



**West Hants**  
something inspiring awaits

**WEST HANTS REGIONAL MUNICIPALITY**

**Diverse, Equitable and Inclusive Communities Committee - Meeting Agenda**

**JUNE 8, 2026 - 6:00 p.m.**

**Windsor Council Chambers, 100 King St, Windsor, NS**

*Agenda is subject to change due to additions that may not be able to be reflected until after the meeting.*

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1. Call to Order
2. Land Acknowledgement
3. Attendance, introduction of new members and guests
4. Approval of the Agenda, including additions or deletions
5. Declaration(s) of Conflict of Interest
6. Announcements
7. Approval of Previous Meeting Minutes
8. Ongoing Business
  - a) Continuing review of the Equity, Anti-racism and Accessibility Plan:
    - Setting priorities
    - Reorganizing the DEICC sub-committees
  - b) Budget
  - c) Update from West Hants Middle School Equity Committee
9. New Business
  - a) Membership and policy amendment of Meeting and Procedure Procedural Policy
  - c) Emancipation Day
10. Adjournment/Next meeting date: July 13, 2026

## **Strategic Actions Not Started or Included in the Organizational Review as of May 11, 2026**

**Strategic Action #1. Heal and rebuild relationships between WHRM, the Mi'kmaq, and equity denied communities. The RAD Report highlights the lack of trust between the public and the local politicians.**

1.1

Create a plan and invest in ongoing engagement between WHRM, Glooscap First Nation and Sipekne'katik First Nation to help ensure the actions within this plan address their concerns and challenges the experiences of people living and working in West Hants who are Indigenous.

2025 - 2028 Municipal Staff

**STATUS: NS (Not started)**

1.4

To fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation (Call to action 43, TRC). Start by identifying actions and measures the municipality are already taking that may align with UNDRIP implementation goals and changes and new actions required.

2025 - 2028 Municipal Staff

**STATUS: NS**

**Strategic Action #8. Improve access to municipal activities and programs. This can include implementing culturally relevant and targeted recreation activities/programs through joint partnership efforts with equity-denied groups including Indigenous community, African Nova Scotian community, and vulnerable youth.**

8.7

Work with Mi'kmaq partners, especially Glooscap First Nation, to support Indigenous athletics and support longterm athletic development (see calls to action 87-91).

2025 - 2028 Municipal Staff

**STATUS: NS**

**Strategic Action #9. Amplify community history and support opportunities share and celebrate diverse cultures. This action is intended to focus on fostering community cohesion, celebrating diversity, and building a stronger sense of belonging. This can include highlighting events that are already going well (e.g., community groups, community festivals)**

9.1

Work with Glooscap and other indigenous communities to create an awareness campaign focused on the Aboriginal rights holders in the region within which WHRM exists.

2025 – 2028 Municipal Staff

**STATUS: NS**

**Strategic Action #13. Strengthen the capacity of community organizations and local businesses to continue to promote hate-free communities. Nonprofits, community groups, grassroots organizations, such as Posse, and in some cases local businesses are doing work to end racism, discrimination and other forms of hate in order to make West Hants a welcoming safe hate-free place**

13.2

Help create an inventory of available grants for community organizations that target anti-racism and anti-hate initiatives.

2025 - 2028

Municipal Staff DEICC Business Associations and Networks

**STATUS: NS**

13.3

Create system navigation support for community organizations and businesses with barriers to help; them access and navigate grants that respond to dismantling systemic racism and hate.

2025 - 2028 Municipal Staff

**STATUS: NS**

13.6

Work with community to create public education around visuals that contribute to systemic racism, bias and prejudice (e.g., confederate flags, symbols of white supremacy).

2025 - 2028 Municipal Staff DEICC

**STATUS: NS**

**Strategic Action #14. Provide support for those experiencing hate in the community and create protocols and mechanisms to report these incidents. Acts of hate (including discrimination) undermine community cohesion and inflict significant harm on individuals and groups. This action focuses on strengthening both the response to and the accountability for such acts**

14.2

Work with community organizations to establish supports for community members experiencing discrimination and hate.

2025 - 2028

Municipal Staff Local Groups

**STATUS: NS**

14.7

Create practices and guidelines that consider the safety of staff and the public when addressing acts of hate in the community.

2025 - 2028 Municipal Staff S

**STATUS: NS**

14.8

Work with other levels of government including Mi'kmaq governments like Glooscap First Nation to support and address violence against Indigenous women, girls and 2SLGBTQIA+ as outlined in the Call to Justice in the Missing Murdered Indigenous Women and Girls Report.

