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# Road to Economic Prosperity for African Nova Scotian Communities

Progress Report 2022



African Nova Scotian  
**Road to**  
Economic  
Prosperity

ACKNOWLEDGEMENTS

Advisory Council

**Dolly Williams** – Co-Chair – East Preston  
**Irvine Carvery** – Co-Chair - Africville  
**Jareeca Jones** – Upper Hammonds Plains  
**Viola Fraser** – North Preston Rec Centre  
**Rose Fraser** – North Preston  
**Sherry Bernard** – Lake Loon / Cherrybrook  
**Gina Jones-Wilson** – Upper Hammonds Plains  
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**Cheyenne Jones** – Akoma  
**Tammy Ewing** – Engage Nova Scotia  
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**Chavasse Bain** – African Nova Scotian Affairs  
**Rosella Fraser** – North Preston Community Rec Centre  
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**George Frempong** – Delmore “Buddy” Daye Learning Institute  
**Chelsea Slawter-Wright** – The Alzheimer’s Society  
**Wayne Talbot** – Deputy Mayor City of Truro  
**Terry Dixon** – Halifax Partnership  
**Jenée Jarvis** – Halifax Partnership  
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**Darlene Lawrence** – South Shore  
**Iona Duncan-States** – Halifax  
**Lavonne Sparks** – Halifax  
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**Charles Sheppard** – Cape Breton  
**Louise Delisle** – South Shore  
**Glenda Richards-Talbot** – Northern  
**Chuck Smith** – South Shore  
**Craig Smith** – Halifax  
**Support: Shelley Fashan**

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**Mamadou Wade** – Halifax

Road to Economic Prosperity Staff Team at Halifax Partnership

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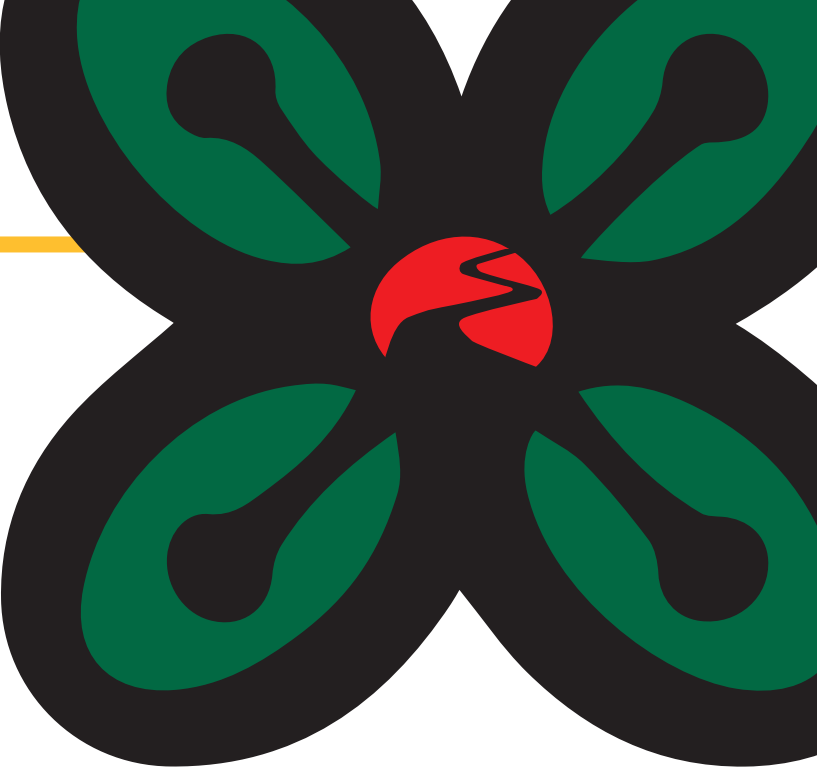
African Nova Scotian Affairs Integration Office

**Devon Parris**  
**Russel Brooks**  
**Tamar Pryor Brown**

Our Partners:



A special acknowledgement goes to African Nova Scotian communities who have embraced this work and have made our progress possible.





# MESSAGE FROM Irvine Carvery & Dolly Williams

CO-CHAIRS OF THE ADVISORY COUNCIL



**Dear Community Members, Collaborators, and Friends,**

It is with great pleasure that we present the second progress report on the African Nova Scotian Road to Economic Prosperity Plan. As co-chairs of the Advisory Council, we are proud to share with you the achievements that have been accomplished over the past year to promote community-led economic development in African Nova Scotian communities.

In 2022, we focused on strengthening unity and building capacity for our communities to start and follow through on economic development plans. Since our last report in 2021, The Road to Economic Prosperity has made significant progress in advancing all 31 actions in the Years 1-2 Plan.

The phrase *For Us, By Us, With Us* has defined our collective efforts over the past year. The spirit of our work is grounded in Africentric principles that place our unique lived and learned experiences as African Nova Scotians at the centre of all decision-making, guidance, and governance of this work. We are excited to share that our Advisory Council is now joined by an Elder Council and Youth Council to help guide and lead this work. We honour and respect the need to include all generations as we define what the future looks like in our communities.

We continue to work closely with African Nova Scotian-led organizations, community groups, associations, and businesses to help us implement the actions in this plan. We can truly say that this work is being carried out *For Us, By Us*.

Through the dedication and support of the Road to Economic Prosperity team at Halifax Partnership, we have achieved several milestones that will improve the lives of African Nova Scotian individuals, families, and communities. We are making strides and bringing significant changes to government policies that affect African Nova Scotian communities, and in the process are bringing positive change to all of HRM and surrounding areas.

Additionally, we have continued to work with public, private, and post-secondary partners including the Halifax Regional Municipality, the Province of Nova Scotia, and RBC who are *With Us* on the road

to support and advance the work, multiply our successes, document and share our progress, and spark meaningful conversations and collaborations.

As we move forward, we remain committed to our community-led approach to ANS economic development. We believe that it is essential to empower our community members to take ownership of the issues affecting our lives and work together toward solutions.

While our progress cannot always be measured in numbers, our impact is being felt throughout our communities. We hope that this report inspires you to join us on the road to creating economic prosperity for all African Nova Scotians.

We look forward to working with you in the coming year.

Sincerely,

**Irvine Carvery & Dolly Williams**  
**Advisory Council Co-Chairs**







## MESSAGE FROM the Road to Economic Prosperity Staff

It is my pleasure to share this progress report alongside the Road to Economic Prosperity Councils. As a team of dedicated staff, our role is to support the community leadership of the REP Councils as they work to implement a five-year economic development plan in African Nova Scotian communities. This is made possible through the support of Halifax Partnership and funding partners.

In the past year, we have advanced all 31 actions in the Years 1-2 Plan. These actions fall under three pillars: Unity and Capacity-building; Land Ownership, Infrastructure Development, and Investment Attraction; and Education, Employment, and Entrepreneurship. We have established community-led working groups under each pillar, with representation from African Nova Scotian communities across HRM - including North End Halifax, Beechville, Cherry Brook and Lakeloon, East Preston and North Preston, Upper Hammonds Plains and Lucasville. Our objective is to provide the working groups and councils with the necessary resources and support to make decisions by the community, for the community.

In 2022, we expanded our outreach efforts to deliver presentations on the Road to Economic Prosperity to ANS communities in regions outside of Halifax. This work has been focused on building capacity within communities to be able to create their own economic development plans and to present these plans to their municipalities. We are working to bring more on the road with us by keeping all African Nova Scotian communities informed and engaged.

In the past year, a priority has been to work with the Halifax Regional Municipality to develop policies that have the potential to transform and give agency back to our communities. We have worked closely with municipal planners to develop roundtables on zoning, boundary reviews, and community action planning in ANS communities. As a direct result of REP's work, we have set new standards and protections for African Nova Scotian communities reflected by the commitment from HRM to work with ANS communities to create Community Action Plans and incorporate them into municipal planning policies and by-law regulations. We are also working with HRM and the Province to enable the development of Community Benefits Agreements. In Beechville, we completed the first ANS Community Action Plan and Community Boundaries Assessment, resulting in restoring historic lands back into the care of the African Nova Scotian community while providing a model for other communities.

The REP work cannot be done without the dedication of the Road to Economic Prosperity Advisory Council, Youth Council, Elder Council and working groups. We are moved by the love for one another and our communities that you have demonstrated. Your commitment to this work keeps us inspired as a team.

I want to extend a heartfelt thanks to Jenée Jarvis, Program Coordinator for Capacity Building and Strategic Initiatives, and Terry Dixon, ANS Connector Program Coordinator who have supported our councils and working groups and have helped progress our programs and initiatives. Thank you to our Consultant of Record Nene Kwasi Kafele who has been in this work with us since the Gathering of Communities (our first major consultation in 2018). His expertise in Africentricity has provided wisdom and advice to ensure principles meet practice.

We are grateful for the support of our partners and wish to give special thanks to the provincial Office of African Nova Scotian Affairs (ANSA), the African Nova Scotian Affairs Integration Office (ANSIO) at HRM, and RBC.

If you are just joining us on the road, we invite you to read our initial Summary Report and Action Plan (2020) and first Progress Report (2021), which can be accessed on our website. As progress continues, we look forward to connecting with you through our annual summit and upcoming events.

Sincerely,

**Carolann Wright**  
**Director, Capacity Building & Strategic Initiatives African Nova Scotian Communities**  
**Halifax Partnership**

# Road to Prosperity Acronyms:

## Road to Economic Prosperity – REP

This refers to the initiative and those who are involved (Advisory, Elder, and Youth councils, staff, and resource supports).

## Road to Economic Prosperity Plan – REPP

This refers to the plan that REP follows for the work.

## Road to Economic Prosperity Advisory Council – REPAC

This refers to the council that holds the plan.

## Road to Economic Prosperity Elder Council – REPEC

This refers to the council that brings the historical knowledge and experiences to help govern the work.

## Road to Economic Prosperity Youth Council – REPYC

This refers to the council that brings the youth voice and perspective and transformative energy to the work.

## Road to Economic Prosperity Working Groups – REPWG

This refers to the working groups that progress the activities in the plan.

