APPENDIX A

Please find below a more **fulsome update** on the all-of-government efforts over this past year to meet commitments under the **Equity an Anti-Racism Strategy**.

Actions for All Nova Scotians

Department	Update
Office of Equity and Anti-Racism (OEA)	Implemented Equity Impact Assessment (EIA) Guide and Tool to bring an equity and anti-racism lens to the forefront of government policy making. OEA completed the EIA tool in 2024 and has been training Departments and Offices across government on how to use the tool. OEA has provided 24 training sessions to Departments and offices across government to date. Implemented the Public Engagement Guidebook (PEG) and template. The PEG provides key steps and considerations for all types of engagements to ensure they are effective, accessible and inclusive. OEA completed the PEG and Template in 2024 and has been training Departments and Offices across government on the new way to engage. OEA has provided 23 training sessions to Departments and offices across government to date.
Department of Advanced Education (DAE)	As part of the requirement to address gender-based violence on campus and to ensure student involvement, each of the ten universities and the Nova Scotia Community College (NSCC) have a stand-alone Sexual Violence (SV) policy evaluated by experts in the field. NSCC will review its policy in 2026. Each university reviews its SV policy at least every three years, with some institutions reviewing their policy more frequently. Two universities are currently in the review phase and will have their policies updated before the end of the summer. The department's senior leadership team completed training on the EIA in April 2025. Training for all staff will be offered in the future to enable employees to utilize the assessment when needed.
Department of Energy (DoE)	OEA's PEG has informed the planning for Public Education, Engagement, Capacity Building and Contributions to Nova Scotia's Energy Transition. Energy has initiated preparations to conduct 16 engagement sessions across Nova Scotia, ensuring diverse representation and meaningful participation from underrepresented communities. The plan integrates inclusive engagement methods to address diverse community needs and foster informed dialogue on the province's energy transition. As part of this endeavour and in partnership with Net-Zero Atlantic, there are proposed virtual engagement sessions for people with accessibility needs, as well as dedicated sessions for diverse groups. Additionally, grants are being offered to certain organizations, such as Women in Renewable Energy (WiRE)'s Canada East (Atlantic) Chapter, to support the advancement of its mission, enabling it to bolster reach and effectiveness in profiling women in the renewable energy workforce.

Department	Update
Department of Environment and Climate Change (ECC)	ECC's modernized Environmental Assessment process will help transition to a clean economy. ECC's updated guidance documents for companies set clear expectations that they conduct inclusive engagement as they plan their project and refers them to OEA's Public Engagement Guidebook as a resource to support these efforts. ECC have engaged in staff training on the EIA to help them effectively apply it in their work to advance equity.
Department of Education and Early Childhood Development (EECD)	All school administrators now receive anti-racism and anti-discrimination training through the Three Braid Training modules as part of a multifaceted approach to increase their understanding, skills and competencies related to anti-racism and anti-discrimination. EECD has used the EIA to support the development of curriculum development guide. The PEG has been also used to support the work in the development of a draft internal department math strategy.
Executive Council Office (ECO)	- Completed training on OEA's EIA and PEG - ECO used the PEG to co-design the Inquiry Community Engagement Framework (for work flowing from the Mass Casualty Commission and Desmond Fatality Inquiry) with community partners, ensuring alignment between inquiry-related engagement principles and the guidebook's standards. - ECO worked with the OEA and Department of Health and Wellness (DHW) public engagement teams to strengthen government engagement through the Engagement Community of Practice. - ECO has promoted the use of the EIA and/or PEG through their work with departments in developing policy proposals.
Department of Fisheries and Aquaculture (DFA)	DFA is aware of the EIA and PEG and has linked to them on their intranet site under their Equity, Diversity, Inclusion and Accessibility (EDIA) page. There are plans to further introduce these tools to the staff via webinars and workshops.

Department	Update
Department of Opportunities and Social Development (OSD)	- To implement a new Child and Family Well-being (CFW) Practice Framework grounded in inclusion, diversity, equity, and decolonization with a prevention focus, the framework was formally rolled out to CFW staff in Fall 2024, alongside orientation to the new CFW Policy Manual during CFW Forums held across the province. The new CFW Policy Manual has been finalized and will be launched publicly later this year pending finalization of internal procedures. - OSD is scheduled to receive training on the EIA and PEG. Since 2021, the Department introduced an anti-Black racism equity lens which is applied to all corporate policy development, including submissions to Executive Council. GBA + was introduced in 2024. These lenses align with the EIA Tool and allow the department to ensure that implications and impacts on underrepresented and underserved communities are considered. - A rural policy lens has also been developed, providing essential questions to be considered by those in the policy development process to identify and mitigate potential geographic inequities. - Last year, OSD hosted several morning cafes in historical African Nova Scotian communities, across the province to share information on services provided by the department. Several concepts in the PEG informed these cafes, which incorporated Africentric, anti-Black racism and Ubuntu approaches. Community involvement was a key element that assisted in the promotion of the cafes. Collaboration with other government and community organizations also assisted with the promotion of the cafes. Staff participation/engagement was another key element to the success of the cafes. Staff were aware of the purpose of the cafes and understood the approaches used were intentional to disrupt oppressive systems that created potential barriers to knowledge about and/or access to the services OSD provides. Participants were asked to provide feedback to assist in responding effectively to communities' needs for future cafes and ways to improve existing services.
Department of Service Nova Scotia (SNS)	Through engagement with underrepresented and underserved communities, worked to reduce barriers and build relationships. For example, listening to Indigenous communities and renaming the Nova Scotia Indian Fuel Tax Exemption to Nova Scotia Indigenous Fuel Tax Exemption. The Senior Executive Team and staff throughout the department have been trained on the EIA.

