



African Nova Scotian
**Road to
 Economic
 Prosperity**

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

Summary Progress Report to Community

October 2022

Road to Prosperity Acronyms

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| <p>Road to Economic Prosperity – REP This refers to the initiative and those who are involved (Advisory, Elder, and Youth councils, staff, and resource supports).</p> | <p>Road to Economic Prosperity Advisory Council – REPAC This refers to the council that holds the plan.</p> | <p>Road to Economic Prosperity Youth Council – REPYC This refers to the council that brings the transformative energy to the work.</p> |
| <p>Road to Economic Prosperity Plan – REPP This refers to the plan that REP follows for the work.</p> | <p>Road to Economic Prosperity Elder Council – REPEC This refers to the council that brings the historic knowledge and experiences to help govern the work.</p> | <p>Road to Economic Prosperity Working Groups – REPWG This refers to the working groups that develop the work related to the activities in the plan.</p> |

PRIORITY I: 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 |
|---|--|--|--|-----------------------------|
| <p>1.1 Increase alignment and collaboration among African Nova Scotian communities and partners to create transparency and collective success</p> | <p>1. Establish the Road to Economic Prosperity Advisory Council (REPAC) and Elders Council (REPEC) to provide leadership and oversight.</p> | <p>REPAC and REPEC established</p> <p>Increase in community leadership and capacity in ANS communities</p> <p>Regular reporting to HRM and ANS communities</p> | <ul style="list-style-type: none"> September 2018 - Advisory Council established February 2022 - Elders Council launched July 2022 - Youth Council launched Seven (7) Working Groups Reports to HRM: <ul style="list-style-type: none"> September 2020 June 2021 May 2022 September 2022 Community Reports <ul style="list-style-type: none"> October 2021 Progress Report to the Community | <p>✓ PROGRESSING</p> |
| | <p>2. Develop an ethics framework guided by shared principles and practices to promote accountability with a bi-annual check-in</p> | <p>Shared vision and ethical framework and enhanced process for transparency and collaboration developed</p> | <ul style="list-style-type: none"> The three Councils are co-leading the development of the shared principles and practices. Anticipate completion by early 2023. | <p>✓ PROGRESSING</p> |

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 |
|--|---|--|---|----------------------|
| | 3. Bring ANS communities together to celebrate and share best practices and lessons learned | Annual Unity event held | <ul style="list-style-type: none"> • Planning underway for Spring 2023 • Annual Summit being held until Unity event planned | ✓ 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 | <ul style="list-style-type: none"> • 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 historic legacy and value of ANS communities | Legacy brochure and interactive online resources developed | <ul style="list-style-type: none"> • 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 | <p>ANS Prosperity and Well-being Index developed</p> <p>First annual event sharing the results of the Index held with ANS communities and REPAP stakeholders</p> | <ul style="list-style-type: none"> • African Nova Scotian Prosperity and Well-Being Index (ANS-PWI) under development: <ul style="list-style-type: none"> • 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 2023 | ✓ PROGRESSING |
| <p align="center">1.2</p> <p align="center">Build community capacity to mobilize and lead the implementation of the Road to Economic Prosperity Action Plan implementation</p> | 7. Bring changemakers to the table who are ready and able to create positive change | Increase in resources and strategic partnerships to support activities | <p>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 has assisted with goal and priority setting to initiate their own community planning processes. To date, presentations have been made to communities in:</p> <ul style="list-style-type: none"> • Truro • New Glasgow • Yarmouth • Digby • Shelburne / Birchtown • Sydney / Whitney Pier • Glace Bay • Amherst <p>• Collaboration and ongoing discussions on advancing economic development in African Nova Scotian communities have taken place with many organizations, e.g., RBC partnership, Toronto Metropolitan University, OSO Planning and Design, Engage Nova Scotia, Inspiring Communities</p> | ✓ PROGRESSING |
| | 8. Connect ANS communities to training and resources to develop leadership, facilitation, and resiliency skills | <p>Leadership, facilitation, and resiliency skills program for ANS communities developed</p> <p>ANS communities connected to capacity-building programs and opportunities led by HRM and Halifax Partnership</p> | <ul style="list-style-type: none"> • Hosted four workshops on the Fundamentals of Wealth Management <ul style="list-style-type: none"> ○ March 3, 2022: Life Insurance ○ March 24, 2022: Debt Management and Retirement Planning ○ May 19, 2022: Unforeseen Issues and Income Replacement ○ June 2, 2022: Purchasing and Investing in Real Estate | ✓ PROGRESSING |

