



West Hants
something inspiring awaits

WEST HANTS REGIONAL MUNICIPALITY

Diverse, Equitable and Inclusive Communities Committee - Meeting Agenda

OCTOBER 19, 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.

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) Budget – vote
 - b) Recruitment and membership
 - c) Equity, Anti-racism and Accessibility Plan:
 - Reports on progress on the DEICC-led strategic actions
 - Reorganizing the DEICC sub-committees
9. Adjournment/Next meeting date: November 9th, 2026

Excerpt from Unofficial Meeting Notes, June 6, 2026

Budget

Without quorum, no decisions or motions could be made. Due to the close working relationship between DEICC and Community Development, discussed items with Kathy and Brielle. Committee budget \$20k, budget line items equal \$27k; removed non-existent funds and determined what staff hold / what DEICC holds.

Mileage for plaque reviews: \$300. Keep.

Signage replacement: \$2000. Keep.

Emancipation day event: \$1000. Removed. DEICC to assist CD with hosting. Meals for events/BBQ: \$1500. Removed second instance. CD assist.

Swag items: \$400. Keep.

Diversity Festival: Reduced to \$5000. CD assist.

Public Blanket Exercise: \$3000. Keep. Glooscap assist.

Update flags: \$500. Keep.

Mural in chambers: remove. Future uncertain.

Learning opportunities: \$1000. Keep.

Business cards/brochures: \$1000. Keep.

Meeting refreshments: transferred into bursary.

Diversity bursary: Keep, add \$1200 from refreshments, final \$2200.

Expand educational pieces/programming: \$2000. Keep.

Final total: ~\$19,000 (See Kathy J for accurate details)



A1 Strategic Action

	A	B	C	D	E	F
	Strategic Actions					
1	Strategic Action	Task	Priority	Owner	Status	Lead
2	2	Develop a framework* to integrate an intersectional and reconciliatory lens into planning for a more equitable and inclusive West Hants. Ensure equitable representation of Indigenous and African Nova Scotian community members in the development of the framework and examination of spaces via engagement.	2025-20...	DEICC	In progr...	Anne
3	2	Critically examine the naming of existing municipal assets, establishments, and municipal spaces.	2025-20...	DEICC/...	In progr...	Anne
4	2	Update naming as appropriate. This process must follow the guidelines published by the Geographic Names Board of Canada.	2025-20...	DEICC/...	Not star...	Anne
5	2	Critically examine existing municipal spaces against the framework and implement appropriate required changes to existing spaces to require compliance with the framework.	2028-20...	DEICC/...	Not star...	Anne
6	3	Work with local organizations and businesses to develop a directory of existing safe and welcoming spaces in West Hants. Publicly share the list of partner organizations and inclusive community spaces.	2025-20...	DEICC/...	In progr...	with support from Iza
7	3	Create or enhance dedicated spaces that reflect the cultural traditions and needs of equity-denied communities. This could involve supporting the development of Indigenous- or African Nova Scotian- owned and operated community centres, cultural spaces, or the designation of specific areas within existing municipal facilities.	2028-20...	DEICC/...	Not star...	
8	3	Support businesses in understanding needs of communities and encourage ongoing community engagement with equity denied communities.	2031-20...	DEICC/...	Not star...	
9	6	Engage with local schools as part of the accessibility and equity and inclusive communities committees and have a designated role for schools in this group.	2025-20...	DEI/MU...	In progr...	Anne, Heather
10	10	Conduct a needs assessment of sidewalks, streetlights, and curb cuts with a focus on growth areas, high-traffic areas and areas with high-density of equity-denied community members (including Three Mile Plains).	2028-20...	DEI/MU...	Not star...	
11	10	Develop a sidewalk/crosswalk remediation plan and plan for new street scapes elements with timeline and budget according to updated provincial standards.	2025-20...	DEI/MU...	Not star...	
12	10	Develop a plan to increase streetlights based on the needs assessment findings, targeting high-density equity denied communities.	2028-20...	DEI/MU...	Not star...	
13	10	Improve the condition and availability of sidewalks, curb cuts, and pedestrian crossings to comply with the CSA Accessible Design for the Built Environment B-651 standard.	2031-20...	DEI/MU...	Not star...	
14	10	Create public education campaign on safe practices regarding sidewalk-less communities.	2025-20...	DEI/MU...	Not star...	
15	11	Develop an anti-hate and accessibility education resource hub where information on anti-racism, discrimination and hate can be made available for community members and local businesses.	2025-20...	DEI/MU...	In progr...	Domenic, Katie
16	11	Identify existing resources that can be used and develop new resources with community organizations and groups for the resource hub.	2025-20...	DEI/MU...	In progr...	Domenic

