



# Accountability Report 2020–21

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Seniors



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Accountability Report 2020–2021

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## Accountability Statement

The Accountability Report of the Nova Scotia Department of Seniors for the year ended March 31, 2021, is prepared pursuant to the Finance Act and government policies and guidelines. These authorities require the reporting of outcomes against the Department of Seniors Business Plan for the fiscal year just ended. The reporting of the Department outcomes necessarily includes estimates, judgments, and opinions by Department of Seniors management.

We acknowledge that this Accountability Report is the responsibility of Department of Seniors management. The report is, to the extent possible, a complete and accurate representation of outcomes relative to the goals and priorities set out in the Department of Seniors 2020-2021 Business Plan.

Department of Seniors

*Original signed by Minister*

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Honourable Barbara Adams, Minister

*Original signed by Deputy Minister*

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Paul LaFleche, Deputy Minister

## Message from the Minister

I am pleased to present the Accountability Report from the Department of Seniors for 2020-2021. This report highlights activities by the department to promote and support older adults and their contribution to Nova Scotia.

The pandemic has been a challenge for all of us, and it highlighted how adaptable we can be. From volunteering for COVID-19 clinics, to working from home, to supporting family members and neighbours, older adults remain at the core of our communities.

The past year has shown us once again how important it is for all of us to continue to work together. I offer my thanks to department staff, our partners and stakeholders who are committed to helping older Nova Scotians remain active and engaged in their communities.

Honourable Barbara Adams  
Minister of Seniors and Long-Term Care

## Financial Results

<u>Programs and Services</u>	<u>2020-2021 Estimate</u>	<u>2020-2021 Actuals</u>	<u>2020-2021 Variance</u>
Office of the Deputy Minister	243	204	(39)
General Administration	348	447	99
Age Friendly	763	736	(27)
Safety for Seniors	684	662	(22)
Policy and Planning	160	129	(31)
Group of Nine	17	8	(9)
Social Innovation Lab	496	400	(96)
Total - Departmental Expenses	<u>2,711</u>	<u>2,586</u>	<u>(125)</u>
Ordinary Recoveries	---	---	---
<u>Funded Staff (# of FTEs)</u>			
Department Funded Staff	9.0	9.3	0.3

## Measuring our Performance

Thirty-seven per cent (365,000) of Nova Scotians are aged 55 or more. Of this population, 210,000 people are aged 65+ while another 155,000 are between the ages of 55 and 64. Chronological age is not a sole marker of our health, nor our capacity, desire, or ability to participate in and contribute to society. Our experience of getting older is highly individual and diverse and is sometimes driven by factors that are beyond our control.

Our ability to age well and stay actively engaged and contributing to society is heavily influenced by the environments we inhabit (home, community, and the broader society, including our workplaces) and influences within those environments. These influences include values and attitudes; health, social, and economic policies, systems, and services; the physical nature and design of our environments, and our relationships with other people.

Under the mandate of the Minister of Seniors, the Department of Seniors is directed to fully implement Shift: Nova Scotia's Action Plan for an Aging Population (Shift). Shift provides strategic direction to government and enables the department to coordinate the development of policy options that advance the social and economic contribution of older Nova Scotians to our province.

Shift has three main goals:

- Value the social and economic contribution of older adults;
- Promote healthy, active living; and,
- Support aging in place, connected to community life.

Through its emphasis on community, inclusion, the social determinants of health, and the importance of intergenerational relationships, Shift aligns with the government's strategic goals of Safe and Connected Communities, Healthy Population and Systems, Quality Education, and Inclusive Economic Growth.

The complexity and inter-connectedness of the issues and opportunities in an older population mean that an integrated, evidence-informed, and coordinated approach to government policy and planning is needed. Collaboration, research, and learning together with our partners and stakeholders, including other departments of the provincial government, are key to this work.