Visit the [ANS Road to Economic Prosperity website](https://anseeconomicprosperity.com) for more information on the progress of our work:

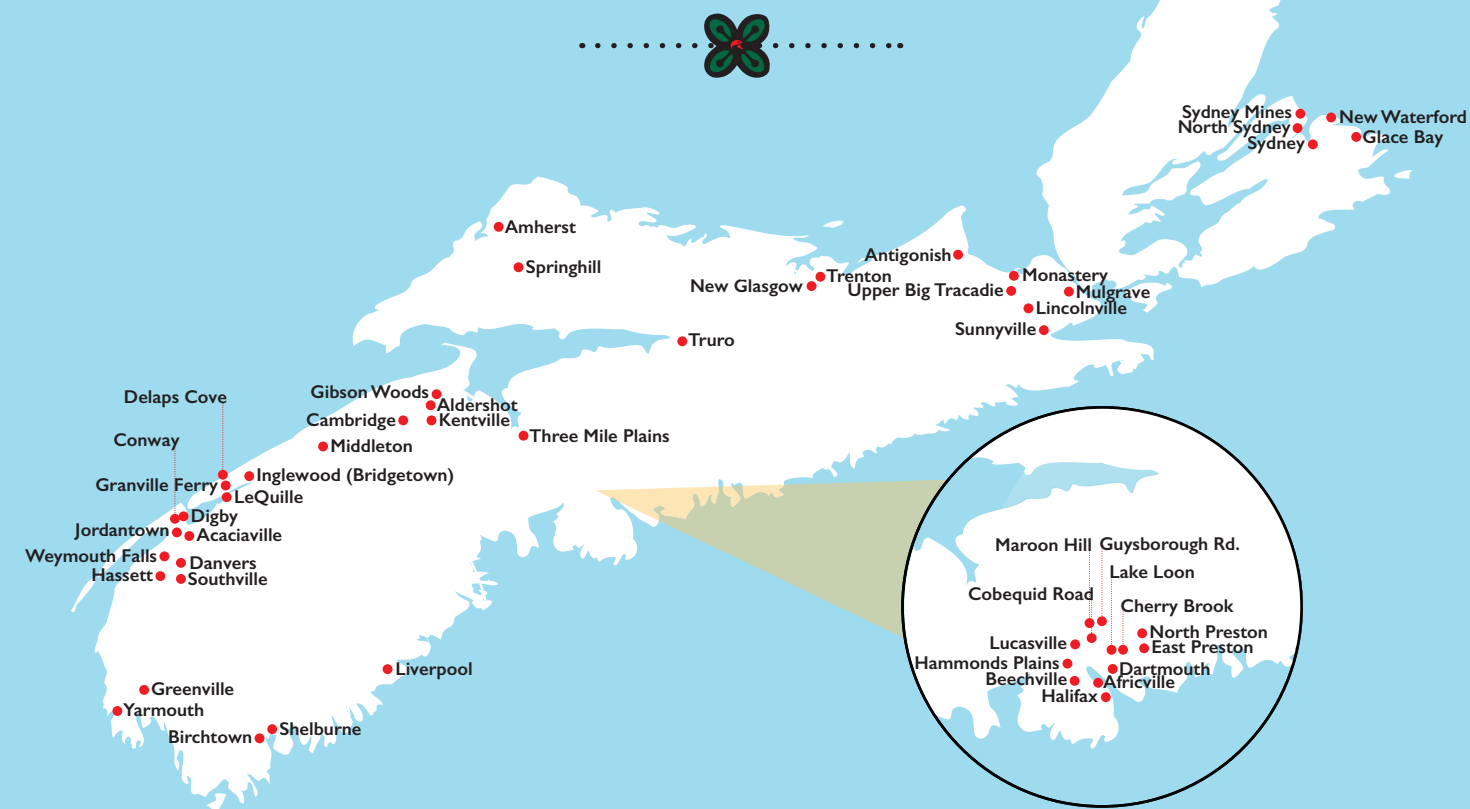
[anseeconomicprosperity.com](https://anseeconomicprosperity.com)



African Nova Scotian  
**Road to  
Economic  
Prosperity**

The Bese Saka “Sack of Cola Nuts” symbol represents affluence, power, abundance, plenty, togetherness and unity.

## Historical Black Communities in Nova Scotia c.1749



- |                     |                            |                        |                     |
|---------------------|----------------------------|------------------------|---------------------|
| 1. Shelburne        | 14. Inglewood (Bridgetown) | 27. Lincolnville       | 40. Hammonds Plains |
| 2. Birchtown        | 15. Cambridge              | 28. Sunnyville         | 41. Africville      |
| 3. Yarmouth         | 16. Middleton              | 29. Upper Big Tracadie | 42. Beechville      |
| 4. Greenville       | 17. Gibson Woods           | 30. Mulgrave           | 43. Dartmouth       |
| 5. Hassett          | 18. Aldershot              | 31. Monastery          | 44. East Preston    |
| 6. Southville       | 19. Kentville              | 32. New Waterford      | 45. North Preston   |
| 7. Danvers          | 20. Three Mile Plains      | 33. North Sydney       | 46. Cherry Brook    |
| 8. Weymouth Falls   | 21. Truro                  | 34. Sydney             | 47. Lake Loon       |
| 9. Acaciaville      | 22. Springhill             | 35. Glace Bay          | 48. Liverpool       |
| 10. Jordantown      | 23. Amherst                | 36. Sydney Mines       | 49. Conway          |
| 11. Digby           | 24. Trenton                | 37. Halifax            | 50. Delaps Cove     |
| 12. LeQuille        | 25. New Glasgow            | 38. Cobequid Road      | 51. Guysborough Rd. |
| 13. Granville Ferry | 26. Antigonish             | 39. Lucasville         | 52. Maroon Hill     |

## Our 52 Land-Based Communities

African Nova Scotians are recognized as a distinct population who descend from free and enslaved Black Planters, Black Loyalists, Black Refugees, Maroons, and other Black people who, for over 400 years, have inhabited the original 52 land-based Black communities in the part of Mi’kma’ki known as Nova Scotia.



## ROAD TO ECONOMIC PROSPERITY PLAN PILLARS

### Unity and Capacity Building

We are committed to building unity and capacity within and among African Nova Scotian communities by sharing best practices, increasing collaboration, and building leadership and skills needed to advance this work.

### Land Ownership, Infrastructure, and Investment

We aim to engage and empower African Nova Scotians in improving the current and future state of infrastructure and investment in their communities.

### Education, Employment, and Entrepreneurship

We are building strong relationships between Nova Scotians of African descent and educational and economic institutions, working to reconnect African Nova Scotians with opportunities in education, employment, and entrepreneurship.

# Our Progress Report

**2022 marked the end of the second year of implementing the Road to Economic Prosperity Plan. Since its launch in 2021, the plan's priorities have become the pillars of our work.**

Action on each pillar is spearheaded by an established working group of African Nova Scotian community members. This report covers progress made on priorities from April 2021 to October 2022.


Our progress would not be possible without the involvement of our partners and collaborators who bring their knowledge and dedication to each of these areas of work.



July 2022 Road to Economic Prosperity Youth Council launch at the Henry G Bauld Centre, in the Preston Township.

PRIORITY 1:

BUILD UNITY AND CAPACITY AMONG AFRICAN NOVA SCOTIANS

Progress Against Actions				
5 Year Objectives	Years 1-2 Actions	Expected Outcomes	Results for 2021-22	Status
 Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success	1. Establish the Road to Economic Prosperity Advisory Council (REPAC) and Elder Council (REPEC) to provide leadership and oversight	REPAC and REPEC established  Increase in community leadership and capacity in ANS communities  Regular reporting to HRM and ANS communities	September 2018 - Advisory Council established.  February 2022 - Elder Council launched.  July 2022 - Youth Council launched.  Seven (7) Working Groups.  Reports to HRM: <ul style="list-style-type: none"><li>June 2021</li><li>May 2022</li><li>September 2022</li></ul> Community Reports <ul style="list-style-type: none"><li>October 2021</li><li>October 2022</li></ul>	PROGRESSING
	2. Develop an ethics framework guided by shared principles and practices to promote accountability with a bi-annual check-in	Shared vision and ethical framework and enhanced process for transparency and collaboration developed	The three Councils are co-leading the development of the shared principles and practices.  Anticipate completion by early 2023.	PROGRESSING
	3. Bring ANS communities together to celebrate and share best practices and lessons learned	Annual Unity event held	Planning underway for Spring 2023.  Annual Summit being held.	PROGRESSING

	4. Report annually on the Road to Economic Prosperity Action Plan, assessing progress and success against outcomes	Increased knowledge on the state of African Nova Scotian communities with up-to-date data and analysis	2021 Community Summit - Progress Report presented to the Community October 16, 2021.  2022 Community Summit and Progress Report Update held on October 21, 2022.	ACHIEVED
	5. Recognize and promote the historical legacy and value of ANS communities	Legacy brochure and interactive online resources developed	In progress – Elder Council is the Project Champion.	PROGRESSING
	6. Collaborate with public, private, and post-secondary partners to establish an African Nova Scotian Prosperity and Well-being Index modeled after the Halifax Index	ANS Prosperity and Well-being Index developed  First annual event sharing the results of the Index held with ANS communities and REP stakeholders	African Nova Scotian Prosperity and Well-being Index (ANS-PWI) under development: Created a framework based on Africentric principles which was presented at Delmore “Buddy” Day Learning Institute Africentric Conference, May 2021.  Identified initial indicators based on established national and international indices, including the Halifax Index.  Collected and reviewed available data sources to draft the first African Nova Scotian Prosperity and Well-being Index.  Launch event planned for February 2024.	PROGRESSING

# 1.2

## Build community capacity to mobilize and lead the implementation of the Road to Economic Prosperity Action Plan implementation

	7. Bring changemakers to the table who are ready and able to create positive change	Increase in resources and strategic partnerships to support activities	Members of the Advisory and Elder Councils have shared the Road to Economic Prosperity Plan, and best practices with ANS communities across the province, and have assisted with goal and priority setting to initiate their own community planning processes. See page 32 of this report for a list of regional presentations.  Collaboration and ongoing discussions on advancing economic development in African Nova Scotian communities have taken place with many organizations, e.g., RBC, Toronto Metropolitan University, OSO Planning and Design, Engage Nova Scotia, Inspiring Communities.	PROGRESSING
	8. Connect ANS communities to training and resources to develop leadership, facilitation, and resiliency skills	Leadership, facilitation, and resiliency skills program for ANS communities developed  ANS communities connected to capacity-building programs and opportunities led by HRM and Halifax Partnership	Hosted four workshops on the Fundamentals of Wealth Management: <ul style="list-style-type: none"> <li>March 3, 2022: Life Insurance</li> <li>March 24, 2022: Debt Management and Retirement Planning</li> <li>May 19, 2022: Unforeseen Issues and Income Replacement</li> <li>June 2, 2022: Purchasing and Investing in Real Estate</li> </ul>	PROGRESSING

