

Introduction to the Action Plan

In February of 2008 the Council of the Municipality of the County of Kings formally approved a Declaration to join the Canadian Coalition of Municipalities against Racism – part of a larger United Nations Educational, Scientific, and Cultural Organization (UNESCO) initiative. **The Town of Kentville formally approved a Declaration to join in November of 2010.**

In adopting the Declaration, the Municipality and the Town of Kentville agreed to address the following UNESCO commitments:

1. Increase vigilance against systemic and individual racism and discrimination;
2. Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination;
3. Inform and support individuals who experience racism and discrimination;
4. Involve citizens by giving them a voice in anti-racism initiatives and decision-making;
5. Support measures to promote equity in the labour market;
6. Provide equal opportunities as a municipal employer, service provider and contractor;
7. Support measures to challenge racism and discrimination, and promote diversity and equal opportunity housing;
8. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector and other forms of learning;
9. Promote respect, understanding, and appreciation of cultural diversity and inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality; and
10. Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.

The Action Plan is the first of its kind in Nova Scotia. It was developed in consultation with the community for the community, and was unanimously approved by **Kings County Council** in October 2012. The work of the Action Plan is guided by **Kings County's Race Relations and Anti-Discrimination Committee**, which is chaired by the Warden of the Municipality (who was a founding member); and implemented by the team at **Horizons Community Development Associates** and Municipal staff.

Partners

The Action Plan is being implemented in collaboration with the Towns of **Berwick, Kentville, and Wolfville**; and with several other key partners, including (*but not limited to*):

- Acadia University
- Annapolis Valley First Nation
- Annapolis Valley Health Authority
- Annapolis Valley Regional School Board
- Glooscap First Nation
- Province of Nova Scotia
- RCMP
- University of Kentucky

Our Strategic Goals

Our Welcoming Community

GOAL: To create a safe and welcoming community that meets the social, cultural, and economic needs of all residents regardless of age, ability, race, ethnicity, religion, gender, language, sexual orientation or socio-economic status.

To achieve this goal, we are:

- Recognizing awareness events that commemorate diversity, inclusion, and equality
- Using inclusive language, images, and formats in our communications
- Making facilities, information, and activities accessible to and usable by everyone
- Creating educational and public art opportunities for individuals, businesses, and organizations to commit to creating a welcoming and safe community

Our Educated Community

GOAL: To create a community in which residents, employers, and organizations are well informed and have access to information about inclusion and diversity.

To achieve this goal, we are:

- Collecting and sharing people's stories and experiences of discrimination and exclusion
- Collecting information about good practices for addressing racism and discrimination, and promoting diversity and inclusion
- Developing and offering cultural competency and cultural safety training for educators, councillors, service providers, volunteers, and community members
- Building networks for sharing information about addressing racism and discrimination
- Creating opportunities for partnering to address discrimination and promote inclusion
- Creating an easy way for employers to access information about employment equity policies and practices

For more information or to get involved, visit www.county.kings.ns.ca (click Race Relations & Anti-Discrimination), email kingsactionplan@horizonscda.ca, or call 902 690 6135.

Our Engaged Community

GOAL: To encourage shared ownership and community wide engagement and participation in the elimination of discrimination and racism, and in the promotion of diversity and inclusion.

To achieve this goal, we are:

- Sharing and talking about the Action Plan with people across Kings County, allowing it to grow and evolve
- Identifying and addressing barriers faced by people in groups that experience discrimination and marginalization
- Identifying strengths and resources of people in groups that experience discrimination and marginalization
- Building meaningful relationships with stakeholders across the Municipality
- Identifying champions and people of influence who can help address discrimination and promote diversity
- Educating the Race Relations and Anti-Discrimination Committee and its partners about meaningful youth engagement
- Engaging youth in the Action Plan work

Our Committed Community

GOAL: To demonstrate a commitment to eliminating racism and discrimination by investing in sustainable supports for inclusion and diversity work at the municipal level.

To achieve this goal, we are:

- Updating the terms of reference for the Race Relations and Anti-Discrimination Committee
- Dedicating time and resources for implementing the Action Plan
- Holding Race Relations and Anti-Discrimination Committee meetings in communities across the County
- Developing different ways to inform the community about the Action Plan work
- Collecting and sharing best practice information about employment equity policies and practices
- Building a diverse employee base at the Municipality of Kings
- Helping local employers and organizations develop and implement policies that address discrimination and promote diversity