



Business Plan

2021–22

*Office of Equity and
Anti-Racism Initiatives*



© Crown copyright, Province of Nova Scotia, 2021

Departmental Business Plans
Finance and Treasury Board
March 2021

ISBN: 978-1-77448-182-0

Contents

- Message from Minister and Deputy Minister 1
- Office Mandate..... 2
 - Core Business Functions / Areas..... 3
 - Government Strategic Goals 3
 - Equity and Anti-Racism Initiatives 3
 - Outcomes 3
 - Actions and Initiatives 3
- Financial Summary 5

Message from Minister and Deputy Minister



We are pleased to present the first Business Plan for the Office of Equity and Anti-Racism Initiatives (2021-22).

This office will help lead, guide and support the work happening throughout government to address barriers and make Nova Scotia a place where everyone can thrive. We will develop tools and equity impact assessments for use across departments and agencies, ensuring a government-wide focus on social equity and addressing systemic racism.

We know we cannot do this work alone. Equity and anti-racism will always be a shared responsibility. We will work with people and groups already engaged in the work of diversity, equity, inclusion and belonging across government, and we are also looking at best practices across Canada and internationally.

As a new office, our earliest priority is to talk to community members and groups to help shape the mandate and priorities of the office. We know that people and communities who have experienced historic systemic racism and marginalization are truly leaders and experts in their own needs. To do anti-racism and equity work most effectively, we must listen to and work with the people most affected. We are committed to keeping communities at the centre of all we do. One of our actions in 2021/22 will be to create an advisory board that will advise us on priorities and help measure our progress.

This office will also assume leadership of the Land Titles Initiative, which has been underway since 2017 to help residents in the historic African Nova Scotian communities of North Preston, East Preston, Cherry Brook / Lake Loon, Lincolnville and Sunnyville gain clear title to their land. With new legislative measures and a \$3 million compensation fund introduced in March 2021, the Land Titles Initiative team will work with government and community partners to accelerate this important project and help more residents secure title to their land.

Across all levels of government, in businesses and non-profits, in education and health care, in newsrooms, neighbourhoods and communities, equity and anti-racism must be priorities for all of us. We know there is plenty of work to be done, and we look forward to working across government and communities to make Nova Scotia a more equitable place for all.

Sincerely,

Two handwritten signatures in blue ink. The first signature is for Tony Ince and the second is for Catherine Berliner.

Honourable Tony Ince
Minister

Catherine Berliner
Deputy Minister

Office Mandate

The mandate of the Office is, in collaboration with partners and communities, to create a whole of government approach to address systemic racism, promote diversity and achieve anti-racist outcomes that improve the economic, educational, social and health outcomes of all Nova Scotians. All Ministers in the Nova Scotia government will be responsible for contributing to efforts to support this work.

The Minister of OAE is responsible for the following items in his mandate letter:

- Ensure a government wide focus on social equity to address the underlying and systemic differences of opportunity and access to social resources;
- Build and maintain strong, meaningful relationships with marginalized communities to demonstrate commitment to working with communities in the development of the Office;
- Support the reflection of our government's commitment to anti-racism, accessibility, gender equity, social equity and inclusion in our budgets, policies and programs by creating an equity impact assessment to guide decision making processes;
- Work to improve educational, health, social and economic outcomes by collaborating with departments and communities to address the impacts of systemic racism and inequity and enable the unique needs of equity seeking communities to be better addressed;
- Develop policies and programs that combat racism and resolve inherent biases and institutional processes that result in systemic racism;
- Accelerate results of the land titles initiative to help residents of North and East Preston, Cherry Brook and Lake Loon, Lincolnville and Sunnyville;
- Provide policy leadership in areas of meaningful economic empowerment and progress by exercising impact and influence with key players;
- Working collaboratively, develop a system to define and collect data, measure and regularly report on social equity outcomes, first focusing in the areas of education, health and the economy. This work will enable departments and communities' access to disaggregated data, to assess potential impacts of proposals, initiatives and decisions on system racism and inequity and will help advance understanding of how groups are differently situated and any intersectionality;
- Further research and practices that support social innovation;
- Engage with communities on potential ways to:
 - Engage—how government will engage with marginalized communities to ensure meaningful and impactful feedback is provided on policies, programs and services; and
 - Data and Accountability—what information needs to be collected by government and how progress on the Office's work will be publicly shared.

Core Business Functions / Areas

In 2021/22, OEA will define its core business functions following engagement with communities on its mandate. Once its mandate is confirmed and validated, the Office will organize itself to best accomplish its deliverables and meet the needs of the communities it serves.

Government Strategic Goals

The work of the Office is well aligned with government's three interconnect key themes: Recovery, Renewal and Respect. The Office will support an all of government approach to support the health of Nova Scotians by ensuring they are treated with fairness and respect.

Equity and Anti-Racism Initiatives

The Office of Equity and Anti-Racism is committed to proactively, where possible, addressing systemic racism, promoting diversity and achieving anti-racist outcomes that improve the economic, education and health outcomes of all Nova Scotians. The Office is committed to engaging with communities in defining its mandate and in planning the actions it will undertake. In preparation for these discussions, the Office has prepared preliminary outcomes and actions, which the community will be asked to confirm and validate. The Office expects to make changes based on community input.

Outcomes

- Communities are engaged with the Office
- There is an increase in number of land titles successfully cleared
- An evaluation framework is in place to measure progress towards equity and anti-racist outcomes

Actions and Initiatives

In 2021/22, the Office will undertake the following actions, pending engagement with communities:

- Establishment of a \$3M fund, an executive lead and two dedicated commissioners to accelerate the Land Titles project.
- Development of an equity impact assessment tool to ensure our government's commitment to gender equality, social equity and inclusion of marginalized communities is reflected in our budgets, policies and program.
- Develop and coordinate access to reliable, usable and comparable data and evidence regarding inequity discrimination and racism.

- Develop an equity audit and evaluation tool to assess the impacts of existing programs and services on equity seeking and racialized individuals and communities.
- Conduct an equity audit and evaluation of individual program plans within the public education system and make recommendations on ways to address systemic inequities and racist outcomes.
- Co-lead a project, with the Department of Health and Wellness, to support the collection of race-based data in the health system. This work will help government address inequities in health care and create policies and programs that better serve racialized people in communities.

Financial Summary

Office of Equity and Anti-Racism Initiatives Expenses Summary			
(\$ thousands)			
	2020 -2021	2020-2021	2021-2022
<u>Programs and Services</u>	Estimate	Forecast	Estimate
Office of Equity and Anti-Racism Initiatives	-	-	2,014
Total - Office Expenses	-	-	2,014
Ordinary Recoveries	-	-	-
TCA Purchase Requirements	-	-	-
<u>Funded Staff (# of FTEs)</u>			
Department Funded Staff	-	-	6
<u>Note:</u>			
For Ordinary Revenues, see Estimates and Supplementary Detail Book, Chapter 2			
For TCA Purchase Requirements, see Estimates and Supplementary Detail Book, Chapter 1			