

CELEBRATION OF DIVERSITY: THE PATH FOR OUR FUTURE

EQUITY & ANTI-RACISM PLAN
2025-2028



New Glasgow
flourish

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Celebration of Diversity: The Path for our Future
February 2025

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Description: Viola's Way street in New Glasgow
Credit: Tourism Nova Scotia / Photographer: Cailin O'Neil



LAND ACKNOWLEDGEMENT

In this province we live and work on lands, that are by law, the unceded territories of the Wabanaki peoples – predominantly the land of the Mi'kmaq. May we live with respect on this land and live in peace and friendship with its people. We also recognize the African Nova Scotians whose culture, heritage, and history have been and remain a key part of our province for more than 400 years.

WELCOME MESSAGE

Vision for the Equity and Anti-Racism Plan

The Town of New Glasgow is a vibrant, multi-racial, multi-cultural and multi-ethnic community where diversity is celebrated, hate is not tolerated, and equity and inclusion is the forefront of every decision.

Hate and racism thrives on fear, effects people and communities at their foundation, and traumatizes and alienates our citizens. The purpose of The Town of New Glasgow's plan to address systemic hate, inequality and racism is to first and foremost recognize and address systemic racism and inequalities. Doing so establishes a clear path forward that is genuine, thoughtful and most importantly intentional. It creates a community where hate and racism are not tolerated, and diversity and equity is the cornerstone of our collective work.

The Town of New Glasgow is committed to ensuring matters of diversity, equity and inclusion are at the forefront of all orders of good governance; including but not limited to internal practices, citizen engagement, policy development and service delivery and therefore strongly supports the key objectives, initiatives and work outlined in this Plan. Mayor, CAO, Council, Senior Leadership and Employees of the Town of New Glasgow commit to not only the actions and outcomes outlined in this Plan but also to open honest engagement with equity seeking communities to make systemic and lasting changes.

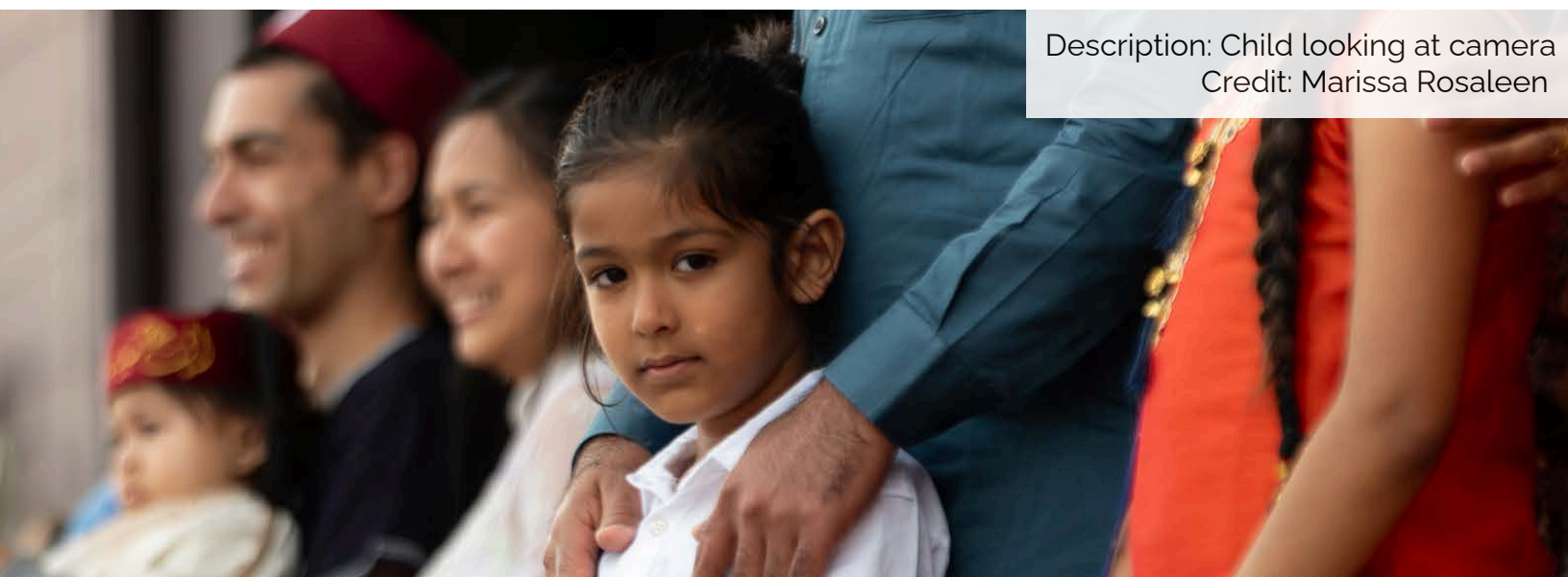
The Town of New Glasgow's Equity and Anti-Racism Plan is meant to be a living document, which continues to evolve as we understand more about the legacy of

privilege and systemic discrimination and move towards creating a community where citizens are engaged, voices of equity seeking communities are at the forefront of change and are equal partners in the work. We commit to reconciliation and action that recognizes the intersectionality of power and privilege and use this acknowledgement as the catalyst for real change.

