APPENDIX B

Please find below a more **fulsome update** on the all-of-government efforts over this past year to meet commitments under the **All Together Plan**.

Senior Leadership Accountability

Department	Update
Department of Advanced Education (DAE)	- The Senior Leadership Team regularly monitors EDIA progress receiving monthly updates from the EDIA Co-Chair (with biannual presentations) and integrating EDIA goals into HR and strategic plans. - The department also works with partners (e.g., PSAS) to review policies and ensure an EDIA lens is applied.
Department of Agriculture (DAg)	- The Deputy Minister champions Diversity and Inclusion, regularly attending Diversity Committee meetings with Executive Directors. - Leadership has signed a Diversity Commitment and is guided by the Director of Engagement, Equity, and Belonging to drive strategies that resonate with staff and communities.
Department of Communities, Culture, Tourism, and Heritage (CCTH)	- Senior leadership actively supports inclusive leadership development with designated roles. - Senior leadership has increased participation in diversity committees.
Department of Energy AND Department of Natural Resources	- Senior leaders drive the ongoing implementation of an EDIA Action Plan that aligns corporate priorities with departmental and employee needs for cultural and organizational change. - EDIA discussions and activities are routinely incorporated into management and staff meetings, offering progress updates, open dialogue on strategies, and ways to address challenges.
Department of Fisheries and Aquaculture (DFA)	- The Senior Leadership Team integrated an EDIA guiding principle into the department's strategic framework in 2022 to ensure all actions are evaluated through an EDIA lens. They continue to regularly review and update the framework to maintain this focus. - A COP was created for staff to meet quarterly, share best practices, and capture learning about integrating EDIA throughout the department. - The department contributes to Nova Scotia's 2030 accessibility goal by enhancing barrier-free sportfishing sites and developing resources for new accessible sites, ensuring alignment with upcoming Built Environment Accessibility Standard Regulations.

Department	Update
Department of Health and Wellness (DHW)	- Senior Leadership attended a session led by the Executive Director of Equity and Engagement to guide hiring managers on designating positions, forming diverse hiring panels, and ensuring safe, inclusive interview processes. - DHW Associate Deputy Minister actively champions the Diversity Committee. - The department sets aside an annual all-staff meeting for Minister's Awards, one of which celebrates individuals and teams advancing a welcoming, equitable, and inclusive workplace. - The development of a renewed staff equity strategy and action plan is underway. Leadership will support the plan's development and implementation. - DHW worked with the Diversity Committee and the Public Service Commission to share information about equity training, workshops, and event opportunities throughout the year. - DHW supports an Employee Engagement Network (EEN). The EEN membership represents all branches and includes equity-seeking employees.
Department of Intergovernmental Affairs (IGA)	- IGA supports Government House and the Office of the Lieutenant Governor's Office by hosting programs and events that celebrate diverse cultural observances, such as National Day for Truth and Reconciliation, National Indigenous Peoples Day, African Heritage Month, and more. - The Protocol & Honours Secretariat partners with Immigration, Refugees and Citizenship Canada and liaises with the Nova Scotia Consular Corps to support Canadian Citizenship ceremonies and engage with various diaspora communities.
Department of Labour Skills and Immigration (LSI)	- Regional office visits by the Associate Deputy Minister and the Executive Director of the Engagement, Equity and Belonging (EEB) reinforce senior leadership visibility and encourage dialogue based on 'How's Work Going' survey feedback. - Agencies, Boards, and Commissions (ABC) are appointed with an EDIA focus — including proactive outreach to underrepresented and underserved communities—and accessibility standards in office space RFPs are set to exceed building code requirements.
Department of Municipal Affairs (MA)	- An Executive Advisor of Inclusive Communities and Systems was hired to serve as a corporate resource, working with SET to consult on, create, implement, and promote DMA's diversity initiatives. - From April to December 2024, the DM and ADM led a "Recognizing Diversity" email series that highlighted DMAH's D&I initiatives and commemorations (including Pride, Reconciliation, Indigenous History, Diwali, and the launch of the DMAH D&I Committee). - Senior leadership actively supported DMAH staff participation on the reinvigorated Diversity and Inclusion Committee.