In its 2020-2021 business plan the Department of Seniors identified a series of priority activities to be undertaken by the department. A discussion of these priorities and the

resulting activity and outcomes, including adaptations, changes, or new initiatives that occurred as a result of the COVID-19 pandemic, follow below.

## 1. Advancing the goals of *Shift*

*The Department of Seniors will collaborate with partner departments and other stakeholders to advance the goals of Shift: Nova Scotia's Action Plan for an Aging Population and build on work that has already been completed.*

- *Strengthen the Seniors' Safety Program (SSP) and expand its reach across the province.*
- *Deliver the Age-Friendly Community Grants program and implement the Age-Friendly Communities recognition program created in 2019-2020.*
- *Fund Community Links, a community-based operating partner of the Department of Seniors that acts as a connector and capacity builder by bringing multiple stakeholders including older adults together at regional and provincial levels.*
- *Engage in research through partnerships with academic institutions such as the Nova Scotia Centre on Aging at Mount Saint Vincent University to better understand the challenges and opportunities of an aging population and enable evidence-informed policies and decision making.*
- *Educate employers about the value of older workers and age-friendly workplaces in partnership with Labour and Advanced Education and other organizations.*

*Shift* is government's plan to lead a shift in thinking about our changing demographics. Launched in 2017, the plan committed government to activity from 2017 through 2020. This work supports three major goals: value the social and economic participation of older adults; promote healthy, active living; and support older adults to age in place while staying connected to their communities. Department of Seniors has a coordinating role in this work, with the Minister and Deputy Minister providing oversight.

Between 2017 and 2020, government made substantial investments in housing and community transportation. It strengthened employment services and supports for older workers, expanded the Seniors' Safety Program to more communities, and awarded additional grants to organizations and communities to engage in age-friendly community planning and programming. It reduced the tax burden for Nova Scotians by raising the Basic Personal Amount, the Spousal Amount, and the Amount for an Eligible Dependent by \$3,000 from \$8,481 to \$11,481. Government also increased the Age Amount by 35.4%, from \$4,141 to \$5,606.

Government passed accessibility legislation and began work on regulations and standards to ensure Nova Scotians with disabilities have the supports and conditions they need to participate in all aspects of provincial life. It launched [volunteers.ca](http://volunteers.ca), a matching service that connects people wanting to share their experience and time with organizations looking for help. It helped make more physical activity and recreational



opportunities available to older adults, and supported organizations providing healthy, affordable food. Through partnerships it offered digital literacy training to older adults interested in learning about how to stay safe on the Internet, and to take advantage of new ways of communicating with family and friends. It promoted senior entrepreneurship and helped people to envision a future of opportunity through a program called Redefining Retirement.

Government also created NS GovLab, a social innovation lab focused on population aging. NS GovLab trained Nova Scotians from community organizations, the private sector, government, academia, and individual and diverse citizens in participatory processes and prototyping to address complex challenges and pursue opportunities presented by the aging of our population.

### A Transitional Year for Shift

Fiscal year 2020-2021 was a transitional year for *Shift*. The work was disrupted and complicated by the outbreak of the COVID 19 pandemic as the Department along with other government departments and partner organizations jumped into action to address its impacts.

During the first wave of the pandemic (March through summer 2020) Department of Seniors established regular teleconferences to stay connected and bring together its community partners – Seniors’ Safety Programs and Community Links. During these discussions, held several times a week at first, the organizations shared knowledge about what was happening in communities around the province, identified emerging needs and challenges for older Nova Scotians isolating at home, and determined how together and individually they could address these needs to ensure older Nova Scotians were appropriately supported. Department of Seniors distributed emergency funding from government for Seniors’ Safety Programs (SSPs) and Community Links to facilitate that support.

This pandemic work resulted in new learning and strengthened partnerships. Through our Seniors’ Safety Coordinators, for example, we learned that virtual connectivity is essential: older Nova Scotians need access to adequate bandwidth, hardware/devices, and knowledge to use the technology to do essential tasks such as online banking, online ordering, meet with doctors/health providers, in addition to reducing social isolation and entertainment.