2025 - 2028 Municipal Staff DEICC

**STATUS: NS**

**Strategic Action #15. Improve planning, zoning and how resources are allocated and shared in order to advance equity and address environmental racism and systemic injustice in our community.**

15.3

Develop and implement an engagement strategy with Three Mile Plains community members to discuss and address current issues of environmental racism and inequity. Work with the Environment Unit (based in Halifax) to provide expertise on these engagements.

2025 - 2031 Municipal Staff

**STATUS: NS**

**Strategic Action #17. Increase representation of equity-denied communities across all municipal committees to build capacity and ensure all voices are included.**

17.2

Dedicate seats for Mi'kmaq and Black/African Nova Scotians on all municipal committees, and support targeted recruitment for these seats.

2025 - 2028 Municipal Staff

**STATUS: NS**

17.4

Explore opportunities for other diverse representation, including new Canadians, for Diverse and Inclusive Communities Committee

2025 - 2028 Municipal Staff (HR)

**STATUS: NS**

17.5

Create a more accessible intake processes across all committees to recruit more diverse membership. 2025 - 2028

Municipal Staff (HR)

**STATUS: NS**

17.6

Develop streamlined processes ensuring committees work does not delay or stall due to municipal elections (e.g., October 2028, October 2032, etc.)

2025 - 2028 Municipal Staff

**STATUS: NS**

**Strategic Action #18. Review and update policies, procedures, guidelines, and communications through an anti-hate, equity, and accessibility lens**

18.4

Review current communications (e.g. websites, newsletters, social media, printed materials etc.) to identify where gaps in visual representation of racialized, 2SLGBTQIA+, and other diverse groups of people exist. Develop a plan to perform this sort of review on a regular basis.

2025 - 2028 Municipal Staff **STATUS: NS**

18.6

Create a policy (and implement) to ensure the use of Mi'kmaq language. 2025 - 2028

Municipal Staff

**STATUS: NS**

**Strategic Action #19. Commemorate, honour, and/or celebrate heritage and diversity dates/ months, such as African Heritage Month, National Indigenous People Day, Treaty Day, Mi'kmaq History Month, etc. Honouring these dates is an opportunity to reflect on the dangers of hate, increase awareness, celebrate heritage, culture and the achievements and contributions diverse groups.**

19.5

Establish a municipal proclamation for recognition of African Heritage Month. 2025 - 2028

Elected WHRM Council

**STATUS:**

**Strategic Action #20. Build capacity within the municipality to act on, communicate, and review this plan.**

20.1

Hire a designated communication staff to support the development of a communication strategy in alignment with this plan and support ongoing community awareness of municipal programs and services.

2025 - 2028 Municipal Staff

**STATUS: NS**

20.2

Amend communications plan to support the ongoing communication of the plan and its action items. 2025 - 2028

Municipal Staff

**STATUS: NS**

20.3

Hire an Accessibility and Inclusion Coordinator position within the municipality to oversee responsibilities related to inclusion, equity, diversity, and accessibility.

2025 – 2028 Municipal Staff

**STATUS: NS**

20.4

Appoint a designated diversity and accessibility lead position per area/department to provide accountability, oversight and leadership to the equity, anti-racism and accessibility efforts of the municipality, ensuring the advancement and monitoring of this strategy.

2025 - 2028

Municipal Staff Elected WHRM Council

**STATUS: NS**

20.5

Develop a structured evaluation plan with metrics to accompany the equity, antiracism and accessibility strategy, ensuring ongoing reporting, monitoring and communication of this strategy.

2025 - 2028 Municipal Staff

**STATUS: NS**

## **Excerpt from DEICC Minutes, November 25m 2026**

### **b) Creation of unified budget**

The committee discussed their goals for the next budget cycle and put forward considerations for the 2026/27 budget.