Department	Update
Department of Growth and Development (DGD)	- As part of the former Municipal Affairs and Housing, the Housing division's executive leadership redesigned the Diversity and Inclusion Committee in 2024/25 as a key commitment in the "How's Work Going" Action Plan. - Senior leaders actively promoted the Self ID Tool to support the goal of an 80% response rate.
Department of Education and Early Childhood Development (EECD)	- EECD senior leaders ensure the Inclusive Education Policy is integrated into every aspect of the department's work. - An internal Employment System Review (ESR) was conducted to identify systemic and attitudinal barriers affecting designated employment equity groups with findings currently under review. - In partnership with the EDIA Committee, senior leaders host lunch-and-learn sessions on topics such as Pride Month, African Heritage Month, inclusive language, and other culturally responsive subjects, thereby fostering a positive, informed work environment.
Department of Environment and Climate Change (ECC)	- In response to EDI committee recommendations, an EDI co-op student position has been created (expected to start in May 2025) to add dedicated capacity for monitoring, evaluating, and streamlining the department's diversity and inclusion initiatives. - Excluded Class (EC) Performance Planning & Development Forms now require EC staff to take team leadership roles in implementing the EDI Workplan, support peers on the EDI Committee, and engage in additional educational activities to boost their own EDI competencies. - Senior leadership has approved and initiated a 3-year plan aimed at rolling out accessibility-related initiatives department-wide.
Finance and Treasury Board (FTB)	- Senior Leadership has adopted a multi-year strategy to integrate inclusion, diversity, equity, accessibility, and employee well-being throughout its operations. - Senior leaders prioritized training and awareness initiatives to build staff capacity in applying an inclusive, diverse, and culturally competent approach to daily tasks, with mandatory training monitored and reported regularly. - Senior leadership continually monitors and addresses hiring and promotional barriers—illustrated by the formal designation and successful filling of a Junior Accountant (Internship) position in August 2023 for a three-year term.
Department of Justice (DOJ)	- The Department completed work on an IDEA strategy in the fall of 2024 including a proposed 4-Year Action Plan (aligned with the All Together Strategy) that guides diversity, equity, inclusion, and accessibility efforts. The Senior Advisor Inclusion Diversity and Equity position was vacated in the fall of 2024 prior to the strategy and plan being fully implemented. Efforts were undertaken to modernize the role and the work associated with this position including the Strategy and Plan will be re-engaged once recruitment of this role is completed.

Department	Update
	- Executive Directors are committed to have a diverse panel member on every hiring panel within their division, and to include specific questions related to equity, diversity and inclusion. - In addition to available training offered by the Public Service Commission (PSC), Managers and Supervisors are required to take training on relevant topics such as unconscious bias (workplace and hiring process), microaggression and accessibility training. Specific initiatives within Correctional Services Division and Justice Supports and Services included sessions on allyship and understanding and creating relationship with the African Nova Scotian community. - Senior leadership has approved a 3-year plan to implement accessibility-related initiatives across the department.
Office of Equity and Anti-Racism (OEA)	- As the Department responsible for the Dismantling Racism and Hate Act and the Equity and Anti-Racism Strategy, Senior Leadership ensures that OEA is setting an example for how to foster an equitable and anti-racist work environment for all staff. - As the department responsible for the All Together Strategy, Senior Leadership ensures equity and anti-racism is embedded into policy, programming, and HR planning and OEA provides all departments with four strategic pillars to guide actions that seek to build equity within departments. - Senior leadership ensures that all hiring managers are fostering a diverse working environment by designating positions, forming diverse hiring panels and ensuring safe an inclusive interview and hiring processes. This commitment is reflected in the diverse staff at all levels at OEA.
Office of L'nu Affairs (OLA)	- Senior leaders prioritize staff development by collaborating with the Public Service Commission and L'nu organizations to recruit L'nu individuals and other diverse populations. - Leaders remain responsive to team needs by facilitating quarterly learning sessions, sharing opportunities, and community visits while actively encouraging participation in EDIA-related training, education, and events.
Department of Opportunities and Social Development (OSD)	- The department established its Diversity, Equity, and Engagement team on January 28, 2025, to drive and implement strategic goals for diversity and equity. - An equity lens is a core part of program and policy development. Leaders have been trained on the department's anti-Black racism (aBr) policy and on Gender-based Analysis Plus (GBA+), fostering an intersectional approach to policymaking. - The most recent "How's Work Going" Survey included questions on aBr, diversity, and inclusion.
Public Service Commission (PSC)	- The PSC established an EDIA Senior Advisor role to guide, review, and lead diversity and inclusion initiatives in HR. This role is integral to the PSC Executive Leadership Table and strategic direction setting.

Department	Update
	- The PSC integrates EDIA planning into annual HR planning for the Department.
Public Works	- The department has elevated its EDIA portfolio by establishing a dedicated division. - The Senior Advisor for Diversity, Inclusion, and Engagement now reports directly to the ADM. - The EDIA plan is integrated into the department's HR Plan, which is in its final draft phase.
Department of Seniors and Long-term Care (SLTC)	- Hiring processes intentionally seek staff reflective of the populations served—with all divisions including an individual from an underrepresented or underserved community on interview panels—and a dedicated FTE supports organizational health and EDIA integration. - Senior Leadership ensures that program decisions, such as the evaluation criteria for Age-Friendly Communities Grants, explicitly address inclusion barriers and support diverse, underrepresented, and underserved groups. - Senior Leadership members actively engage in ongoing education and resource sharing to support staff from underrepresented and underserved communities, ensuring their success and that their contributions are celebrated. - The Project Executive Director with Infrastructure was an active participant in the creation of the Built Environment standard through the office of Accessibility at Justice.
Service Nova Scotia (SNS)	- IDEA priorities are embedded into the department's performance planning, with measurable objectives included in both divisional Business and Operational Plans. Progress is tracked through regular check-ins, mid-year updates, and final reporting. - A Sustainable Procurement Strategy now incorporates diversity considerations. - A design sprint in partnership with NSDEN and the Accessibility Directorate was conducted to foster a more accessible workplace culture. - Internal policies, such as step progression and job descriptions, have been revised to recognize equivalent foreign credentials—improving recruitment opportunities for new immigrants. - Working in conjunction with the Office of Mental Health, PSC and ANSA to mitigate the effects of racism on employees. - Unconscious Bias in Hiring and Anti-Racism in Customer Service Module in development (both scheduled to roll out later this summer).
Leadership Development	