Department	Update
Status of Women (SW)	To support the implementation of the National Action Plan to End Gender-Based Violence, year 2 of the National Action Plan to End Gender-based Violence invested $5,068,000 to support 82 programs and projects addressing prevention, support for survivors and their families, justice system responses, Indigenous-led approaches, and social infrastructure. Individuals and families who have experienced and continue to experience gender-based violence can access competent, stable, equitable, trauma and violence-informed and culturally appropriate supports and services in their communities. SW's Investment Strategy, through the National Action Plan to End Gender-Based Violence and Standing Together, currently supports 46 projects aligned with principles of equity, diversity, inclusion, reconciliation, and accessibility (EDIRA). This includes 25 projects totaling $4.2 million through the National Action Plan and 21 projects or events totaling $1.9 million through Standing Together, for a combined investment of $6.1 million. In partnership with the federal government, SW is increasing funding to help organizations that support women experiencing gender-based violence meet increased demand for services. This investment is also making an impact through the GuysWork program, which is a school-based program for male and male-identifying students that promotes healthy masculinity, normalizes help-seeking, and allows participants to have conversations about health, wellness, and identity. In 2024, the Guyswork program was delivered in approximately 60 schools. In 2025, SW is collaborating with Guyswork and EECD to bring Guyswork to all Grade 9 classes in the province.
Department of Growth and Development (DGD)	To support data collection that informs the development of policies and programs better tailored to the needs of underrepresented and underserved communities, DGD consulted with DHW, Communities, Culture, Tourism and Heritage (CCTH), Public Service Commission (PSC) and EECD and with privacy representatives and legal consultations on best practice approaches to update forms to allow Nova Scotians to voluntarily self-identify their race, gender, and disabilities. The data will be used for current and future program improvements. Engagement on Indigenous data collection with Native Council is ongoing. Implementation is expected in fiscal year 2025/26.

Department	Update
DGD and Nova Scotia Provincial Housing Agency (NSPHA)	In November 2023, NSPHA consulted with the Department of Justice (DOJ) and OSD, SW, and the Halifax Regional Police - Victim Services Unit to enhance services for shared clients. Based on these consultations, NSPHA revised its application process to collaborate more closely with community resources, ensuring better support for survivors of family violence while they wait for housing. As of March 2025, 52 applicants are waiting for housing under the priority access – family violence stream. Since December 2023, NSPHA has provided homes for 147 households fleeing family violence. NSPHA has integrated EIA into its policy development process, collaborating with the OEA and community partners as needed to ensure these assessments are comprehensive and aligned with the province's equity and anti-racism objectives. As part of its update to the Overhousing Policy, NSPHA collaborated with OEA to complete an EIA, which has been shared externally with community groups to gather feedback on how addressing overhousing may affect underrepresented and underserved communities with lived experience of forced displacement. In response to these consultations, the policy was revised to explicitly acknowledge historical trauma experienced by former residents of Africville, survivors of the residential school system and their descendants.
Department of Health and Wellness (DHW)	The Equity Youth Health Experience Program provides students from underrepresented and underserved communities with opportunities to acquire internships and work on health delivery or structural determinants of health within organizations in their community. In 2024, $100K was given to 10 organizations and 13 students, which was an increase from the previous year's $30K budget that was distributed to four organizations and five students.
Department of Justice (DOJ)	In addition to supporting a more trauma-informed approach, and broader Criminal Injuries Counselling Program (CICP) eligibility, a number of amendments to the Criminal Injuries Counselling regulations under the Victims' Rights and Services Act move equity and anti-racism forward. These include: • An increase in pay for counsellors that aligns more closely with industry standards. The increase was expected to help recruit and retain more counsellors, under the CICP, including those who provide culturally appropriate services. The rate increase has since resulted in an increase in the diversity of counsellors who register to provide counselling services under the CICP. The increased rate has also allowed a greater number of individuals to find counselling supports without having to pay out of pocket. • Survivors of human trafficking are now able to access $8,235 in counselling supports over three years, up from $2,000 over two years. • Immediate family of a homicide victim can access $8,235 over three years, up from $4,000 over two years. • A victim of a compensable offence can access $4,118 over two years, an increase of $2,118. • Additional offences are now compensable under the CICP if they are in the context of Intimate Partner Violence or a hate crime, such as mischief and uttering threats.

Department	Update
	DOJ is supporting staff across the department to take training sessions offered by OEA on the EIA and/or PEG. These tools will provide staff with the knowledge they need to incorporate an equity and anti-racism lens as they engage in policy development, program design, and engagement activities to improve access to justice for Nova Scotians. The tools are in use throughout the department, for example: the EIA was used in drafting the preamble for the introduction of the Policing Standards. This preamble accompanied the public release of the Nova Scotia Policing Standards.
The Office of Healthcare Professionals Recruitment (OHPR)	Supported organizations working to recruit and retain diverse healthcare providers from within their communities, including leveraging the $2M OHPR Community Fund to support locally led workforce initiatives. This includes enhancing settlement supports for internationally educated health professionals (IEHPs) through partnerships with regulatory bodies, community organizations, and healthcare navigators, ensuring smoother integration and retention of diverse talent within the healthcare system.

Actions for Specific Underrepresented and Underserved Communities

Mi'kmaw and persons of Indigenous descent

Department	Update
Department of Advanced Education (DAE)	After the end of the most recent MOU (2019–2024) between the province and universities that prioritizes partnerships with Mi'kmaq, the province entered into new bilateral agreements with each university for 2024/25. These agreements include requirements to create an inclusive and equitable learning environments for Mi'kmaq and Indigenous students, identify systemic barriers that impact students from underrepresented groups, and develop and implement programs and policies to address these barriers. These requirements will continue into the 2025/27 bilateral agreements. To date, the department has: • Established the Mi'kmaw and Indigenous Post-Secondary Recruitment and Retention Working Committee, with membership from all ten Nova Scotia universities and the NSCC. One of their projects includes Mi'kmaq and Indigenous Post-Secondary Poster Campaign responding to the recommendations in the Truth and Reconciliation Commission's Calls to Action; • Begun to identify key standard questions for a province-wide self-identification form to advance a coordinated strategy around data collection and help measure the impact the programs are having in the recruitment and retention of Mi'kmaq and Indigenous learners in post-secondary education; • Received Mi'kmaw and Indigenous recruitment and retention strategies from all ten universities and the Nova Scotia Community College as well as annual progress updates; • Worked with Dalhousie University to advance the development of the L'nu Master of Social Work program, planned to launch in spring or fall 2026; • Collaborated with NSCC, the Mi'kmaw community, and other partner organizations to advance the NSCC Pictou Campus LPN Mi'kmaw Cohort program. Thirteen Mi'kmaq students began the program in 2024 and successfully completed the first semester with good grades and attendance. Students are currently in their second semester of studies; and • Participated on the Kinu Advisory Committee at Mount Saint Vincent University (MSVU)leading to the successful launch of the Kinu Tourism program at MSVU in 2024. Additionally, in partnership with DAE, OHPR, Mi'kmaw Kina'matnewey, universities and the NSCC, Tajikeimik has advanced the L'nu Nursing Strategy to connect Mi'kmaw and Indigenous students with nursing programs and provide supports throughout their studies.

