



ENGAGEMENT FRAMEWORK

Collaborative Community
Engagement Framework

**Community Engagement on
Mass Casualty Commission and Desmond
Fatality Inquiry Recommendations**

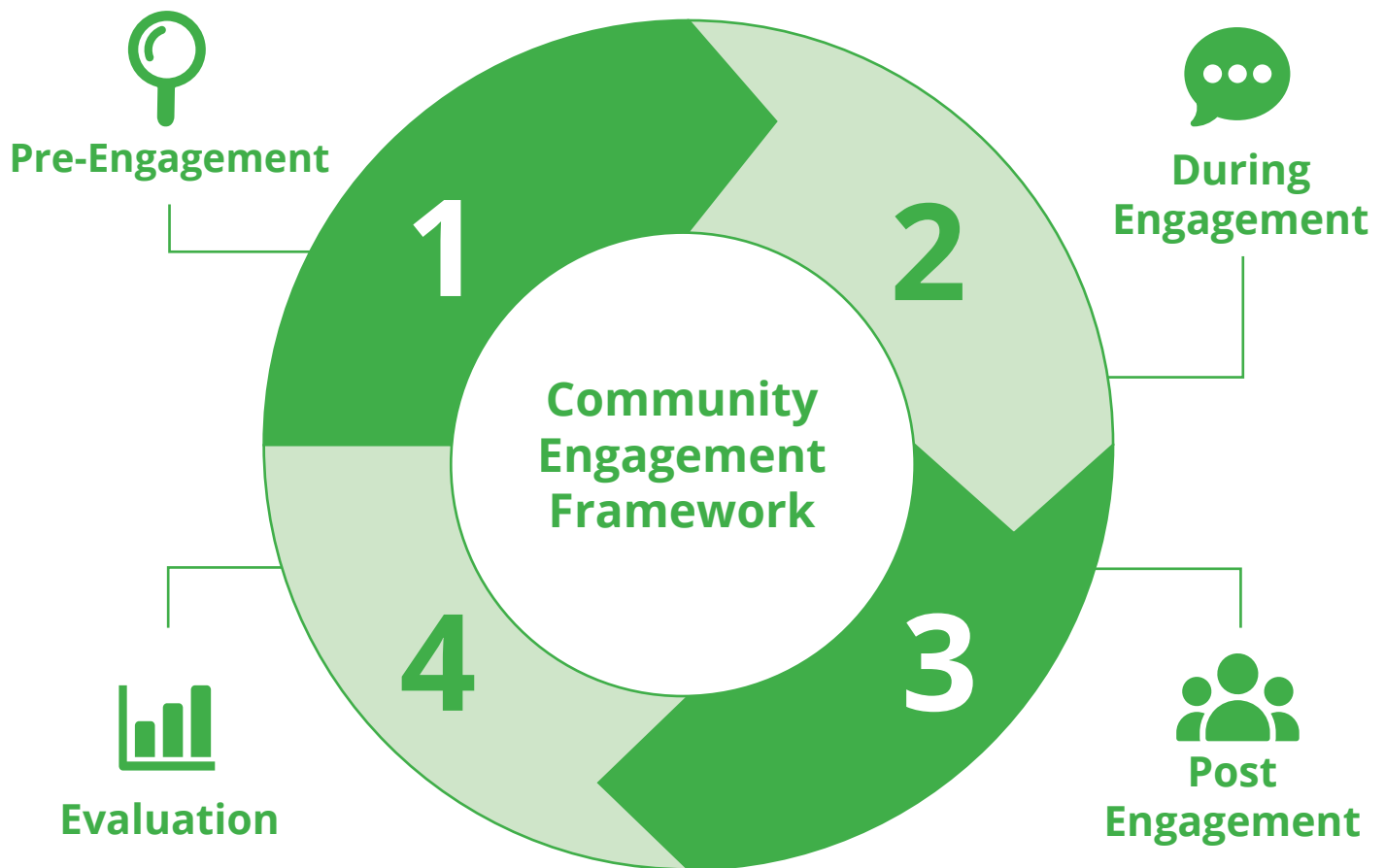
With thanks to individuals from Community and
Government who participated and provided input


NOVA SCOTIA

Community Engagement Framework

For collaboratively engaging on inquiry recommendations

The goal of this community engagement framework is to build partnerships and relationships and foster inclusive and transparent engagement. Opportunities for government-community collaboration are built throughout the planning, delivery, and follow up phases. The framework also provides opportunities to cultivate a supportive environment where diverse voices are heard and where affected individuals and communities are honoured.