In the next 3 years we commit to the following:

1. **Active, genuine and ongoing engagement** with equity seeking communities.
2. Applying a **lens to all policies and processes** (both existing and being developed) to ensure they both reflect the needs of all citizens of the Town of New Glasgow and our ongoing commitment to equity and inclusion.
3. Continue to **prioritize the advancement of fair, unbiased and inclusive hiring and promotional practices** in all areas of employment within the Town of New Glasgow.
4. **Continuous evaluation** of the ongoing work of policy development and implementation of the Equity and Anti-Racism Plan. This includes unbiased and equitable evaluation, data collection, reporting and analysis of the process – creating evidence to insure we are meeting and exceeding identified outcomes.

We acknowledge this is merely the beginning of our journey. We do this with great humility for our community and for future generations.



Description: Child looking at camera
Credit: Marissa Rosaleen

PURPOSE

In 2022 the Nova Scotia Dismantling Racism and Hate Act was developed by an all-party committee creating a strategy outlining the province's approach to addressing systematic hate, inequality and racism. The first public sector body identified as being required to develop a plan to address systemic hate, inequality and racism are municipalities and villages across the province. This systematic deliberate approach recognizes the important role municipal government plays in dismantling hate and racism as their services and programs cover essential services for citizens and are at the forefront in service delivery to community.

The Town of New Glasgow recognizes that the development of an Equity and Anti-Racism Plan is an important and necessary step towards reconciliation. Local government is where the greatest transformation is possible. We understand our community best and are positioned to make the necessary additions and modifications to ensure citizens feel welcome and an equal partner in necessary change. Equity and anti-racism are not simply words to fulfill a legislative requirement – instead they are actions necessary in planning, decision making, and citizen-centered service delivery which impacts social change.

Whether an individual is from a racialized community, gender diverse, underserved or differently abled, their challenges in community require a multi-faceted united collective response to create change. This includes addressing systemic issues in community but also internal work as a municipal unit. Addressing both creates relationships, builds trust and encourages engagement.

This plan is intended to be both the internal and external roadmap for the Town of New Glasgow to move forward, applying an equity lens to the work of local government – ending hate, improving equity and celebrating diversity – while creating equitable opportunities and inclusive practices for service delivery, growth and engagement.

PLAN DEVELOPMENT

In April 2022, the Town of New Glasgow developed and released their Accessibility Plan titled Meaningful Access.

This was intended to create a path forward for a barrier free community by 2030. While this work is important in acknowledging and changing the trajectory for physical diversity, there was an understanding that additional equity and anti-racism work in the Town required thoughtful and deliberate understanding on systemic racism. Creating a community where diversity is not only acknowledged but celebrated.

This work began with multiple initiatives including:

- Being Signatories to the UNESCO Canadian Coalition of Inclusive Communities (2010) (formerly known as the UNESCO Canadian Coalition of Municipalities Against Racism and Discrimination)
- Being one of 11 Municipal Signatories to the Recreation Nova Scotia Anti-Racism Charter (2002)
- New Glasgow Regional Police (NGRP) Department's comprehensive equity training and anti-hate work including:
 - Trauma Informed Training Nova Scotia Department of Justice (2018)
 - Police Ethics and Accountability Course CPKN (2019)
 - Racially Biased Policing CPKN (2019)
 - Working Effectively with Indigenous Peoples Indigenous Corporate Training (Chief, Deputy Chief – 2021)
 - Psychologically Safe Leadership Certificate Training University of New Brunswick (x2 Chief and D/Sergeant – 2022, 2024)
 - Cultural Awareness and Humility Course CPKN (2021)
 - Black History Learning Journey Community Sector Council of NS (2021)
 - Anit-Islamophobia Workshop Canadian Council of Muslim Women (2022)

- Hate Equity Diversity Inclusion (HEDI) Training (2023-2025)
- Police Training Initiative (2024-2025)
- Indigenous Awareness Course (2023)
- Development of an Inclusive Communities Committee (2010)
- Development and Implementation of a Hate Crime Coordinator (NGRP) (2024)
- Canadian Centre for Diversity and Inclusion Mandatory Equity Training for all employees – Certificate courses for IDEA Fundamentals, Diversity and Inclusion Fundamentals, and Unconscious Bias (2023-2025)
- Indigenous Corporate Training – Working Effectively with Indigenous Peoples Certificate by Senior Leadership (2024-2025)
- Senior Leadership training on equity and diversity through the Canadian Centre for Diversity and Inclusion (2024-2025)
- Human Resource development of policies including accommodation for work and development of an Inclusive Language Guide for all employees.

With the passing of the Dismantling Racism and Hate Act in September 2022, and regulations under the Act that every Municipality in Nova Scotia is required to have an Equity and Anti-Racism Plan in place by April 1, 2025, the Town of New Glasgow recognized it was well situated to move this work forward. The work was not only to meet regulatory requirements but to create an opportunity for this work to be key to the development of municipal policies and infrastructure, changes in municipal bylaws and development of an employee and organizational standard for the work.

