

BUSINESS PLAN

2022-23



**Equity and Anti-Racism
Initiatives**



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Budget 2022-23: Business Plan
March 2022
ISBN: 978-1-77448-361-9

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Message from Minister and Deputy Minister

We are pleased to present the second Business Plan for the Office of Equity and Anti-Racism Initiatives (2022-23).

This office works with communities and departments to help lead, guide and support the work happening throughout government to address barriers and make Nova Scotia a place where everyone can thrive. We are developing tools and supports for use across departments and agencies, ensuring a government-wide focus on identifying and addressing systemic hate, inequity and racism.

This spring, we supported an All-Party Committee in developing equity and anti-racism legislation, which is the first of its kind in Canada. The legislation represents sustained commitment by government to address systemic hate, inequity and racism.

We know we cannot do this work alone. Equity and anti-racism will always be a shared responsibility. We are working with people and groups already engaged in the work of diversity, equity, inclusion and belonging across government and other public bodies, and engagement with community is also embedded in everything we do.

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 held extensive engagement that reached close to 2,000 Nova Scotians during the legislation process, and one of our actions in 2022-23 will be to create a community network that will work alongside government to identify solutions to address systemic hate, inequity and racism.

This office continues to make progress in leading 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. In 2022-23, the Office will work with the Department of Justice to implement commissioners to administer a \$3 million compensation fund to adjudicate competing claims.

Across all levels of government, and all walks of life in this province, 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.

Honourable Patrick Dunn
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 hate, inequity and racism, promote diversity and achieve equitable and anti-racist outcomes that improve the social and economic wellbeing of all Nova Scotians. All Ministers in the Nova Scotia government will be responsible for contributing to efforts to support this work.

The Office supports all equity, marginalized and racialized communities in the province, including but not limited to: Indigenous Nova Scotians, African Nova Scotians, 2SLGTBQQIA+ (Two spirit, lesbian, gay, transgender, bisexual, queer, questioning, intersexual, a-sexual plus) communities, persons with disabilities, newcomers and immigrants and all other racialized communities.

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

- Continue to work with partners and communities to help lead and support government's anti-racism initiatives and promote equity
- Work to identify and address systemic hate, inequity and racism in government policy, legislation, programs and services
- Help government and communities improve social and economic well-being for all people within the province and creating greater access to opportunities and resources
- Support government in identifying and addressing underlying and systemic differences that people experience with access to opportunities and resources
- Build relationships with equity, marginalized and racialized communities to help inform government
- Create equity impact assessment tools to guide decision-making processes that support anti-hate and anti-racism, accessibility, gender equity, social equity and inclusion in government budgets, policies and programs
- Oversee the Land Titles Initiative and provide faster results for residents who need clear title to their land
- Work with partners and communities to develop processes to collect, measure and report data that helps inform and support equity and anti-racism.

Core Business Functions / Areas

The Office is divided into two main business areas: Policy & Innovation and Strategic Initiatives. These areas work closely together and with the Senior Executive Advisor to the Deputy Minister to accomplish the work of the Office.

Policy & Innovation

- The Policy & Innovation team is focused on providing corporate support to the Office and its many initiatives with other departments across government. This team provides foundational supports in creating a government wide approach to identifying and addressing systemic hate, inequity and racism. These supports include, but are not limited to: policy, evaluation, business intelligence and data management and project management.

Strategic Initiatives

- The Strategic Initiatives team is responsible for leading key initiatives for the Office including: the Land Titles Initiative and the Restorative Inquiry. The team works with departments across government to accelerate the provision of land titles for African Nova Scotians living in five traditional African Nova Scotian communities in the province. The team is also responsible for leading work connected to Chapter 7 of the Restorative Inquiry into the Nova Scotia Home for Coloured Children including work on family-led decision making, training police officers and working with community to share the stories of former residents of the Home and their experiences.

The Senior Executive Advisor to the Deputy Minister is responsible for assisting the Deputy Minister as well as leading community engagement for the Office. Engagement is embedded in the Office's work. The Advisor established an engagement website for the Office, www.oeaengagement.ca, and will continue to enhance engagement efforts as the Office implements equity and anti-racism legislation.

Government Strategic Goals

The Office will support government efforts in improving the social and economic wellbeing for all Nova Scotians by identifying and addressing systemic hate, inequity and racism in government policy and programming.

Equity and Anti-Racism Policy & Evaluation Initiatives

The Office of Equity and Anti-Racism is committed to proactively, where possible, addressing systemic hate, inequity and racism, promoting diversity and achieving equitable and anti-racist outcomes that improve the social and economic wellbeing of all Nova Scotians. The Office has engaged with equity, marginalized and racialized communities across the province in validating its mandate and in planning the actions it will undertake. The initiatives the Office is undertaking reflect this community feedback.

