

Office of African Nova Scotian Affairs

Annual Accountability Report

Reporting for the Fiscal Year 2007-2008

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Accountability Statement

The accountability report of the Office of African Nova Scotian Affairs for the year ended March 31, 2008 is prepared pursuant to the Provincial Finance Act and government policies and guidelines. These authorities require the reporting of outcomes against the Office of African Nova Scotian Affairs business plan information for the fiscal year 2007-2008. The reporting of the Office of African Nova Scotian Affairs outcomes necessarily includes estimates, judgments and opinions by the Office of African Nova Scotian Affairs management.

We acknowledge that this accountability report is the responsibility of the Office of African Nova Scotian Affairs 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 Office of African Nova Scotian Affairs business plan for the year.



Honourable Barry Barnet
Minister of African Nova Scotian Affairs



Wayn Hamilton, Chief Executive Officer
Office of African Nova Scotian Affairs

Message from the Minister

It is my pleasure to present the 2007-2008 Accountability Report for the Office of African Nova Scotian Affairs (ANSA). This document highlights the work undertaken to further our vision to build on government and community successes, promoting and facilitating positive change on behalf of Nova Scotians of African descent.

The province's vision for a *New Nova Scotia, A Path to 2020* offers ANSA an opportunity to advance our mission to assist, support and enhance the provincial government's delivery of services to African Nova Scotians and be a partner in developing innovative solutions which lead to self reliance and sustainable development for African Nova Scotians and their communities. The four *New Nova Scotia* priorities to create winning conditions, seize new economic opportunities, advance democracy and build for individuals, families and communities, underpin our activities.

Our success to date is rooted in a strong belief that sustainable development and self reliance for African Nova Scotians and their communities is accomplished through partnerships – between and among communities and governments. Innovative and practical solutions are best achieved through collaborative strategies and action, which require properly developed and maintained relationships.

During the 2007-2008 fiscal year, we undertook a number of key initiatives with the African Nova Scotian community and government. Activities included: the launch of two of our primary reference groups, now known as African Nova Scotian Community Action Partnerships (ANSCAPs); development of a client relations management software system; community information sessions delivered with government partners; creation of an African Heritage Month Information Network which enabled African Heritage Month activities to be held in every region of the province in February 2008; and a partnership with the public and private sectors to bring the world-renowned Diversity Educator and Activist, Jane Elliott to Halifax in recognition of the International Day for the Elimination of Racial Discrimination, March 21st.

Following the official opening of our first satellite office in Cape Breton in early April 2007, staff at that site dedicated the fiscal year to establishing relationships with the second largest African Nova Scotian population in the province. Through newly developed partnerships with various government and community organizations a number of successful projects and events were undertaken.

We continue to produce our information updates (newsletter) to keep community and government informed about the Office, its programs, achievements and future activities and goals. I encourage you to visit our regularly updated website (www.gov.ns.ca/ansa) to obtain a full understanding of ANSA's priority items, strategic goals and annual business plan.

The activities detailed in this 2007-2008 Accountability Report are the result of significant effort and dedication on the part of the African Nova Scotian community and numerous government partners, as well as the ANSA team of staff. I hope you will take the time to read through this report.

A handwritten signature in black ink, appearing to read "Barry Barnett". The signature is written in a cursive style with a large initial 'B'.

Honourable Barry Barnett
Minister of African Nova Scotian Affairs

Introduction

The 2007-2008 fiscal year marks the third accountability report submitted by the Office of African Nova Scotian Affairs (ANSA). ANSA, within the context of fiscal sustainability, aligned its efforts within the priorities of the *New Nova Scotia* - to create winning conditions, seize new economic opportunities, advance democracy and build for individuals, families and communities.

Given its legislative mandate in September 2004, the creation and work of ANSA demonstrates government's intention to address the issues facing the African Nova Scotian community through the establishment of culturally competent services and initiatives that effectively meet the unique need of African Nova Scotians. This fiscal year, ANSA continues to work with African Nova Scotian communities, all levels of government, and the private sector to coordinate African Nova Scotian initiatives and sustainable strategies to improve government services to and well-being of African Nova Scotians.