	9. Develop a mentorship program to engage and support the development of ANS youth	Increase in youth connected to BBI and other youth mentorship programs	Under development – Youth Council is the Project Champion.	PROGRESSING
	10. Develop a speaker series hosting thought leaders on economic development in African communities of African descent	Speaker series developed  Thought leadership events held with ANS communities  Increased awareness of the common themes and connections relating to economic development amongst local communities of African descent and those across the globe	Created in partnership with RBC, The Spark - Igniting Conversations Speakers Series launched May 2022. It was created to bring private, public, and post-secondary leaders together to discuss innovative ideas focused on increasing African Nova Scotian participation in education, employment, and entrepreneurship.  The first session on May 5, 2022, focused on how organizations and leaders can develop a more diverse and inclusive workforce and workplace.  The second session on September 6, 2022, focused on growing entrepreneurship in the African Nova Scotian community.  The third session, focused on education and training, is planned for November 2022.	ACHIEVED



			<p>Underway. Examples include:</p> <p>REPAC and HRM Planning &amp; Development staff met on January 27, 2022, to discuss work that is happening across all ANS communities. The main priorities emerging from this discussion included the need for boundary reviews for ANS communities, and the need for zoning changes to protect the historical nature of the communities, ensure access to ancestral lands, and allow community members to develop their own businesses and build on their land.</p> <p>HRM's Corporate Real Estate staff have reviewed applicable legislation and explained municipal processes underlying municipal land conveyance to representatives of the Africville Heritage Trust.</p> <p>HRM's Solid Waste Resources are pursuing meetings with Rate Payers Associations in both East and North Preston to explain Illegal Dumping provisions in Bylaw S-600.</p>	
	<p><b>II. Ensure ANS communities are aware of, and understand the impacts of, legislation and municipal by-laws affecting their communities and the avenues to provide feedback to government on necessary changes</b></p>	<p>Information sessions on legislation and municipal by-laws held</p> <p>Information shared with ANS communities through relevant and effective communications channels</p> <p>Increased awareness in ANS communities of legislation and by-laws impacting their communities and ways to engage and provide feedback</p>	<p>PROGRESSING</p>	

			<p>HRM's Cogswell Team and Diversity and Inclusion are working with Dexter Construction Ltd. to implement contract provisions regarding social benefits. Two ANS community liaisons have been hired by Dexter.</p> <p>HRM's Planning &amp; Development staff presented and participated in a series of zoning updates to the REPAC and are working on plan amendment changes directly with Upper Hammonds Plains and Beechville communities.</p>	
	<p><b>II. (Continued)</b></p>		<p>PROGRESSING</p>	

PRIORITY 2:

ESTABLISH LAND OWNERSHIP, DEVELOP INFRASTRUCTURE, AND ATTRACT INVESTMENT

Progress Against Actions				
5 Year Objectives	Years 1-2 Actions	Expected Outcomes	Results for 2021-22	Status
<div>2.1</div> <div>Address historic and current issues related to land ownership and environmental racism</div>	<div>12. Identify the best approach to include Community Benefits Agreements (CBA) as part of HRM's Planning and Development strategies for ANS communities</div>	<div>Legislation, policy, by-laws, and best practice review complete</div> <div>CBA process for HRM/NS created</div>	<div>September 2021 - 1st Roundtable was held with HRM Planners, members of REPAC, several ANS community members, and Halifax Partnership on community action planning.</div> <div>January 2022 - 2nd Roundtable with REPAC and HRM Planning &amp; Development identified the need for boundary reviews for ANS communities and zoning changes to protect the historical nature of the communities and ensure access to ancestral lands.</div> <div>March 2022 - 3rd Roundtable with REPAC and HRM on the Preservation of ANS Community Neighbourhoods. REP put a proposal forward to HRM requesting additional resources (e.g., Planning staff for ANS communities in HRM).</div>	<div>PROGRESSING</div>

			<div>The Community Benefits Working Group continues to monitor and collaborate with HRM's Planning and Development Team. Two significant approvals in 2022 include:</div> <div>On May 3, 2022, Halifax Regional Council approved a motion directing the Chief Administrative Officer to prepare a staff report on Community Benefit Agreements (CBAs) and next steps for development as part of HRM's planning and development strategies for African Nova Scotian communities. Report pending.</div> <div>The July 12th 2022, Regional Plan Review – Phase 3 Report to Halifax Regional Council, noted the work with the Beechville Community Development Association, an example for how community planning work can be undertaken with historical African Nova Scotian communities. Attachment A includes an amendment to the Regional Plan that recognizes and supports this ongoing work.</div> <div>An in-person public hearing regarding the proposed amendments for Phase 3 of the Regional Plan review was held by Halifax Regional Council on October 11, 2022.</div>	
	12. (Continued)			<div>PROGRESSING</div>



	<p><b>13.</b> Create a framework to identify and address legislation, policy, and land use by-laws that impact ANS communities, and establish mechanisms for community input on required changes</p>	<p>Legislation, policy, and by-laws review complete</p> <p>Mechanisms for community input developed and communicated</p> <p>ANS communities actively engaged in providing input</p> <p>Framework developed</p>	<p>HRM's Planning &amp; Development-Community Action Plans have been identified as a potential tool to support communities in organizing around municipal infrastructure, by-law, and legislative changes. This work will be done at the community level, as communities are ready and want to participate in the process.</p> <p>Request made that two HRM planners be provided for each community.</p>	PROGRESSING
	<p><b>14.</b> In partnership with the Province, develop an approach to resolve ownership, taxation, and planning issues on residential and community owned properties without clear title</p>	<p>Increased opportunities for land and home ownership</p> <p>Increased opportunities for greater community capacity and infrastructure development</p>	<p>REP continues to work with the province on land issues. Not all ANS communities are part of the land title process yet. REP is working to ensure that HRM communities that are not a part of the process are included through the community action planning process.</p> <p>Based on the work in Beechville, a policy on "Homesteading" for ANS communities (keeping families together in community and helping to build generational wealth) is now being developed in the HRM.</p>	PROGRESSING

	<p><b>15.</b> Work with local community to ease the acquisition of surplus properties through the community interest stream and raise awareness of legislated processes to help community understand steps required to prevent community properties from proceeding to tax sale.</p>		<p>REP is working closely with HRM Planning and Development to help increase awareness of legislated processes to help community members understand steps required to prevent community properties from proceeding to tax sale.</p>	PROGRESSING
	<p><b>16.</b> Support the Akoma-led master plan for the restoration of the historic Nova Scotia Home for Colored Children</p>	<p>Increased development opportunities in the areas of affordable housing, entrepreneurship, and sports</p>	<p>REP continues to monitor and support the Akoma Master Plan. Two significant approvals in 2022 include:</p> <p>On January 25, 2022, Halifax Regional Council approved the revised workplan for the Regional Plan review. This workplan directs the CAO to advance master planning for the Akoma Urban Reserve lands and five other future serviced communities outside of the Regional Plan review process.</p> <p>On March 25, 2022, the Province announced \$2.3 million in funding to enable the Municipality to conduct needed environmental, transportation, and infrastructure studies to inform future planning and development decisions. This funding will be used to carry out background studies for the Akoma Urban Reserve lands and three other future serviced communities identified through the Regional Plan review.</p>	PROGRESSING

	<p><b>17.</b> Review the naming, boundaries, and zoning of historic ANS communities, and zoning affecting ANS communities</p>	<p>Recognition and reestablishment of historic ANS community boundaries</p> <p>Increase in land base/mass for ANS communities</p>	<p>Results noted in Action #12.</p>	<p>PROGRESSING</p>
	<p><b>18.</b> Identify and prioritize the remediation of government-owned contaminated sites in ANS communities</p>	<p>Contaminated sites identified and prioritized for remediation, to stop and prevent environmental damage in ANS communities</p> <p>Increase in clean and green spaces in ANS communities</p>	<p>Not Started – Youth Council is the Project Champion.</p>	<p>NOT STARTED</p>

<p><b>2.2</b></p> <p><b>Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success</b></p>	<p><b>19.</b> Prioritize and begin infrastructure projects (capital and renewal) and support development projects across ANS communities</p>	<p>Infrastructure development opportunities identified and prioritized; projects initiated</p>	<p>Building on the success of the Roundtables (See Action #12), and community action planning undertaken in Beechville, the Advisory Council, as Project Champion, is working closely with HRM's Planning and Development team to advance this action.</p> <p>The July 2022 report to Halifax Regional Council, (Regional Plan Review Phase 3: ATTACHMENT A - Proposed Amendments to the Regional Municipal Planning Strategy), notes the following:</p> <ul style="list-style-type: none"> <li>EC-24 HRM shall build on its work with African Nova Scotian communities to create Historical African Nova Scotian Community Action Plans, using the Beechville Community Action Plan as a model. This work will have HRM provide support to communities as they identify community needs and priorities, establish a vision, and create action plans.</li> </ul> <p>Upper Hammonds Plains Strategic Plan created (October 2022).</p>	<p>PROGRESSING</p>
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	<b>20.</b> Support ANS communities to identify and secure funding for the preservation and interpretation of ANS community heritage sites	Increase in heritage and historical awareness  Support secured for legacy projects	As with Action #19, the Advisory Council is the Project Champion for this action and is working closely with HRM's Planning and Development team to advance. Regional Plan Review Phase 3: Attachment A captured the following action: <ul style="list-style-type: none"><li>EC-25 HRM will incorporate Historical African Nova Scotian Community Action Plans into planning policies and by-law regulations where possible.</li></ul>	PROGRESSING
	<b>21.</b> Prioritize and develop vacant lands within ANS communities	Increased capacity in ANS communities to identify vacant spaces for development, and placemaking  Inventory of vacant lands developed	Results noted in Action #12.	PROGRESSING