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| | | | <ul style="list-style-type: none"> Leadership and Facilitation workshops begin in November 2022 Community Planning and Organizational Capacity Building have begun in three communities | |
| | 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 | <ul style="list-style-type: none"> Under development – Youth Council is the Project Champion | ✓ PROGRESSING |
| | 10. Develop a speaker series hosting global thought leaders on economic development in communities of African descent | <p>Speaker series developed</p> <p>Thought leadership events held with ANS communities</p> <p>Increased awareness of the common themes and connections relating to economic development amongst local communities of African descent and those across the globe.</p> | <ul style="list-style-type: none"> Created in partnership with RBC, <i>The Spark - Igniting Conversations</i> 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 |
| | 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 | <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>Underway. Examples include:</p> <ul style="list-style-type: none"> REPAC and HRM Planning & 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 historic nature of the communities, ensure access to ancestral lands, and allow community members to develop their own businesses and build on their land. 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. 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. 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. HRM's Planning & 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. | ✓ PROGRESSING |

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 |
|--|--|--|---|-----------------------------|
| <p>2.1 Address historic and current issues related to land ownership and environmental racism</p> | <p>12. Identify the best approach to include Community Benefits Agreements (CBA) as part of HRM's Planning and Development strategies for ANS communities</p> | <p>Legislation, policy, by-laws, and best practice review complete</p> <p>CBA process for HRM/NS created</p> | <ul style="list-style-type: none"> September 2020 – Halifax Regional Council approved the Beechville Community Benefit Action Plan, its first community action plan. September 2021 - 1st Roundtable was held with HRM Planners, members of REPAC, several ANS Community members, and Halifax Partnership on community action planning. January 2022 - 2nd Roundtable with REPAC and HRM Planning & Development - identified the need for boundary reviews for ANS communities and zoning changes to protect the historic nature of the communities and ensure access to ancestral lands. 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 the ANS communities in HRM.) <p>The Community Benefits Working Group continues to monitor and collaborate with HRM's Planning and Development Team. Two significant approvals in 2022 include:</p> <ul style="list-style-type: none"> 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. The July 12th 2022, Regional Plan Review – Phase 3 Report to Halifax Regional Council, noted the ANS REP and Halifax's Inclusive Economic Strategy 2022-27 have goals to consider and, where possible, incorporate community benefits in the development approval process. The report noted the work with the Beechville Community Development Association on the Beechville Community Action Plan has provided an example for how this type of work can be undertaken with historic African Nova Scotian communities as part of the community planning process. Attachment A includes an amendment to the Regional Plan that recognizes and supports this ongoing work. 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. | <p>✓ PROGRESSING</p> |
| | <p>13. Create a framework to identify and address legislation, policy, and land use by-laws that impact ANS communities, and establish mechanisms or 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> | <ul style="list-style-type: none"> HRM's Planning & 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. Request made that two HRM planners be provided for each community. | <p>✓ PROGRESSING</p> |
| | <p>14. 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> | <ul style="list-style-type: none"> REP continues to work with the province on land issues. Not all ANS communities are part of the land title process as 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. 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 | <p>✓ PROGRESSING</p> |

PRIORITY 2: ESTABLISH LAND OWNERSHIP, DEVELOP INFRASTRUCTURE, AND ATTRACT INVESTMENT

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| | | | now being developed at HRM. | |
| | 15. 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. | | 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. | ✓ PROGRESSING |
| | 16. Support the Akoma-led master plan for the restoration of the historic Nova Scotia Home for Colored Children | Increased development opportunities in the areas of affordable housing, entrepreneurship, and sports | REP continues to monitor and support the Akoma Master Plan. Two significant approvals in 2022 include: <ul style="list-style-type: none"> 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. 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 the needed background studies for the Akoma Urban Reserve lands and three other future serviced communities identified through the Regional Plan review. | ✓ PROGRESSING |
| | 17. Review the naming, boundaries, and zoning of historic ANS communities, and zoning affecting ANS communities | Recognition and reestablishment of historic ANS community boundaries Increase in land base/mass for ANS communities | Captured in #12 above. | ✓ PROGRESSING |
| | 18. Identify and prioritize the remediation of government-owned contaminated sites in ANS communities | 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 | Not Started – Youth Council is the Project Champion | NOT STARTED |
| 2.2 Increase alignment and collaboration among African | 19. Prioritize and begin infrastructure projects (capital and renewal) and support development projects across ANS communities | Infrastructure development opportunities identified and prioritized; projects initiated | 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. 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: Building on the success of Community Action Planning in Beechville, | ✓ PROGRESSING |