Department	Update
Department of Advanced Education (DAE)	- The department maintains five designated positions (including three leadership roles) and enforces inclusive hiring panels. In 2024/25, 1254 applications were received—with 581 identifying as equity applicants—and six job offers accepted. - Created position of Director, Mi'kmaq and Indigenous Post-Secondary Recruitment and Retention. - All staff are encouraged to participate in any training offered by the Public Service Commission - beyond mandatory courses - that covers EDIA topics. All employees who express interest in the leadership development programs via their professional development plan are nominated for enrolment in these programs.
Department of Agriculture (DAg)	- Diversity tools and best practices are shared via a resource library, newsletters, and SharePoint. - Monthly Director and Manager Forums focus on inclusive hiring, and new staff orientations include EDIA resources. - Hiring panels must include all Employment Equity candidate applications in their recommendations.
Department of Communities, Culture, Tourism, and Heritage (CCTH)	- ANSA has strengthened its team by hiring permanent staff from African, Caribbean, and African NS communities, and by supporting leadership development through targeted training, internships, and designated positions.
Department of Energy AND Department of Natural Resources	- Merged the Internal Diverse Hiring Panel (IDHP) with the Corporate Diverse Hiring Panel to streamline a more inclusive selection process and offer professional development opportunities for staff from designated employment equity groups. - Hiring managers involved students from programs such as the Black Youth Development Mentorship Program and the Black Youth Planting Their Future Program, providing work experiences across regions and skills in areas like Integrated Resource Management and Regional Coordination & Planning. - In partnership with Workplace Mental Health, a Mental Health Conversation Series was offered covering leader self-care, engagement in mental health conversations, and fundamentals of psychological health and safety. - The Departments' Orientation Handbook was updated to include EDIA components, such as early check-ins to discuss ways of working and meeting accommodation needs.
Department of Fisheries and Aquaculture (DFA)	- DFA has implemented a designation approach—integral to the EDIA Action Plan—to ensure hiring managers review team diversity and consider designating incoming openings; currently, there are three designated roles, with two filled. - The leadership team is committed to leading by example through the publication of an annual accountability and progress report on EDIA initiatives, supported by a survey that captures learning from the 2024/25 fiscal year.

Department	Update
Department of Health and Wellness (DHW)	- The department's "Feed Your Mind" lunch-and-learn series, Health System Leadership Academy, and approximately 10 half-day EDIA training sessions work together to raise equity, diversity, and inclusion awareness and build leadership skills. - Through the Leadership Equity Achievement Program (LEAP), 12 employees from underrepresented and underserved communities participated in a pilot program. 100% of the cohort participants graduated with 83% of participants advancing to leadership roles—demonstrating a commitment to developing underrepresented talent. - Initiatives such as Mi'kmaw Health and Wellness, Citizen-Centered Approaches with Restorative Methods, and the Moose Hide Campaign support leadership development in culturally responsive care. - New strategic roles—a full-time French Language Service Advisor and a Senior Strategist for Mi'kmaq & Indigenous Health—along with revised equity-focused role definitions, reinforce the department's commitment to EDIA across its operations. - The Black Youth Development and Mentorship Program engaged eight students, providing early career exposure and fostering future talent from underrepresented communities.
Department of Intergovernmental Affairs (IGA)	- IGA's hiring aligns with the All Together Action Plan with 30% (10 out of 33) of its staff identifying as members of underrepresented communities, with several holding leadership roles. - All leadership positions are required to complete EDIA training (with additional non-mandatory courses encouraged), reinforcing the development of EDIA competencies.
Department of Labour Skills and Immigration (LSI)	- A total of 47 designated positions are in place, including 2 EC-classified leadership roles for 2024. - The "Encourage, Elevate, Become" mentorship initiative engaged 28 participants (comprising 14 LSI mentees and 14 cross-government mentors). - Both leadership and managers actively support career advancement efforts, particularly for employees of African Descent and participants in the Equity-Deserving Sponsorship programs.
Department of Municipal Affairs (MA)	- DMAH hosted two Black Youth Development Mentorship Summer Interns, with one intern placed in the Municipal Affairs Branch. This eight-week program allowed staff across divisions to practice inclusive leadership and build cultural competence. - Senior leadership promoted both mandatory and elective diversity and inclusion training offered by the Public Service Commission, with MA leadership monitoring the completion rates. - Staff from underrepresented communities were encouraged to participate in the Leadership Development Program, and SET organized an Inclusive Leadership workshop for all DMA hiring managers and policy staff.