In October of 2024, Council and Key Staff of the Town of New Glasgow participated in a 4-hour self-assessment process led by the Equity and Anti-Racism Leads with the Association of Municipal Administrators Nova Scotia (AMANS). The tool is intended to provide opportunities for critical reflections on current work is being done on equity and diversity, but more importantly, highlight areas requiring improvement.

Those gathered included the Mayor and members of Council, the Chief Administrative Officer, Senior Leadership from all Municipal Departments (including Information Technology, Police, Fire and Engineering and Public Works, Corporate Services and Human Resources) and the Community Development Team.

The Self-Assessment Tool includes 12 organizational characteristics that were rated in four different categories. These categories are:

- Not yet started
- Ready to Start
- Launched
- Well on the way
- Leading

After intensive discussion on each characteristic the group determined the degree of readiness for each category.

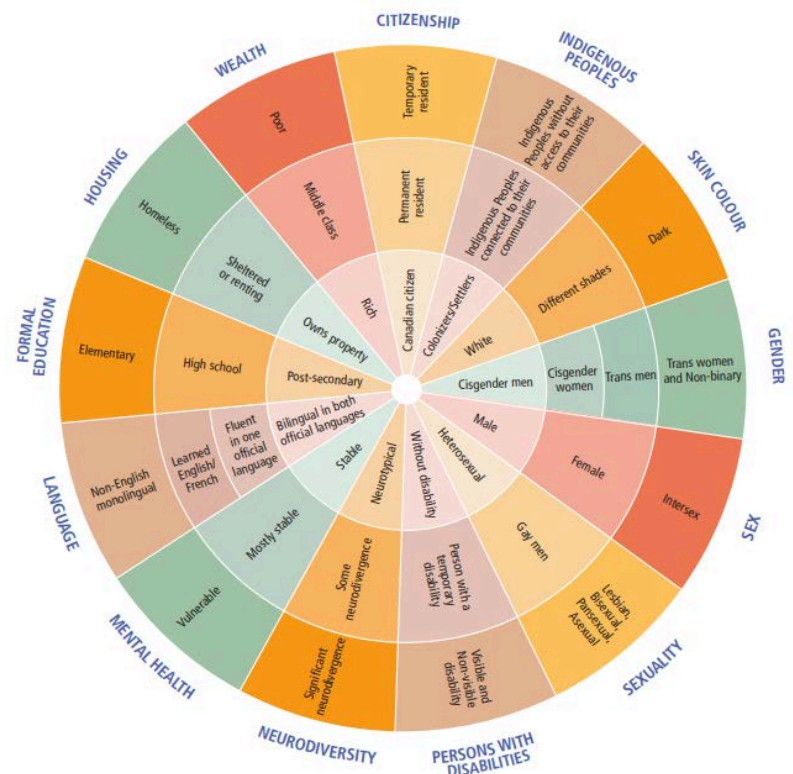
Characteristic	Readiness
Vision	Launched
Leadership Commitment	Launched
Inclusive Policies	Ready to Start
Supporting Framework	Well on the Way
Training & Development	Well on the Way
Data Collection & Analysis	Launched
Community Engagement	Well on the Way
Decisions	Launched
Accountability Mechanisms	Ready to Start
Accessibility & Inclusion	Ready to Start
Hiring Practices	Launched
Employee Resource Groups	Ready to Start

This process allowed for reflections on the work which has been done to combat racism in our community, and to create opportunities for conversation on what has yet to be built. There are strong examples from both the Human Resource perspective and the New Glasgow Regional Police Department which demonstrate the willingness to engage in hard conversations and make systematic changes to traditional euro-centric processes. While we celebrate this work there is an acknowledgment that much is left undone and demonstrate a strong united commitment to move the work forward.

OUR COMMUNITY

What is key to understanding diversity in the context of community, is to recognize the intersectionality of levels of inequality which have deeply affected communities and populations.

These must be considered together to truly affect change. For example, communities who face historical and systematic racism and gender discrimination, are often those who are most affected by poverty. Intergenerational trauma, resulting directly from systemic racism, prevents populations from gaining generational wealth and power and places these populations at a significant disadvantage. It is imperative that we recognize privilege and power and how societal structures and norms influence personal experiences and opportunities, to truly understand our community in relation to equity and anti-racism.



The illustration can help better understand how power and privilege relate to a person's own personal and life circumstances.

INDIGNEOUS PEOPLES

The Town of New Glasgow is founded on the unceded territory of the **Mi'kmaq Nation**. The Mi'kmaq settled in this area over **10 000 years ago** and created a flourishing hunting and gathering society. The Mi'kmaq Nation were part of the larger Wabanaki Confederacy. Today Pictou Landing First Nations is located to the north of the Town of New Glasgow and has five reserves: Boat Harbour West 37, Fisher's Grant 24, Fisher's Grant 24G, Franklin Manor 22 (shared with Paq'tnkek First Nation) and Merigomish Harbour.

Although the present Pictou Landing First Nations' community is not located within the boundaries of the Town of New Glasgow – residents travel into the Town of New Glasgow to access services and programs and some members of the Pictou Landing First Nation community have resided in the Town. New Glasgow is also aware of the Municipal responsibilities from the Truth and Reconciliation Commission's Calls to Action.