Approximately \$20,000 in proposed project ideas and funding was suggested. The breakdown included:

- Mileage for committee members to complete Historic Plaque reviews (\$300)
- Signage replacement/renaming costs (\$2000-3000)
- Emancipation Day events (\$1000)
- Meals for Community consultation (\$1500) – 2 events
- BBQ Community events (\$1500)
- Swag items (pronoun buttons, pins, rubber bands, stickers) - (\$200-\$400)  
West Hants Regional Municipality  
Diverse, Equitable and Inclusive Communities Committee Meeting Minutes
- Diversity Festival – line item in the budget to bring diversity to WHRM. Create a revenue stream to bring more diverse groups, opportunities, food, etc. to West Hants. (\$7000)
- Truth and Reconciliation Day celebration – host a public Blanket Exercise (\$3000)
- Update Flags to be more representative of Diverse populations in West Hants (\$500)
- Investing in making Council chambers more inclusive and welcoming – hire a mural artist, use the Sports Complex as an inspiration (\$5,000)
- Learning opportunities (speakers and honourarium's (\$1000)
- Business cards and information brochures (\$1000)
- Meeting refreshments (\$1200)
- Create a Diversity inspired bursary (\$1000)
- Expand on educational pieces and programming to include people with lived experiences (\$2000). Add more diverse speakers and programs, i.e. Drumming, dancing, recipe sharing/cooking diverse foods



July 31, 2024

Attention

Dave Jones, Regional Executive Director of Education AVRCE

MP Kody Blois

MLA Sheehy-Richard

Paul Hanson, Avon View High School Principal

Donna MacMillan, Avon View High School Interim Vice-Principal

Doug Jackson, Avon View High School Vice-Principal

Ashley Connors, Avon View High School Vice-Principal

Steve Carrington, Student Counsellor for Brooklyn and Dr. Arthur Hines Elementary Schools

Rayvonne Carrington, Black Educators Association

Heather Kidd, Teacher and Equity Coordinator for WHMS

Sent electronically to: [kody.blois@parl.gc.ca](mailto:kody.blois@parl.gc.ca); [melissa.mlaoffice@gmail.com](mailto:melissa.mlaoffice@gmail.com)

RE: Support to hire a fulltime equity coordinator in both the West Hants Middle School and the Avon View High School to support the future generations in West Hants

Please accept the following letter on behalf of the West Hants Regional Municipality (WHRM) and its' Council regarding equity issues experienced by West Hants youth within our schools.

During the June 11, 2024 Council meeting, correspondence was received from a member of West Hants Diverse and Inclusive Communities committee expressing the importance of drawing attention to the hard work being done by dedicated community members and school personnel to address racism, equity and inclusion in West Hants schools.

In an effort to better understand the challenges faced within our schools, the West Hants Regional Municipal Diverse and Inclusive Communities committee extended an invitation to front-line school staff including student support workers, counsellors, teachers, administrators at Brooklyn and Dr Arthur Hines Elementary Schools, the West Hants Middle School and Avon View High School, as well as a Regional Education Officer from the Annapolis Valley Regional Centre for Education and the Valley director for the Black Educators Association to meet and discuss concerning events occurring within the school setting and provide support for these educators.

It was also not surprising to hear of the challenges faced by these groups on a daily basis to support our youth and better the school systems. Hearing the actions undertaken by these groups to address racism, homophobia, transphobia and other forms of discrimination experienced daily by WHRM youth in the school setting was encouraging. The efforts taken by these individuals to create a safe, more diverse, equitable, and inclusive school service for West Hants youth has not gone unnoticed; but much more work is needed.

As we continue to move in the direction of continued learning, identifying key challenges, and highlighting promising practices in collaboration with school student support workers, counsellors, teachers and administrators to see real change in our school systems; the need for additional resources to support this important work is clear.

Until racism, homophobia, transphobia and other forms of discrimination cease to exist in school settings; additional action is required. It is hoped that by sharing the letter, you will be inspired to explore options that see increased funding to allow for additional equity coordinators within West Hants schools.

To formally express the current position of the Council who met on June 25, 2024, to discuss this matter the following motion was ratified.

**" COUNCIL WRITE A LETTER TO THE ANNAPOLIS VALLEY REGIONAL CENTRE OF EDUCATION EXPRESSING OUR SUPPORT FOR SEEING THE SCHOOL BOARD HIRE A FULLTIME EQUITY COORDINATOR IN BOTH THE WEST HANTS MIDDLE SCHOOL AND THE AVON VIEW HIGH SCHOOL TO SUPPORT THE FUTURE GENERATIONS IN WEST HANTS "**

West Hants Regional Municipality thanks you for your attention to this matter and we look forward to further discussions and a collaborative approach that addresses the need for additional resources to support the schools and youth in West Hants.

Respectfully,

Abraham Zebian, Mayor

ds/az

CC: West Hants Regional Municipal Council  
Chief Administrative Officer, Mark Phillips  
Members of The West Hants Regional Municipal Diverse and Inclusive Communities Committee