	<b>22.</b> Redevelop and market spaces within ANS communities for commercial and/or community use	Increased capacity in ANS communities to redevelop commercial places and spaces  Inventory of spaces for commercial and community use developed	This work will be undertaken as part of the Community Action Planning land identification process.	PROGRESSING
	<b>23.</b> Pursue sister city and international trade and development relationships with African countries with ancestral ties to African Nova Scotians	Formal sister city relationship established within the first year  Develop cultural and historical links between ANS communities and West African countries	The International Trade and Development (ITD) working group's responsibilities include defining actions to advance the development of sister city relationships with African and Caribbean countries. Work continues on building a relationship with Manya Krobo, Ghana for identifying import/ exports, economic opportunities, and international development opportunities.	PROGRESSING
	<b>24.</b> Attract international investors into the African Nova Scotian communities	Relationships with potential investors developed	The ITD working group has been established. A key priority is the development of an action plan for attracting international investors.	PROGRESSING



PRIORITY 3:

INCREASE PARTICIPATION IN EDUCATION,  
EMPLOYMENT AND ENTREPRENEURSHIP

Progress Against Actions				
5 Year Objectives	Years 1-2 Actions	Expected Outcomes	Results for 2021-22	Status
<div>3.1</div> <div>Increase labour force attachment for African Nova Scotians</div>	25. Establish the ANS stream under the Halifax Connector Program	<div>ANS Connector stream established</div> <div>Track and increase the number of ANS Connectees and Connectors each year</div>	<div>Established in October 2021, with support from the Province of Nova Scotia, the African Nova Scotian (ANS) Connector Program welcomed 25 new African Nova Scotian Connectees and 10 new Connectors in 2021-22, resulting in 11 Connectees finding jobs in their field.</div> <div>The Program also collaborated with partners to offer training and employment opportunities for African Nova Scotian youth. We continue to engage employers, not only as Connectors, but as advisors and partners. See page 31 of this report for details.</div>	PROGRESSING

	26. Identify and share existing programs and services supporting the workforce attachment of African Nova Scotians	Track and increase ANS employment rates	A resource directory has been added to the updated ANS REP website where existing programs and services will be featured and updated.	PROGRESSING
	27. Connect African Nova Scotians to employment opportunities at HRM	<div>Benchmark of ANS representation within the HRM workforce established</div> <div>Increase in ANS recruitment within various departments at HRM</div>	The Advisory Council continues to collaborate with HRM's African Nova Scotian Affairs Integration Office (ANSAIO), partners, and stakeholders on opportunities to advance this action. Over the past two years, several actions under ANSAIO's leadership have occurred, including the launch of the African Nova Scotian Virtual Community Circle. ANSAIO hosted two sessions (October and November 2021) focused on presenting ANS community groups with information on employment at HRM and career opportunities in the skilled trades.	PROGRESSING



			<p>Working with procurement departments at the municipal, provincial and federal levels to present webinars for ANS small businesses to provide information on bidding procedures, terminologies, requirements and to provide support resources. An HRM webinar will be held in early 2023. In addition, the REP has representatives on a committee with the Cogswell Exchange work being done in HRM to ensure ANS representation in that workforce (see Action #11).</p>	PROGRESSING
<div>3.2</div> <div>Increase entrepreneurship opportunities in ANS communities</div>	<p><b>28.</b> Connect ANS-owned businesses to corporate supply chains and government contracts</p>	<p>Representation of ANS businesses within corporate and government supply chains increased and improved</p> <p>Participation of ANS businesses in government contracts encouraged</p>		
	<p><b>29.</b> Explore cooperative ('co-op') models and assess their potential use for ANS communities</p>	<p>Increase in opportunities for housing and business development</p>	<p>The REP has met with three businesses interested in developing a social enterprise arm, supporting the work of REP through job development and employment. REP is represented on the newly developed Housing Network and the Housing Network for ANS communities.</p>	PROGRESSING
	<p><b>30.</b> Connect ANS entrepreneurs to business development programs and services</p>	<p>Track and increase the number of ANS entrepreneurs referred to business development programs and services</p>	<p>In February 2021, the Halifax Innovation Outpost partnered with organizations that had ideas to improve food security. The partners represented diversity in cultures, food security topics, and barriers to innovation. The Food Security Innovation team supported two organizations from the ANS community:</p> <ul style="list-style-type: none"> <li>Akoma, in planning and facilitating a discussion</li> </ul>	PROGRESSING

			<p>with nine community initiatives working towards similar goals and forming a network to continue partnerships and collaboration. Akoma was able to bring together a group of community gardeners, many from local African Nova Scotian communities, to share current food security initiatives, learn from challenges, and develop new ideas.</p> <ul style="list-style-type: none"> <li>Hope Blooms has a vision of transforming their produce box program into a vibrant, empowering, and equitable community food program. The Food Security Innovation team helped Hope Blooms develop a prototype for a digital currency and payment system that will enable participants in their community food program to shop and pay using their phones.</li> </ul> <p>BBI has an MOU with Halifax Partnership that outlines services and support for ANS entrepreneurs. The REP is currently working with BBI on a joint program for local small business vendors in the ANS community.</p>	PROGRESSING
	<p><b>31.</b> Support the growth of ANS business in the Arts and Culture sector</p>	<p>Increase the number and growth of ANS Arts and Culture businesses</p>	<p>Work has begun. Feedback has been given from representatives of music (African Nova Scotia Music Association), performing arts (Lighthouse Arts Centre) and film (Emerging Lens).</p> <p>Development of an Arts and Culture Roundtable has begun.</p>	PROGRESSING

# Our Progress Continues

2022-2023

## November 2022

- Halifax Regional Council approved a motion to formally request that the provincial government grant HRM the power to develop, enter into, and enforce Community Benefit Agreements.
- Provincial presentations held with Sunnysville, Guysborough, Lincolnville, Amherst, and Weymouth Falls.

## December 2022

- The Spark Speakers Series event, presented by RBC, focused on the critical links between education and economic opportunities.

## January 2023

- Zoning changes for Upper Hammonds Plains were passed unanimously by HRM Council.
- Biweekly meeting with HRM Planners on Beechville.
- First draft of planning toolkit documented with HRM Planners, Beechville Community, and Toronto Metropolitan University.

## February 2023

- Beechville Strategic Plan updated.
- Spryfield community presentation.
- Received the latest economic data on the ANS community from the Halifax Partnership research team which will be used to develop benchmarks and will be incorporated into the ANS Prosperity and Well-being Index.

# African Nova Scotian Connector Program

The African Nova Scotian (ANS) Connector Program welcomed 25 new ANS Connectees and 10 new Connectors in 2021-22, resulting in 11 Connectees finding jobs in their field.

The Program also collaborated with partners to offer training and employment opportunities for ANS youth including piloting an African Nova Scotian Project Management Course with the Diversity Employment Network and working with the Clean Foundation to offer a training program for youth resulting in seven participants securing full-time jobs as Energy Advisors.

Throughout the year, we continued to engage employers and industry organizations, not only as Connectors, but as advisors and partners. These organizations and companies included Digital Nova Scotia, Nova Scotia Construction Sector Council, Amazon, Dalhousie University, Nova Scotia Power, and many more.

A two-day career seminar focusing on trades in the ANS Community is being developed in partnership with the Ironworkers International and the Construction Association of Nova Scotia.

The ANS Connector Program, established in 2021, matches recent post-secondary, college graduates, skilled trades workers and general job seekers (Connectees) in Halifax with established business and community leaders (Connectors) in a variety of industries to help them build their professional network and explore career opportunities.

**To volunteer as a Connector or to become a Connectee, contact Terry Dixon at:**

**[tdixon@halifaxpartnership.com](mailto:tdixon@halifaxpartnership.com)**



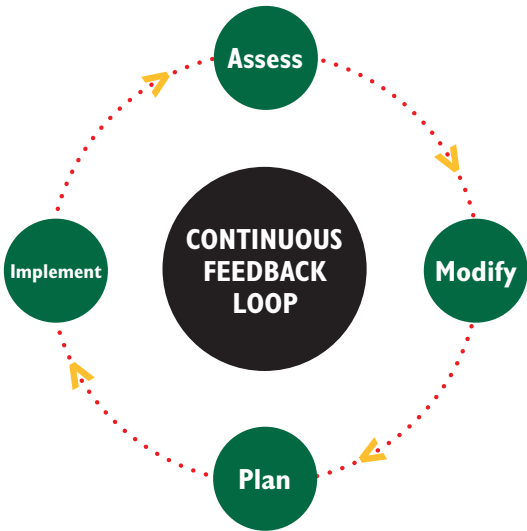
# For us: Community Outreach and Engagement

Since the start of our plan, we have been engaging with African Nova Scotian communities across the province to assess the need for an economic development strategy that includes all of the historical, land-based, African Nova Scotian communities and to support communities in developing action plans of their own.

So far, we have reached communities in seven major regions of the province: Halifax, South Shore, Yarmouth, Valley, Northern Shore, Eastern Shore, and Cape Breton. What we are learning is that Black communities outside of the Halifax region are facing similar challenges, such as population decrease, shrinking land mass, and lack of employment opportunities.

In our regional presentations, we have met with community members to see if there is capacity to carry out REP work in their community.

Our relationships with regional communities are ongoing and growing. We continue to circle back to monitor progress and support each stage of the process. We are sharing best practices and building unity between all African Nova Scotian communities to achieve community specific and shared economic development goals.



## REGIONAL PRESENTATIONS

### Northern Shore

Truro • New Glasgow • Amherst • Antigonish

### Yarmouth Region

Yarmouth

### South Shore

Shelburne / Birchtown

### Cape Breton Region

Whitney Pier

### Valley

Weymouth Falls

### Eastern Shore

Lincolntonville • Sunnyville

“The work of REP will truly be a success when all African Nova Scotian communities are involved in the work and are completing their vision for their community.”

Wayne Talbot, Truro Resident

## COMMUNITY ACTION PLANNING

A Community Action Plan lays out a vision for the future of individual African Nova Scotian communities and outlines the steps needed to achieve desired outcomes. Owned and led by community, the creation of a community action plan is a process to identify the unique needs, advantages, and vision for each community, including future investment and infrastructure projects.