In particular,:

- Call to Action #45.iii ***Renew or establish Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships into the future***
- Call to Action #57 ***Educate public servants on the history of Indigenous peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Indigenous rights, Indigenous law, and Indigenous–Crown relations.***

To be true to the intended spirit of reconciliation the Town of New Glasgow needs to commit to the Calls to Action and be willing to engage in respectful conversations, acknowledging past harm and taking action to change.

AFRICAN NOVA SCOTIANS

The Town of New Glasgow is also home to one of 50+ historical African Nova Scotian communities in Nova Scotia. People of African descent have been a fabric of Nova Scotia for over 400 years. In New Glasgow the first recorded arrival into the community was in the 1861 census which cites the arrival of James Boden. The larger African

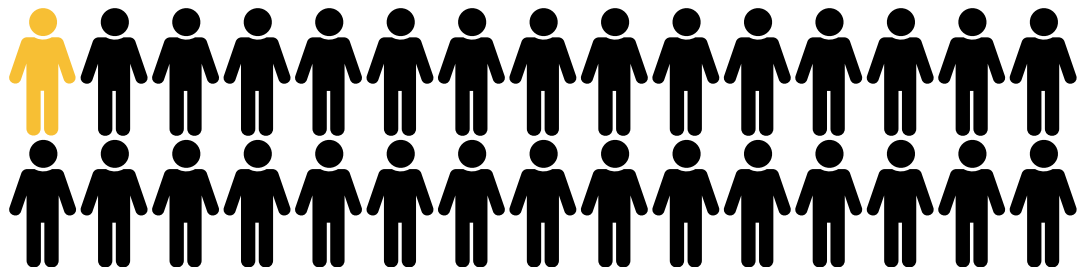
**1 of 50+
historical
African-Nova
Scotian
communities**

Nova Scotia connection to New Glasgow begins primarily with the Black Loyalists of Guysborough and Tracadie, migrating to the area in the 1860's-1880's having been hired to work for the Town – specifically in the laying of the proposed waterworks. Families settled in New Glasgow and created a vibrant and distinctive historical African Nova Scotian community. Families have lived in this community for generations and have brought a rich culture and contributed significantly to the fabric of the Town of New Glasgow. This was not accomplished without a legacy of hate and racism and systematic policies intended to harm. The Town of New Glasgow acknowledges these past harms and work towards creating respectful ongoing relationships with the community.

NEWCOMERS

New Glasgow is becoming the permanent home to many Newcomers moving into our province. There is now a strong multi-cultural community with rich traditions, culture, language and community. Although the best intentions have been to support immigration into our community, we have struggled as to how to truly welcome diverse cultures. Community needs to be open and understanding of non-Judeo-Christian beliefs and celebrate diversity in all levels.

**In 2021, 3% of
the town's
population is
immigrants**



2SLGBTQIA+

Under the leadership of the Pictou County Rainbow Committee 2SLGBTQIA+ realities have been given voice in our community. Gender diverse people have been the target of hate which is based on fear and systemic intolerance. Further engagement and education are necessary to learn more about the needs of the 2SLGBTQIA+ community and to create safe spaces which support diversity and end anti-hate rhetoric.