This accountability report is based upon ANSA's strategic goals, priorities and performance measures described in our 2007-2008 business plan. It is intended to inform and update both government and the public of ANSA's achievements and progress as well as those areas where work continues. It is suggested that this report be read in conjunction with our 2007-2008 Business Plan, which may be found at www.gov.ns.ca/ansa.

Progress and Accomplishments

This Accountability Report provides an overview of the progress and achievements of the Office of African Nova Scotian Affairs (ANSA) during the 2007-2008 fiscal year. These achievements are organized around the Office of African Nova Scotian Affairs' Strategic Goals and Priorities, as outlined in the 2007-2008 Business Plan.

2007-2008 Strategic Goals

Strategic Goal 1:

To facilitate and support an integrated approach within government on matters related to African Nova Scotian issues and provide corporate policy, strategic advice and support to departments in order to build a sustainable framework for African Nova Scotian government relations.

Priorities:

- Increase ANSA staff participation on interdepartmental committees and bring African Nova Scotian issues to government departments for partnership and collaboration.
- Act as a resource to government and the community.

Strategic Goal 2:

To work collaboratively with the African Nova Scotian Community to foster development and capacity building.

Priorities:

- Encourage African Nova Scotians to apply to participate on government Agencies, Boards and Commissions (ABCs) and other ministerial taskforces.
- Organize Primary Reference Groups (PRGs).
- Collaborate with African Nova Scotian Community groups to implement community development projects and increase the number of major initiatives undertaken in partnership with key African Nova Scotian stakeholder groups.
- Increase the level of communication with African Nova Scotians.

Strategic Goal 3:

To enhance awareness and understanding of African Nova Scotian experiences to government.

Priorities:

- Deliver presentations to government entities on the Office of African Nova Scotian Affairs.
- Implement a communications strategy that continues to link the Office of African Nova Scotian Affairs to the government.
- Act as a referral/repository of information related to African Nova Scotians, enabling a more corporate approach to government's relationship with the African Nova Scotian community.

Progress and Accomplishments

Strategic Goal 1:

To facilitate and support an integrated approach within government on matters related to African Nova Scotian issues and provide corporate policy, strategic advice and support to departments in order to build a sustainable framework for African Nova Scotian government relations.

Priority: *Increase ANSA staff participation on interdepartmental committees and bring African Nova Scotian issues to government departments for partnership and collaboration.*

Developing and cultivating solid working relationships with government departments and agencies is a key activity for ANSA. During this fiscal year, ANSA staff participated on more than 40 interdepartmental committees.

Activities to advance this strategic goal, building a sustainable framework for African Nova Scotian government relations, are focused on creating opportunities for dialogue and expanding linkages between the African Nova Scotian community, government departments and their initiatives.

Celebrating Communities Conference and Awards

The Celebrating Communities Conference and Awards is a bi-annual opportunity to showcase Nova Scotia's community development success stories. It is a forum where community, business and government leaders gather to forge partnerships and share ideas on sustainable community development.

With the establishment of the Cape Breton satellite office, ANSA had the opportunity to participate on the 2007 Celebrating Communities Conference and Awards local planning committee. The event was held at the Membertou Trade and Convention Centre in Sydney. The awards were presented with delegates representing more than 150 community organizations, advocacy groups, post-secondary institutions, governments and the private sector.

Nineteen finalists were recognized and among the recipients of a an award of excellence was a member of the African Nova Scotian community for outstanding volunteer achievement.

The Celebrating Communities Conference and Awards is an initiative created as part of the Province's Community Development Policy (www.gov.ns.ca/econ). ANSA participates as an active member of the interdepartmental Community Development Advisory Group which supports the policy.

The Provincial Volunteerism Initiative

Volunteers are an integral part of our communities and the voluntary sector of Nova Scotia. Following the May 2006 appointment of Minister Barry Barnett as the province's first Minister responsible for volunteerism, resources were committed to develop action plans and maintain a supportive environment for volunteerism and the volunteers in Nova Scotia. ANSA is a member of the Volunteer Interdepartmental Coordinating Committee.