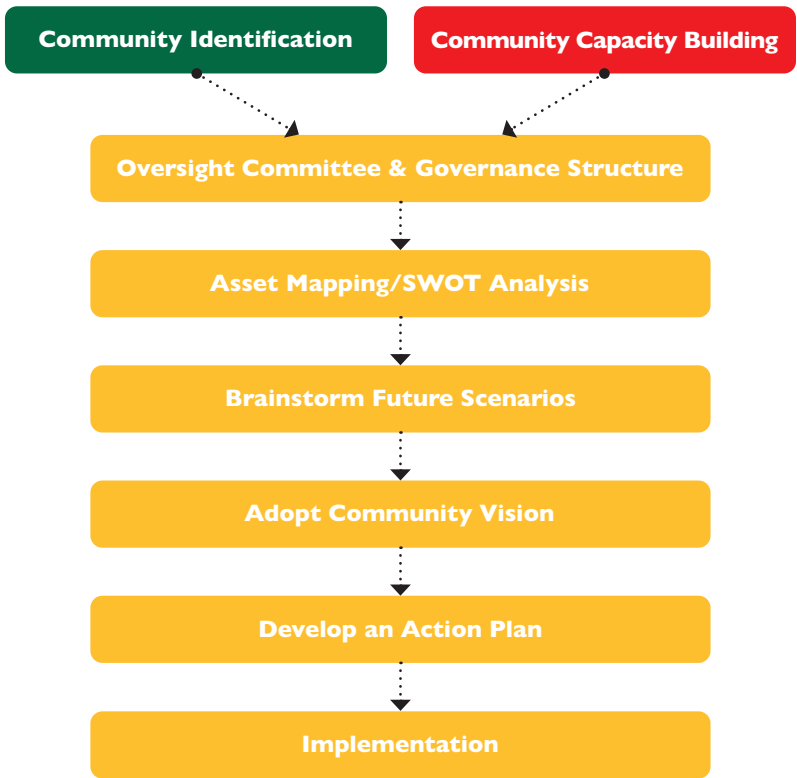
**STEP 1:** A presentation on the Road to Economic Prosperity Plan from the REP team and councils and assessment of community capacity to develop its own action plan. *Questions we ask at this step: Is there a community group established that is willing to take on the economic development work? If not, how can one be created?*

**STEP 2:** Helping communities identify and align on goals, objectives, and setting a vision and mission for their community. *The purpose of this step is to develop a strategy to strengthen community leadership and capacity to begin the work.*

**STEP 3:** Creating a Community Plan. The community calls together all local groups and partners that will be involved in the action plan. *At this stage, all necessary groups and individuals are brought on board with the vision and mission for the community and roles are identified.*

**STEP 4:** Creating a development plan. The community identifies spaces, structures, buildings, and lands for development and assesses the need for zoning and by-law changes. Example: Plans to restore and commemorate Beechville’s Baptismal path and develop the Community Centre. *The community presents the development plan to local municipalities or town councils to align on priorities and actions and establish partnerships for implementation.*

## COMMUNITY ACTION PLAN PROCESS



### FAQs from African Nova Scotian Communities

What funding is available in our region for community groups to undertake economic development work?

How do we identify historic properties within our community?

How can we start an African Nova Scotian Connector Program in our community?

Can REP provide guidance for communities on vision and mission?



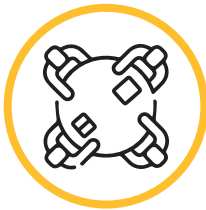
# Our Collective Impact: 2021-22 Highlights

Our progress cannot always be measured in numbers, however, progress made over the past year on public policies, capacity building in our communities, and relationship-building is remarkable. Here is a look at our big wins this year.



### COMMUNITY ACTION PLANNING

We successfully advocated for the inclusion of community action planning in HRM’s Regional Plan Review and have achieved an HRM policy change to add Community Action Planning in ANS communities as part of the official process for HRM planners. The Regional Plan Review – Phase 3 Report to Halifax Regional Council in July 2022, notes that the REPP and Halifax’s Inclusive Economic Strategy 2022-27 both have goals to consider and, where possible, incorporate community benefits in the development approval process which can be progressed through the use of ANS community action plans. HRM has committed to building on its work with African Nova Scotian communities to create Historical African Nova Scotian Community Action Plans, using the Beechville plan as a model, and will incorporate them into planning policies and by-law regulations where possible and provide the necessary resources to undertake work with communities.



### COMMUNITY BENEFIT AGREEMENTS

In 2022, REP introduced Community Benefit Agreements (CBAs) to Halifax Regional Council and HRM staff. CBAs are formal, legally-binding agreements between communities, government, and private sector developers that enable communities to have influence over development projects and see that their priorities are actioned and that projects provide tangible benefits. Implementing a CBA or Social Benefits Contract for private projects would require a change to the HRM Charter which would allow HRM to create, enforce, and monitor the agreement.

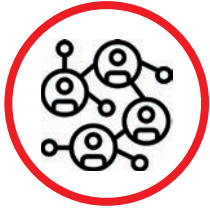
The REP Advisory Council asked HRM to include CBAs in the updated Regional Plan and to formally request that the provincial government grant HRM the power to implement CBAs. In November 2022, Regional Council unanimously approved a motion for the Mayor to write the Minister of Municipal Affairs requesting that the power to develop, enter into, and enforce CBAs be added to the HRM Charter, and that the Province work with the Municipality to do so.

HRM is currently implementing a Social Benefits Contract in the Cogswell redevelopment project, which is similar to a CBA and can be implemented by HRM because it is a public project overseen by municipal government. The Social Benefits Contract requires the contractor to provide labour, training, apprenticeship and professional development opportunities for equity-seeking groups, particularly Indigenous and African Nova Scotians, and create a Supplier Diversity Plan to subcontract from diverse suppliers.



### ZONING AND BOUNDARY CHANGES IN ANS COMMUNITIES

We supported discussions with HRM planners on zoning changes to preserve historical African Nova Scotian community lands. Beechville and Upper Hammonds Plains have made progress with rezoning, introducing community-centered by-laws, and reestablishing their historical community boundaries. The restored boundaries of Beechville are now six times larger.



### CAPACITY AND UNITY BUILDING

We are working across the province to share knowledge and resources with ANS communities. To date, we have engaged with more than 10 communities outside of the Halifax region through regional presentations on the Road to Economic Prosperity. We have shared the REP Plan and best practices for Community Action Planning and have assisted communities with economic development priority and goal setting.



### PARTNERSHIPS

We have built and strengthened relationships with 15+ partners and collaborators in multiple sectors.



### INTERGENERATIONAL LEADERSHIP

We are encouraging intergenerational leadership for African Nova Scotia community economic development work through the Elder Council and Youth Council.



### ANS CONNECTOR PROGRAM

The ANS Connector Program welcomed 25 new African Nova Scotian Connectees and 10 new Connectors in 2021-22, resulting in 11 Connectees finding jobs in their field.



**KNOWING  
OUR NUMBERS**

# Latest Data from the African Nova Scotian Prosperity & Well-being Index

In 2021, we began work on developing the first African Nova Scotian Prosperity and Well-being Index.

The ANS Prosperity and Well-being Index helps us to define the economic reality of African Nova Scotians and to identify priorities for decision making. Index data provides us with a benchmark to measure the progress and results of our economic development work.

**WHAT IS A PROSPERITY AND WELL-BEING INDEX?**

A prosperity and well-being index is a tool to measure the social and economic well-being of a community. The African Nova Scotian Prosperity and Well-being Index measures factors such as population, education, income, and housing needs to give us an idea of the reality of daily life for Black people living in Nova Scotia.

**WHY DO WE NEED AN INDEX?**

The ANS Prosperity and Well-being Index gives us the research-based insights we need to monitor the impact of economic activities and government policies, laws, and regulations that affect Nova Scotia's Black population. ANS communities can use data from the index to support their calls for policy changes, new funding and programs, and to set priorities for the community's development.

**WHERE DOES THE INDEX DATA COME FROM?**

The data represented in the index comes from Statistics Canada, which is collected every five years. We have worked with a team of researchers to separate the data by racial identity, that is data from those who voluntarily identify as Black, African Canadian, or a person of African descent living in Nova Scotia. Some areas that we measure go deeper by grouping data based on generational status; i.e., first generation Black Nova Scotians, second generation Black Nova Scotians, and third generation or more Black Nova Scotians.

**WHY IS AFRICAN NOVA SCOTIAN PARTICIPATION IN THE CENSUS IMPORTANT?**

As African Nova Scotians, our participation in the census means that we are counted and represented. Census data is used to make important decisions by government, business, and community organizations. Census data is also a valuable historical record which can be used by future generations to study and understand the social and economic changes that have taken place.

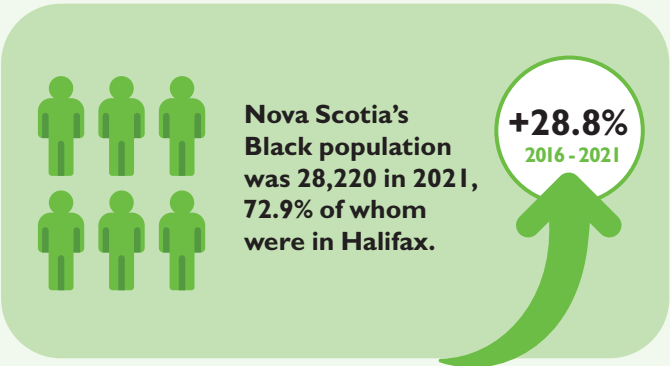
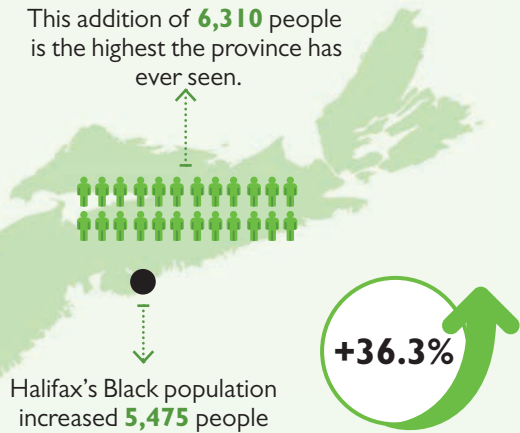
In November 2022, we received the most recent insights from census data. Highlights from the index are found on pages 38-39.