PRIORITY 2: ESTABLISH LAND OWNERSHIP, DEVELOP INFRASTRUCTURE, AND ATTRACT INVESTMENT

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| <p>Nova Scotian communities and partners to create transparency and collective success</p> | | | <p>Section 5.6 identifies Historical African Nova Scotia Community Action Planning. It notes HRM is taking steps to create more inclusive economic growth and have communities more actively involved in the planning and development process. This can be achieved through the use of community action plans – a process for residents to identify strengths and opportunities, create a vision for their community’s future, and develop an action plan to achieve it. HRM is home to several historic African Nova Scotian communities. Beechville, Cherry Brook, East Preston, Upper Hammonds Plains, Lucasville and North Preston were all established in the late 18th and early 19th centuries by land grants given to families of African descent. Actions include:</p> <ul style="list-style-type: none"> EC-24 HRM shall build on its work with African Nova Scotian communities to create Historic 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. | |
| | <p>20. Support ANS communities to identify and secure funding for the preservation and interpretation of ANS community heritage sites</p> | <p>Increase in heritage and historical awareness Support secured for legacy projects</p> | <p>As with Action #19, the Advisory Council is 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:</p> <ul style="list-style-type: none"> EC-25 HRM will incorporate Historical African Nova Scotian Community Action Plans into planning policies and by-law regulations where possible. | <p>✓ PROGRESSING</p> |
| | <p>21. Prioritize and develop vacant lands within ANS communities.</p> | <p>Increased capacity in ANS communities to identify vacant spaces for development, and placemaking Inventory of vacant lands developed</p> | <p>Captured in #12 above.</p> | <p>✓ PROGRESSING</p> |
| | <p>22. Redevelop and market spaces within ANS communities for commercial and/or community use</p> | <p>Increased capacity in ANS communities to redevelop commercial places and spaces Inventory of spaces for commercial and community use developed</p> | <p>This work will be undertaken as part of the Community Action Planning land identification process.</p> | <p>✓ PROGRESSING</p> |
| | <p>23. Pursue sister city and international trade and development relationships with African countries with ancestral ties to African Nova Scotians</p> | <p>Formal sister city relationship established within the first year Develop cultural and historical links between ANS communities and West African Countries</p> | <p>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.</p> | <p>✓ PROGRESSING</p> |
| | <p>24. Attract international investors into the African Nova Scotian communities</p> | <p>Relationships with potential investors developed</p> | <p>The ITD working group has been established. A key priority is the development of an action plan for attracting international investors.</p> | <p>✓ PROGRESSING</p> |

PRIORITY 3: INCREASE PARTICIPATION IN EDUCATION, EMPLOYMENT AND ENTREPRENEURSHIP

Progress Against Actions

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|--|---|--|---|--|
| <p align="center">3.1</p> <p align="center">Increase labour force attachment for African Nova Scotians</p> | <p>25. Establish the ANS stream under the Halifax Connector Program</p> | <p>ANS Connector stream established</p> <p>Track and increase the number of ANS Connectees and Connectors each year</p> | <p>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.</p> <p>The Program also collaborated with partners to offer training and employment opportunities for African Nova Scotian 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 African Nova Scotian youth resulting in seven participants securing full-time jobs as Energy Advisors.</p> <p>Throughout the year we will continue to engage employers, not only as Connectors, but as advisors and partners. These companies include Digital Nova Scotia, NS Construction Sector Council, Amazon, Dalhousie University, Nova Scotia Power, and many more. A two-day career seminar focusing on the trades in the ANS Community is being developed in partnership with Ironworkers International and Construction Association of Nova Scotia.</p> | <p align="center">✓ PROGRESSING</p> |
| | <p>26. Identify and share existing programs and services supporting the workforce attachment of African Nova Scotians</p> | <p>Track and increase ANS employment rates</p> | <p>A resource directory has been added to the updated ANS REP website where existing programs and services will be featured and updated.</p> | <p align="center">✓ PROGRESSING</p> |
| | <p>27. Connect African Nova Scotians to employment opportunities at HRM</p> | <p>Benchmark of ANS representation within the HRM workforce established</p> <p>Increase in ANS recruitment within various departments at HRM</p> | <p>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.</p> | <p align="center">✓ PROGRESSING</p> |
| | <p>28. 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>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> | <p align="center">✓ PROGRESSING</p> |

| PRIORITY 3: INCREASE PARTICIPATION IN EDUCATION, EMPLOYMENT AND ENTREPRENEURSHIP | | | | |
|--|---|---|--|----------------------|
| Progress Against Actions | | | | |
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| <p style="text-align: center;">3.2</p> <p style="text-align: center;">Increase entrepreneurship opportunities in ANS communities</p> | 29. Explore cooperative ('co-op') models and assess their potential use for ANS communities | Increase in opportunities for housing and business development | 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. | ✓ PROGRESSING |
| | 30. Connect ANS entrepreneurs to business development programs and services | Track and increase the number of ANS entrepreneurs referred to business development programs and services | <p>In February 2021, the Halifax Innovation Outpost partnered with organizations who 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"> • Akoma, in planning and facilitating a discussion 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. • 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. <p>BBI has an MOU with Halifax Partnership that outlines services and support for ANS entrepreneurs,</p> <ul style="list-style-type: none"> • The REP is currently working with BBI on a joint program for local small business vendors in the ANS community. | ✓ PROGRESSING |
| | 31. Support the growth of ANS business in the Arts and Culture sector. | Increase in the number and growth of ANS Arts and Culture businesses | <p>Work has begun. Feedback has been given from representatives of Music (African Nova Scotian Music Association), Performing Arts (Lighthouse Arts Centre) and Film (Emerging Lens).</p> <p>Development of an Arts and Culture Round Table has begun.</p> | ✓ PROGRESSING |

Visit the ANS Road to Economic Prosperity website for more information on the progress of our work anseeconomicprosperity.com