To increase communication and collaboration between the sector and the provincial government, a Provincial Volunteer Advisory Council was established. Three members of the African Nova Scotian have been selected to sit on the Council.

Provincial Heritage Strategy

Beginning in the fall of 2005, ANSA has worked with the African Nova Scotian community and provided input to the Heritage Division of the Department of Tourism Culture and Heritage as it moved toward a provincial Heritage Strategy. In January, 2007, the province launched its Heritage Strategy, *A Treasured Past, A Precious Future*.

As the strategy moves into the implementation phase, ANSA will continue to work with community and government partners to ensure the preservation, awareness and promotion of African Nova Scotian heritage, as a founding culture of the province.

Initiatives include:

- Africville Genealogy Society 5-Year Business Plan

ANSA participates as a member of the intergovernmental steering committee established to assist the Africville Genealogy Society (AGS) as they implement their 5-Year Business Plan. The plan includes a framework to erect a fitting memorial on the former site of the historic African Nova Scotian community of Africville, adjacent to the area known as Seaview Park.

The steering committee consists of the Atlantic Canadian Opportunities Agency, the Halifax Regional Municipality, Heritage Canada, the Departments of Tourism, Culture and Heritage and Economic Development, the Black Business Initiative and ANSA. ANSA acts as the coordinator for the Province on this project.

- Black Cultural Centre

The Society for the Protection and Preservation of Black Culture in Nova Scotia (better known as the Black Cultural Society) was incorporated as a charitable organization in 1977. The Society consists of 26 Board of Directors, is responsible for the Black Cultural Centre and represents various black communities in Nova Scotia and one representative of African United Baptist Association. This fiscal year, ANSA helped the Black Cultural Centre's board members produce a strategic action

plan that will help the centre with sustainability. The African Nova Scotian community will also be an important component of making this plan successful.

- Implementation of the Black Loyalist Heritage Society Business Plan

ANSA works with the Departments of Economic Development and Tourism, Culture and Heritage, Heritage Canada and the Atlantic Canadian Opportunities Agency to support the Black Loyalist Heritage Society (BLHS) implement its 5-year business plan. The goal of the plan is to establish the Birchtown site as a member of the Nova Scotia family of museums. The site tells the story of the Black Loyalists who arrived in Birchtown, Shelburne County, in 1783. The development of the Birchtown site will fill a gap in the interpretation of Nova Scotia's history, in relation to the heritage of settlers, specifically the Black Loyalists. There is no other site in Nova Scotia that tells the story of these early settlers to the Province.

- Mathieu DaCosta African Heritage Trail

After three years, the Valley African Nova Scotian Development Association (VANSDA) is expecting to launch the Mathieu DaCosta African Heritage Trail. The Trail consists of a series of eight interpretive panels, from Annapolis Royal to Windsor Plains, telling the (often) untold stories of significant African Nova Scotians.

In 2006, ANSA organized a roundtable session for VANSDA and invited members of industry and various government departments and agencies. The gathering provided an opportunity to create dialogue for future collaborations.

Crime Prevention Strategy

In December 2007, the Department of Justice launched its Crime Prevention Strategy (www.gov.ns.ca/just). The strategy was based upon recommendations made by the Task Force on Safer Streets and Communities, which included representation from the African Nova Scotian community.

ANSA is working with and supporting communities and the Department of Justice to develop partnerships and crime prevention strategies tailored to the unique needs of African Nova Scotians. Initiatives are focused on helping African Nova Scotian children learn about and identify with their rich heritage, gain an understanding of the impact that a history of racism and oppression has had on their communities, creating opportunities to build self-esteem.

The crime prevention strategy forms a part of the province's new social prosperity framework, *Weaving the Threads: A Lasting Social Fabric* (www.gov.ns.ca/coms/departement/documents/Weaving_the_Threads.pdf) based on the principles of collaboration, co-ordination and shared responsibility.