Department of Education and Early Childhood Development (EECD)	To co-create approaches that decolonize and indigenize when addressing systemic barriers, EECD is working collaboratively with other departments, regional centres, educational partners.
	
	Treaty Education:
	• The goal of Treaty Education in the public school system is to deepen the understanding of Mi'kmaw ways of being and knowing among students, teachers, and both regional and provincial staff.
	• Treaty Education embodies Mi'kmaw teachings and perspectives, the inherent Indigenous rights of the Mi'kmaq, and the shared treaties as both historical and living agreements, with ongoing rights, responsibilities, and implications. EECD, with Mi'kmaw Elders and Knowledge Holders, continues to facilitate annual Treaty Education professional learning sessions for Treat Education Teams in the Regional Centre for Education (RCE) and Conseil Scolaire Acadien provincial (CSAP). The two-day sessions enhanced the understanding of Mi'kmaw Ways of Being and Knowing, land acknowledgements, and Netukulimk through active learning and reflective dialogue.
	• Working with elders and knowledge keepers to ensure curricula development and design, teaching and learning resources, and professional learning for educators reflect Mi'kmaw ways of being and knowing.
	• Books purchased to support teaching of Treaty Education:
	  ○ Classrooms for grades Primary to 2 have received a set of seven illustrated children's books written by Mi'kmaw Elders and educators. These books share Mi'kmaw teachings and culture through the stories of four animal characters. Hand puppets of the characters were also distributed to help bring the teachings to life and support oral language development.
	  ○ Classrooms for grades 3-4 have received the book *Sweetgrass*.
	  ○ Classrooms for grades 5-6 have received the book *The Honour Song*.
	• Mi'kmaw Ways of Being and Knowing has been offered to Nova Scotia's early childhood educators and care providers for the past three years and will continue to do so in the 2025/26 year.
	
	Equity in Action:
	• The Equity in Action framework is a community-guided and family-led process meant to support regions and schools in identifying actions to support success of Mi'kmaw and Indigenous students.
	• This co-learning journey, guided by Etuaptmumk (edda-WOP-duh-mumk) /Two-Eyed seeing, creates opportunities to grow understandings of Mi'kmaw knowledge, culture, and worldview, and to identify and address systemic barriers affecting the well-being and achievement of Mi'kmaw students.
	• Families, and community members along with RCE staff are invited to share stories and reflect on questions informed by the Mi'kmaw Education Model.

- Equity in Action Mi'kma'ki is ongoing in the Chignecto Central RCE and has most recently begun in the South Shore RCE.

EECD provides professional learning opportunities to educators working in licensed childcare, Family Home Child Care, and Pre-primary programs including:

- Culturally Responsive Practice in Nova Scotia's Early Learning and Child Care Settings: A three-part professional learning module that examines the nature of biases, prejudice, and assumptions; unpacks privilege and encourages participants to reflect on the historical and systemic roots of discrimination and racism. The sessions reflect on the lived experiences of people who face these challenges in Nova Scotia. Each module is accompanied by home/work learning that continues the conversations between modules. EECD continues to provide this professional learning.
- Learning with Mi'kma'ki: In 2024, EECD launched a 6-hour module, providing an opportunity for participants to experience the natural environment, Earth science, sustainability, reciprocity, and interconnectedness, with two eyes — Etuaptmumk (ed-do-up-dm-momk). This module is an introduction for early childhood educators and care providers to explore their immediate relationship with place and how this knowledge can be integrated in early learning environments. This continues to be offered in the 2025/26 year to early childhood educators across Nova Scotia.
- Culturally Responsive Practice for Leaders: In Fall 2024, EECD launched a professional learning for leaders in early learning and childcare programs. It focuses on the accountability and supports required to implement culturally responsive practices in early learning settings. The module examines the concepts of effective leadership and encourages participants to reflect on their own leadership approaches and responsibilities in relation to the teams they are leading, learning environments, and the children, families and communities they serve. This training will continue to be offered throughout the 2025/26 year to early childhood educators across Nova Scotia.
- Mi'kmaw Ways of Being and Knowing: EECD has been offering this professional learning opportunity for the past three years and will continue to do so in 2025/26. This is offered to provide Nova Scotia's early childhood educators and care providers with opportunities to embed anti-racism and culturally responsive practices into early learning and childcare programs. The one-day session provides learners with an opportunity to deepen their understanding of the principle of Etuaptmumk (Two-Eye seeing) and explore ways to weave their learning into their programs and relationships with children, families, and communities.
- In 2023, EECD, in partnership with Mi'kmaw Kina'matnewey (MK) and the Nova Scotia Community College (NSCC) launched a Mi'kmaw Early Childhood Education Diploma Program to provide a culturally responsive program, taught by Mi'kmaw faculty for Mi'kmaw students, with the goal of increasing the number of Mi'kmaw early childhood educators working in Nova Scotia. 17 students are expected to graduate in June 2025, and a second cohort will begin in fall 2025. To reduce barriers for Mi'kmaw students, EECD provides full tuition for students enrolled in the program.

Three Braids Framework:

