



TOWN OF TRURO

AFRICAN NOVA SCOTIAN COMMUNITY STRATEGY COMMITTEE

ANSCSC@TRURO.CA

PURPOSE

The purpose of the African Nova Scotian Community Strategy Committee is to provide strategic advice, direction, leadership, and actionable recommendations to the Town of Truro, to address the needs of the local African Nova Scotian community. The Committee will acknowledge and promote the history, contributions, and lived experiences of this unique community while ensuring that historical systemic and racial barriers are addressed.

STRATEGIC PLAN PRIORITIES 2023 - 2025

01

Influence municipal policies and practices to enhance inclusion and equity for the African Nova Scotian Community in Truro.

Actions:

- Request a multi-department review of Town of Truro plans, policies and practices, including: corporate services (including procurement) and human resources; parks, recreation and culture; planning and development; public works; and police and fire services; focusing on key questions such as:
 - internal and external communications;
 - website and public alerts;
 - review of hiring practices; and
 - review available statistical data of African Nova Scotian participation in town activities.
- Engage an African Nova Scotian consultant to assist the Committee to develop recommendations for policies and practices that will enhance inclusion and equity for the African-Nova Scotian community in Truro.
- Present recommendations to Council.

02

Communicate with and engage the African Nova Scotian community on local issues that impact their lives.

Actions: Ensure that the African Nova Scotian community has channels to provide input on issues and projects that affect them. Establish a communications and engagement plan.

Increase public awareness and recognition of the African Nova Scotian Community in Truro.

Actions:

- Support projects that have already been initiated by the Committee or partner organizations, in relationship to the guidelines.
- Recommend and support the organization of African Nova Scotian awareness events.

03

Develop partnerships that promote community-based solutions benefitting the African Nova Scotian Community in Truro.

Actions:

- Work with the Community Enhancement Association (CEA) to establish parameters for a strong partnership with the Committee that strengthens CEA and their community outreach and organizational capacity.
- Develop and maintain partnerships with other key organizations in Truro and Nova Scotia.
- Identify and meet with Town staff and other organizations to develop recommendations on how the Town can support Black-owned businesses and entrepreneurship.
- Present recommendations to Council.

04

Develop Committee governance structure and internal processes that strengthen the African Nova Scotian community and ensure fluid, bidirectional communication between the community, municipal staff and Council.

Actions:

- Review Terms of Reference to ensure the Committee's operations correspond and identify any modifications needed.
- Identify structures and practices that will ensure a continued strong, African Nova Scotian community-based identity for the Committee.
- Create an annual internal calendar with meeting dates, community sessions, and key events that will guide the Committee's activities for the year.
- Review the Committee's membership guidelines and adjust if needed.

05