The Public Service Commission Fair Hiring and Affirmative Action Policy Initiatives – Interview Panels

The Public Service Commission (PSC) in its commitment to achieve fair and equitable hiring practices has established a pool of diverse public servants to assist hiring managers with interview panels. A number of ANSA staff members have volunteered their time to participate on these panels.

The Sydney Tar Ponds Agency

ANSA continues to work with the Cape Breton African Nova Scotian Employment Centre (ANSEC), formerly known as the Cape Breton Black Employment Partnership Committee. The Committee is striving to promote and facilitate the training and employment of African Nova Scotians on the Sydney Tar Ponds Remediation Project.

Following a presentation made by the ANSEC to the Joint Review Panel for the Remediation Project, this fiscal year ANSA assisted in ensuring the management for the project are aware of the province's Affirmative Action (now Employment Equity) policy. The policy provides a template for the project to develop equity policies and outreach programs for the engagement of African Nova Scotians in the project.

Cape-Breton – African Nova Scotian Service Providers

The Cape Breton African Nova Scotian Service Providers is a network of community and government (provincial and federal) service providers. ANSA facilitated the group coming together in order that members share information on programs and services. The network is working toward strategizing on joint initiatives.

Increased parent/community involvement in the educational process

- Positive Parenting Workshops

ANSA continues to partner with the Department of Education's African Canadian Services Division and the Regional Educators to develop and deliver these sessions. These workshops are designed to support parents in understanding child development, strengthen and/or engage community education committees, and increase parents' involvement in schools and in the education of their children. Workshops were held in African Nova Scotian communities across the province during 2007-2008.

- Imoteph's Legacy After-School Program (ILASP)

ANSA, the Department of Education's African Canadian Services Division (ACSD) and the Black Student Advising Centre of Dalhousie University in partnership with a professor in the Physics Department of Dalhousie, sponsor ILASP. African Nova Scotian students in grades 7, 8, and 9 involved with ILASP receive individualized attention from a staff comprised of university students of African descent. The program's focus is on educational enrichment and homework help. Educational field trips and activities are organized to expose students to a broad range of subjects and disciplines beyond their usual experience. ILASP is successful in gaining/sustaining parental support.

In 2007-2008, work began to expand ILASP programming to Cape Breton. This site will join sites at Truro Junior High, St. Patrick's Alexandra School and Caledonia Junior High.

- ILASP Virtual High School Project

Due to the success of ILASP work began this fiscal year among the partners to create an on-line (virtual) math and science resource for high school students based on the ILASP model.

Women Unlimited - Steering Committee

ANSA is a member of the Women Unlimited program steering committee. This innovative program was designed to support diverse women from the Halifax Regional Municipality prepare for, obtain and maintain employment in the fields of trades or technology. The program, located at the NSCC, IT Campus, is supported by Service Canada and sponsored by the WEE (Women's Economic Equality) Society. The Steering Committee collaborates to discuss and address the systemic barriers women face and support their successful transition into skills programs and non-traditional workplaces.

Department of Environment - Maple LNG

Collaboration and consultation continues with the Department of Environment, the African Nova Scotian communities located within the County of Guysborough, ANSA and Maple LNG (operating in the Municipality of the District of Guysborough). The goal is to facilitate African Nova Scotian participation in an archaeology and heritage resources monitoring contingency plan, prior to construction. The plan includes a requirement to establish a memorial at the Red Head Cemetery - a former burial site for African Nova Scotians.

Priority: *Act as a resource to government and the community.*

Through presentations and work with other government entities on a range of initiatives, ANSA coordinates and provide input to other government departments and agencies on matters pertaining to African Nova Scotians.

This year saw an increase in the number of inquiries received by the office for information, advice and referrals from both government and African Nova Scotians and their communities.

Client Relations Management (CRM) Software System

A considerable amount of effort was invested this fiscal year in the development of a Client Relations Management (CRM) System. CRM not only provides a means to organize contact information and services provided by African Nova Scotian individuals and community organizations, the system is robust enough to assist ANSA in the development of a community contact strategy framework, in accordance with the *Freedom of Information and Protection of Privacy Act*.