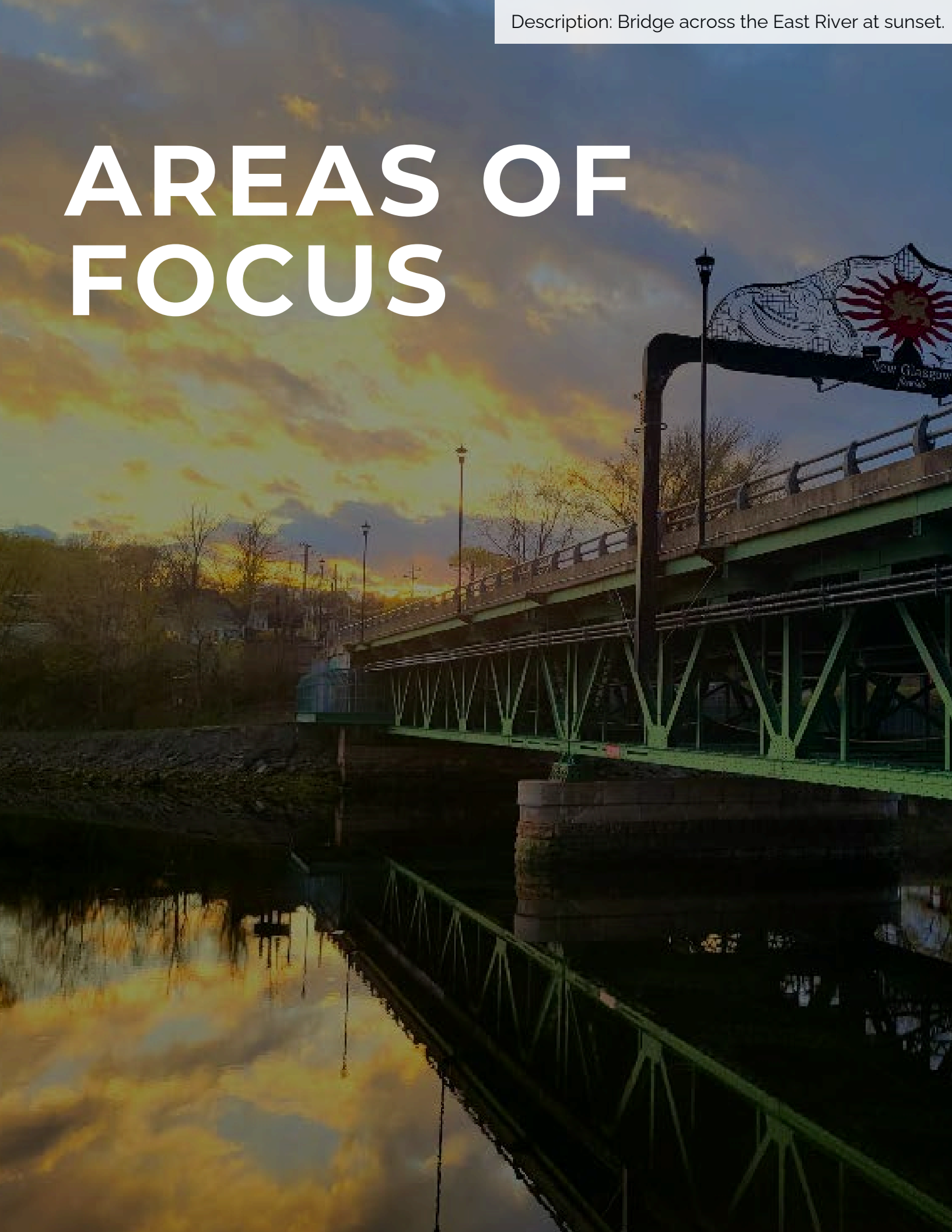
ACCESS

New Glasgow is home to many citizens with diverse abilities which have given voice to their challenges in navigating community and gaining access to services they require to actively participate. Their voices have often been silenced because of their diverse abilities. The Town of New Glasgow has a comprehensive **Accessibility Action Plan** which will work in tandem with the **Equity and Diversity Action Plan** moving forward.

Poverty is a condition of social class, which results from structural and systemic policies and practices built on inequalities, discrimination, racism and is a real and present challenge faced by many in our community. We know equity seeking communities are often those most affected by poverty and this population is the most underrepresented and underserved within our community. Through this work we have the opportunity to change, improve and create new structures, systems, policies and practices. This is intended to create environments and spaces to give voice to this population and work towards creating community where real and immediate needs are addressed.

This assessment of community is not intended to cause further trauma to community, instead it is to call attention to historical and generational harms, acknowledge our role in this and as a community address systemic hate, inequality and racism.

AREAS OF FOCUS





1. ENGAGEMENT

“NOTHING ABOUT US WITHOUT US”

Engagement needs to be relational not transactional or better explained as a covenant not a contract. Covenants are meant to be ongoing – promising trust and building constant and continuous relationships. Contracts are time limited and based on calculated and mutual benefits. Trust and relationships do not need to exist beyond the terms of the contract. What this means from an equity and anti-racism perspective is engagement with community(ies) cannot be a one-time interaction where community provides information to create solutions and then we move on. Instead, meaningful engagement is creating a covenanted relationship; ongoing, honest and open which will provide feedback, create benchmarks and enabling processes to be updated as needed. It follows the philosophy of “nothing about us without us” – which is vital to any level of genuine and impactful community engagement.

Where Municipalities become challenged is following provincially legislated **Municipal Government Act (MGA)** processes and balancing this requirement with community engagement for projects in which specific populations are affected. This is further challenged because we cannot approach engagement with a belief that “one community means one voice” – recognizing that there will be differing opinions within community.

In terms of working with historically underrepresented and underserved communities and populations, relationships can only be built by an acknowledgment that barriers are embedded in historical injustices.

It is also vital to know that the injustices are different for different populations and therefore requires an equity lens to create and change specific strategies, policies and procedures, Strategies which include, but are not limited to, understanding power and privilege, the role it plays in engagement and being cautious in actions to ensure the engagement, is not simply tokenism which creates additional harms, but instead is rooted in policies, procedures and processes.

The Town of New Glasgow recognizes historical and emerging equity seeking communities in which engagement is paramount. Encouraging and establishing multiple formal and informal relationships is the cornerstone for all other actions. This includes internal applications of anti-racism anti-hate work which demonstrates to the broader community the Town of New Glasgow's commitment to end oppression and engage in real reflective anti-racism work.

ACTION PLAN

THE DEVELOPMENT OF A COMPREHENSIVE ENGAGEMENT STRATEGY/POLICY TO BE USED AS A BASELINE FOR ALL FUTURE TOWN OF NEW GLASGOW ENGAGEMENT PROCESSES.

- Recognizing that citizens of Pictou County move seamlessly between Municipal units, we will work with other Municipalities in Pictou County to create a comprehensive approach to engagement with equity seeking communities which are thoughtful and respectful and results in change.
- Create an Engagement Strategy to be used in all interactions with citizens that is designed to reflect diversity. This includes communication plans which recognize communication may require nuances for equity seeking communities.
- Work with informal and formal organizations on collective learning intended for community change.
- Utilize and apply existing engagement theory and frameworks.

