



2023-2026




African Nova Scotian Road to Economic Prosperity

Years 3-5 Plan



African Nova Scotian
**Road to
Economic
Prosperity**

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



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
Patsy Crawford – Beechville
Warren Kelsey – Maroon Hill
Tamar Brown – ANS Affairs Office of Integration
Veronica Marsman – Akoma
Cheyenne Jones – Akoma
Tammy Ewing – Engage Nova Scotia
Mamadou Wade – Black Business Initiative
Chavasse Bain – African Nova Scotian Affairs
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Shelley Fashan – Elder Council Connector
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
Carolann Wright – Halifax Partnership
Matthew Martell – Black Business Initiative
Crystal Mulder – Halifax Libraries
Curtis Whiley – Upper Hammonds Plains

Elder Council

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

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

Road to Economic Prosperity Staff Team at Halifax Partnership

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African Nova Scotian Affairs Integration Office

Devon Parris
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Tamar Pryor Brown

Our Partners:





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.



STRATEGIC PRIORITY 1:

BUILD UNITY AND CAPACITY AMONG AFRICAN NOVA SCOTIANS

5 Year Objectives	Years 3-5 Actions	Lead(s)	Expected Outcomes
 <p>Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success</p>	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. (NEW)	African Nova Scotian Road to Economic Prosperity (ANS REP) (includes Advisory Council, Youth Council and Elder Council)	Five-year Capacity Building Governance Plan approved and progress tracked Regular reporting to HRM, Province of Nova Scotia, sponsors, and ANS communities
	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. (NEW)	ANS REP	By 2025, recommendations for longer-term operating model shared with community and funders Results incorporated in post 2026 plans
	3. Bring ANS communities together to celebrate and share best practices and lessons learned.	ANS REP	Sharing at the Annual Community Summit & Conference
	4. Report annually on the Road to Economic Prosperity Plan, assessing progress and success against outcomes.	ANS REP	Annual Progress Report presented at Annual Community Summit & Conference
	5. Recognize and promote the historic legacy and value of ANS communities.	ANS REP	Legacy brochure and interactive online resources updated
	6. Develop, and publish annually, <i>The African Nova Scotian Prosperity and Well-being Index</i> – an information source of annual data on the state of African Nova Scotian economic and community progress.	ANS REP and Halifax Partnership	Annual ANS Prosperity and Well-being Index developed and shared with community



1.2

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

7. Work with ANS communities to develop an informed understanding and action plan to address the gaps and/or needs that exist within each community and their impacts upon the community's members.

ANS REP

Action Plans developed for >5 African Nova Scotian communities outside of HRM

8. Connect ANS communities to training and resources to develop leadership, facilitation, and resiliency skills.

ANS REP

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

9. Host roundtable conversations to connect all people of African descent.

ANS REP

Increase the connection between African Nova Scotians (African and Caribbean countries)

10. In partnership with RBC continue to implement The Spark – Igniting Conversations Speaker Series to discuss innovative ideas focused on increasing ANS participation in education, employment, and entrepreneurship.

ANS REP, RBC, and Halifax Partnership

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

11. 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.

ANS REP and HRM Planning and Development

Information sessions on legislation and municipal by-laws held

Information shared with ANS communities through relevant and effective communications channels

Increased awareness in ANS communities of legislation and by-laws impacting their communities and ways to engage and provide feedback



STRATEGIC PRIORITY 2:

ESTABLISH LAND OWNERSHIP, DEVELOP INFRASTRUCTURE, AND ATTRACT INVESTMENT

5 Year Objectives	Years 3-5 Actions	Lead(s)	Expected Outcomes
2.1 Address historic and current issues related to land ownership and environmental racism	I2. 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. (NEW)	ANS REP and HRM	ANS Community Benefits Agreement included in African Nova Scotian Community Plans
	I3. In collaboration with HRM's Planning & Development Team, create Community Action Plans for ANS communities to support them in organizing around municipal infrastructure, by-law, and legislative changes. (NEW)	ANS REP and HRM	ANS communities actively engaged in providing input Community Actions Plans developed. Recognition and reestablishment of historic ANS community boundaries Increase in land base/mass for ANS communities Infrastructure development opportunities identified and prioritized; projects initiated Increased capacity in ANS communities to identify vacant spaces for development, and placemaking Inventory of vacant lands developed Increase in heritage and historical awareness