	• As part of the EECD's Three Braids framework, EECD co-developed with regional Mi'kmaw Education Coordinators (MECs) three modules to challenge and decolonize mindsets. These modules include *Introduction to Smudging*, *Exploring White Privilege through the Indian Act*, and *Mi'kmaw Cultural Behaviours*. These modules have been delivered by MECs and a Regional Ally to Regional Administrators throughout all RCEs and CSAP in 2023 /24 school year. New administrators will also participate in the training, which is offered on an ongoing basis. - Guided by key Elders and knowledge keepers, EECD developed curriculum grounded in Netukulimk (NED-duh-go-limk). The Netukulimk 12 course is now being offered as a pilot in four schools: three provincial and one Mi'kmaw Kina'matnewey (MK) school. - EIPS Branch is working with Mi'kmaw Service Branch for the ongoing development of the curriculum, as well as the supporting teaching and learning resources for Netukulimk 12. Both Netukulimk and Etuaptumumk are embedded in the designs of new social studies and science courses for Grades 7 and 8. - Re-connecting with Wskitqamu Professional learning was offered twice this year for teachers in Netukulimk 12 pilot. The purpose of this professional learning is to grow the understanding of Mi'kmaw Ways of Being and Knowing, the guiding principle of Etuaptmumk and honoring and respecting Netukulimk.
Department of Environment and Climate Change (ECC)	- Supported Mi'kmaw communities through legislated commitments under the Environmental Goals and Climate Change Reduction Act (EGCCRA), which mandates collaboration on climate priorities. - Supported Mi'kmaw communities through the Sustainable Communities Challenge Fund (15% target for Mi'kmaw-led projects) and the Community Climate Capacity Program. - These initiatives provided funding and capacity-building support for climate resilience, emissions reduction, and community-led planning. - ECC is also a member of the Clean Energy and Equity Network, which includes Indigenous representation and aims to improve access to clean economy opportunities.
Department of Energy (DoE)	Mi'kmaw Home Energy Efficiency Project: This project's goal is to reduce energy use significantly and permanently in band-owned and privately owned homes in Mi'kmaw communities in Nova Scotia. Participants first receive an initial energy assessment to determine the efficiency of their home and identify opportunities for energy-saving upgrades. All recommended upgrades are discussed and agreed to with the participant and community Housing Manager and then installed at no cost to them. This program had 250 participants as of the end of Q3 of fiscal year 2024/25.
Department of Health and Wellness (DHW)	The Tajikeimik Strategic Health Partnership Table has co-developed an action plan focused on priorities related to Mi'kmaq health. Several branches and divisions within DHW have lead responsibilities for many of the actions included in this plan and are actively moving these items forward.

Office of L'nu Affairs (OLA) and Status of Women (SW)	The Nova Scotia Native Women's Association (NSNWA) opened its Resiliency Centre in the Millbrook First Nation in 2024. The Centre provides programs, services and healing to Indigenous women, girls, two-spirited individuals and their families across Nova Scotia. Activities and services at the Centre include cultural workshops to learn traditional crafts such as making Wampum belts and cooking of traditional foods, healing circles, art therapy, as well as a daycare and family group conferencing. The Centre provides a safe space for those escaping violence or sexual exploitation.
Office of L'nu Affairs (OLA)	Mi'kmaw Language Revitalization Strategy was approved by the provincial government and the Mi'kmaw community in March 2025. The province has committed $1.3 million annually to advance strategy initiatives. OLA serves as the provincial lead for Treaty Education and continues to work on initiatives for public service, public schools, and the general public.
Department of Opportunities and Social Development (OSD)	To meaningfully implement calls to action regarding children in care and culturally appropriate placements for Mi'kmaw children, as well as preventive initiatives to avoid children being brought into care, OSD continues working in partnership with Mi'kmaw Family and Children's Services: • Since 2020, the provincial government has made additional investments in prevention and early intervention programming; bringing the annual budget for 2025/2026 to $33 million. Community-based service providers deliver Mi'kmaw Family and Children's Services (MFCS) and Child and Family Wellbeing (CFW) prevention and early intervention programs and services in communities across Nova Scotia. • OSD continues to collaborate with MFCS on the implementation of An Act Respecting First Nations, Inuit and Métis Children, Youth and Families. This Act affirms the rights and jurisdiction of Indigenous peoples in relation to child and family services, and sets out national principles for the provision of child and family services in relation to Indigenous children. • OSD continues to work with the OLA and the Department of Justice (DOJ) to support self-governance negotiations on child and family well-being services with Mi'kmaw communities and the Government of Canada at the Nova Scotia Main Table. • Additional training for OSD staff delivering child and family services, with a focus related on cultural humility, is in development and will be part of the CFW training plan. The Fundamentals training required for Representative status has been re-developed to emphasize the Practice Framework, which centers on culturally responsive and attentive practice.

Department of Justice (DOJ)	DOJ has committed to contributing $4.5 million over six years, ending March 31, 2028, to support the Mi'kmaw Legal Support Network (MLSN), a community-led organization that works to ensure the fair treatment of Mi'kmaq and other Indigenous People in the criminal justice system, programs and services: • DOJ engages with MLSN in a variety of forums including the Tripartite Justice Working Committee, through the Victim Services and Restorative Initiatives Unit, in direct dialogue, and through our federal partnerships and FPT committees. As part of its commitment to develop an Indigenous Justice Action Strategy, DOJ is finalizing the What We Heard report. Once approved, DOJ will engage delivery partners and Indigenous organizations to develop strategies aimed at reducing the overrepresentation of Indigenous persons in contact with the justice system. It is anticipated that a final strategy will be shared by end of fiscal 2025/26. DOJ, in partnership with Public Safety Canada, provides the federal First Nations and Inuit Policing Program. With the Royal Canadian Mounted Police as the service provider, it focuses on enhanced community and culturally responsive policing. DOJ continues to fund eight police officers to promote public safety in Mi'kmaw communities in Nova Scotia with $18.78 million commitment for fiscal years 2024/25 to 2026/27.
Department of Seniors and Long-term Care (SLTC)	SLTC is supporting six Indigenous students to complete Continuing Care Assistant (CCA) training. The students are receiving salary replacement and free tuition. The training is based in the Kiknu Long-term Care home, on the Eskasoni First Nation. Students are guaranteed a CCA position upon successful completion of their program.
African Nova Scotians and persons of African Descent in Nova Scotia	
Office of Equity and Anti-Racism (OEA)	In 2024/25. Community Network Grants were awarded to the: • African Nova Scotian Justice Institute to support Black and African Nova Scotians in correctional facilities in accessing culturally relevant legal and community-based resources • Association of Black Social Workers for one year of monthly meetings where families of biracial children can share their experiences and support one another • The Black Wellness Cooperative to build and improve access to culturally-relevant "Exercise Oncology" programs in safe and inclusive spaces with a focus on Black Nova Scotians.
African Nova Scotian Affairs (ANSA)	ANSA is in the process of expanding its presence in more African Nova Scotian communities by leveraging existing regional office staff to establish more direct touchpoints across the province. This expansion aims to improve access to services and programs, strengthen community engagement, and ensure more responsive support to local and regional community needs. Province-wide community information sharing sessions began in fall 2024 and will conclude in summer 2025. The ability to use technology and set-up virtual meetings with community individuals and community groups has allowed PAOs to foster development more effectively.