- Utilize expertise in areas such as Community Engagement Plans (social media, videos, etc) , collective impact and asset-based community development.
- Work with local community partners (Aberdeen Health Foundation/community-based organizations/United Way etc.) for opportunities for targeted planning and co-creating community plans.

DEVELOP ADDITIONAL KEY PERFORMANCE INDICATORS THROUGH COMMUNITY ENGAGEMENT.

- Through thoughtful and genuine community engagement the Town of New Glasgow will work with the community to identify key performances benchmarks which reflect their lived experience.
- Use these performance benchmarks to report to the community.

ENGAGEMENT WITH COMMITTEES OF COUNCIL (INCLUSIVE COMMUNITIES COMMITTEE, COMMUNITY DEVELOPMENT ADVISORY COMMITTEE, ENVIRONMENT AND CLIMATE CHANGE, BUSINESS ADVISORY COMMITTEE) AND KEY PUBLIC FACING MUNICIPAL DEPARTMENTS.

- Meet with Committees of Council to review the Equity and Anti-Racism plan.
- Engagement with Business Advisory Committee in creating policies and changing practices to meet the need of current and changing community demographics.
- Engage with Environment and Climate change to specifically discuss the effects of climate change on equity seeking populations.

- Engage with the Community Development Advisory Committee to ensure programs and services of the Community Development Department are reflective of and respond to equity and diversity in planning, and delivery of community events.
- Engagement with key Municipal Departments (ie Police, Fire and Public Works) to review the Equity and Anti-Racism Plan and engage these Departments in internal change.

KEY PERFORMANCE INDICATORS

NOTE: Further key indicators will be developed after consultation with equity seeking communities

- Equity seeking communities report feeling engaged.
- Engagement strategy is completed and demonstrated use with all Departments.
- Equity is a lens used in all functions and decisions of Council and supporting Committees of Council.



Description: Group of culturally diverse people on a stage.
Credit: Marissa Rosaleen



2. POLICIES

Municipalities in Nova Scotia are responsible for providing services and programs related to public safety and policing, safe drinking water and wastewater management, public works, land use planning, transportation, community assets, fire protection and property taxes. Traditionally development of strategies for delivery of these services are enhanced through limited citizen engagement and/or Council members providing input and approval for budget considerations. Citizen engagement historically has not considered those who are not actively involved in Municipal Government specifically underrepresented and underserved communities. Careful consideration needs to be given to how we engage all citizens.

Equity and anti-racism considerations have not traditionally been the core factor in driving the development and delivery of Municipal processes. Instead, it has more often been an addition or not even a consideration – essentially because populations most affected have been the most underrepresented and underserved in community and therefore not engaged. Their voices are lost or more often not given opportunity for engagement as Municipalities move important infrastructure work forward. In times when it has been considered a substantive budget has not been allocated to ensure success.

The Town has been doing important work in this area which needs to be acknowledged. This includes active recruitment of equity-seeking candidates to be supported in obtaining police training, development of equitable hiring practices and equity training being a requirement for employment. This work has been supported by Council with budget considerations.

ACTION PLAN

APPLICATION OF EQUITY CONSIDERATIONS IN THE DEVELOPMENT OF MUNICIPAL POLICIES.

- Creation of an Equity Toolkit which guides all Municipal processes from an equity perspective.
- Work with the Town of New Glasgow's Asset Management Committee to ensure review of current policies are reflective of current equity considerations.
- Apply an equity lens to the development of all future decisions including policy development, bylaws, procurement and budget considerations.

CREATE NEW OPPORTUNITIES TO CELEBRATE DIVERSITY.

- Work with the community to create a calendar of day/celebration which reflects the multi-cultural and diversity of community.
- Recognize non-Judeo-Christian holidays in the same way we currently recognize Christian holidays.
- Create Wayfinding signs/Pictorials which reflect diversity in language.

DIVERSITY, EQUITY, AND INCLUSION (DEI) IS AN INTEGRATED APPROACH WHICH INCLUDES THE PURCHASE OF SERVICES. THE TOWN OF NEW GLASGOW WILL EXPLORE SOCIAL PROCUREMENT PRACTICES AND POLICIES TO CREATE POSITIVE SOCIAL, ECONOMIC AND ENVIRONMENTAL IMPACTS.

- Create opportunities for Senior Staff involved in procurement processes to learn more about the concept of social procurement.
- Work inter-departmentally with the draft Sustainability Procurement Policy to create a position on social procurement and the benefits and risks to the Town of New Glasgow.

KEY PERFORMANCE INDICATORS

- The application of an equity lens is an intentional tool in all Town of New Glasgow processes.
- All current Municipal policies have been reviewed with equity considerations being applied.
- Any new Municipal policies have an equity lens applied.
- Social Procurement is being considered.