Work began with the assistance of Service Nova Scotia Municipal Relations (SNSMR) IT support team. Additional funding was acquired to develop the requirements. Work was done in conjunction with the province's Information Management Forum to ensure the platform was consistent with current software. The CRM component of SAP was decided upon and work has begun to incorporate ANSA's current database of community contact information.

The African Diaspora Association of the Maritimes

Building on support in other fiscal years, ANSA worked with the African Diaspora Association of the Maritimes (ADAM) this year to assist the group in stabilizing their organization. The group has secured staff and a location. Programming by the group includes youth leadership.

The group approached ANSA to coordinate a meeting with the Metropolitan Immigration Settlement Association (MISA) to share information on their services. In addition, ADAM was encouraged to convene a roundtable of other provincial government departments and agencies to describe the programs and services they offer.

Community Information Sessions & requests for input from African Nova Scotians

In May and September, the ANSA held community information sessions in African Nova Scotian communities across the province. These sessions are designed to inform the community about the Office, its current programs, activities and future plans.

This round of sessions offered an opportunity to highlight key government partners. Representatives from a variety of government departments (provincial and federal) and organizations joined ANSA staff. The subjects presented included health and well being, safer communities and seniors programming. These were areas identified by community members as ones they wished more information.

One notable milestone is the number of government departments that have contacted ANSA to request an audience with African Nova Scotian communities on issues, over the past fiscal year.

Strategic Goal 2:

To work collaboratively with the African Nova Scotian Community to foster development and capacity building.

Priority Organize Primary Reference Groups (PRGs).

A key step to encourage African Nova Scotians to become involved in the province's agencies, boards and commission is the establishment of primary reference groups, now known as African Nova Scotian Community Action Partnerships (ANSCAPs).

After a call for members and an application process, members were selected and the first meetings of two ANSCAPs – Youth Leadership and Community Engagement – were held in November. The groups include students, community activists, educators, health and law professionals from most regions of the province.

The volunteer members bring insight and expertise on a variety of issues related to African Nova Scotians and their communities. Their work contributes to the discussion and analysis of a variety of issues and future projects from a grassroots, capacity building perspective. The goal is to bring solutions and recommendations to government.

A list of members and a group photograph are available on our website www.gov.ns.ca/ansa/anscaps.asp.

Additional ANSCAPs will be created in the years ahead.

Priority Encourage African Nova Scotians to apply to participate on government Agencies, Boards and Commissions (ABCs) and other ministerial taskforces.

With the establishment of the Community Engagement ANSCAP, it was determined to strategize with this group to encourage greater participation by African Nova Scotians on ABCs and other government taskforces.

Priority Collaborate with African Nova Scotian Community groups to implement community development projects and increase the number of major initiatives undertaken in partnership with key African Nova Scotian stakeholder groups

This fiscal year, ANSA was able to provide support to 58 African Nova Scotian community groups, community-based programs and activities. Major initiatives were undertaken in partnership with or assistance was provided to the following key African Nova Scotian stakeholder groups:

- African Diaspora Association of the Maritimes
- African Heritage Month Association
- African Heritage Month Information Network
- African Nova Scotian Employment Partnership Committees
- African Nova Scotian Music Association
- Africville Genealogy Society
- Black Cultural Society of Nova Scotia
- Black Educators Association
- Black Loyalist Heritage Society
- Black Students Association of Dalhousie University
- Cape Breton Black Employment Partnership Committee
- Council on African Canadian Education
- Cumberland African Nova Scotian Association
- Dalhousie Black Student Advisory Centre
- Health Association of African Canadians
- Melenik Hall Association
- New Glasgow, Ward One Social & Recreation Committee
- United African Baptist Association
- United African Canadian Women Association
- Universal Negro Improvement Association
- Valley African Nova Scotian Association
- Windsor Plains Community Association

Priority Increase the level of communication with African Nova Scotians.

A critical aspect of ANSA's work is a communications strategy focused on increasing communication with and the understanding of issues related to African Nova Scotians.