Department	Update
Department of Growth and Development (DGD)	- 63% of DGD staff have completed additional EDIA courses outside of the mandatory options. - All leaders have completed the Diversity, Inclusion, and Employment Equity course, and training on the Diverse Hiring Panel was provided. - Housing Executive Leadership supported participation of underrepresented staff in the renewed Diversity & Inclusion Committee. - The Diversity Committee initiative was leveraged to offer hands-on leadership development programs that build cultural competency and promote diverse talent to support strategic goals.
Department of Education and Early Childhood Development (EECD)	- EECD leaders regularly examine successes and challenges (e.g., through initiatives like the Three Braids Training) to enhance understanding of diversity and address racism and discrimination. - The department, with PSC support, has secured the ability to designate upcoming positions in branches that focus on underrepresented and underserved communities (such as the Mi'kmaq and African Canadian Services branches) without a separate designation process and has similarly designated roles in other branches to bolster representation. - Through its Accessibility Plan, senior leadership works to build capacity and awareness about the Accessibility Act, ensuring increased employment and leadership opportunities for people with disabilities.
Department of Environment and Climate Change (ECC)	- All hiring processes must include a member from the Department's Diverse Hiring Panel (or an equivalent equity panel member) to ensure equitable recruitment. - An equity perspective is applied to the candidate list for the Leadership Development Program. - The Department maintains two temporary designated leadership positions—DirectFor of Climate Change Adaptation and Manager of Climate Adaptation, Coordination, and Training. - Both EC and other leaders are supported to complete individual courses or pursue the full Certificate in Diversity and Inclusion Development through the Public Service Commission (PSC). - All EC positions are required to complete Equity, Diversity, Inclusion, and Accessibility (EDIA) courses as part of their professional development.
Finance and Treasury Board (FTB)	- Leadership members participate in the Diverse Hiring Panel and serve on the Senior Officials Interdepartmental EDIA Committee, actively driving departmental diversity initiatives. - Regular monitoring, reporting, and discussions on growing a diverse leadership team and maintaining high completion levels for diversity-related training continued throughout 2024/25.

Department	Update
	- The leadership team leads by example and focuses on capacity building among themselves and managers while diversifying the team with individuals from designated groups, including Indigenous people, African Nova Scotians and other racially visible persons.
Department of Justice (DOJ)	- The Deputy Minister advanced cultural competence among all employees by supporting initiatives such as regular broadcast emails on cultural and awareness events, a recorded discussion "Legacy in Action: Celebrating Black Brilliance" during African Heritage Month, and webinars on the historical context of disability presented during key diversity events. - Each Executive Director's plan includes goals for designated positions—with the Public Service Commission supporting hiring managers on how to implement these. - The department fosters leadership development through student placements and mentorship programs, including the Indigenous, Black Mi'kmaq Initiative articling program, a program for internationally trained lawyers, as well as the Black Youth Mentorship and Development Program. - The department endeavours to have at least 30% of candidates in the PSC Leadership Development Program from diverse backgrounds, nominating approximately 30 diverse candidates over the past three years.
Office of Equity and Anti-Racism (OEA)	- Senior leadership team actively supports inclusive leadership development, including designated leadership roles and leadership training opportunities. - Leadership and managers actively support career advancement efforts for employees from underrepresented and underserved communities. - OEA's supports leadership development across the civil service by developing offering mandatory, in-person learning opportunities such as the Diversity for Leaders and Allyship in Action courses. Additionally, OEA supports the PSC in developing non-mandatory EDIA training for the public service and supports the Accessibility Directorate in the delivery of their Accessibility Confident Leadership course.
Office of L'nu Affairs (OLA)	- OLA provides educational and training opportunities alongside coaching and mentoring to help staff develop new skills and advance their careers across the public service. - OLA works with the PSC and L'nu organizations to identify and attract talent for the Office and the broader public service. - Hiring panels make focused efforts to attract Indigenous talent at competitions and support other departments by serving on hiring panels. - Partnerships are strengthened between government and community through procurement processes, creating opportunities for L'nu service providers to connect with government colleagues.

Department	Update
Department of Opportunities and Social Development (OSD)	- The Status of Women's Investment Strategy for 2023-2027 aims to contribute to national goals such as reducing gender-based violence and improving outcomes across health, economic, social, and justice areas. - The department works with the Public Service Commission and NSGEU to ensure that hiring panels reflect a diverse pool and that positions are designated to advance equity. - Employees from underrepresented and underserved communities are encouraged to participate in the PSC Leadership Development Program, with 89 nominations since 2022. - A partnership with Dalhousie University and other departments has created an Africentric Bachelor of Social Work cohort to encourage staff of African descent to pursue social work careers. - The Disability Support Program (DSP) offers core training that includes modules on anti-Black racism, disability and intersectionality, and first voice panels for new staff, along with designated roles (e.g., Manager, Supervisor, Team Lead, Specialist) to reinforce disability support throughout the department.
Public Service Commission (PSC)	- Mandatory training is completed by employees from all backgrounds and abilities, ensuring broad support for participation in the Leadership Development program. - Hosted the Provincial Diversity Conference in collaboration with the Office of Equity and Anti-Racism where more over 4,500 employees registered and, on average, 500 employees participated in each of the sessions.
Public Works	- A select group of leaders participated in a two-day, overnight land-based training session at Stone Bear Retreat in Bear River First Nation.
Department of Seniors and Long-term Care (SLTC)	- SLTC hosts an annual fall All-Staff event with an EDIA focus that includes a keynote speaker and breakout "café-style" discussions on tools like the equity impact assessment, developed collaboratively with OEAR. - Every senior staff member has integrated training in equity, diversity, and inclusion into their professional development plans—and they work with their teams to do the same.
Service Nova Scotia (SNS)	- SNS hosted a two-day manager conference covering topics like creating accessible environments, digital collaboration, business process improvement, and other essential leadership skills. - A high percentage (95%) of leaders have completed the SNS "Inclusive Leadership for Managers" training, and new one-on-one sessions have been introduced for incoming leaders.