	ANSA is actively raising awareness of, and fostering collaborations with, both internal government funding programs and external organizations to increase access to funding opportunities for the African Nova Scotian community. In 2024/2025, ANSA supported several organizations who have never received funding from ANSA. The Land Titles Initiative (LTI) continues to grow and expand services. ANSA submitted an R&R to ECO to expand the LTCA boundaries of the current five LTI communities, which is on track for the May 1 agenda. LTI remains at full complement and is currently working to increase it's staff complement to 10, with the addition of another paralegal to support the Commissioners. The Commissioners budget will be moving to LTI and their new support will be under a new LTI Commissioners cost centre.
Department of Education and Early Childhood Development (EECD)	In efforts to provide additional support to children and families to address and prevent further harm and trauma experienced as a result of systemic barriers within the education system, two major partnerships with the Delmore "Buddy" Daye Learning Institute (DBDLI) will be implemented in the 2024/25 school year: • The Afrocentric B.Ed. cohort started in partnership DBDLI and Acadia University. This initiative will add 13 new African Nova Scotian (ANS) teachers to the public education system. Participants will complete the program in 2027/28. • A new ANS resource is currently being developed in partnership with DBDLI. The resources will be used to support the infusion of more ANS content within the African Canadian Studies 11 course. The new course will be piloted in September 2025– 26. EECD provides professional learning opportunities to educators working in licensed childcare, Family Home Child Care, and Pre-primary programs including: • Culturally Responsive Practice in Nova Scotia's Early Learning and Child Care Settings: A three-part professional learning module that examines the nature of biases, prejudice, and assumptions; unpacks privilege and encourages participants to reflect on the historical and systemic roots of discrimination and racism. The sessions reflect on the lived experiences of people who face these challenges in Nova Scotia. Each module is accompanied by home/work learning that continues the conversations between modules. EECD continues to provide this professional learning. • Culturally Responsive Practice for Leaders: In Fall 2024, EECD launched a professional learning for leaders in early learning and childcare programs. It focuses on the accountability and supports required to implement culturally responsive practices in early learning settings. The module examines the concepts of effective leadership and encourages participants to reflect on their own leadership approaches and responsibilities in relation to the teams they are leading, learning environments, and the children, families and communities they serve. This training will continue to be offered throughout the 2025/26 year to early childhood educators across Nova Scotia. • In 2021, EECD, in partnership with NSCC and the Africentric ECE Community Committee, launched an Africentric Early Childhood Education Diploma Program to provide a culturally responsive program for African Nova Scotian (ANS) students and increase the

	number of ANS educators working in Nova Scotia. Two cohorts of 18 and 15 students have since graduated and a third cohort began in January 2025. To reduce barriers to access, EECD provides full tuition for ANS students enrolled in the program.
Department of Energy (DoE)	African Nova Scotian Communities Retrofit Pilot: Many residents of African Nova Scotian communities have experienced barriers to accessing energy efficiency programs and support, i.e., living on land without clear land title, efficiency literacy. The African Nova Scotian Communities Retrofit Program delivers a new community-based dedicated program to address barriers and inequities, ensuring all Nova Scotians have access to supports that make their homes warmer and their energy bills smaller. The program provides home energy assessments, energy retrofit work, and training opportunities within African NS communities of Guysborough and Preston Township. 198 applications were received as of March 2025, with 81 approved applicants submitted to the delivery agent for assessments. Retrofit work has already started in 24 homes, and we expect to see several projects completed by April/May.
Department of Environment and Climate Change (ECC)	- Led the African Nova Scotian Climate Justice Ambassadors Program, delivering 13 workshops and developing a film, 12 podcasts, and 12 learning modules to support youth-led climate action. - Invested $6.6 million in the Community Climate Capacity Program, supporting climate planning and capacity-building in Weymouth Falls, Shelburne, Birchtown, and Cherry Brook. - Funded specific projects through the Sustainable Communities Challenge Fund, including: • Hope Blooms ($130,000) – solar panels for greenhouse operations • One North End ($159,000) – energy retrofit and youth training • ENRICH Project ($250,000) – climate preparedness in 12 communities • Akoma Holdings ($100,540) – clean energy business hub design - Co-funded the Clean Leadership Summer Internship Program with $1.1 million in 2024–25, supporting 131 youth (12% identifying as Black or African Nova Scotian). - Participated in the Clean Energy and Equity Network, a community-led initiative to improve access to clean economy opportunities for Black and Indigenous communities. - These initiatives are aligned with the EGCCRA, which mandates collaboration with African Nova Scotian communities on climate priorities.

Department of Growth and Development (DGD)	Through an MOU with the Preston Area Housing Fund (PAHF), the province is supporting community-based housing opportunities in four ANS communities. The agreement includes the divestment of 48 provincially owned housing units and $8.5 million in funding to support repairs and long-term sustainable operations. All 48 housing units have now been divested to the Preston Area Housing Fund (PAHF). The budget has been fully developed and is currently being monitored and updated as actual expenses are recorded. Repairs are under way and progressing well. A framework has also been developed to enable eligible tenants to acquire their homes, provided they meet the associated conditions. Through a partnership with the Community Housing Transformation Centre, 10 Indigenous and African Nova Scotian/Black organizations received 21.6% of the seed funding awarded through the Community Housing Growth Fund. This funding is helping to strengthen the sector and lay the groundwork for future development. In 2022, the Department provided a $139,000 grant to Akoma to support a targeted housing needs assessment for African Nova Scotian communities. On March 25, 2024, the Council presented the findings from the African Nova Scotian Housing Needs Assessment report and provided an overview of its housing strategy. ANSA and Housing continue working together to support the implementation of the African Nova Scotian Housing Strategy. In addition, the 2023 Action for Housing Plan commits 10% of affordable housing development program funding and the Community Housing Growth Fund to African Nova Scotian communities and Indigenous people living off reserve. Results will be tracked as part of monitoring and evaluation.
Department of Justice (DOJ)	DOJ is working on a Justice Action Plan: for African Nova Scotians and Black People of African Descent which will outline goals aimed at dismantling systemic racism in the justice system. The *Justice Action Plan* will be released in 2025. As part of its efforts to address systemic anti-Black racism in the justice system, DOJ continues to support initiatives led by the African Nova Scotian Justice Institute (ANSJI). The ANSJI has established a Know Your Rights campaign that includes public education for African Nova Scotian and Black youth of African Descent about their rights during police interactions. DOJ provided $29,000 to the ANSJI to advance this initiative. This work helps to address recommendation 4.10 in the Wortley Report that calls for a public education program for Black and racialized youth to teach them about their rights during police interactions.

