Anti-Discrimination & Racism Action Plan

(Approved at the September 5th, 2012 meeting of the Shelburne Town Council)

Preamble

The following plan of action to address issues of discrimination and racism has been developed by Town of Shelburne staff in partnership with African Nova Scotian Affairs (ANSA) and the Nova Scotia Human Rights Commission (NSHRC).

Declaration of Intent

Over the past four months the Shelburne Town Council has participated in a series of workshops and information sessions conducted by African Nova Scotian Affairs and the Nova Scotia Human Rights Commission. These workshops have assisted the Town Council in the identification and consideration of actions which could be undertaken by the Town to address issues of racism and discrimination in our community.

The Town Council has identified the following actions which the Town has committed to undertake:

- Establishing an Anti-Discrimination & Racism Committee to engage the community and provide the Town with the necessary information to begin addressing issues of marginalization, equity, racism and discrimination in the wider community.
- Implementing an anti-discrimination policy to ensure fair and equitable treatment. This policy would inform the amendment of existing municipal practices, policies and by-laws and the development of new municipal practices, policies and by-laws.
- Joining the Canadian Coalition of Municipalities against Racism and Discrimination. This action would demonstrate the Town's commitment to addressing issues of racism and discrimination in our community and would commit us to take further steps toward this goal in the future.

The Shelburne Town Council considers the identification of these actions as a starting point for discussion with the individuals and groups constituting the wider community, particularly those of African Nova Scotian decent.

Action Plan

The following Anti-Discrimination and Racism Action Plan covers the remainder of this fiscal year and comprises the immediate steps which will be taken to implement the actions which the Town Council has committed to undertake. The Council further recognizes that this Action Plan is only the beginning of a continuous and ongoing process which will engage the wider community of Shelburne.

Month	Action(s)
September, 2012	Action Plan adopted by Town Council
October, 2012	Anti-Discrimination & Racism Committee draft terms of reference developed by Town staff with assistance from ANSA, letter to solicit funding assistance for anti-discrimination and racism initiatives developed by Town staff
November, 2012	Nomination of Committee members, funding letter distributed with assistance from ANSA
December, 2012	Selection of Committee members
January, 2013	First meeting of Anti-Discrimination & Racism Committee to approve terms of reference (with ANSA in attendance), draft anti-discrimination policy intended to inform Town operations developed by Town staff with assistance from NSHRC
February, 2013	Second meeting of Anti-Discrimination & Racism Committee (held at Community Centre for Black History month)
March, 2013	Third meeting of Anti-Discrimination & Racism Committee to consider anti-discrimination policy and make recommendation to Council, policy passed by Council at special meeting held March 21st (international day for the elimination of racism)