# KNOWING our NUMBERS



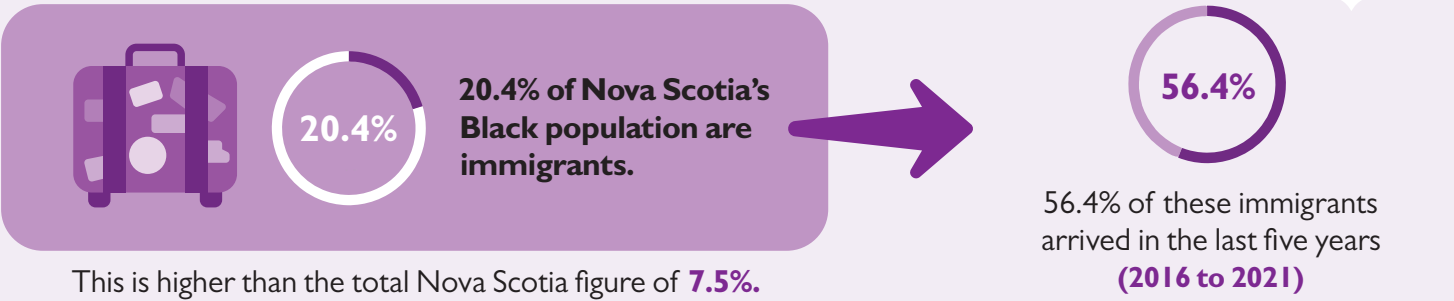
## POPULATION

This addition of **6,310** people is the highest the province has ever seen.



The largest increase in Nova Scotia's Black population was seen for those aged **25 to 54 years**, growing by **2,745 people**.

## IMMIGRATION



## EMPLOYMENT

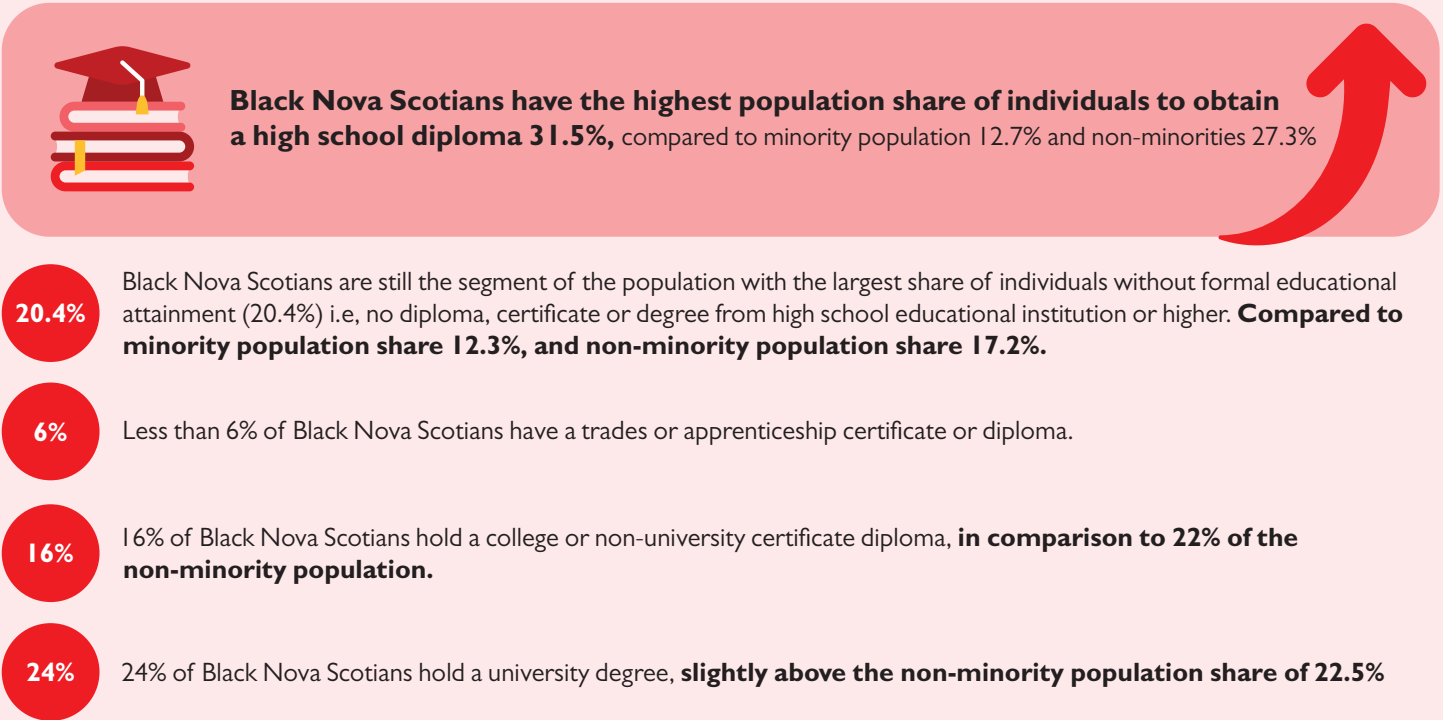
The unemployment rate for Black Nova Scotians remains the highest among minority statuses in NS

(Data from 2006-2021, 15 years)

Black Nova Scotian	Other Minority groups	Non-minority
2006 unemployment rate - 10.1%	2006 unemployment rate - 9.9%	2006 unemployment rate - 9.4%
2016 unemployment rate - 14.7%	2016 unemployment rate - 9.2%	2016 unemployment rate - 10.4%
2021 unemployment rate - <b>14.0%</b>	2021 unemployment rate - <b>12.9%</b>	2021 unemployment rate - <b>13.9%</b>

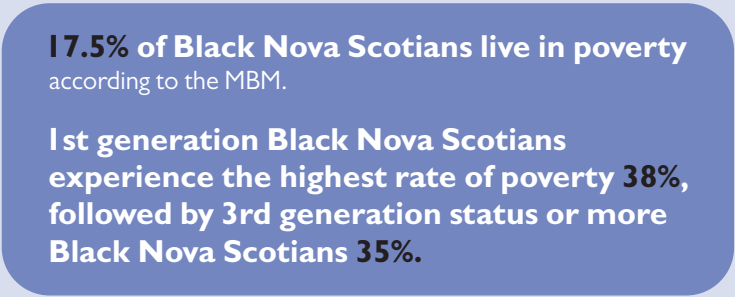
## EDUCATION

Educational outcomes have been improving for Black Nova Scotians over the past 10 years (2006-2016)



## INCOME

Both male and female Black Nova Scotians make less than their non-minority counterparts.



### More key stats:

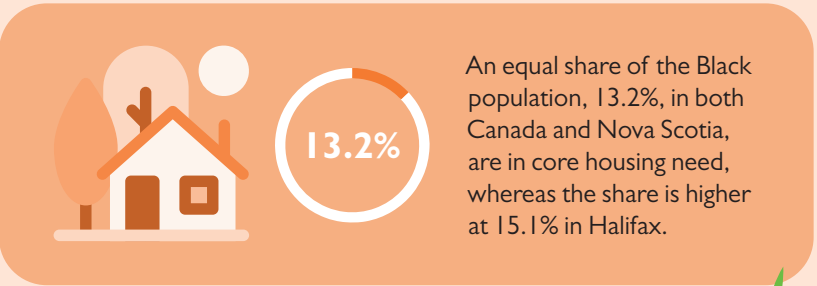
Black Nova Scotian females made \$4,280 less than non-minority females, and black males made \$13,720 less than non-minority males. • Black Nova Scotian males make \$3,520 more than black females • On average, a Black Nova Scotian worker will make 15 cents less per dollar than a non-minority worker • Highest Wage Gap: A university educated Black Nova Scotian worker will make 75 cents for every dollar made by a non-minority worker with the same level of education.

## HOUSING

**At every geographical level, a larger share of the Black population is in core housing need than non-minorities.**

**15.4%** of Black Nova Scotians live in homes that are not suitable for the size of their households.

**Housing Need by Status: Black Nova Scotians of third generational status or more are in the highest level of core housing need, 23.5%.**





# By us: Introducing Our Elder and Youth Councils



**The Road to Economic Prosperity continues to be community-led, ensuring that all of the actions in this plan are driven ‘By Us’.**

**In 2022, we established our Elder and Youth councils with representatives from ANS communities throughout the province. Acting as advisors and guardians of the work, the Elder and Youth councils provide intergenerational leadership to the REP.**

## Introducing the Elder Council

Elders are a vital part of African Nova Scotian culture and community as they are our knowledge keepers. One can be an elder by age or life experience. Throughout time, the wisdom and persistence of our elders have allowed present and future generations to move forward with pride and excellence. Our Elder Council is now fully established and participating in the intergenerational leadership of this work.

- Elder Council Members**
- Cameron Brown** – Co-Chair - Caribbean
  - Melinda Daye** – Co-Chair - Halifax
  - Darlene Lawrence** – South Shore
  - Iona Duncan-States** – Halifax
  - Lavonne Sparks** – Halifax
  - Olive Phillips** – Caribbean
  - Charles Sheppard** – Cape Breton
  - Louise Delisle** – South Shore
  - Glenda Richards-Talbot** – Northern
  - Chuck Smith** – South Shore
  - Craig Smith** – Halifax
  - Support: Shelley Fashan**



## Meet the Co-chairs: Cameron Brown



Originally from Antigua, West Indies, Cameron Brown made Nova Scotia his home by choice over 40 years ago. Cameron brings knowledge and experience from over 20 years of work at the Halifax Regional Municipality. With a deep appreciation for the unique experience and challenges of the historical African Nova Scotian population, Cameron believes capacity building and representation can benefit all communities of African descent.

**“Society sometimes puts the voices and experiences of elders and youth in the background. The voices of elders and youth in this work are centered. Our voices are valued as we come with lived experiences and perspectives that you just can’t put a price on”**

Cameron L.E. Brown

## Melinda Daye



A lifelong resident of north-end Halifax, Melinda Daye has thirty-six years of experience as a teacher and principal, School Board Chair, and representative in the Halifax Regional Centre of Education. She has demonstrated her values through a life of service to the African Nova Scotian community. She serves as a Deacon at New Horizons Baptist Church and has held numerous positions in local community organizations aimed at advancing education and the social condition of women, children, and the less fortunate.