Department	Update
	- One division delivered the ISANS Intercultural Workplace Program – a series of workshops addressing intercultural skills, recruitment practices, and onboarding strategies to bridge cultural gaps.

Barrier Identification and Solutions

Department	Update
Department of Advanced Education (DAE)	- PSAS leads efforts to review and update accessibility and accommodation policies, ensuring programs meet EDIA standards. - Bilateral agreements with universities require inclusive, equitable learning environments, and the department supports various programs (e.g., AAAPS, Tajikeimik L'nu Nursing Strategy) and is developing new initiatives.
Department of Agriculture (DAg)	- The internal team, Team EmBRACE (Equity, Belonging, Respect, Accessibility, Culture, and Equity), drives a year-long workplan across EDIA pillars. - A Senior Leadership Team monitors the Accessibility Implementation Plan and works with the Accessibility Directorate for barrier removal. - Specialized roles in the Regional Services Division support underrepresented groups, while initiatives like the "Black Youth Planting Their Future" summer program provide hands-on career exposure.
Department of Communities, Culture, Tourism, and Heritage (CCTH)	- Job postings are bilingual and hiring practices emphasize diversity. - ANSA advanced diversity by engaging in youth mentorship programs—hiring summer students through initiatives like the Black Youth Development and Mentorship Program and Black Youth Planting Their Future—and supporting diverse recruitment across departments. - Efforts to improve accessibility and inclusivity include gender-inclusive upgrades at museums, tactile guided tours for people with disabilities, digital library services for print-disabled individuals, and the accreditation of museum sites under the Rainbow Registered program. - Through travel media projects, enhanced tourism training programs, and digital accessibility updates on NovaScotia.com, ANSA promoted culturally rich tourism experiences that highlight African Nova Scotian and Mi'kmaw heritage.
Department of Energy AND Department of Natural Resources	- Regional Managers connect with local employment officers in underrepresented communities to promote career opportunities and offer application support. - Collaboration with Immigrant Settlement Services of Nova Scotia (ISANS) addresses the unique challenges faced by immigrants and newcomers, strengthening recruitment efforts.

Department	Update
	- A range of initiatives—including grants, exclusive Clean Economy Scholarships, an updated Energy Training Program, and a 10% wage subsidy for employers hiring EDIA candidates—have increased placements in the energy sector. - The Mineral Resources Development Fund now requires applicants to self-identify, enabling better targeting and support of underrepresented groups in mineral resource projects. - The Geoscience and Mines Branch is developing a diversity culture canvas to enhance inclusion, while the Regional Services Career Sponsorship Program funds educational opportunities for employees from designated equity groups.
Department of Fisheries and Aquaculture (DFA)	- The department participated in both the Black Youth Mentorship Program (BYMP) and Black Youth Planting Their Futures (BYPTF), employing four students to address systemic barriers faced by youth from underrepresented and underserved communities. - Integrated into the department's strategic framework, the EDIA guiding principle reinforces that equity and inclusion is everyone's responsibility, influencing everyday actions with colleagues, clients, and the community. - A cross-departmental team drives the EDIA Action Plan, working strategically and systematically to foster an inclusive work culture, eliminate barriers, and promote workforce diversity.
Department of Health and Wellness (DHW)	- A DHW-led working group, in strategic partnership with SMU, is developing a health system roadmap to enhance the reporting of racism and discrimination by leveraging rapid evidence reviews and best practices. - The Engage4Health online platform—launched in Spring 2024—improves accessibility and inclusivity for community participation in health-related projects. - The DHW Diversity Committee is piloting innovative initiatives to advance inclusion across the department. This effort includes a Human Library for open dialogue with marginalized voices, Inclusion Circles for focused EDIA discussions, and a French Language Service Plan outlining strategic measures for 2025/2026.
Department of Intergovernmental Affairs (IGA)	- IGA promotes participation in five key EDIA training courses and has staff trained for the PSC's Diverse Hiring Panel Program, which improves their hiring practices. - Job postings are crafted with department-specific EDIA language to attract candidates from diverse backgrounds. - IGA has contributed to a cross-jurisdictional review of accessibility legislation at both federal and provincial levels, in support of the Province's Interdepartmental Committee on Accessibility. - Several leadership development courses, including PSC-sponsored programs, are regularly attended. IGA also supports French language training (through Université Sainte Anne and via its French Language Service Co-ordinator) to better serve clients.