In Pictou County, the Seniors’ Safety Coordinator joined forces with the regional Community Links representative and the Pictou County Seniors Outreach Coordinator to form the Pictou County 3 – PC3. This new collegial collaboration is one of the gifts of Covid, and the group were awarded the YMCA PEACE prize for their work serving and supporting older adults in Pictou County during the pandemic.

The Department also worked with Seniors' Safety Programs and Community Links to create information resources, such as tip sheets for volunteers on how to stay safe in the context of the pandemic, and fliers encouraging and advising Nova Scotians on how to safely stay in contact with older relatives and friends who might be at greater risk of elder abuse due to pandemic isolation.

As the year progressed, and the immediate crisis response lessened, Department of Seniors resumed its work with colleagues across the provincial government to review and report on progress on the first *Shift* action plan (2017-2020). This work included identifying opportunities to build on work already accomplished, learn from the pandemic, and continue to advance the three goals of *Shift*.

#### Senior Safety Programs during the pandemic

A March 2020 investment of emergency funding to Seniors' Safety Programs (\$10,000 per program for a total of \$190,000) upon the outbreak of COVID-19 was supplemented with additional funding in the new fiscal year starting April 2020. In addition to its annual grant of \$25,000 to each SSP to support a part-time coordinator, government provided an additional \$10,000 in 2020/2021 to assist SSPs in providing direct support to older adults in need of support due to pandemic isolation. The flexibility of this funding allowed individual SSPs to respond quickly to specific needs of individuals in their communities. They organized the delivery of groceries and medications to isolated individuals and arranged for prepared meal delivery to replace services cancelled or suspended due to pandemic concerns. They purchased and distributed reusable face masks, and supported community-based transportation services to drive people medical appointments, grocery stores, and other essential outings. While home visits were not possible during the 1st and 2nd wave of the pandemic, Seniors' Safety Coordinators provided emotional support and responded to inquiries by phone and conducted wellness checks via phone, social media, and in person through physically-distanced outdoor visits.

#### Expanding Seniors' Safety Programs to more communities in Nova Scotia

The Municipality of the County of Inverness had just received funding to begin planning the development of a Seniors' Safety Program when the COVID 19 pandemic arrived in Nova Scotia. The Municipality quickly mobilized to respond to the immediate needs of older adults created by pandemic isolation, and actively participated in discussions and collaborations with other Seniors' Safety Programs, the Department of Seniors, and Community Links. The Municipality is now revisiting what they learned during COVID-19 to inform and continue their plans for a formal Seniors' Safety Program.

Planning for the establishment of a Seniors' Safety Program in Guysborough County was just being completed when the pandemic emerged. Coordinated and administrated by the Mulgrave and Area Health Centre, and funding from Department of Seniors, the organizations working together on the Seniors' Safety Program put that work on hold

and redirected their efforts to more immediate concerns. Guysborough County's Seniors Safety Program Response to COVID-19 included a county wide intake process to support older residents with access to food, medication, and transportation. They also provided some funding for transportation and honoraria for people to assist.

Later in the fiscal year, Cape Breton Regional Municipality (CBRM) applied for and received funding to support the planning and development of a Seniors' Safety Program. CBRM is working with the local Community Links coordinator and Aging Well Coalition, and is receiving input from Seniors' Safety Programs in neighbouring counties: Victoria, Richmond, and Inverness.

### **Age-Friendly Communities Grants**

Age-Friendly Communities (AFC) is an internationally recognized framework for understanding how the social, cultural, and physical environments of a community can make it possible for older adults to stay connected and included in all aspects of community life. In its business plan for 2020/2021, the Department of Seniors committed to ensuring that its AFC grants program supported initiatives that contributed to the wellbeing of older Nova Scotians in all their diversity. Thirty-two organizations were awarded a total of \$392,000 in grants. These projects are currently underway.

