



Business Plan

2023-24

Equity and Anti-Racism Initiatives



© Crown copyright, Province of Nova Scotia, 2023

Budget 2023-24: Business Plan
March 2023
ISBN 978-1-77448-508-8

Office of Equity and Anti-Racism Initiatives

2023-24 Priority Actions in Support of Government's Business Plan

The role of the Office of Equity and Anti-Racism Initiatives (OEA), in collaboration with partners and communities, is 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 are responsible for contributing to efforts to support this work.

OEA supports all equity communities in the province, including but not limited to: the Mi'kmaq, Indigenous people, African Nova Scotians and other people of colour, 2SLGTBQQIA+ (Two spirit, lesbian, gay, transgender, bisexual, queer, questioning, intersexual, a-sexual plus), newcomers, and persons with disabilities.

Priority Areas

- In September 2022, Nova Scotia proclaimed legislation that works to address systemic hate, inequity and racism—the *Dismantling Racism and Hate Act*. In implementing the legislation, OEA will focus on the following, in collaboration with other government departments, partners and the communities we serve:
 - a. Establish an **equity and anti-racism strategy** for a government-wide approach to identify and address systemic hate, inequity and racism.
 - b. Develop and implement **equity impact assessments** and **equity evaluations** to ensure government's commitment to identify and address systemic hate, inequity and racism while working with Executive Council Office and all other departments to build these assessments into the policy process used across government.
 - c. Develop and coordinate reliable access to an **equity dashboard** that will provide usable and comparable data and evidence regarding systemic hate, inequity and racism. This will be a key tool in increasing public accountability for government's progress.
 - d. Establish a **community network** by July 31, 2023, as required by the *Dismantling Racism and Hate Act*, to creating meaningful, sustained connection with equity, marginalized and racialized communities in the province. This will be a shared space where communities can connect with each other and government to share in identifying and addressing systemic hate, inequity and racism.
- Work closely with the Department of Environment and Climate Change to support the work of the Environmental Racism Panel established pursuant to the *Environment Goals and Climate Change Reduction Act*.
- Lead the [Land Titles Initiative](#) (LTI) and administration of Part 1 of the Land Titles Clarification Act (LTCA) as it relates to the communities served by the LTI. Continue to advance and accelerate this work including engagement with community and making recommendations to government for possible expansion so more African Nova Scotians (ANS) have access to LTI services.

Accessibility Initiatives

OEA has a number of accessibility initiatives for 2023-24. OEA will work with the Executive Council Office to conduct equity impact assessments on submissions coming into Executive Council which will include accessibility as a primary consideration. In consultation with the Accessibility Directorate at the Department of Justice, OEA requires all staff to attend accessibility and disability training and encourages regular training and education focused on accessibility and disability topics.

Financial Summary

Departmental Expenses Summary (\$ thousands)			
<u>Programs and Services</u>	<u>2022 -2023</u> <u>Estimate</u>	<u>2022-2023</u> <u>Forecast</u>	<u>2023-2024</u> <u>Estimate</u>
Office of Equity and Anti-Racism Initiatives	\$4,803	\$3,842	\$4,681
	-		
Total - Departmental Expenses	\$4,803	\$3,842	\$4,681
Ordinary Recoveries	---	---	---
<u>Funded Staff (# of FTEs)</u>			
Department Funded Staff	24.0	19.6	23.0