Outcomes

- Equity and anti-racism legislation is introduced in the Legislature in Spring 2022
- An inclusive policy framework is in place across government
- Equity evaluations are conducted on policies and programs contributing to and creating systemic hate, inequity and/or racism towards equity, marginalized and racialized communities in the province
- An equity dashboard in place to measure government's progress towards equity and anti-racist outcomes

Actions and Initiatives

In March 2022, Nova Scotia introduced Canada's first piece of legislation that works to address systemic hate, inequity and racism. In implementing the legislation, the Office will focus on the following, in collaboration with the communities we serve:

- **An Equity & Anti-Racism Strategy**
 - Establish a strategy sharing how the Office will support the creation of a government wide approach to identify and address systemic hate, inequity and racism.
 - As per the legislation, the strategy will include:
 - specific actions and initiatives to support all equity, marginalized and racialized communities in the province,
 - collaboration on definitions of different types of racism and hate in the province, and
 - public reporting requirements.
- **Equity Impact Assessments**
 - Implement the use of an equity impact assessment tool to ensure our government's commitment to identify and address systemic hate, inequity and racism in government budgets, policies and program.
 - The Office will work with Executive Council Office and all other departments to build these assessments into the policy process used across government.

- **Equity Evaluations**
 - Develop an equity audit and evaluation tool to assess the impacts of systemic inequity and racism in existing policies, programs and services.
 - Develop an equity evaluation plan forecasting the planned equity evaluations to be conducted by the Office over the next three years.
 - The Office will continue to work with the Department of Education and Early Childhood Development to finalize an equity evaluation of the Individual Program Plan process within the education system.

- **An Equity Dashboard**
 - Develop and coordinate access to reliable, usable and comparable data and evidence regarding systemic hate, inequity and racism.
 - The dashboard will be one of the key tools used by the Office to increase public accountability for government's progress in relation to identifying and addressing systemic hate, inequity and racism.

- **Race-Based Data Collection & Responsible Use**
 - Create an equity and race-based data standard for the collection and responsible use, to be embedded in regulations under the Act.
 - Implement the data standard and coordinate collection and responsible use of equity and race-based data across government. Incorporate the use of this data into the development of equitable and anti-racist policies.
 - Support the Department of Health and Wellness in implementing 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.

In addition to the actions stemming from the Dismantling Racism and Hate Act, the Office will work with the Department of Environment and Climate Change and communities to establish a panel to address environmental racism with recommendations to government in 2023 as required by the *Environment Goals and Climate Change Reduction Act*.

Strategic Initiatives

The Office of Equity and Anti-Racism is committed to addressing systemic racism and historical wrongs that have negatively impacted equity and racialized communities in the province. Two key initiatives that the Office is leading work on to address systemic anti-Black racism are: The Land Titles Initiative and follow-up on Chapter 7 from the Restorative Inquiry into the Nova Scotia Home for Coloured Children.

Outcomes

- Tangible action is taken to address systemic hate, inequity and racism
- There is an increase in number of land titles successfully cleared
- Concerted action is taken, in collaboration with communities, on Chapter 7 from the Restorative Inquiry into the Nova Scotia Home for Coloured Children

Actions and Initiatives

In 2022/23, the Office will undertake the following actions:

- **Land Titles Initiative**
 - Accelerate the Land Titles project by streamlining policies and processes, work with the Department of Justice to implement the \$3M compensation fund for competing claims.
 - The Office will be engaging with communities on the boundaries of the existing five communities included in the LTI and on expanding the initiative to other African Nova Scotian communities facing similar title issues.
- **Restorative Inquiry**
 - The Office will work with VOICES (Victims of Institutional Child Exploitation Society) to continue work stemming from the Restorative Inquiry into the Nova Scotia Home for Coloured Children. The work will focus on continued engagement with African Nova Scotian communities across the province, family-led decision making, training and education in schools and sensitivity training for the RCMP and Halifax Regional Police.

Community Engagement Initiatives

The Office of Equity and Anti-Racism is committed to maintaining sustained, meaningful engagement with equity, marginalized and racialized communities. Engagement is embedded in the Office's process and projects. During initial engagements with communities, the Office heard from communities that they have differing capacities to engage with government effectively and we heard from government departments that

they have differing capacities to engage with communities. In 2022/23, the Office plans to address these issues through a variety of mechanisms.

Outcomes

- Communities are meaningfully engaged with the Office
- There is increased capacity within communities and government for engagement with equity, marginalized and racialized groups

Actions and Initiatives

In 2022/23, the Office will undertake the following actions:

- **Community Network**
 - Establish a community network to create meaningful, sustained connection with equity, marginalized and racialized communities in the province. The network will be a shared space where communities can connect with one another and with government to share in identifying and addressing systemic hate, inequity and racism.
 - As per the legislation, the community network will also address intercultural hate and racism and will seek to address the impacts of intersectionality.
- **Youth Interns**
 - During community engagements on proposed legislation, the Office received a lot of feedback on the need to focus on youth. In 2022/23, OEA will hire two youth interns to assist in this work. The interns will play a valuable role in engaging Nova Scotian youth and identifying how to best involve youth in government's work in identifying and addressing hate, inequity and racism.

Financial Summary

Office of Equity and Anti-Racism Initiatives Expenses Summary			
(\$ thousands)			
<u>Programs and Services</u>	2021 -2022 Estimate	2021-2022 Forecast	2022-2023 Estimate
Office of Equity and Anti-Racism Initiatives	2,014	4,054	4,803
Total - Office Expenses	2,014	4,054	4,803
Ordinary Recoveries	-	-	-
TCA Purchase Requirements	-		
<u>Funded Staff (# of FTEs)</u>			
Department Funded Staff	6.0	13.9	24.0
Note:			
For Ordinary Revenues, see Estimates and Supplementary Detail Book, Chapter 2			
For TCA Purchase Requirements, see Estimates and Supplementary Detail Book, Chapter 1			