Among the organizations receiving Age-Friendly Communities grants in 2020-2021 were:

#### **Mi'kmaq Circle of Hope Society**

*Kekina'muemk: Mi'kmaq Grandmothers Build Leadership for Women and Girls* This project will focus on traditional roles of Mi'kmaq women in governance structures and family kinship structures, with elder grandmothers mentoring Mi'kmaq girls and women.

#### **Delmore Buddy Daye Learning Institute, Halifax**

##### *Africentric Governance Training*

This project will provide Africentric governance training to community leaders through intergenerational knowledge sharing between older community leaders and emerging community leaders in the African Nova Scotia community. The program will equip community leaders with the tools needed to promote social and economic wellbeing through good governance.

#### **Paradise Active Healthy Living Society**

##### *Creating Connections in a rural community*

This project will enhance social cohesion and connection between generations to reduce isolation for seniors in the community. Activities will help create an atmosphere of inclusive welcoming opportunities to racially visible persons, and persons of LGBTQ+, improve community spirit and help maintain and strengthen social interactions for seniors.

## **Municipality of the County of Richmond**

### *Preventing Social Isolation Toolkit*

In the fall of 2020, a multi-sector organizing committee planned and the-hosted a virtual conference called SPARK a Connection – A Social Isolation Learning Event. The conference was funded through a 2019-2020 Age-Friendly Communities grant.

Following the conference, the Municipality of the County of Richmond received funding to create and launch a toolkit to share learnings from the conference with other communities and organizations. They will also develop a *Mind, Body and Spirit Project: A Collaborative Community Approach to Addressing Seniors' Mental Health, Addictions and Social Isolation*.

## **Halifax Chamber of Commerce**

### *Dementia Friendly Business Ambassador Program*

The Dementia Friendly Business Ambassador Program is an online interactive training course which teaches best practice in dementia-friendly service. Through an industry-specific streamlined program, participants will learn the basics on dementia, environmental considerations and communication and service strategies to better meet the needs of their consumers living with dementia.

## **Halifax Partnership -- African Nova Scotian Elders Council**

### *Establishment of the provincial African Nova Scotian Elders Council.*

The Elders Council will inform the work of the Road to Prosperity Action Plan for African Nova Scotian Communities, to ensure its sustainability and longevity.

## **Fund Community Links**

[Community Links](#) is a community-based operating partner of the Department of Seniors and is supported by the Department with an annual operating grant of \$264,000. Using a community development approach, Community Links helps to leverage the knowledge and experience of community members and organizations to support healthy aging and promote the wellbeing of older Nova Scotians. It acts as a connector and capacity builder by bringing together multiple community stakeholders, including older adults in ten Aging Well coalitions across Nova Scotia. Much of Community Links' work focusses on older adults living in rural communities.

At the outbreak of the COVID-19 pandemic in March 2020, Community Links received \$50,000 in emergency funding to support pandemic efforts. A further \$60,000 was provided by government in April 2020. Community Links used these funds to establish an emergency micro-grants program for community organizations to quickly respond to the pandemic. Seventy two micro grants were made available to small organizations working on the ground across the province. The grants funded gas for volunteers to

deliver groceries and provide transportation to appointments, purchase and deliver prepared meals, and purchase masks and medical supplies. Community organizations were able to purchase Zoom accounts so they could shift to online programming. They facilitated online group support and psychoeducational sessions, and helped older people stay physically active by developing and sharing online exercises to do at home.

### Research partnerships with academic institutions

The Department of Seniors engages in and supports research through partnerships with academic institutions (and other stakeholder organizations) to better understand the challenges and opportunities of an aging population and enable evidence-informed policies and decision making. Sometimes these partnerships involve direct funding of an initiative; other times the Department provides input to the research being undertaken by academics through participation in working groups or information sharing.