17	13 ▼	Help create an inventory of available grants for community organizations that target anti-racism and anti-hate initiatives.	2025-20... ▼	OTHER ▼	Not star... ▼	Domenic, Karrie-Ann
18	13 ▼	Work with local groups to create safe and free community and municipal spaces targeted to equity-denied communities.	2031-20... ▼	DEICC/... ▼	Not star... ▼	Domenic, Katie
19	13 ▼	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)	2025-20... ▼	DEICC/... ▼	In progr... ▼	Domenic, Katie
20	14 ▼	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.	2025-20... ▼	DEICC/... ▼	Not star... ▼	Domenic
21	19 ▼	Create a list of commemorative dates to be publicly acknowledged*.	2025-20... ▼	DEICC/A... ▼	In progr... ▼	Karrie-Ann
22	19 ▼	Invite community leaders to provide recommendations for short-and long- term initiatives they see as appropriate to commemorate these dates.	2025-20... ▼	DEICC/A... ▼	Not star... ▼	Karrie-Ann
23	19 ▼	Co-develop an annual calendar to honor or celebrate the commemorative dates. The calendar should include public campaigns and other tangible actions (e.g., providing funding or support for planning and hosting events and celebrations).	2025-20... ▼	DEI/MU... ▼	Not star... ▼	Karrie-Ann
24	22 ▼	Advocate and promote early and ongoing education about the history of the region and diverse culture and history of West Hants	2025-20... ▼	OTHER ▼	Not star... ▼	
25	22 ▼	Advocate for the continued promotion of equity and diversity within local schools (e.g., Vibe).	2025-20... ▼	OTHER ▼	Not star... ▼	
		Equip teachers with resources and training to examine their own biases and promote equity				

Screenshot

West Hants Equity, Anti-racism and Accessibility Strategy Plan, Strategic Action #2 Draft Points for an Asset Naming and Renaming Policy

The West Hants Equity, Anti-racism and Accessibility Strategy Plan includes Strategic Action #2, which calls for development of a framework to guide all planning related to public spaces. One aspect of this is a policy to guide the naming of new municipal assets and reassess existing names. The Plan gives leadership of Strategic Action #2 to the Diverse, Equitable and Inclusive Communities Committee.

In June, 2025, the DEICC created sub-committees to work on all of the Strategic Actions it was assigned to lead. The sub-committee working on Strategic Action #2 consisted of Lisa Bland and me, Anne Bishop. The first step taken by the sub-committee was to gather information, including the list of all streets and roads in the municipality and the naming policies of other municipalities in Nova Scotia. Lisa resigned from the DEICC in March, 2026, and, due to a lack of members, I carried on the task alone.

In April, I completed reviewing the policies of other Municipalities that had them (Kings, Kentville and Wolfville), consulted with the chair of the Accessibility Committee, Michel Bourgeois, and sat down to discuss a possible draft policy with a group of municipal staff, including Kari Fougere from Planning, Kathy Kehoe and Vanessa Roberts from Community Development and Kathy Johnston-Isenor from Recreation. This research and pair of consultations led to a first draft of a list of points to be considered in such a policy.

The next step was a meeting with Tracey Babineau about the policies and procedures used in naming streets and roads. That policy is currently being reviewed and Tracey took the list of points to be included in those deliberations. She also suggested that the policy for naming streets and roads be separated from one for naming of other assets related to recreation and community development and review of the municipality's commemorative installations and interpretive panels.

For the first two and a half years of its existence, the DEICC interpreted the description of quorum in the Meeting and Committee Procedural Policy – “the majority of the voting members” – as half-plus-one of the current number of voting members. In March, 2026, we were informed that we were mistaken. Quorum is counted as half-plus-one of the total number of chairs available for voting members; that is, quorum for the DEICC is fixed at five. As a result, we have succeeded in reaching quorum at only one meeting since then. When there is no quorum, meetings are not official (they are not supposed to happen at all) and there are no official minutes (even informal notes are discouraged), so the committee's work has ground to a halt.