Community Engagement Framework

For collaboratively engaging on inquiry recommendations

1. Pre-Engagement - Setting the Stage for Meaningful Participation

- Create early partnerships and relationships to guide the engagement
- Leverage past reports and past input as a starting point for engagement planning

Steps:

- A. Establish a community engagement planning team that includes community partners, first voice, and community members with engagement experience
- B. With guidance from planning team, conduct research and analysis on previous engagements and reports in which related topic areas were addressed
- C. Understand the work of community partners and service providers
- D. Become familiar with the communities you want to engage with and the multiple intersectionalities and contexts
- E. Understand that provincial and federal governments have a duty to consult with Indigenous peoples, and accommodate their interests, where appropriate, when contemplating conduct that may adversely impact established and asserted Indigenous or Treaty rights. Contact L'nu Affairs for advice when determining if there is a duty to consult as well as for general advice on engagement with Mi'kmaw/Indigenous communities
- F. Consult with other equity offices (e.g., African Nova Scotian Affairs, Office of Equity and Anti-Racism) for advice if you intend to engage with other underrepresented and underserved communities
- G. Assess the level of engagement that will be used
- H. Develop a communication approach for the duration of the engagement planning / delivery to enable two-way communication
- I. Design engagement tools, questions and activities
- J. Define your engagement performance indicators
- K. Address potential barriers to participation as part of design and planning

2. During Engagement - Fostering Meaningful Dialogue & Collaboration

- Share engagement responsibilities with community partners based on expertise
- Have professional resources available during engagements

Steps:

- A. For some topic areas and some communities, it will make sense for conversations to be led by trusted people in the community
- B. Consider appropriate resources and supports in acknowledgement of sensitivity of topic area
- C. Use trauma-informed facilitation practices (See Tips for Engaging on Gender-Based Violence Topics)
- D. Use land acknowledgement best practices
- E. Promote diversity and inclusion and center first voice and the experience of underserved and underrepresented communities
- F. Use best practices for facilitation to guide discussions, manage conflicts and foster collaboration
- G. Monitor engagement and ensure responsiveness to participation needs and logistics needs of participants
- H. Be flexible to adjust approach as needed to adapt and change based on community needs
- I. Support participation of first voice through honorariums

3. Post Engagement - Continuing Collaboration & Communication

- Share the findings of the engagement and associated results
- Maintain and deepen established relationships with community partners

Steps:

- A. Analyze the input collected and prioritize first voice and the experience of underrepresented and underserved communities in the analysis and summary
- B. Share results of the engagement in a transparent and accessible way, letting people know how their input will be used
- C. Recognize and appreciate the contributions of participants by acknowledging their input and highlighting the impact of their involvement
- D. Continue to collaborate with community partners by building mechanisms for ongoing input, updates, and two-way communication
- E. Communicate actions and updates on a regular basis

4. Evaluation - Assessing Implementation of Engagement

- Use what we learn to improve how we engage on future inquiry related engagements

Steps:

- A. Evaluate your engagement to determine the effectiveness of your engagement design and activities
- B. Incorporate some questions that reflect community perspectives on the value of the engagement
- C. Use your findings to inform the approach to future engagements

Collaborative Community Engagement Principles

The following collaborative community engagement principles were developed by the government-community co-design team based on input received during the May 2024 workshops.

Collaborate and co-design at all stages of engagement

- **Work together closely** as government representatives and community leaders and organizations to design and implement
- **Focus on action and results** that build on community strengths and enhance community capacity

Build mutual trust through Government and community partnerships

- **Share decision-making** about purpose, expectations, and parameters of engagements
- **Deepen relationships** over the long-term to address issues, strategize solutions, and achieve meaningful outcomes together
- **Use transparent communication** through multiple channels for open, honest, and frequent communication

Prioritize engaging people with lived experience of the issues

- **Support and invest** in the expertise of first-voice participants
- **Foster healing**, create “safe-enough” spaces to acknowledge trauma, and use trauma-informed practices to promote healing and trust

Be ambitious about equity, inclusion, and anti-oppressive practices

- **Address barriers to participation** so those from underrepresented and underserved communities are included
- **Challenge oppressive practices** to minimize power imbalances, acknowledge biases, and challenge discrimination

Monitor and learn together

- **Develop continuous feedback mechanisms** to support adherence to these principles
- **Learn and improve** how we engage and implement recommendations, refining the approach as we go