



NOVA SCOTIA

Office of Equity and Anti-Racism
Office of the Minister

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July 25, 2023

Mr. James Charlton
Chief Clerk of the House of Assembly
Province House, Floor 1
1726 Hollis St
Halifax NS B3J 2Y3

Dear Mr. Charlton:

Re: Dismantling Racism & Hate Act – Annual Report 2023/24

In my capacity as Minister responsible for the Office of Equity and Anti-Racism, I am pleased to submit the 2023/24 Dismantling Racism Annual Report.

Please find enclosed, five (5) copies of the Report.

Sincerely,

A handwritten signature in blue ink that reads "Bradly H Johns".

Brad Johns
Minister for the Office of Equity and Anti-Racism

Dismantling Racism & Hate Act Annual Report 2023/24

The Dismantling Racism and Hate Act (the Act) was passed on April 1, 2022. The Act was created by an All Party Committee and is the first of its kind in Canada—focusing on hate, inequity and racism. The Act serves underrepresented and underserved communities in Nova Scotia, including, but not limited to: Mi'kmaq and Persons of Indigenous Descent, African Nova Scotians and Persons of African Descent, 2SLGTBQIA+ communities, faith-based communities, newcomer communities and persons with disabilities.

The Act commits government to identifying and addressing hate, inequity and racism in its programs and services. Four key deliverables in the Act are:

Deliverable	Deadline	Progress
Equity and anti-racism strategy	July 31, 2023	Complete
Community network	July 31, 2023	Phase 1 complete
Annual report to Legislature	July 31 annually	Complete
Equity and race-based data standard	N/a	Under development

The following is annual report required to be tabled in the Legislature by July 31, 2023. This report provides an update on the implementation of the Act.

Equity and Anti-Racism Strategy

Government released the provincial equity and anti-racism strategy on July 6, 2022. The strategy highlights efforts across government targeted at identifying and addressing systemic hate, inequity and racism and those promoting equity and anti-racism. It also speaks to how government will work with community organizations, public sector bodies and municipalities and villages to ensure this work happens in all areas of the province. The strategy builds on community feedback received during engagements on the Act.

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As per the legislation, the strategy contains:

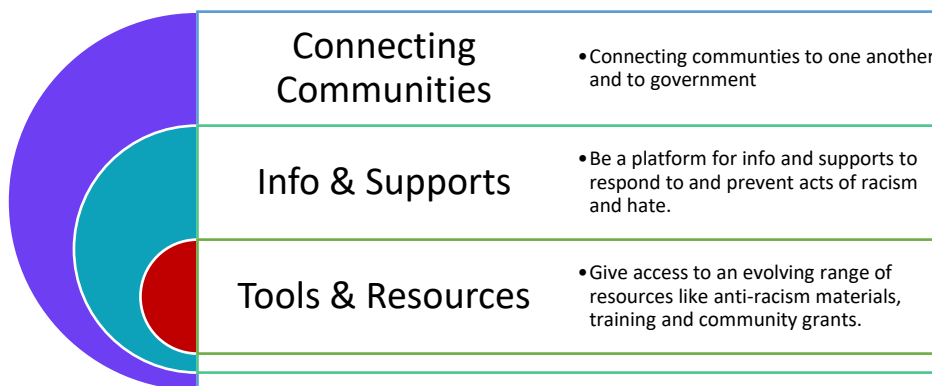
- Actions and initiatives for all Nova Scotians,
- Actions and initiatives focused on specific underrepresented and underserved communities,
- Definitions for government use for specific types of hate, inequity and racism,
- An approach to engagement that demonstrates how government will stay connected with underrepresented and underserved communities,
- A plan to develop accountability measures that will assess the effectiveness of the strategy,
- A Health Equity Framework from Department of Health and Wellness, and
- A plan to develop actions to address psychological health and safety by the Department of Labour, Skills and Immigration.

The strategy is required to be reviewed every five-years. Progress on the strategy will be reported on in future annual reports.

Community Network

The network, currently under development, is based on community feedback and is modeled after a similar network in British Columbia. It will be an interactive and dynamic online network of people focused on addressing hate, inequity and racism, as well as a platform for connecting underrepresented and underserved communities and finding resources on preventing and addressing hate, inequity and racism.

In Phase 1, OEA is bringing together provincial government departments and offices, community-based organizations and individual Nova Scotians promoting positive change. Implementation will take a phased approach and be community and member driven.



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The network is hosted on OEA's engagement website oeaengagement.com. To join, contact us at oea@novascotia.ca In 2023/24, OEA will work with members of the network to expand the network and the resources available within it.

Equity & Race-based Data Standard

The Act requires the development of an equity and race-based data standard for use within government. The standard will govern how equity and race-based data is collected, interpreted and used within government.

Data can be used to promote and enhance communities and the programs and services that support them. Unfortunately, data can also be weaponized against communities and be used to perpetuate hate, inequity and racism.

During engagements on the Act, underrepresented and underserved communities stressed the importance of having a standard within government for how their data is collected and used. The equity and race identifiers within the standard will be based on community feedback, research into standards in other jurisdictions including the federal government and engagements with departments and offices within government.

In 2023/24, OEA will continue to develop the standard, working with departments and offices throughout government.

Future Annual Reports

The focus of this annual report has been to provide a progress update on the implementation of the Act. Future reports will continue to provide updates on the implementation of the Act as well as progress on initiatives throughout government which are highlighted in the strategy.

For more information on OEA and its work, please contact us at oea@novascotia.ca