**“As Elders come to the table, we bring with us much needed tools: wisdom, experience and truth. We carry with us a sense of commitment, an utmost stand for justice, respect, and above all else our faith. We’ve come this far by faith.”**

Melinda Daye



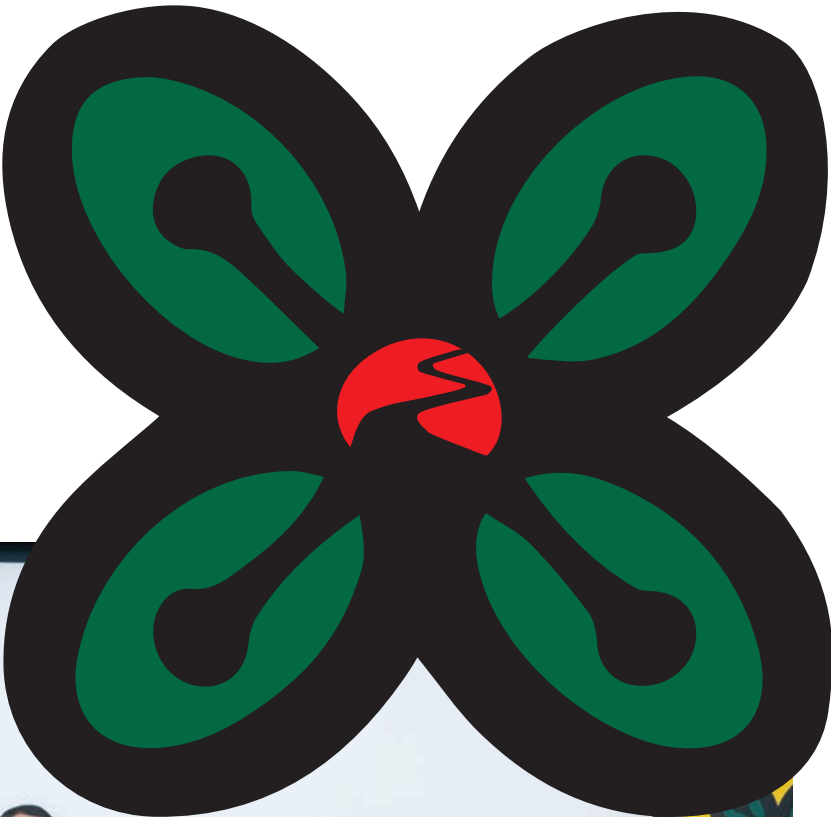


# Introducing the Youth Council

The perspective of youth plays a key role in envisioning a new future for African Nova Scotians. Younger African Nova Scotians are students, emerging professionals, and entrepreneurs that will inherit our communities. Our youth bring transformative energy to this work that is essential to fuel progress over the long term.

## Youth Council

- Kjeld Conyers-Steede** – Co-Chair - Caribbean
- Shekara Grant** – Co-Chair - Halifax
- Templeton Sawyer** – Caribbean
- Chelsea Slawter-Wright** – Halifax
- Graham Cromwell** – South Shore
- Vanessa Hartley** – South Shore
- Joshua Lafond** – Caribbean
- Emperor Ben Robertson** – African Diaspora
- Myannah Carvery** – Valley
- Mamadou Wade** – Halifax



## Meet the Co-chairs:

### Kjeld Mizpah Conyers Steede



Kjeld Mizpah Conyers Steede is originally from Smith's, Bermuda, but has called Atlantic Canada home since 2014. Kjeld has centered his professional career around community-centric development, entrepreneurship, and policy development. While studying politics and business at UNB, he was heavily involved within the community and economic development ecosystem of Saint John and advocated strongly for a human-centered policy development process. Currently living in Windsor, NS, Kjeld is the Director of Change Management for Hockey Nova Scotia and Principal Consultant for Catalyst Conversation Strategies.

**“Young people involved in economic development work are critical to ensure the next generation is at the co-creation table. I joined the Youth Council because, as someone who is in their late 20s, I wanted to be a bridge between our elders and the youth.”**

Kjeld Mizpah Conyers Steede

### Shekara Grant



Shekara Grant is from Cherry Brook, NS with ancestral ties to the African Nova Scotian community of Weymouth Falls. Shekara graduated from Dalhousie University with studies in Sociology and French and a Certificate in Intercultural Communications. She is multilingual and has traveled to over 20 countries. Passionate about land issues in African Nova Scotian communities, Shekara also serves on the Provincial Land Titles Initiative Committee.

**“African Nova Scotians have been systemically unsupported and denied the opportunity to self-determine and self-govern their communities. I am passionate about land issues in African Nova Scotian communities, and REP has shown me just what African Nova Scotians and Peoples of African Descent, as a united people, are capable of.”**

Shekara Grant



# With us: On the Road: Partnerships & Collaborations

**Collaboration between communities, and with partners, has always been at the center of our success and will continue to be as we implement the Road to Economic Prosperity Plan. In 2022, we worked with over 15 partners and collaborators. These highlights demonstrate the value and power of working together.**



## OSO Planning

OSO Planning + Design is a team of community planners and designers with over 30 years of experience working collaboratively with communities. The Road to Economic Prosperity has engaged their team to support African Nova Scotian communities in developing Comprehensive Community Plans.

In 2022, we supported the Beechville community in developing a strong, community-based plan and vision for their future. The plan tells the story of the community and documents its history and its assets: human, cultural, social, natural, and built. Through this process, community members are empowered to take their vision to HRM planners to begin next steps.

Having a plan gives a community agency and power. It is a way of guiding, empowering, and enabling the community to shape its own future. Ultimately, communities can shift from being reactive to proactively planning for economic development, forging strategic partnerships, and responding to opportunities and challenges that will advance or impact progress.

## Toronto Metropolitan University and University of Toronto

As we reach transformative milestones in our work with ANS communities, it is important that we document our roadblocks and successes. Keeping track of our progress helps us determine best practices and models for economic development work that could be applied across ANS communities.

We are engaging with Toronto Metropolitan University students in their fourth year of the Bachelors of Planning program to help document the community-led planning process in Beechville. The project is instructed by Magdalena Ugarte, Assistant Professor at the School of Urban and Regional Planning. This collaboration was facilitated through our relationship with Abigail Moriah, Planner and Founder at the Black Planning Project and Black Planning Group at the University of Toronto.

Students are working to understand the Road to Economic Prosperity Plan and the policy shifts that we are achieving through historical and policy research, as well as interviews with Beechville residents and collaboration with REP staff.

### Our Team



## RBC

RBC believes that diversity and inclusion is an engine for innovation and economic prosperity and is committed to making a difference in the communities it serves. RBC has been a partner in the Road to Economic Prosperity since its launch, demonstrating their leadership and commitment to African Nova Scotian economic development and inclusive growth through sponsorship of the REPP and co-creation of initiatives. They have helped shape and deliver financial literacy programming in high schools and are the presenting partner of *The Spark – Igniting Conversations Speaker Series* which is focused on amplifying African Nova Scotian voices and engaging the broader community in advancing economic inclusion and development for African Nova Scotians.

### The Spark Speaker Series

In 2022, we hosted three speaker series events on topics related to the third pillar of our plan: Employment, Entrepreneurship, and Education.





The May event focused on fostering diversity and inclusion in the workplace. Speakers included Bradley Daye, Co-Founder and Co-CEO Placemaking 4G, April Howe, Founder Crayon Strategies, and Vinita Savani, Regional President Atlantic Canada, RBC. The September event focused on growing entrepreneurship in the African Nova Scotian community. Speakers included Joyce Adom, Founder and CEO of Simply Go Naturals Cosmetics, and Mamadou Wade, Entrepreneurial Engagement Manager at BBI. At the December 2022 event, a panel of ANS educators discussed the critical links between education and economic opportunities and how an Africentric approach to education and career development can lead to long-term success.



**Thank you to our partners who support our work and success**

The Halifax Regional Municipality • Halifax Partnership • The Province of Nova Scotia • RBC • Engage Nova Scotia  
Inspiring Communities • Delmore Buddy Daye Learning Institute • Black Business Initiative



# REP Community Summit

In October 2022, we held the second annual Road to Economic Prosperity Community Summit in Halifax.

Members of African Nova Scotian communities, along with representatives from the private, public, post-secondary, and community sectors came together over two days to share and celebrate REP results and achievements over the past year.

The Summit theme was *For Us, By Us, With Us*, which shared the importance of African Nova Scotian community agency and leadership in economic development work. Road to Economic Prosperity council and working group members, as well as ANS community members, shared progress updates as well as models and strategies for ANS communities to build capacity for community action planning.

**DAY 1** of the summit gave REP working groups an opportunity to share and collaborate on priorities.  
**DAY 2** brought over 100 in person and 70+ online attendees for a full day of knowledge sharing.







# Community Voice: Stories of Success from the Road

## Beechville Community

**Beechville, N.S. is a community within Halifax Regional Municipality, which was first settled by Black families in the early 1800s who came to the area to escape slavery in the United States.**

It is currently home to approximately 2,100 residents. The community was designated as a provincial heritage site in 2018 due to its significance as a historical African Nova Scotian settlement, including the presence of the Baptist church, a baptismal path to Lovett Lake, a graveyard, and a former school.

However, since lands were first granted to the original settlers in the 1800s, the community has experienced significant development pressures and its shrinking boundaries have been an ongoing concern for decades. Among other issues, regional zoning laws have allowed an industrial park to open in a mostly residential area, as well as giving a green light to the arrival of large-scale residential and mixed-used developments.



### First Voice Danielle Jackson, Beechville Community Member

The Beechville Community Development Association came together because of our land issue. We believe it's important, not only to protect our lands, but all other African Nova Scotian community lands. We demonstrated, and the demonstrations were hugely attended by Beechville and surrounding community members. Building capacity and self-sustainability in our community is a huge priority. Together, we were able to move from awareness to analysis to action. Once we met with HRM planners and set the agenda for our community, we started seeing progress, such as the redesign of the baptismal path, which was deeded back to us after a long process and the renaming of Lakeside Industrial Park to Beechville Industrial Park. We have plans to develop more of our lands for community use.



## Zoning and Community Benefit Agreements

The process of our work with the Beechville Community Development Association has triggered successful changes in the ways in which the Halifax Regional Municipality understands development and engagement with and in African Nova Scotian communities.

