



# Equity, Diversity, Inclusion & Anti-racism (EDIA) Plan

Jessica Martin, Recreation Manager & Accessibility Coordinator  
Anique Dugas, Communications Officer & Project co-lead





# General Information

- Province has mandated municipalities to have an EDIA Plan by April 1, 2025.
- We were informed late-summer.
- Option to combine EDIA Plan with Accessibility Plan.
  - Accessibility plan only to be revised and resubmitted in 2026.
- EDIA Plan does not have as many legislative obligations as the Accessibility Plan





# Legislative Requirements: Accessibility Plan vs. EDIA Plan

REQUIREMENTS	DISMANTLING RACISM AND HATE ACT	ACCESSIBILITY ACT
<b>Deadlines</b>	Plans approved and made public by April 1, 2025.	Updated plans approved and made publicly available by April 1, 2025.*
<b>Advisory Committee</b>	No requirement to have an advisory committee.	Must have accessibility advisory committee. At least half of the members must be PWD or representatives or organizations that represent PWD.
<b>Community Input and Engagement</b>	Must engage with underrepresented and underserved communities.	Must seek input from PWD and organizations that represent PWD when preparing and updating plan.
<b>Plan Content</b>	No mandatory requirement but guidance provides a suggested high-level structure for the content of our plan.	Several details on actions, procedures, policies, programs, practices, and services need to be included.
<b>Deadline for updates plans</b>	Equity and anti-racism plans must be updated every three years.	Accessibility plans must be updated every three years.



# Initial Approach

- Survey launch: end of November – mid-December.
- Targeted community engagement sessions: January / early February;
  - Groupe AGIS / Fierté Clare / SW Nova Scotia Pride Association, Africadie group, Association des Acadiens-Métis Souriquois, RCMP, CFA, international student population at Université Sainte-Anne, youth in local high schools (ESDC & SMBA)
- EDIA Plan drafts: late February.
- EDIA finalized Plan for approval by Council: RCM on March 19, 2025.





# EDIA Symposium

- Attended EDIA Symposium at the Old Orchard Inn on November 20 & 21, 2024, sponsored by AMANS.
- Useful information (especially about lived experiences), lack of practical guidance on EDIA plan development.
- Some municipalities were further ahead (EDIA Coordinators), others were in the early stages.
- Prompted us to take a step back and rethink our approach.





# Reconsidered Approach & Moving Forward

- Survey launch – January 2025
- Establish, develop & strengthen relationships with EDIA community.
- Submit initial plan by April 1, 2025 (details in next slide).
- Consult RCMP to include data on EDIA-related incidents.
  - Police Advisory Board.
  - Inquire as to EDIA-related training.
- Combine EDIA Plan with updated Accessibility Plan in 2026:
  - EDIA Plan revision as needed.





# Initial EDIA Plan

- Two main priorities:
  - Establish and strengthen relationships with EDIA community,
  - Focus on training initiatives, start internal eventually branching out.
- Third priority to be determined by survey results.
- Incorporate resources:
  - EDIA demographic profile of our community,
  - EDIA education,
  - Reporting racism and discrimination.





# Future Goals

- When relationship with EDIA community is strong, establish a working group that will help shape future EDIA Plans.
- Accessibility Advisory Committee Chair to lead EDIA working group and act as liaison between both groups.
- Ultimately: building trust with underrepresented residents so that everyone can love our community and be loved back.







Merci !

Thank you!

Questions?