Description: Group of people standing around African Heritage Month poster

3. RECRUITMENT, EMPLOYMENT & WORKPLACE PRACTICES

Inclusive hiring practices promote equal employment opportunities, improve the workplace environment, and promote the inclusion of diverse perspectives and experiences, particularly for candidates and employees with from underrepresented and underserved communities. Additionally, inclusive hiring fosters creativity, innovation, and problem-solving abilities by bringing together employees with a range of backgrounds and perspectives.

Hiring diverse candidates does not mean the workplace is inclusive, instead workplaces need to be creating safe workplace environments before a diversity hire is considered. Diverse employees need to see themselves reflected in the workplace and opportunities need to exist which reflect their lived realities. This can include changes in policies to reflect non-Judeo-Christian holidays, gender neutral roles and inclusive language in the workplace. This needs to be accompanied by mandatory EDI training for all employees and a no-tolerance policy of hate and racism in the workplace with tangible and real consequences for employees who do not create a safe and respectful workplace.

The Town of New Glasgow is committed to a fair hiring process and ensuring practices are in place for all hiring activities, which is why all internal and external hiring processes are to work in alignment with the fair hiring policy and process through the centralized hiring process. Practices in place include:

- Advertisements that reflect fair hiring policies which are crafted in a manner that is inclusive and to appeal to diverse and equity seeking candidate pools..

- Job posts will use gender neutral language and are shared within the communities in which we are trying to hire from and will encourage those requiring accommodation to apply.
- Information is provided to hiring managers leading into the interview process on understanding their hiring biases.

ACTION PLAN

CONTINUE WORKING WITH ALL MUNICIPAL DEPARTMENTS TO IMPROVE FAIR HIRING PRACTICES.

- External applications being presented to hiring managers will be presented in an anonymized resume form to help mitigate biases, by removing identifiers. (i.e. removing chosen names, address, names and locations of post-secondary institutions, etc.)
- Use the experiences of the NGRP to influence other Departmental hiring practices.
- Focus on recruitment of equity seeking candidates within all public facing Departments (New Glasgow Regional Police (NGRP), New Glasgow Fire Department and Engineering and Public Works) to ensure the broader community can see themselves within these Departments,
- Research alternative hiring practices which focus on creating equity in all levels of human resources.
- Open Houses with a focus on equity seeking communities to encourage interest in Town positions and support candidates who want to apply.



Description: Family walking in front of the Town Hall
Credit: Tourism Nova Scotia / Photographer: Acorn Art and Photography

FURTHER PROFESSIONAL DEVELOPMENT OPPORTUNITIES INTENDED TO ENHANCE EMPLOYEES' KNOWLEDGE ON ISSUES RELATED TO EQUITY AND ANTI-RACISM, POWER AND PRIVILEGE.

- Development of and provision of inclusive language guide to all employees
- Training on micro-aggressions in the workplace.
- Further work in partnership with Pictou Landing first Nations on Call to Action #57: *Educate public servants on the history of Indigenous peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Indigenous rights, Indigenous law, and Indigenous–Crown relations.*
- An equity lens applied to current and developing employee workplace policies.

KEY PERFORMANCE INDICATORS

- 20% increase in diversity of employees hired across all Town Departments.
- Employees report greater understanding of diversity and anti-racism.
- Reduction of workplace incidents of unsafe environment related to racism/sexism/ableism/gender diversity.



4. DATA COLLECTION & ANALYSIS

Data collection and analysis is critical to ensure accountability and improvement in the development and delivery of actions associated with the Equity & Anti-Racism Plan. How we track progress and measure success is a necessity to any strategy or plan and is as important as development of key actions. Key Performance Indicators are one method in tracking progress and can help analysis strategies and create opportunity to measure success. Performance indicators are imperative with action plans or strategies which are intended to be ongoing, so they can be adjusted and changed as we learn through implementation. If a performance indicator is not demonstrating the change we anticipated, we can go back to the action and adjust as necessary.

Success can be measured against the current state of operations, performances of other comparable Municipalities, local health and social data, or a benchmark which has been created for the purpose of measurement. For the Town of New Glasgow's Equity and Anti-Racism Plan we will use all measurable opportunities.

ACTION PLAN

CREATE TOOLS TO GATHER DATA WHICH IS RELEVANT TO REPORTING ON THE EQUITY AND ANTI-RACISM WORK. INTENDED NOT ONLY TO HIGHLIGHT ACCOMPLISHMENTS BUT ALSO TO INFLUENCE CHANGE.

- Examine methods already in place to gather data by the Town of New Glasgow and make changes to provide relevant data.
- Work with Recreation Nova Scotia, Public Health, and other partners to review current data collection methods and create evaluation tools which are proven to have an equity component for measurement.
- Implement processes to use this data to implement change, i.e. language data collected in New Glasgow and surrounding communities to determine common languages spoken which subsequently informs us how we communicate key messages.

GATHER RELEVANT DATA TO INFORM THE ONGOING EVALUATION OF THE COMMITTED ACTIONS.

- Develop strategic partnerships with services/organizations like Public Health, to provide local data which determines base line data for comparison.
- Gather current social economic data to determine inequality in community. Use this data to influence budgetary and resource management.
- Create and deliver a pre and post survey with citizens intended to measure change.
- Facilitate focus groups with specific populations to gather their experiences on municipal service delivery. Bring same groups back together in early 2028 to measure change.