Department	Update
	- IGA's Trade Policy Division uses its members' expertise for international engagement, sharing their perspectives in EDIA lunch-and-learn sessions, serving internally on hiring panels, and influencing inclusive trade policies. Two senior officials further extend this influence through their roles in the Canadian International Council.
Department of Labour Skills and Immigration (LSI)	- The READI Program successfully completed a 12-week EDI training with 17 employees. - 28 participants have taken part in the "Encourage, Elevate, Become" mentorship program. - New accommodation tools are being co-developed with government partners (launching in FY2025/26) to improve inclusive practices. - IPG ensures accessible communication through language translation services to all branches and has launched a universally accessible website featuring diverse imagery.
Department of Municipal Affairs (MA)	- Senior leaders promoted active staff participation on the Diversity & Inclusion Committee. - DMAH conducted a detailed accessibility study at the Maritime Centre—with external consultancy support—to identify and prioritize quick fixes for built environment barriers. Over 70% of these barriers have now been addressed. - Staff took part in a four-part Accessibility Sprint (facilitated by NSDEN and the Outpost for Public Sector Innovation) that produced seven "quick win" solutions aimed at building a lasting accessibility culture across the NS Public Service.
Department of Growth and Development (DGD)	- The Housing Partnership & Development team participated in the Black Youth Development Mentorship program, supporting a summer intern. - Questions on diversity and inclusion are integrated into the hiring process, with employment equity and fair hiring policies fully applied at different stages (e.g., screening and assessment). - SharePoint sites under the new mandate continue to provide employment equity information, resources, and accessibility guidelines across the department.
Department of Education and Early Childhood Development (EECD)	- The department championed a voluntary self-identification process that achieved a 68% participation rate, aiding in a clearer understanding of workforce diversity. - The ESR has pinpointed key areas for improvement regarding systemic barriers. - Informal staff interactions via lunch-and-learn sessions and celebratory activities have surfaced additional issues, which are then addressed through regular updates in leadership forums and by the EDIA team, while remaining open for team-wide input. - The department actively collaborates with RCEs/CSAP to ensure compliance with provincial policies such as the Accessibility Act – Joint Accessibility Plan and the Inclusive Education Policy.

Department	Update
Department of Environment and Climate Change (ECC)	- The Department continues to identify and remove barriers to employment through its Diverse Hiring Panel program. - Participation in the Black Youth Development Mentorship Program creates meaningful work experience and skill-building opportunities for African Nova Scotians, Black, and other racially visible communities.
Finance and Treasury Board (FTB)	- Three FTB staff members, having completed the necessary training prerequisites, actively serve on the Diverse Hiring Panel. - Many FTB roles demand specific technical skills, education, and certifications, limiting the available pool of qualified candidates and necessitating recruitment from smaller, specialized talent pools. Innovative means of addressing this issue was an important point of discussion for senior leadership in 2024/25 and these discussions will continue.
Department of Justice (DOJ)	- The Accessibility Directorate expanded the internal resource hub for all Government of Nova Scotia employees, developed guidelines for accessible internal meetings and plain language, created resources on anti-ableism and anti-bias, and collaborated with the Nova Scotia Disability Employee Network. - Sheriff Services has successfully introduced strategies and initiatives to recruit more diverse candidates. - The department has introduced over 22 students to its operations through the Black Youth Mentorship and Development Program. - DOJ has enhanced its recruitment efforts by leveraging a community partner list, townhall meetings, and existing job postings to establish a two-way engagement channel with underrepresented communities.
Office of Equity and Anti-Racism (OEA)	- OEA works with its own staff, partners across government and community to identify barriers and establish solutions that are sustainable and effective for both government and community. - OEA's Public Engagement Guidebook (PEG) is assisting departments and offices across government in better engaging underrepresented and underserved communities around the barriers that they are facing on a variety of topics. To date, OEA has provided 24 training sessions on the PEG to Departments and Offices across government. - OEA's Equity Impact Assessment (EIA) tool brings an equity and anti-racism lens to the forefront of government decision making. The tool can be applied to new legislation, policies and regulations. OEA has provided 24 training sessions to Departments and Offices across government on the EIA. - Through the Equity and Anti-Racism Strategy, OEA is committed to conducting equity evaluations on existing government policies and programs to identify systemic barriers to equity and actions to dismantle those barriers.
Office of L'nu Affairs (OLA)	- While Indigenous candidates may lack formal education as specified in job descriptions, OLA recognizes and values their language skills, cultural knowledge, community connections, and lived experience.

Department	Update
	- OLA is addressing recruitment and retention challenges by exploring flexible work arrangements—such as working from community sites—and considering factors like Federal tax exemptions to better meet the diverse needs of employees.
Department of Opportunities and Social Development (OSD)	- A provincial Africentric Child and Family Wellbeing (ACFW) team provides culturally attentive advice to social workers supporting children, youth, and families of African ancestry, connecting them with community-based resources. - The department continues to provide field placements for BSW/MSW students and participates in the Black Youth Mentorship Program (BYMP), offering Black youth summer work opportunities in government. - The Child and Family Wellbeing (CFW) division has implemented a Practice Framework—developed using Indigenous approaches and rooted in Africentric social work practice—to guide staff, partners, and community service providers in achieving the best outcomes while acknowledging historical harms. - DSP is collaborating through a tri-partite table (Mi'kmaw, Federal, and Provincial) to jointly develop job descriptions and carry out community-based recruitment for frontline roles supporting Mi'kmaw participants impacted by the Human Rights Remedy. - Four Regional Advisory Councils have been established to provide advice and guidance on inclusion and belonging, ensuring that 50% of their membership consists of persons with disabilities.
Public Service Commission (PSC)	- The department updated its Zoom licensing to include closed captioning in training sessions through the Corporate Learning Centre to meet accessibility requirements. - The PSC initiated a strategic review of the Corporate Learning Centre to inform a multi year plan of learning and development, a specific EDIA lens on accessibility and learning will be included. - Worked in partnership with the Office of Equity and Anti-Racism and the Accessibility Directorate to offer a new educational opportunity called Accessibility Confident Leadership. - Continued implementation of the 2022-23 Employment Systems Review recommendations resulting in drafts of updated equity policies ready for review and approvals in fiscal 2025/2026.
Public Works	- The department engaged with Indigenous communities by attending Mi'kmaq job fairs in Millbrook and Membertou. - Transportation was provided for Mi'kmaq youth in summer student positions, resulting in three placements (two from Millbrook and one from Bear River). - Opportunities continue to be provided for Black youth across multiple departments via the Black Youth Development Mentorship Program (BYDMP).