### *Ageing, Dying, and Grieving Otherwise: Deep dive and knowledge translation with Elders and Older Adults*

The Department of Seniors, through NS GovLab contributed \$50,000 to an initiative that will explore aging, dying and grief from the perspective of Indigenous and racialized persons. NS GovLab will work with Musagetes Foundation, Présâges, and the Gesturing Towards Decolonial Futures collective with Principal Investigators, Vanessa Andreotti - UBC Canada Research Chair in Race, Inequalities and Global Change - and Cash Ahenakew - UBC Canada Research Chair in Indigenous Peoples' Well-being. This work will begin by bringing together Indigenous elders from diverse communities across Canada, the USA and Latin America as well as other racialized older adults. In each session they will explore questions and issues related to aging, dying, and grieving.

Primary research questions include:

What truths are we not ready, willing, or able to speak or hear related to aging, dying and grief? How have colonial systems of care and education affected how people relate to aging, dying and grief?

How can we ethically engage Indigenous and racialized elders in sharing alternative practices of aging, dying, and grieving?

How can we activate a healthier relationship with aging, dying, and grieving, beyond intellectual conversations? What needs to be interrupted for this to become possible?

The agreement was formalized before end of fiscal year 2020-2021. The work will take place in 2021-2022. This project is part of a longer-term commitment to explore the threads of these conversations and the partnership intend to apply for larger research grants to continue this emerging field of work. The learnings from this initial research will also be shared and used to inform cross-departmental conversations within Nova Scotia about healthier systems of care.

### *ACTing Collectively*

The ACTing Collectively project is a collaboration between Dalhousie University researchers, Nova Scotia Health, CARP (formerly the Canadian Association of Retired Persons), and the Nova Scotia Department of Seniors. It is funded through the Nova Scotia Health Research Foundation. Department of Seniors staff worked together with the other partners to develop the project in 2020. It is a three-year initiative that begins in 2021.

Using a set of tools called Age Care Technology (ACT™), the researchers will work with individuals living in a specific community, assess their needs, and then provide them with an individualized wellness action plan linked to a list of related community resources. The data from all the individual reports will be anonymized and pulled together into a customized community level report that can be used by policy makers and planners in communities to identify common concerns and local resources important to older persons and help with municipal planning.

While the ACT™ tools are employed internationally, this will be the first time they will be used to directly inform municipal efforts to create age-friendly communities.

ACT™ won the 2021 Healthy Ageing Innovation Prize of the United Nations World Summit for the Information Society (WSIS).

### *Imagining Age-Friendly Communities within Communities*

Department of Seniors is a participating stakeholder, along with the City of Halifax, in the on-going research initiative, *Imagining Age-Friendly Communities within Communities: A Partnership for International Promising Practices*. Through this Social Sciences and Humanities Research Council (SSHRC) funded project, an international team of investigators, including academics from Saint Mary's and York universities, is conducting research to address knowledge gaps in Age-Friendly Communities policies and practice. This work compares how cities are addressing the Age-Friendly Communities Framework, how gender and cultures are considered, and how cities are supporting diversity by promoting equity and reducing ageism and ableism.

The research is being conducted in seven Canadian cities, including Halifax, and in Melbourne, Australia; Auckland, New Zealand; Taipei, Taiwan; Bergen, Norway; and Copenhagen, Denmark.

The research ultimately aims to present evidence-informed comparative promising practices for Age-Friendly Cities that consider aging with diversity, and change conversations at decision-making tables about policies and practices for diverse groups of older adults.

### *Educate employers about the value of older workers and age-friendly workplaces*

Understanding the barriers to older worker employment and educating employers about the value of older workers has been an ongoing focus of work under *Shift*.

