor competitions in 2018–19 resulted in the recruitment or promotion of members of equity groups.

• SNS moved offices in spring 2019. As part of the design phase of the transition, the personal requirements of diverse team members were included. These include gender-neutral bathrooms, quiet rooms for team members with invisible disabilities, and designated prayer spaces.

• Customer Contact and Collections Services Division is working with Nolan Pike to develop client service web training to increase team member awareness when providing service to the 2SLGBTQ+ community.

• Over the past year, Nova Scotia Disability Employee Network members have been engaged in usability testing to ensure that apps accommodate various user groups. The volunteers provide input into service excellence in information and communication technology services.
A leadership training program is currently underway. Two training dates have been almost fully booked (50 people) and two other dates are being planned. All leaders will have had an opportunity to complete diversity training by the end of 2019. We aim to have all managers and above (over 200 people) trained by July 2020.

**Department of Transportation and Infrastructure Renewal**

- Transportation and Infrastructure Renewal (TIR) collaborated with ISANS to offer engineering work placements to new immigrants.
- The department developed an Aboriginal recruitment program to improve hiring of members of the Aboriginal community into the department.
- TIR staff reinstated a working relationship with the Women Unlimited organization aimed at supporting increased female representation in the department.
- The department conducted targeted job fairs and recruitment activities in Aboriginal communities in Cape Breton.
- Wording was added to contracts to include local workforces from local Indigenous communities.

**The Department of Communities, Culture and Heritage**

- The Business ACCESS-Ability program was created, which funded 41 projects. Funding for the program was increased to $1 million to help businesses and spaces used by not-for-profits be more accessible.
- In collaboration with the Office of Aboriginal Affairs and the EECD, a series of community engagement sessions were held to gather input on how to support the learning, revitalization, and normalization of the Mi’kmaw language. This work led to the development of Ke’aknutma’tinej? Can We Talk?, a video made available to the public service.
- African Nova Scotia Affairs designated three positions working to address land title issues in 5 of the 13 Land Title Clarification Areas created pursuant to the Land Titles Clarification Act (LTCA): North Preston, East Preston, Cherry Brook, Lincolnville, and Sunnyville.
- In May 2018, Nova Scotia became the first province to proclaim the United Nations Decade for People of African Descent (2015–2024). The department and African Nova Scotia Affairs (ANSA) developed an action plan, the first of its kind in North America, to educate and together create greater awareness in the public and public service, to reduce barriers, and address attitudinal and discriminatory practices.
Employee Networks

A number of employee-driven networks have been established across government to support diversity and inclusion in the public service. Active participation in these groups provides opportunities for professional development in leadership, presentation skills, communication, teamwork, strategic thinking, budgeting, and event planning. The networks are supported by executive champions and diversity advisors from the PSC. The following is a list of their accomplishments in 2018–19.

GoverNEXT

• Hosted a Younger Workers Symposium to raise awareness of the challenges Nova Scotia’s youth face and how the public service can provide opportunities that take into consideration Nova Scotia’s current demographics. The event included Dr. Karen Foster, PhD, whose current research focuses on the sustainability of rural life in Atlantic Canada and who provided some context around youth and outmigration.

• Administered the Horizon Fund, in partnership with the PSC, which contributes $1,000 per employee applicant for their professional development. Applicants can be advanced a portion of approved funding (up to $250) to help overcome financial barriers.

• Partnered with the Federal Future Leaders Youth Network and the Institute for Public Administration Canada for the 4th annual Policy Hack Case Competition.

Immigration Newcomer Network (INN)

• Developed two videos of two immigrant INN members and two diversity champions.

• Two INN members were part of a video by the Office of Workplace Mental Health.

• Hosted Lunch and Learn on Unconscious Bias with a presentation by April Howe, executive director, People and Culture, PSC.

• INN held its first annual general meeting on March 26, 2018.

• Created a new logo, SharePoint site, common shared folder, and presentation template.
Nova Scotia Disability Employee Network (NSDEN)

- Raised awareness to public servants about digital access and inclusion for persons with disabilities with a flag raising ceremony and a two-hour series of presentations.
- Released a challenge to the public service on making their documents accessible. NSDEN provided a list of tips to help public servants.
- Hosted a town hall meeting with NSDEN members to inform the Government of Nova Scotia’s Accessibility Plan. Most of the concerns presented at the meeting were captured and addressed in the plan.
- As per Commissioner Langley’s “Be the Change” challenge, the NSDEN wrote a report with eight first-person narrative recommendations to improve employee engagement in the public service. The recommendations are provided from the perspective of a person with a disability. The NSDEN co-chairs submitted and presented the report to the deputy ministers.
- Two Lunch and Learns were held: A recorded and livestreamed presentation of Dr. Mario Levesque’s research on disability leadership in Atlantic Canada, and a recorded information session on the Registered Disability Savings Plan presented by Independent Living Nova Scotia.