Department	Update
Department of Seniors and Long-term Care (SLTC)	- The department provides significant funding to support specialized care initiatives for seniors, including programs for dementia through Alzheimer's Nova Scotia and Acquired Brain Injury initiatives to empower clients and caregivers. - Through strategic collaborations, the department works to enhance culturally responsive services and support independent living for individuals with disabilities. - The department is committed to creating a safe place for employees to be themselves and experience success, by supporting professional development goals as well as relevant and interesting committee work. - SLTC Continuing Care division has a designated Senior Strategist position. - SLTC's services are designed for all Nova Scotians. In early 2024, the department launched the CAPABLE pilot program, which pairs 300 eligible seniors with a nurse, occupational therapist, and handyperson to make minor home modifications that improve safety and accessibility.
Service Nova Scotia (SNS)	- An Accessibility Reporting Tool has been developed to identify, track, and resolve accessibility issues across Access NS Centres. - Facility Accessibility templates were refined with feedback from the Accessibility Directorate. - An unconscious bias and anti-discrimination training module is in development (target completion: June 2025) and an "Accessibility in Customer Service" online course has been rolled out for employees. - Engagement with underrepresented communities has been strengthened, exemplified by renaming the Nova Scotia Indian Fuel Tax Exemption to Nova Scotia Indigenous Fuel Tax Exemption and increasing the allowable volume of tax-exempt fuel. - Monthly identification clinics, run in partnership with Halifax Libraries, help community members experiencing or at risk of homelessness obtain a Nova Scotia Identification card.

Measurement of Progress	
Department	**Update**
Department of Advanced Education (DAE)	- Progress is tracked through quarterly monitoring of mandatory training and staff participation. - The EDIA Committee evaluates success via regular meetings, learning sessions (with ~25% staff attendance), and newsletters, using these metrics to guide future actions.
Department of Agriculture (DAg)	- Annual tracking of Employment Equity recruitment ratios and mandatory training participation are used. - Benchmark assessments (GDEIB, Employment Systems Review) and staff surveys (How's Work Going? 2022) inform and refine diversity and equity goals, with results shared for ongoing improvement.

Department	Update
Department of Communities, Culture, Tourism, and Heritage (CCTH)	- Delivered targeted initiatives and support mechanisms—such as infrastructure enhancements and grant programs—that empower diverse, equity-deserving groups across the province. - Strengthened EDIA through comprehensive tracking (via designated equity positions, recruitment metrics, and annual reporting) and by embedding EDIA in cultural, heritage, and tourism programs, including EDIA programming and accessibility readiness reports.
Department of Energy AND Department of Natural Resources	- Specific EDIA commitments for 2024/25 have been identified by senior leaders for their respective branches and are actively tracked, reported, and updated. - Progress reports regarding the EDIA Action Plan and branch commitments are shared and reviewed quarterly by the executive team. - Both quantitative and qualitative data (such as the completion of mandatory EDIA training and recruitment outcomes for designated employment equity candidates) are tracked to identify trends and inform further improvements.
Department of Fisheries and Aquaculture (DFA)	- The EDIA Action Plan comprises 11 overarching goals and 26 specific actions with attached timelines and measurements; progress on these actions is regularly tracked and reported to staff. - Data from the 2024/25 fiscal year shows 20 competitions with 773 applications (36% identified as employment equity applicants), resulting in 15 job offers (with fewer than 5 equity-seeking candidates among those accepted).
Department of Health and Wellness (DHW)	- DHW reports the progress of the Health Equity Framework annually. - The staff equity strategy is monitored through an annual internal reporting process to Executive Leadership, ensuring continuous oversight and improvement.
Department of Intergovernmental Affairs (IGA)	- IGA boasts a workforce in which 30% of employees are from underrepresented groups, including several in leadership positions. - About 24% of IGA's staff are bilingual or multilingual, collectively covering proficiency in 12 languages (including English, French, Arabic, Mandarin, Russian, Filipino, Bulgarian, German, Japanese, Tagalog, Swahili, and Kirundi).
Department of Labour Skills and Immigration (LSI)	- All EEB initiatives incorporate surveys and/or closing interviews, with collected data included in final reports to the Executive Office. - Biannual reports from the Learning Management System track mandatory EDIA course completion. - NSAA data reflects an 18% increase in trades participation from equity-deserving groups.