Department of Health and Wellness (DHW)	Health Association of African Canadians (HAAC) funding: The funding enabled access to culturally specific primary health care, including the expansions of the NS Brotherhood and Sisterhood Initiatives, chronic disease screening and management projects and collaborations with Cancer Care NS and the Nova Scotia Eye Care Centre. It also supported access to culturally and structurally competent mental health and addictions services by coordinating publicly funded services, collaborating with NS Health and the Association of Black Social Workers and increasing Black Mental Health Professional representation. • Furthermore, the funding facilitated system-wide access to culturally competent acute and tertiary care through collaborations with various health institutions, including Dartmouth General Hospital. It contributed to building Black health infrastructure by ensuring African Nova Scotian representation in health system leadership, research collaborations and the planning and delivery of health conferences and projects.
	The Africentric Bachelor of Social Work Program is in its 2nd year of operation at Dalhousie University. This program is jointly funded by Department of Health and Wellness, Department of Community Services and Department of Advanced Education ($60K each, per year). The program has 36 students who are African Nova Scotian and people of African descent and is the first of its kind in Atlantic Canada.
	Brotherhood and Sisterhood: In 2023 there was an investment of $243K. In 2024 there was another investment of $548K. To further expand programs.
Newcomers (Immigrants and Refugees)	
Office of Equity and Anti-Racism (OEA)	The Queer Health Coalition received a Community Network Grants for a project aiming to support initiatives aimed at enhancing health services for newcomers including through education and training to healthcare professionals on the unique needs of queer, newcomer and women from minority faith-based communities, and in expanding a volunteer program that supports 2SLGBTQIA+ refugees and newcomers.
Department of Labour, Skills and Immigration (LSI) and Office of Acadian Affairs and Francophonie (OAAF)	As part of an action plan to address the growing francophone newcomer community and explore ways to attract and support them in Nova Scotia, an OAAF representative traveled with LSI to facilitate French recruitment presentations during Mobility Days, held from June 13-21 in Belgium and Tunisia.
and Office of Acadian Affairs and Francophonie (OAAF)	- An OAAF team member participated in the 12th national Week of Francophone Immigration, held in November in Halifax. OAAF continues to participate in the review of the current Action Plan and discussions are underway for the next version of the plan. The revised action plan, covering 2023–2028, is now available and implementing efforts are ongoing. - In March 2025, an OAAF team member answered questions from potential newcomers during Destination Canada, a virtual recruitment fair. Additionally, an OAAF team member participated in CAIF's 7th annual Atlantic Symposium on francophone immigration in Newfoundland and Labrador (TNL).

Department of Health and Wellness (DHW)	As part of its efforts to support refugee families with children in navigating services through IWK Health by increasing funding to the Newcomer Health Clinic in Halifax in adding staff, the clinic now has 5,766 active patients. This is an increase from 2,715 when the funding was initially provided.
	Newcomer wellness event: DHW provided $10,000 to for the organization of health workshops for Black newcomer communities from an Africentric perspective. Over 10 months, attendees learnt about different health conditions and were equipped with the knowledge and tips to navigate or prevent these conditions. These sessions were recorded and remain a resource for community members on the organization's website.
	ZamNova Wellness Event: DHW provided funding to create wellness event for the community to provide testing, educational workshops and facilitate conversations around health to community members from the Zambian community. This event was delivered in a culturally appropriate manner facilitating knowledge transfer to equip newcomers in navigating the health system.
Faith-Based Communities	
Department of Justice (DOJ)	As part of its efforts to address racism and Islamophobia, DOJ has continued to expand the training it develops and provides this year: • The Public Safety and Security Division partnered with the YWCA to provide training to law enforcement with respect to approaching Gender-Based Violence in the newcomer community. • The Public Safety and Security Division is collaborating on a long-term partnership with ISANS to provide training to law enforcement and workshops for newcomers.
Persons with Disabilities	
Office of Equity and Anti-Racism (OEA)	Provided a Community Network Grant to the Prescott Group Society to a new accessible and inclusive community hub where individuals with intellectual and developmental disabilities will be recruited to lead research on ways to make the space welcoming to all, especially those who have disabilities and are also BIPOC, 2SLGBTQIA+, or those who face barriers to participation.
Department of Opportunities and Social Development (OSD)	- In response to the Nova Scotia Human Rights Commission Board of Inquiry's June 29, 2023 decision requiring implementation of the agreement developed in coordination with the Disability Rights Coalition to remedy findings of systemic discrimination in the delivery of supports to persons with disabilities, a new system of support planning and coordination has been launched. Extensive training on inclusive practices with diverse groups has been provided to new hires. - Race-based data collection has been embedded into the work of the new Local Area Coordinators. This will assist support planners in developing culturally appropriate support plans, and also help OSD in monitoring and adjusting programs for racialized communities. - Frameworks of practice have been designed for the new front-line roles, which are reflective of inclusive practices that value equity and diversity. - Several of the new positions have been designated for underrepresented groups such as African Nova Scotians and Indigenous Peoples.

	- The Disability Support Program has been engaged in tri-lateral meetings with the Confederacy of Mainland Mi'Kmaw and the Federal Government to plan for the transition of Indigenous people with disabilities out of institutions and into community. A focus of this work has been to find culturally appropriate and creative solutions for people with disabilities who may have been removed from their home community. - Four Regional Advisory Councils have been established across the province and will be responsible for advancing the work of the Remedy at a local level. These councils are made up of 50% people with disabilities, along with a diverse mix of demographics reflective of the Nova Scotian population.
Department of Service Nova Scotia (SNS)	The government-wide Sign Language Interpreter Services for Deaf and Hard-of-Hearing Persons policy and procedure statement was completed in 2024, to ensure that the government can effectively communicate with members of the Deaf, deaf and hard-of-hearing community.
Department of Energy (DoE)	Ongoing work and capital investment to make Provincial Parks and beaches more accessible. Highlights of recent work include: • Accessibility planning in all new construction and design considers accessibility, and older infrastructure is retrofitted as upgrades are made. • Developed accessible campsite designs that will be implemented during campground redevelopment. • Continue to partner with community groups, municipalities, park and trail associations and recreational organizations to improve and expand accessible experiences in Provincial Parks. • Added accessible beach mats to Dollar Lake, Point Michaud Beach and Port Hood Station.
Department of Growth and Development (DGD) - Housing Programs and Services	As part of efforts to develop more housing options for older Nova Scotians and people with disabilities, the province had planned to provide 3.3 hectares of provincially owned land in Windsor to the Affordable Housing Association of Nova Scotia for the construction of 105 townhouses and units under the Land for Housing Initiative. However, the land was later deemed unsuitable for redevelopment. The Department continues to explore and support opportunities for accessibility through its Land for Housing Initiative, the Home Repair and Adaptation Program, and the Affordable Housing Development Program, to promote accessibility. In addition, DGD, through its work with the NSPHA and Build NS to build 515 new public housing units, is committed to ensuring main floors of all new buildings include accessible units.
	Since 2023, the province has committed to building 515 new rent-geared-to-income (RGI) public housing units to provide homes for more than 1,000 low-income seniors, families and individuals. Of these new public housing units, at least 100 will be fully accessible.

