



THE PREMIER  
Halifax, Nova Scotia

March 24, 2021

Honourable Randy Delorey  
Attorney General  
Minister of Justice  
Minister responsible for Labour Relations

Dear Minister Delorey,

Thank you for agreeing to serve as the province's Attorney General, Minister of Justice, and Minister responsible for Labour Relations.

These roles are critical to addressing some of Nova Scotia's most complex challenges in innovative ways. Nova Scotians want to move faster to right historic wrongs. We only truly succeed when we all succeed. All work of government, across all Departments and Offices, must have at its core a commitment to social equity, the value of diversity, and the foundational fairness of inclusion. I look forward to working together through the core principles of equity and inclusion to ensure a safe and just society.

Our collective response to the COVID-19 pandemic made Nova Scotians an example for the world. We showed what is possible if we work together and put people first. As we move forward, we will continue to work together to keep Nova Scotians healthy and safe. We will apply the same approach to our new mandate and connect in new ways within government and communities to act on climate change and improve the well-being of all Nova Scotians.

For too many Nova Scotians, discrimination and systemic racism is a lived reality. For many years, people have raised their voices to demand change. These voices have been heard. We will address persistent inequality to strengthen our social fabric. This generation will achieve change. Fairness demands it. Social justice should no longer be a distant ideal. It should become a definite, measurable goal. As you adopt your new portfolio, I know you will do so with an understanding of the importance of advancing initiatives that take into account, in particular, the experiences of African Nova Scotian and Indigenous communities at all levels of the justice system.

You inherit the successful work to date of the province's Accessibility Directorate and *Access by Design 2030 – Achieving an Accessible Nova Scotia*. I am confident you will continue to demonstrate leadership on this important legacy and the shorter-term goals of the Directorate's *Accessibility Plan (2018-2021)*.

The continued efforts of your Department to address the issues of human trafficking and domestic violence in our communities is a priority. Strong partnerships between the Department of Justice, the Advisory Council on the Status of Women, and the many community sector organizations dedicated to prevention and support for victims of human trafficking and domestic violence are vital. Through *Standing Together*, the province's action plan on domestic violence, it is understood that policy changes are required to ensure "support systems better respond to people's needs, understand and promote gender equality, and address barriers facing the most vulnerable Nova Scotians".

As Minister of Justice and Attorney General for the Province of Nova Scotia, you are responsible for the administration of justice and for promoting access to justice and the safety and security of Nova Scotians through justice-related programs, services, and initiatives. Specifically, you will:

- advance social justice and inclusion, work toward the eradication of racism, and promote human rights.
- work with indigenous communities to develop and advance an *Indigenous Justice Strategy*.
- continue to advance the justice pillar in *Count Us In: Nova Scotia's Action Plan in Response to the International Decade for People of African Descent (2015-2024)*.
- create an advisory committee to conduct a review of the *Freedom of Information and Protection of Privacy Act* and related legislation and make recommendations on how it can be modernized.
- collaborate with your Ministerial colleagues to incorporate more local food into public institutions.
- work with the Minister of Health and Wellness to ensure health equity is a priority across all departments that influence the social determinants of health.
- partner with the appropriate departments on the *Land Titles Initiative*.
- introduce the *Police Identity Management Act*.
- partner with the federal government to consult with the community on an African Nova Scotian justice plan.

With respect to key deliverables, it is my expectation that you will work with the Nova Scotia Judiciary to lead government efforts to explore more ways to use technology to improve access to justice, increase efficiencies, and achieve better outcomes for people.

As Minister of Labour Relations, you will build collaborative relationships with public sector unions and bring a focus of joint interests that serve to benefit all Nova Scotians, including their members, while maintaining fiscal discipline.

As Minister, you are expected to have a strong command of the issues within your portfolio and to ensure a constructive working relationship with the public service, stakeholders, and community to collectively achieve progress on mandate items. Whole-of-government human centered design will guide your work. All Ministers are expected to develop and implement policies, programs, and services with a citizen-centered orientation to foster social equity, act on climate change, and achieve inclusive growth and well-being.

All Ministers also are reminded of our shared House of Assembly obligations: we are expected to review, understand and act according to applicable legislation, regulations, and policy and to conduct ourselves with the

highest level of integrity. Furthermore, transparency and accountability to Nova Scotians is a fundamental tenet of responsible government and democracy. As Minister, you are expected to uphold these principles as you execute on your responsibilities.

Collective action is essential to achieving many of the priorities under your mandate. Restorative justice, accessibility, human trafficking, domestic violence, addressing systemic racism in the justice system, and public safety are all complex issues that require work with multiple departments within government and diverse partners, including community leaders and residents, and human-centred approaches. As a member of Executive Council, you are expected to foster collaboration within your Department and beyond to support collective action across government and with community in pursuit of our shared objectives.

The impact of decisions on our climate will be considered in policymaking across government. Investments will meet our climate action objectives. Low carbon approaches will spearhead economic recovery from the pandemic as well as growth. Sustainable approaches will enhance our competitive position, increase our capacity to innovate, reduce inequalities among Nova Scotians, and create more opportunities for everyone.

As Premier of Nova Scotia, I am grateful for the opportunity to work with you and to continue building on the successes of our collective work to date. Throughout the COVID-19 pandemic, we have learned what matters most to Nova Scotians. Together, we can build a stronger, more inclusive, and more sustainable Nova Scotia.

Thank you again for agreeing to serve Nova Scotians in this capacity.

Sincerely,

A handwritten signature in blue ink that reads "Iain Rankin". The signature is fluid and cursive, with the first name "Iain" being more prominent than the last name "Rankin".

Honourable Iain Rankin, M.L.A.

Premier of Nova Scotia

C: Candace L. Thomas QC, Deputy Minister Department of Justice  
Lora MacEachern, Associate Deputy Minister Department of Justice