DEVELOPMENT OF A WORKPLAN WHICH REFLECTS ACTION, ACTIVITIES, TIMELINES, OUTCOMES AND KEY INDICATORS TO ENABLE CONSISTENT AND REGULAR REPORTING.

- The Director of Community Development will report to Council every quarter on the progression of the Plan.
- The Director of Community Development will report to Senior Leadership monthly to engage other Departments in the work.
- Report to community with regular updates on social media as well as target connections with equity seeking communities.

KEY PERFORMANCE INDICATORS

- Data sources created capture the information required to advance the work
- Key partnerships are developed, and local data is used to demonstrate change.
- Council and Senior Leadership report being aware of and involved in the Equity and Anti-racism work.
- Community reports being aware of the equity and anti-racism work.
- Inter-departmental partnerships in the Town of New Glasgow are firmly established on issues of equity and anti-racism.



Description: Smiling family
Credit: Marissa Rosaleen

A photograph of three young people playing African drums. They are wearing dark t-shirts with a logo that says "New Glasgow flourish". The background is a patterned wall. The text "February 3, 2025" is visible in the top left corner of the image.

PARTNERSHIPS & COLLABORATION

Given the intention of the Town of New Glasgow's Racism and Anti-Racism Plan, partnerships and collaboration are essential to success. The Town of New Glasgow (as a Municipal Unit) cannot do this work alone. Instead, a comprehensive collective of organizations and services to be engaged and feel that they are an equal partner in the equity and anti-racism work.

These partnerships include but are not limited to:

- Aberdeen Health Foundation
- Big Brother Big Sisters
- Highland Community Residential Services
- IGNITE
- Integrated Youth Services
- Kids First
- Local businesses
- Multi-Cultural Association of Pictou County
- New Glasgow GALMA
- Pictou County Chamber of Commerce
- Pictou County Partners for Children and Youth
- Pictou County Partnership
- Pictou County Rainbow Community
- Pictou County Roots for Youth
- Safe Harbour
- Summer Street Industries
- United Way of Pictou County

CONCLUSION

The Town of New Glasgow is committed to addressing systemic hate, inequality and racism with an acknowledgement of institutional harms which have both a historical and a current context. Municipal government is poised to make change and is the one form of government that is well embedded in community and is structured in a way that change is possible. The Town of New Glasgow also has unique opportunities because it has both historical equity seeking communities and a growing multi-cultural community, all of which require the support of our community. This includes not only being aware of and recognizing the importance of anti-racism work but commitment to fundamental changes to ensure we are meeting our responsibility to be a truly equitable and inclusive community. New Glasgow also serves as a hub for the regional Not-for-Profit organizations working with underrepresented and underserved communities who have a level of front-line expertise that is key to creating change.

Our Equity and Anti-Racism Plan is ambitious, but necessary for our community. Four key focus areas have been identified with purposeful actions and clear deliverables. Engagement is possible because of built relationships and a committed Mayor, Council, CAO, and Senior Leadership who recognize the barriers existing and are willing to move this work forward. Deliberate and relational engagement reflects intentional and conscious actions that community are equal partners in the work. To effect real change this work requires shared responsibility, and it is necessary to have continuous engagement with equity seeking communities.

The development of a clear workplan associated with the plan will provide consistent reporting to both Council and community. The workplan reflects commitment for continuous engagement but also important accountability mechanisms for the continuous improvement and revisiting of the plan.

It is necessary that equity and anti-racism work remains one of the top priorities of current and future Councils of the Town of New Glasgow. Creating a community where diversity is celebrated, hate is not tolerated, and equity is the forefront of every decision.

We owe this to our community, our children and our future.

Description: Woman dancing
Credit: Marissa Rosaleen



ACKNOWLEDGEMENTS

With recognition of the wisdom and expertise of the following:

- New Glasgow GALMA Society
- Accessibility Directorate
- Association of Municipal Administrators Nova Scotia
- African Nova Scotia Affairs
- Department of Labour, Skills and Immigration
- Municipal Equity, Anti-Racism and Accessibility Support Program
- Nova Scotia Health – Public Health
- Nova Scotia Human Rights Commission
- Office of Equity and Anti-Racism Initiatives
- Office of L'nu Affairs
- Public Health Agency of Canada

ADDITIONAL RESOURCES

- <https://nslegislature.ca/sites/default/files/legc/statutes/dismantling%20racism%20and%20hate.pdf>
- <https://novascotia.ca/just/publications/docs/equity-and-anti-racism-strategy.pdf>
- <https://www.municipal-ideas.ca/>
- <https://www.municipal-ideas.ca/equity-and-anti-racism-education-training-tools-and-resources>
- <https://beta.novascotia.ca/government/equity-and-anti-racism>
- <https://humanrights.novascotia.ca/>
- <https://beta.novascotia.ca/government/lnu-affairs>
- <https://www.tamarackcommunity.ca/hubfs/10-Ways-Local-Government-Can-Propel-Positive-Social-Change.pdf?hsLang=en-us>

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Celebration of Diversity: The Path for our Future
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