Department of Justice (DOJ) - Accessibility Directorate (AD)	- To lead progress toward the government's commitment to an accessible Nova Scotia by 2030, work is underway for all six standard areas identified in Access by Design 2030. In March 2025 the Built Environment Accessibility Standard was approved. Compliance will be enforced beginning April 1, 2026. Awareness materials and activities are being rolled out to ensure information about the standard is being communicated and understood by the public and impacted entities. - A proposed education standard is being developed in collaboration with EECD, LSI and DAE. It is expected to be shared for public review by early 2026. - The Accessibility Advisory Board's (AAB) recommendations for an employment standard were publicly released in October 2024. They are being reviewed by an interdepartmental committee of staff from DOJ, OSD, LSI, OEA, ECO, and the PSC, and a proposed standard will be drafted. - The AAB expects to submit their recommendations for a goods and services standard to the Minister this Summer 2025. - The Public Transportation Standard Development Committee (SDC) is drafting recommendations and expects to share them with the public for feedback in Winter 2026. - The Information and Communication SDC is drafting recommendations and expects to share them with the public for feedback in Winter 2026. - All government departments had commitments in the Government of Nova Scotia Accessibility Plan (2022-2025), which came to an end on March 31, 2025. Departments will complete annual reports for the third year of this plan by June 2025. Information about Government's accessibility progress made will be included in the 2024/2025 Minister's Annual Report on Accessibility. - The Accessibility Directorate led the development of the 2025-2028 Government of Nova Scotia Accessibility Plan, which was publicly released May 6, 2025. The plan is an update of the 2022-2025 plan, and the Directorate worked with Departments to review, update and develop commitments for the updated plan. The Accessibility Directorate is supporting departments to implement their accessibility commitments through the Accessibility Interdepartmental Committee (AIC).
2SLGBTQIA+ Communities	
Office of Equity and Anti-Racism (OEA)	A Community Network Grant awarded to the Rainbow Refugee Association of Nova Scotia will build new training opportunities and expand a volunteer program that supports 2SLGBTQIA+ refugees and newcomers.
Department of Education and Early Childhood Development (EECD)	All school administrators receive anti-racism and anti-discrimination training through the Three Braid Training modules as part of a multifaceted approach to increase their understanding, skills and competencies related to anti-racism and anti-discrimination which includes discussion and learning about the 2SLGBTQIA+ community.

Department of Health and Wellness (DHW)	As funding was increased to expand prideHealth across the province to improve training and inclusive health care for 2SLGBTQIA+ individuals, most of the Full Time Employee (FTE) positions funded through the prideHealth expansion have been filled as of January 2025, with the remainder in active recruitment. In addition to existing activities, prideHealth has also begun more focused community engagement including: • Relaunch of prideHealth- community outreach. • Community validation of health needs/priorities. • Development of network of peer support providing groups/organizations.
	- The province is creating a strategy for the provision of safe and culturally appropriate gender-affirming care and gender-affirming surgery for transgender and gender diverse people that helps align their physical appearance with their gender identity. Increased funding is being provided to allow more transgender and gender diverse people be able to receive the care they need. - MSI now has a billing code for family physicians providing gender transition readiness assessments, gender transition follow-up, and postoperative care of patients who have had gender affirming surgery provided to them out of province. - Hiring of a new 0.5 FTE plastic surgeon to provide top surgeries (began September 2024), with planned 60 surgeries completed per year. - Eligible individuals can receive support through the in-province Travel Support Program to support surgical access for GAC.
Department of Growth and Development (DGD) - Housing Programs and Services	The Survivors of Gender -Based Violence Benefit was launched in July 2024 to provide individuals (including women, girls and 2SLGBTQ+) and families who have or are planning to leave their home due to acts of gender-based violence with a monthly benefit to help pay their rent. The program is currently supporting 245 active participants, with an average monthly benefit of $1,110.

Update on Health Equity Framework

Since the May 2024 update, the Department of Health and Wellness (DHW), as the lead on the implementation of the Health Equity Framework (HEF), has continued to collaborate with partners to advance the framework's implementation.

Updates to System-Impacting Initiatives (2024/25)

In 2023/24, priority, system-impacting initiatives were identified based on the following criteria:

- Strength of themes from HEF engagement
- Level of community need/acuteness of issue
- Foundational nature (setting the stage for subsequent actions)
- Significant potential to address gaps in data
- Significant potential for collaboration between system partners in developing the approach

In 2024/25 advancements on priority, **system-impacting initiatives** include:

1. Improving the Patient Reporting System:
    - Updates made to the NSH/IWK reporting tool to include options for reporting racism and/or discrimination.
    - Improvements to internal follow-up processes for instances of racism and discrimination was identified as a focus for future work tied to initiative #2 below.
2. Improving Tools, Processes, and Policies Related to Workplace Racism and Discrimination:
    - Current status, gaps, and barriers in system partner HR processes were mapped related to racism and discrimination.
    - Developed a strategic partnership with Saint Mary's University to provide capacity in evidence synthesis, grounding approaches to addressing workplace racism and discrimination in an evidence-based methodology.
3. Determining the Regulated Health Professions Workforce Composition:
    - Initiated work with Nova Scotia's Regulated Health Professions Network to design and implement standardized tool(s) and processes to collect equity-related demographic data.
    - Secured a project agreement with funding from Health Canada (via the Official Languages Health Program) so Nova Scotia Health can create tools to collect employee's linguistic data.
4. Implementing a Health Equity Collaborative:
    - Brought together health system partners, community members, and the academic sector to collectively inform work on complex, challenging Framework initiatives.

- Funded a first round of three applied health equity research projects in July 2024.

Working groups under the above projects have met regularly since March 2024.