At the end of October 2026, my term on the committee comes to an end. I am hoping for a quorum at the October meeting so the Committee can discuss these points and vote on forwarding a revised version to Council and the relevant staff. If there is no quorum, I will forward the document anyway, as an individual, in hope that the work done so far will not be wasted and can provide a base for development of a policy for renaming municipal assets other than streets and roads, and reviewing the commemorative plaques and interpretive panels around the municipality.

Here is the list of points for consideration in such a policy:

Purpose: The purpose of this policy is to provide a consistent and transparent process for naming and renaming municipal assets other than streets and roads and for reviewing commemorative installations and interpretive panels.

Principles:

West Hants is committed to using asset naming, interpretation and commemoration as a means of honouring the diverse histories, perspectives and contributions of its citizens and addressing the need for reparations and reconciliation.

Names given to Municipal assets must adhere to the regulations and guidelines of the Geographic Names Board of Canada and GEONova.

Definitions:

Colonialism: The policy or practice of taking full or partial control over and subjugating another sovereign people.

Equity: Economic, political and social structures that give everyone the supports and opportunities they need to thrive and participate fully in every aspect of society.

Excluded Communities: Groups of people who have historically been disadvantaged or underrepresented and suffer from exclusion due to societal and systemic barriers including, but not limited to: Indigenous people, Mi'kmaq, African Nova Scotians, persons with disabilities, members of visible minorities, women and 2SLGBTQIA+ people.

Inclusion: An environment in which all people are respected, given equal access to resources and opportunities and their differences are embraced.

Municipal Assets other than streets and roads: Parks and parts of parks, trees, benches, trails, structures, facilities and parts of facilities, vehicles, commemorative plaques, signs or statues, development areas, pedestrian and cycling infrastructure under the control of the West Hants Municipality.

Interpretive panels: Panels installed on walkways, trails, etc. intended to inform passersby of interesting features of the area.

Commemorative installations: Plaques, statues, etc. intended to provide information and celebrate events and people of the past.

Naming Criteria

The names given to Municipal assets other than streets and roads shall:

- Be easily understood;
- Follow good cartographic practices so that all locations to be found quickly and without confusion;
- Encourage equity and inclusion for all people in the Municipality, particularly those who have been excluded;
- Encourage an accurate understanding of history and acknowledge the impact of colonialism, slavery and discrimination on the Municipality and its peoples.

Names will not knowingly be chosen that:

- Are or might be perceived as being discriminatory or derogatory, in whole or in a shorter form;
- May cause confusion due to duplication or sounding similar to other names in the vicinity, even if they are spelled differently;
- Have a connection to colonialism, slavery, discrimination or any other practice of subjugation or exclusion;
- Could be construed as having an inappropriate connotation or double meaning;
- Are commercial names unless these are part of a specific sponsorship agreement.

Reserve Name List:

The Municipality does not keep a reserve name list for streets and roads, but may want to create a list of potential names for other assets through a broad, public process of nomination, paying particular attention to suggestions coming from excluded communities. Nominated names should be backed up by documentation supporting the relevance of the name to West Hants, its history and communities; Suggested names will be researched by Municipal staff to ensure historical accuracy and adherence to the naming criteria. The resulting short list will be vetted with appropriate representative individuals and organizations in excluded communities to ensure all of the proposed names are acceptable to them.

The final decision on inclusion of names on the list rests with Council.

Renaming

An application to rename a municipal asset other than a street or road can be submitted by an individual, group or organization if:

- 1) An existing name does not adhere to current naming criteria; or
- 2) An individual or organization has researched an existing name and found a clear and substantial connection with a colonial wrong, such as dispossession of Indigenous people, enslavement of people of African descent or the Expulsion of the Acadians, discrimination or other harm to people or the environment.

An application for a name change must include documentation supporting the argument that an existing name does not adhere to the naming criteria or is associated with a colonial wrong.

A naming or renaming application may be submitted to the Community Development Department and the final decision made by Council. A new name can be chosen from a Reserve Name List, if one exists, or will go through screening by staff, consultation with excluded communities and a vote by Council.

Commemorative Plaques and Other Memorials

Any individual, group or organization may present documentation showing that the individual or event commemorated by a municipally-owned plaque or other memorial has a clear and substantial connection with colonial wrongs or other form of harm. In this case, the preference will be to remove the memorial. If a case can be made for revising the memorial instead, the final decision must rest with representatives of the community that experienced the harm. If any individual, group or organization wishes to request a review by Provincial or Federal bodies who maintain plaques and other memorials in the municipality, they can do so and request a supporting letter from Council.