By working with HRM on reviewing boundaries and rezoning in Beechville, the community has been restored to its original size - six times larger. Through the strength of Beechville's advocacy, we have introduced Community Action Planning to HRM regional planning. Work on the Beechville Community Action Plan has provided an example for how this type of work can be undertaken with African Nova Scotian communities as part of the community and municipal planning process. Going forward, HRM will incorporate Historical African Nova Scotian Community Action Plans into planning policies and by-law regulations where possible. This is a significant HRM policy change made possible by the work of African Nova Scotians through the Road to Economic Prosperity.





# Upper Hammonds Plains Community Development Association

Submitted by **Curtis Wiley & Gina Jones-Wilson**

Over the past year, the Upper Hammonds Plains Community Development Association (UHPCDA) has been working tirelessly to create positive change in our community. One major success has been the completion of the zoning review process and the successful amendment of the zoning by-law in Upper Hammonds Plains (UHP). This was a major milestone for our community, and we are incredibly proud of what we have accomplished.

At the council meeting on January 10, 2023, community members ranging from elders to infants filled City Hall. It was quite possibly the largest showing of African Nova Scotians that the council had seen in recent years. Regional Council adopted our zoning amendments which was a significant step forward for us. This ensures that large-scale developments follow the development agreement process which require community involvement.

We are also aware that challenges are up ahead, and we are committed to continuing our momentum. Advocating to ensure UHP is allocated dedicated planners, and funding to complete a Community Benefits Agreement are at the forefront of our minds.

The Road to Economic Prosperity has been a tremendous support throughout this process. Members have counseled us when times

were tough, provided guidance, wrote letters of support, and advocated for us within the Municipality. We are incredibly grateful for their unwavering support.

In conclusion, the UHPCDA is proud of what we have accomplished over the past year, and we remain committed to continuing our work to create positive change in our community. We look forward to working with the Road to Economic Prosperity and other organizations to overcome challenges and bring economic prosperity to our community.





# The Road Ahead: 3-5 Year Plan

In 2023-24, we will continue to build unity and capacity among African Nova Scotians to lead the Road to Economic Prosperity Plan and focus on building and strengthening relationships between ANS communities, government, the private sector, community organizations, and post-secondary institutions to advance REP priorities. The Road to Economic Prosperity Years 3-5 Plan includes 31 actions, of which 24 are either unchanged or only slightly modified from the Years 1-2 plan. Added actions include:

- 1

Create a community-focused, five-year governance plan, based on Africentric principles, for capacity development and reporting for the Advisory, Elder and Youth Councils, and Working Groups.
- 2

Explore and consider options for a longer-term, sustainable operating model/structure that best serves ANS communities and ensures effective and efficient implementation of this Plan post 2026.
- 12

Work with the Municipality to consider and, where possible, incorporate Community Benefits Agreements (CBA) as part of infrastructure, capital, or development projects impacting or occurring in ANS communities.
- 13

In collaboration with HRM's Planning & Development Team, create Community Action Plans for ANS communities to support them in organizing around municipal infrastructure, land use, and legislative changes.
- 14

Collaborate with the Black Housing Council on the provincial ANS Housing Needs Assessment and Strategy.
- 15

Support the work of the National Black Community Housing Technical Resource Centre which will be housed in Nova Scotia.
- 22

Support the Africville Heritage Trust's acquisition of additional lands near Africville Park.

## WHAT WE ARE LOOKING FORWARD TO IN 2023-24:

### Road to Economic Prosperity Community Summit: For Us. By Us. With Us.

We are planning our annual Community Summit for September 2023. This year, we are expanding the summit to include international speakers that will bring diverse perspectives to our work and build relationships that will benefit African Nova Scotian communities. **Fall 2023**

### Roundtable with Mayor of Halifax and CAO

We will host a roundtable with the Mayor and CAO of the Halifax Regional Municipality on the preservation and revitalization of African Nova Scotian communities. **Spring 2023**

### Zoning Roundtable

We will host roundtables bringing together African Nova Scotian communities and HRM planners to discuss zoning and boundary issues in our communities and identify solutions. **Spring 2023**

### Newsletter Launch

We are preparing to launch a digital newsletter in 2023 to share REP progress and stories stemming from the work happening on the ground in ANS communities. **Spring 2023**

### Bringing More on the Road

We will continue building capacity and partnerships with local community groups, community leaders, and organizations in ANS communities to share and expand the REP work across the province. **Ongoing**

### ANS Economic Prosperity and Well-being Index

We will host a roundtable to present new economic data on ANS communities and work with organizations collecting vital data on ANS communities in the areas of health, business, and more. **Summer/Fall 2023**

### ANS Connector Program

We look forward to welcoming new Connectors (business and community leaders) and Connectees (young African Nova Scotians) to the ANS Connector Program which is focused on retaining our talented post-secondary, college graduates, and skilled trades workers, and increasing the representation of African Nova Scotians in the workforce.







# Thank you!

On behalf of the Road to Economic Prosperity Councils, Working Groups, and staff at Halifax Partnership, thank you for contributing to our progress.



## Join the work of the Road to Economic Prosperity

Visit [anseeconomicprosperity.com](https://anseeconomicprosperity.com) to keep up to date on progress and REP initiatives and to learn about events and engagements happening in your community.

For information on how to get involved, and to subscribe to our email list and soon-to-be launched e-newsletter, send us a message at: [contact@anseeconomicprosperity.com](mailto:contact@anseeconomicprosperity.com)

To request copies of this report contact:  
[jjarvis@halifaxpartnership.com](mailto:jjarvis@halifaxpartnership.com)

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AFRICAN NOVA SCOTIAN ROAD TO  
ECONOMIC PROSPERITY

# Summit & International Conference

FOR US. BY US. WITH US.

**September 22<sup>nd</sup> – Community Summit**  
**September 23<sup>rd</sup> – International Conference**  
NSCC Akerley Campus

Join us for the third annual African Nova Scotian Road to Economic Prosperity Community Summit and first International Conference on Community Building featuring a celebration of progress made on the Road to Economic Prosperity Plan and keynotes and discussions on community-building work in Black communities and spaces in Canada and the US.



Register at [anseconomicprosperity.com/events](https://anseconomicprosperity.com/events)



## African Nova Scotian Connector Program



The African Nova Scotian (ANS) Connector Program is a simple and effective professional networking program that helps connect our talented university, college, skilled trades workers, and general job seekers to career building opportunities. The program matches and connects young African Nova Scotians (called Connectees) with volunteer business and community leaders (called Connectors) who help them build their network through referrals.

**As a Connector, you'll tap into the African Nova Scotian talent pool in Halifax and Nova Scotia while helping our youth start and build their careers here.**



As a Connectee, you'll be able to quickly develop your professional network and tap into the hidden job market.



**Join the Connector Program**  
Terry Dixon, Program Coordinator, African Nova Scotian Connector Program. Email: [tdixon@halifaxpartnership.com](mailto:tdixon@halifaxpartnership.com)  
To learn more visit: <https://anseconomicprosperity.com/programs>





# Glossary

## Community Action Planning

Community Action Planning is a process through which a community comes together to identify its strengths, weaknesses, and priorities, and to develop a plan to address these issues. The goal of community action planning is to empower community members to take control of their own future and work together to create a better community for all.

The process typically involves the participation of a diverse group of people, including community leaders, service providers, local government representatives, business owners, and members of the general public. The process of community action planning can involve needs assessments, community visioning, goal setting, and the development of action plans to achieve these goals.

Having a Community Action Plan is a crucial first step in re-imagining the relationship between the ANS community, government, and developers. The ultimate objective is to create a shared vision for the future and to mobilize resources and efforts to make that vision a reality.

## Comprehensive Community Plan

A Comprehensive Community Plan (CCP) is a long-term, all-inclusive plan for the physical, social, and economic development of a community. It is a complete roadmap for the community's future, outlining the community's vision, goals, and objectives, and identifying specific strategies and action steps to achieve these goals.

The process of creating a CCP typically involves a comprehensive public engagement process, including data collection and analysis, community input, and collaboration with local stakeholders, including government officials, business owners, and community-based organizations.

The plan serves as a guide for decision-making and resource allocation by local government and other community organizations, and is used to shape the community's physical and economic development over time.

## Zoning

Zoning is a system of land-use regulation that divides a municipality into different areas or zones, each with its own set of regulations and restrictions. The purpose of zoning is to control and manage the development of land in a way that promotes the health, safety, and welfare of the community, and to ensure that land is used in a way that is compatible with the surrounding area.

Zoning regulations typically specify the types of uses that are permitted in each zone, such as residential, commercial, industrial, or agricultural. The regulations may also specify the maximum height of buildings, the minimum amount of open space required, the percentage of a lot that can be covered by buildings, and other design and use standards. Zoning is a crucial tool for communities to shape the physical development of their area and to ensure that growth occurs in a way that supports the community's vision for its future.

## Community Benefit Agreement

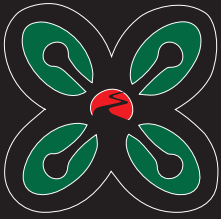
Community Benefit Agreements (CBAs) are formal, negotiated, and legally-binding agreements that outline specific benefits a community will receive in exchange for being impacted by a development project, as well as the responsibilities of each party in relation to a particular development project. CBAs have been used as a tool to ensure that new developments in communities provide tangible and positive benefits. By having a direct say in the development process, the community can help to shape the project in a way that benefits the area and meets the needs and priorities of local residents.

## Low Income Measure After Tax (LIM)

The Statistics Canada LIM measure (Low Income Measure After Tax) draws a low-income line based on 50% of the income of a median household of the same number of persons. It is a purely relative measure with poverty being seen as having an income well below the norm defined as the income of a mid point Canadian family.

## Market Basket Measure (MBM)

The Market Basket Measure is one of several measures used by Statistics Canada to measure poverty in Canada. It is a tool used to measure the cost of a basic basket of goods and services that a family or household requires to meet its basic needs and achieve a modest standard of living in Canada (cost of food, clothing, shelter, transportation, and other basic necessities in a particular geographic location). It provides a more comprehensive measure of poverty than a simple income threshold. Falling below the threshold would mean poverty. The MBM is updated periodically to reflect changes in the cost of living and the evolving needs of Canadian households.



Visit the Road to Prosperity website at [anseconomicprosperity.com](http://anseconomicprosperity.com)

Follow us on Facebook and Instagram at [@anseconomicprosperity](https://www.facebook.com/anseconomicprosperity)



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Economic  
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