	14. Collaborate with the Black Housing Council on the provincial ANS Housing Needs Assessment and Strategy. (NEW)	ANS REP and Black Housing Council	Development of a provincial Black Community Housing Council Needs Assessment and housing strategy Increase in opportunities for housing development
	15. Support the work of the National Black Community Housing Technical Resource Centre which will be housed in Nova Scotia. (NEW)	ANS REP and CMHC	Awareness of National Black Housing issues and a national conference to share strategies
	16. In partnership with the Province and with Regional Council approval, develop an approach to resolve outstanding taxation issues related to properties that obtain clear title.	ANS REP and HRM	Increased opportunities for land and home ownership
	17. In partnership with the Province, develop an approach to resolve ownership and planning issues on residential and community-owned properties without clear title.	ANS REP and HRM	Increased opportunities for land and home ownership
	18. Identify and prioritize the remediation of provincially and federally owned contaminated sites in ANS communities	ANS REP	Contaminated sites identified and prioritized for remediation, to stop and prevent environmental damage in ANS communities Increase in clean and green spaces in ANS communities
<h1>2.2</h1> <p>Revitalize ANS communities through investment and development</p>	19. Work with HRM and local ANS communities to increase awareness of ANS community surplus properties throughout the Municipality.	ANS REP and HRM	Increased opportunities for greater community capacity and infrastructure development
	20. Work with ANS community to help prevent properties in ANS communities from proceeding to tax sale.	ANS REP	Reduction in the number of ANS community surplus properties proceeding to tax sale
	21. Support the Akoma-led master plan and the needed environmental, transportation, and infrastructure studies to inform future planning and development decisions.	ANS REP and Akoma	Increased development opportunities in the areas of affordable housing, entrepreneurship, and sports
	22. Advocate for the Africville Heritage Trust's acquisition of additional lands near Africville Park. (NEW)	ANS REP	Increased development opportunities for greater community capacity and infrastructure development



2.3

**Explore
international
economic and
cultural
opportunities**

23. Pursue sister city and international trade and development relationships with African countries with ancestral ties to African Nova Scotians.

ANS REP, HRM,
and Halifax
Partnership

Formal sister city
relationship established
within the first year

Develop cultural and
historical links between
ANS communities and West
African Countries

24. Attract international investors into African Nova Scotian communities.

ANS REP and
Halifax Partnership

Relationships with
potential investors
developed



STRATEGIC PRIORITY 3:

INCREASE PARTICIPATION IN EDUCATION, EMPLOYMENT, AND ENTREPRENEURSHIP

5 Year Objectives	Years 3-5 Actions	Lead(s)	Expected Outcomes
3.1 Increase labour force attachment for African Nova Scotians	25. Continue the ANS Connector Program that connects ANS graduates to the networks and resources needed to build a career in Halifax.	ANS REP and Halifax Partnership	Track and increase the number of ANS Connectees and Connectors each year
	26. Identify and share existing programs and services supporting the workforce attachment of African Nova Scotians.	ANS REP and Halifax Partnership	Track and increase ANS employment rates
	27. Connect ANS-owned businesses to corporate supply chains and government contracts.	ANS REP and Halifax Partnership	Representation of ANS businesses within corporate and government supply chains increased and improved Participation of ANS businesses in government contracts encouraged
	28. Develop a mentorship program to engage and support the development of ANS youth.	ANS REP	Increase in youth connected to mentorship programs



3.2

Increase entrepreneurship opportunities in ANS communities

29. Explore cooperative ('co-op') models and assess their potential use for ANS communities.

ANS REP

Increase in opportunities for business development

30. Connect ANS entrepreneurs to business development programs and services.

ANS REP and Halifax Partnership

Track and increase the number of ANS entrepreneurs referred to business development programs and services

31. Support the growth of ANS business in the Arts and Culture sector.

ANS REP

Assist in the development of a strategy for growth of ANS Arts and Culture businesses





Join the work of the Road to Economic Prosperity

Visit anseeconomicprosperity.com to keep up to date on progress and REP initiatives, sign up for our newsletter, and learn about events and engagements happening in your community.

For information on how to get involved, send us a message at:
contact@anseeconomicprosperity.com

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