In 2019, Department of Seniors worked with Labour and Advanced Education and Nova Scotia Works (LAE's employment agencies) to offer an in-person workshop for employers called *Engaging the Older Worker: How cultivating an age-friendly workplace can ease your recruitment challenges and help to position you as an "Employer of Choice"*. Any further efforts to offer this workshop in 2020 were discontinued as a result of the pandemic. However, the two departments did review their work in *Shift* and identified ways in which it can be continued going forward.

To continue these efforts, an online presentation on Age-Friendly Workplaces was included during the May 2021 Silver Economy Summit (see item 5, below).

## 2. Collaborations with other levels of government

*The Department will collaborate with other levels of government to advance important issues of common concern pertaining to the wellbeing of older adults. This includes holding the provincial co-chair role for the Federal/Provincial/Territorial (FPT) Ministers of Seniors Forum's working group examining the social and economic impact of ageism.*

*In addition to its FPT work, the Department will also continue its active involvement in national and Atlantic-wide government networks that share knowledge and expertise to support the creation and development of Age-Friendly Communities across the country and the region.*

### FPT Ministers of Seniors Forum

Department of Seniors continued as an active participant in supporting and leading work undertaken through the FPT Ministers of Seniors' Forum. This includes holding the provincial/territorial co-champion/co-chair role in a working group examining the social and economic impact of ageism. This work was disrupted by the COVID 19 pandemic but resumed in the late fall of 2020.

Department of Seniors also participated in FPT working groups studying the Labour Force Participation of Older Workers and Aging in Community. [A report addressing stereotypes about older workers](#) was finalized for public release in the spring of 2021.

### Atlantic Canadian Working Group on Age-Friendly Communities

The Department of Seniors represents Nova Scotia on an Atlantic Age-Friendly Communities Network chaired by the Atlantic Region, Public Health Agency of Canada. In March 2021, the Department of Seniors collaborated with these Atlantic Canadian partners to host an educational webinar on Age-Friendly Communities. The purpose of the webinar was to introduce the Age-Friendly Communities framework to municipalities and community organizations across Atlantic Canada. As part of the webinar, municipal and community representatives with experience in Age-Friendly Communities work shared their insights and learning. The webinar was attended by 215 participants from municipalities and community organizations across Atlantic Canada.

### 3. Positive Aging Directory

*Publish and distribute the 2020 Positive Aging Directory, a guide to programs and services for older adults.*

The Positive Aging Directory is a paper-based guide to programs and services for older adults. It is also available in PDF format on the Department of Seniors web site. The Department has been publishing the directory for many years.

The Department published and printed the Directory in April 2020, and copies were distributed to outlets and sent out on request to individuals. With the many changes and disruptions to programs and services that took place during the pandemic, the limits of a print publication became evident. In its communications with the public, government encouraged older adults and others looking for information and services to call 211 or visit 211.ca. In recent years, the Directory has promoted 211 and 211.ca as the trusted source of the most up-to-date information.

### 4. Seniors Advisory Council of Nova Scotia (Group of IX)

*Provide secretariat support to the Seniors Advisory Council of Nova Scotia.*

The purpose of the Seniors' Advisory Council of Nova Scotia (formerly known as the Group of IX) is to advise the provincial government on seniors' issues by raising and responding to concerns on behalf of older Nova Scotians. The Council meets up to nine times a year. As a result of the pandemic, most of the Council's meetings were held virtually, rather than in person.

In 2020-2021, the Council's work included provided input to Public Health on plans for COVID 19 vaccine roll out and participating in the Affordable Housing Commission's online workshop. The Council also worked on reviewing and consolidating its mandate and organizational structure.

The Advisory Council is made up of representatives from nine different organizations: CARP – Nova Scotia Chapter; Community Links; National Association of Federal Retirees; Nova Scotia Federation of Seniors; Nova Scotia Government Retired Employees Association; Regroupement des aînés de la Nouvelle-Écosse; Section of Senior and Retired Doctors NS; Retired Teachers Organization of the NSTU; and, the Royal Canadian Legion, Nova Scotia/Nunavut Command.