Health Equity Program and Policy Initiatives

The DHW continued to **support initiatives that advance actions** in the HEF, by:

- Increasing funding for health equity-focused organizations (prideHealth, Newcomer Health Clinic).
- Investing in and policy changes to Gender Affirming Care.
- Increasing specialized primary care access for underserved and underrepresented groups (Brotherhood and Sisterhood Program, Black Wellness Centre, Mi'kmaw and Indigenous Patient Navigators).
- Establishing mentorship programs (Leadership Equity Achievement Program [LEAP] and Black/Equity Youth Mentorship Programs) to improve diversity in health workforce leadership.
- Funding and participating in an initiative from Réseau Santé Nouvelle-Écosse, with Nova Scotia Health, IWK and OAAF, to have a strategy that aligns work behind done by healthcare partners for French-language healthcare services.

Adoption and Advancement of the HEF

The Health Equity Framework serves as a guide in the larger health system, and partners external to the government have demonstrated its adoption and advancement. **Example activities** in 2024/25 that were guided by the HEF included:

- A QEII team and Dalhousie medical student collaboration to enhance support and accommodations needed to fully participate in medical education.
- A new program led by Halifax medical students introducing underrepresented youth to careers in medicine.
- The QEII Foundation launched a Health Equity Fund to deliver more equitable health care, backed by a $1-million investment from Emera.

Internal Alignment with the HEF

Internally at DHW, the following **advancements** were implemented to align business with the HEF:

- DHW business case submission added requirements aligning with the Health Equity Framework actions.
- The Department of Health and Wellness recruited a full-time French Language Services (FLS) Advisor role. The FLS Advisor provides advice and support to health system partners

and leadership on equity and engagement initiatives related to the Acadian and francophone communities.

- A full time Senior Strategist, Mi'kmaq & Indigenous Health position was established within the Equity and Engagement team to lead the Indigenous Health Portfolio. The Senior Strategist, Mi'kmaq and Indigenous Health will lead teams to implement initiatives that impact Mi'kmaq and other Indigenous patients, communities, health system staff, and physicians.
- Engage4Health was launched in Spring of 2024. Engage4Health is an online public engagement platform that enables DHW and other health system partners to enhance accessibility and inclusivity in community participation on health-related projects.

Future Directions

Despite progress, DHW has identified a demonstrated requirement for all health system leaders to align on prioritization, resource allocation, communication, and approach. In early 2025, health system leaders from NSHA, IWK, OHPR, OAMH, DHW, and SLTC convened for a planning/ brainstorming session to discuss how to best address disparities in health equity in Nova Scotia.

Going forward in 2025, a Health Equity Governance structure (executive and assigned initiative leads within the NS health care system) will convene regularly to advance and report on a system-wide, strategic approach to addressing disparities in health equity in Nova Scotia.

Update on Psychological Safety in the Workplace

Preventing Harassment in the Workplace Engagement

In support of OEA's *Dismantling Racism and Hate Act* to develop an all-of-government equity and anti-racism strategy, LSI is leading actions and initiatives to address psychological safety in the workplace which can involve bullying, harassment, and/or violence and which can be attributed to, and include systemic hate, inequity, and racism in workplaces within the province.

The *Preventing Harassment in the Workplace engagement* by the Safety Branch took place in November and December of 2023. The **objectives of these engagements** were:

- Understand the current context around psychological health and safety in the workplace in Nova Scotia (e.g., issues, gaps, strengths, needs).
- Identify strategies that will better position Nova Scotia with best practices related to psychological health and safety in the workplace to benefit Nova Scotian workers and employers.
- Understand how government can support a culture shift in how psychological health and safety in the workplace is supported and addressed, including expanding understanding of injury to be beyond physical injuries.
- Begin a conversation with Nova Scotians that will contribute to building relationships and changing the culture around psychological health and safety, with leadership support in the workplace.

Input gathered was used to develop a *What We Heard* report (2024) that captures what participants shared. Information in this report is being used to help formulate policy options for workers and employers to better prevent and address harassment in the workplace.

Key themes that came out the *Preventing Harassment in the Workplace Engagement* are categorized as follows:

- Impact of Harassment in the Workplace
- Impact of Organizational Culture on Harassment in the Workplace
- Leadership and Accountability
- Knowledge and Understanding of Harassment in the Workplace (including how harassment is defined)
- Prevention and Supporting a Positive Workplace Culture
- Policies and Procedures
- Reporting and Investigation
- Responding to Harassment and Supports for Victims

Informed by recommendations from the engagement sessions, the *Stronger Workplaces for Nova Scotia Act* was passed on September 20, 2024. The Act includes **amendments** to the *Occupational Health and Safety Act* (OHS Act), as follows:

- Recognize "health and safety" as both physical and psychological

- Authority to develop harassment regulations under the OHS Act
- Requirement for employers to develop a policy to prevent harassment in the workplace in alignment with harassment regulations.

The amendments will come into effect in September 2025. The OHS division of the Safety branch of LSI is working on developing materials to inform harassment regulations that will provide employers with clear rules on preventing and addressing harassment in the workplace.

To support education and awareness, harassment information was added to the NovaSAFE website and in April 2025, LSI will launch a website dedicated to preventing harassment in the workplace and a government campaign informing Nova Scotians that these regulations are coming in September 2025. A call for comment on the new regulations will be available in April 2025 as well as two webinars to review the information open to all interested Nova Scotians.

Workers' Compensation Board (WCB) Engagement:

WCB's work on psychological injury is currently underway where legislative and policy updates concerning work-related psychological injuries, resulting from both work-related gradual onset stress or traumatic events, can be claimed. Results coming out of this work have helped inform LSI's efforts in developing our policy options to reduce psychological injuries in the workplace. This is an important step to improve health, safety and overall wellness in workplaces across Nova Scotia.

In 2023/24 the Minister of LSI initiated a review of the workers' compensation system. The report from the Review Committee that included equal representation of employer and employee representatives, and an independent Chair highlighted that psychological health and safety plays a key role in in the overall health and safety of a workplace. There is a need for continued focus on psychological health and safety as a priority for the workers' compensation system in Nova Scotia because there is a lack of understanding and definition of workplace harassment, and there is a need for stronger psychologically safe cultures within workplaces.

Next steps

We will continue to build strong working relationships with jurisdictions across Canada to help inform the broader work of the Safety Branch and the Workers' Compensation Board (WCB). As well as continued collaborations with our partners, such as the OEA, to contribute to inclusive and safe work environments to support healthy and safe workplaces across Nova Scotia.