Department	Update
Department of Municipal Affairs (MA)	- Senior leaders continue advancing the DMAH Action Plan, ensuring at least one diversity and inclusion commitment is embedded within each of the five priority areas: • Empowerment: Encouraging and supporting employee participation in EDIA working groups, networks, and the D&I Committee. • Recognition: Organizing D&I activities that foster team learning and connection. • Staffing Practices & Career Advancement: Reinforcing commitment to the All Together Action Plan and developing an HR plan using the LEADS framework with an EDIA lens.
Department of Growth and Development (DGD)	- Housing Executive Leadership has been tracking progress on the DMAH Diversity Committee's strategic priorities and receiving regular updates. - In fiscal year 2025/26, the department plans to build on current work by developing a framework for the new Department of Growth and Development, establishing new priorities and measurable actions. - Ongoing measures include tracking the completion of mandatory EDIA training for all employees.
Department of Education and Early Childhood Development (EECD)	- EECD senior leaders incorporate "How Work is Going" feedback to continuously cultivate a more inclusive and welcoming workplace. - A 68% self-identification rate provides a reliable snapshot of workforce diversity, guiding branches to recognize and address areas of under-representation. - The Employment System Review has generated first-hand feedback on successes, challenges, and barriers, which informs ongoing strategies and improvements.
Department of Environment and Climate Change (ECC)	- As part of the EDI Workplan, both qualitative and quantitative metrics are tracked—for example, the number of sessions offered, delivery methods, participant numbers and feedback, committee size and representation, as well as analytics (page views, number of viewers, and time on page) for EDI Committee and Diverse Hiring Panel SharePoint sites—supporting trend analysis and future action planning. - The EDI Committee's working group on the Decade of People of African Descent has organized targeted awareness and education activities for ECC staff.
Finance and Treasury Board (FTB)	- FTB provides annual progress updates to the Accessibility Directorate, ensuring continuous oversight of its strategic hiring and training objectives. - FTB has a strong record of diversified hiring. Overall, 63% of the positions were filled by self-identified employment equity candidates.

Department	Update
	- Utilized tools like the Employment Equity Recruitment Tracking Form—developed in consultation with senior leadership and the PSC—to monitor diversity at every stage of hiring.
Department of Justice (DOJ)	- In fall 2024, the department completed the Global Diversity, Equity and Inclusion Benchmarks (GDEIB) assessment with 18 participants (split evenly between supervisory and non-supervisory roles, with over 50% from equity-seeking groups). - The Accessibility Directorate has implemented a monitoring and reporting framework for the 2022-25 Government of Nova Scotia Accessibility Plan. Annual accessibility reports are produced (with the 2023/24 report tabled in the Legislature and published online) to ensure transparent progress tracking.
Office of Equity and Anti-Racism (OEA)	- OEA provides annual progress updates through this report to the Legislature every year by July 31st. - OEA administers the Global Diversity, Equity, and Inclusion Benchmark in all departments every 3 years to assess EDIA efforts and progress.
Office of L'nu Affairs (OLA)	- OLA reports excellent participation in training opportunities and high staff engagement, as evidenced by strong responses in the "How's Work Going" survey from the past year.
Department of Opportunities and Social Development (OSD)	- Progress is measured through metrics on diversity and inclusion training, as well as tracking employment equity nominations for LDP and the number of equity-seeking applicants. - By tracking grant investments related to EDIRA work, the Status of Women has determined that 80% of 2024/25 investments supported EDIRA efforts. - Data from self-identification processes show that 75% of staff in leadership positions and 67% of all staff at the Status of Women belong to equity-seeking communities, providing valuable insights to direct future strategies. - In early 2025, the department refined its Monitoring, Evaluation, Accountability, and Learning (MEAL) Plan—consulting credentialed evaluators to set measurable objectives, targets, indicators, data tools, and internationally recognized evaluation criteria to track strategy progress.
Public Service Commission (PSC)	- The PSC leverages data from previous GDEIB assessments, the “How’s Work Going?” survey, and training participation to inform annual HR planning for equity employment at PSC and across Government. - The PSC is designing reporting tools to enable all departments to understand equity data available to them to inform planning and decision making, tools to be released in Fiscal 2025/2026.

Department	Update
	- 34% of job offers in fiscal 2024/2025 were filled by individuals who self-identified as an employment equity candidate (6% increase from previous fiscal year).
Public Works	- The department plans to develop clear metrics for accountability, progress, and transparency based on the goals and initiatives outlined in the HR/EDIA Action Plan.
Department of Seniors and Long-term Care (SLTC)	- The department fully participated in the GDEIB assessment (2022) and has seconded an organizational development consultant to work with the department to use this data to develop departmental plans. - The department also leverages the "How's Work Going" survey to gauge progress and inform its annual HR and strategic planning related to equity and inclusion.
Service Nova Scotia (SNS)	- The SNS employment system review (conducted from July to October 2024) provides an overarching assessment of HR practices. - Divisions use insights from the How's Work Going Survey (HWGS) to craft tailored work plans addressing identified gaps, ensuring continuous progress toward EDIA goals.