### 5. Silver Economy Summit

*Partner with the Acadia Centre for Entrepreneurship to host a Silver Economy Summit that will bring together employers, the business community, community organizations, older adults, and government representatives to share knowledge and learn about the economic opportunities and advantages in an older population.*



The Department of Seniors entered into a partnership agreement with Acadia Entrepreneurship Centre (AEC) in 2019 to coordinate and host a Silver Economy Summit at Acadia University in May 2020. A Program Advisory Committee (PAC) was established to provide support, leverage networks for programming and sponsorship, and to guide the narrative of the Summit.

With the outbreak of COVID-19 in the spring of 2020, the decision was taken to postpone the Summit. The organizers and PAC regrouped in the fall of 2020 and spent the winter of 2021 working together to develop an on-line version of the Silver Economy Summit for May 2021.

## 6. NS GovLab

*Continue to invest in NS GovLab, Department of Seniors' social innovation lab focused on population aging.*

The Department of Seniors' social innovation lab's mandate was renewed in winter 2020 to focus on community-based prototyping with the African Nova Scotian, Indigenous and rural/remote communities. NS GovLab focused on developing an understanding of long-standing systemic issues such as colonialism, systemic racism, ageism, and inequity. These issues were exacerbated by the COVID-19 pandemic, which exposed inequitable impacts on Black, Indigenous and Persons of Colour (BIPOC) communities and in long term care facilities.

In 2020-21, most of NS GovLab's work shifted from in-person to virtual. The work was bolstered by renewed partnerships with Inspiring Communities and the Mi'kmaw native Friendship Centre and forming a new partnership with the Association of Black Social Workers.

NS GovLab continued to develop and test more than five different prototypes. This work included new prototyping focused on digital equity and inclusion for older adults with African Nova Scotian and urban Indigenous communities and collaboration with the *Get Everyone Online* (GEO) initiative. NS GovLab has also been exploring the use of arts-based methods for engaging people in decolonial practice and connecting older adults across cultures and generations. Finally, continued development of a 2019 prototype – a platform to assist older adults to find programs and services that support aging-in-place is moving on to user testing.

NS GovLab also continued to deliver learning sessions and capacity building opportunities for social innovation and decolonial and anti-racist practices. Throughout 2020-21, staff offered 26 virtual and in-person learning sessions with the Nova Scotia Network for Social Change members, network partners, the Department of Seniors and to fellow Public Servants during an annual Innovation Festival in February 2021.

## Supplemental Information and Appendices

### Appendix A: Public Interest and Wrongdoing Act

#### *Annual Report under Section 18 of the **Public Interest Disclosure of Wrongdoing Act***

The Public Interest Disclosure of Wrongdoing Act was proclaimed into law on December 20, 2011.

The Act provides for government employees to be able to come forward if they reasonably believe that a wrongdoing has been committed or is about to be committed and they are acting in good faith.

The Act also protects employees who do disclose from reprisals, by enabling them to lay a complaint of reprisal with the Labor Board.

A Wrongdoing for the purposes of the Act is:

- a) a contravention of provincial or federal laws or regulations
- b) a misuse or gross mismanagement of public funds or assets
- c) an act or omission that creates an imminent risk of a substantial and specific danger to the life, health or safety of persons or the environment, or
- d) directing or counselling someone to commit a wrongdoing

Please use the following format to satisfy the disclosure obligation:

The following is a summary of disclosures received by (*Department / Public Service Offices/ Governmental Unit including Crown Corporations and Agencies*)

Information Required under Section 18 of the Act	Fiscal Year 2020-2021
The number of disclosures received	No disclosures were received by the department in 2020-2021.
The number of findings of wrongdoing	n/a
Details of each wrongdoing (insert separate row for each wrongdoing)	n/a
Recommendations and actions taken on each wrongdoing	n/a