Pride

- Hosted a Lunch and Learn with a speaker from Venus Envy.
- Recorded promotional videos for the 2018 Diversity Conference.
- Participated in 2018 flag raising and Pride parade.
- Updated Pride posters and developed network stickers.

African Canadian Women in the Public Service

- Hosted and participated in Project Management II facilitated by Jon Edwards.
- Partnered with African Nova Scotian Music Association in hosting a workshop on interview techniques.

Black Men’s Network

- The Black Men’s Network is newly formed and working on a strategic planning day to discuss planned activities for the year, as well as the clear vision for the network.

L’nu Network

- The L’nu Network is working on re-energizing the network. Planning sessions are being held to discuss the way forward.
Corporate Diversity and Inclusion Unit

The Corporate Diversity and Inclusion Unit (CDI) within the People and Culture Division of the PSC has been leading the development of a new diversity and inclusion strategy. The strategy is scheduled to launch soon, with some implementation activities already underway. The completion of Raising the Bar 2014–2018 included a gap analysis completed by CDI and an audit by the Office of the Auditor General. The results of these two reports indicated that the Raising the Bar strategy launched some successful programs, however, accountability, evaluation, and implementation could be improved.

The results from the gap analysis yielded 10 priorities for the new diversity and inclusion strategy. Four priorities emerged as focal points through a series of consultations and research.

CDI has already begun working with departments on the implementation of the diversity and inclusion strategy in a three-phased approach.

The first phase involves a current state assessment in which CDI senior consultants work with senior leaders to gain a better understanding of the department’s diversity makeup. CDI has met with eight departments so far with several more pending.

The second phase includes a goal-setting workshop. Departments can set diversity hiring goals using retirement data. Department of Justice and the Office of Service Nova Scotia and Internal Services have completed this phase.

The final meeting focuses on implementation based on the department’s unique needs. Following the Office of the Auditor General’s recommendations, implementation and evaluation measures will be major components of the new strategy. Going forward, CDI will continue to provide support and advisory services to departments in the implementation of the diversity and inclusion strategy.

Departmental assessments have been completed and goal setting is already underway with certain departments, including the departments of Justice, Community Services, and Service Nova Scotia and Internal Services. Other departments that have completed the initial phase and are embarking on the goal-setting process include the departments of Agriculture, Fisheries and Aquaculture, Health and Wellness, Public Service Commission, Transportation and Infrastructure Renewal, Lands and Forestry, and Finance and Treasury Board.
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 reflects the needs of all Nova Scotians.

The government continues its commitment to having a workforce that is inclusive, culturally competent, free of discrimination, and 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 women, immigrants, Indigenous people, persons with disabilities, African Nova Scotians, and other racialized persons at every level of the public service brings a range of diverse perspectives, fuelling innovation and progress.

The 2018–19 fiscal year demonstrated the government’s commitment to diversity and inclusion through departmental and network accomplishments. While there have been many achievements, we also acknowledge there are barriers that remain and hinder employment and advancement in the public service for equity-seeking individuals. The new diversity and inclusion strategy to will aim to address barriers with a focus on engagement, integration, and accountability.

The 2019–20 fiscal year will focus on impacts, senior leader accountability, and systemic changes to ensure all public servants and Nova Scotians feel included and supported by the Government of Nova Scotia.
Appendix

Corporate Diversity and Inclusion Definitions

Indigenous peoples
Persons who identify themselves as First Nation (status and non-status), Métis, or Inuit.

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

African Nova Scotian
A Nova Scotian who chooses to declare African ancestry, regardless of how long they have lived here and regardless of how much African ancestry they can declare.

Immigrant
Persons residing in Canada who were born outside of Canada, excluding temporary foreign workers, Canadian citizens born outside Canada, and those with student or working visas.

Racially Visible Persons
Persons, other than Aboriginal people or African Nova Scotians, who are non-Caucasian in race or non-white in colour.