

Plain Language Summary of the Equity and Anti-Racism Strategy for the County of Colchester, Town of Truro, Town of Stewiacke, and Village of Bible Hill

This Plain Language Summary was created to complement the full Equity and Anti-Racism Strategy. It provides a simple overview so that everyone in our community can understand the goals and actions in the strategy. We created this summary to reach a broad audience, including community members who may not have experience with research. Our goal is to ensure we make the strategy accessible to all and easy to understand.

Why This Strategy Matters

Our region is working to build a fairer and more inclusive place for everyone. This strategy helps guide our efforts to address racism, discrimination, and inequality.

This strategy is about taking ~~real~~, practical steps to make the region more inclusive in government, services, and community life.

What We Heard from the Community

We listened to many voices: residents, community leaders, elected officials, municipal staff, and others. Here are some things they told us:

- Communities want to see follow-through beyond symbolic actions.
- Trust and accountability are essential for long-term change.
- Information should be accessible, including plain language, translations, and formats for different needs.
- Limited staff and budgets make progress difficult, so sharing resources and working together is important.
- Policies and practices need to be applied more consistently, with clear communication and regular updates.

What We're Going to Do: Key Actions

The Strategy is grouped into three big goals, with specific actions under each one.

Goal 1: Community Relationships

Why? Because trust, understanding, and meaningful engagement are the foundation for change.

Actions:

- **1.1** Keep talking and listening to the community through meetings, surveys, and informal gatherings.
- **1.2** Work to heal and build relationships between municipal government and underrepresented and underserved communities in the region.
- **1.3** Find the gaps and create a clear process for reporting and getting support with issues of discrimination, racism, or unfair treatment.

Goal 2: Education

Why? So that everyone involved in municipal government understands equity and can take action.

Actions:

- **2.1** Provide basic training for all staff, council, committees, and volunteers.
- **2.2** Create easy-to-use resources, like checklists and guides, for staff, council, and committees.
- **2.3** Promote free learning opportunities for all residents on equity, inclusion, and anti-racism.

Goal 3: Organizational Change

Why? The goal is to build equitable systems that reflect each municipality's structure and capacity.

Actions:

- **3.1** Collect data on who we are hiring and serving.
- **3.2** Review equity progress to keep improving over time.
- **3.3** Help equity-focused committees work together and share ideas.
- **3.4** Make it easier and safer for staff and volunteers to report equity or discrimination concerns.
- **3.5** Improve outreach so opportunities reach diverse communities.
- **3.6** Review and improve internal policies to make sure they are fair and inclusive.

How We'll Measure Progress

We will track progress using measurable indicators like:

- How many people take part in training.
- Feedback we hear from community members.
- Reports and data we collect about equity and inclusion.
- How satisfied and trusting the public feels over time.
- Specific targets in the strategy, like:
 - Holding 2 Community Equity Forums each year.
 - Staff training completion rates.
 - Equity reviews and policy updates.
 - More diverse applicants for jobs and committees.

What Success Looks Like

Success means our communities are welcoming, fair, and connected. Everyone, no matter their background, has access to opportunities, is treated with respect, and can help shape the future of our region.

We will see success in the goals we reach over time, such as:

- More people taking part in training and community events.
- Stronger relationships and positive feedback from the community.
- Clear, easy-to-understand reports and updates showing progress.
- Greater trust and satisfaction from the public.

This is a long-term journey. We know it takes steady effort, and we are committed to doing this work together.

Further Reading

You can find both the full strategy and this summary on our website. We encourage you to explore them and stay connected to this important work in our community.