The activities undertaken to increase communications with the African Nova Scotian community during the fiscal year 2007-2008 were also successful in enhancing the awareness and understanding of African Nova Scotian experiences to government. Highlights of these initiatives are listed below:

African Heritage Month 2008

African Heritage Month, February, is an opportunity to reflect and celebrate the valuable contributions made by African Nova Scotians to the rich social and cultural fabric of the province. It is also a chance to look toward a strong future with participation by African Nova Scotians in all facets of the economic, social, legal, educational and political life of the province.

This fiscal year, ANSA mobilized the African Heritage Month Information Network was established to help form partnerships and exchange information to enhance celebrations and build a province-wide calendar of events. Events ranged from gala dinners, held in Sydney and Halifax, to smaller activities like film screenings and book readings.

The theme of African Heritage Month (AHM) 2008 was Imani, which means Faith in Swahili and the historical figure highlighted was Marcus Garvey, who promoted the ideals of pride, freedom, self-reliance and education. A sketch, developed by an African Nova Scotian artist, was featured on the AHM Poster.

In 1917, Garvey founded the Universal Negro Improvement Association (UNIA) to unify peoples of African descent. He established more than 1,100 branches, in more than 40 countries, including three halls in Cape Breton. Marcus Garvey visited the Glace Bay U.N.I.A in 1928 and today that hall is the only one left in Canada.

Website

The ANSA website was launched in 2005 and continues to serve as a key source of information for and about the African Nova Scotian community, as well as ANSA's programs, achievements and future goals. During the fiscal year 2007-2008 the site has generated more than 350 inquires via our ANSA_newletter@gov.ns.ca email address.

Information Update (Newsletter)

During the 2007-2008 fiscal year, ANSA distributed three information updates (newsletters). The newsletter is an essential vehicle for ANSA to share with community and government current activities, initiatives and highlight upcoming events.

Newspaper releases and features/newsletter articles

This fiscal year, ANSA issued 10 news releases, promoting a variety of its activities. A section of the ANSA website is dedicated to providing a comprehensive listing, www.gov.ns.ca/ansa/news.

Strategic Goal 3:

To enhance awareness and understanding of African Nova Scotian experiences to government.

Priority: Deliver presentations to government entities on the Office of African Nova Scotian Affairs.

This fiscal year has been an active one for ANSA in terms of presentations to other government entities. More than 15 presentations were delivered. Included in the list of audiences were a number of departmental diversity committees. For example, Health Protection and Promotion's newly created diversity committee held an African Nova Scotian Affairs informational lunch and learn for its members and the room was filled to capacity – actually there was a need to turn staff away.

Priority Implement a communications strategy that continues to link the Office of African Nova Scotian Affairs to the government.

The communications strategy developed for the fiscal year 2007-2008 featured a number of activities which were success in engaging other government departments and agencies in recognizing the unique needs and issues of African Nova Scotians. Major strategic initiatives included:

- Support to the newly opened Cape Breton Office
- The initial meetings of the African Nova Scotian Community Action Partnerships (ANSCAPs)
- Community Information Sessions delivered in partnerships with other government entities
- African Heritage Month 2008
- Support to various events commemorating the 200-year anniversary of the abolition of slavery in the British Empire.

Priority Act as a referral/repository of information related to African Nova Sotians, enabling a more corporate approach to government's relationship with the African Nova Scotian community.

Throughout the year, ANSA staff acted as a resource to other government entities for information about the African Nova Scotian community. Particularly important was ANSA's ability to provide African Nova Scotians, involved with or knowledgeable of the specific issue, with the opportunity to participate in consultations or conversations when departments were developing and/or reviewing policies and programs.

Budget Context
Fiscal Year 2007-08 Accountability Report

Office of African Nova Scotian Affairs			
	2007-08 Estimate	2007-08 Actual	Variance
Program & Service Area	(\$thousands)	(\$thousands)	(\$thousands)
Total Net Program Expenses	868	868	-
Provincially Funded Staff (FTEs)	8.0	6.6	1.4

Measuring Our Performance

Specific outcome measures have been developed to assess ANSA's progress in meeting its strategic goals. The following section of this report provides an overview of ANSA's outcome measures for the fiscal year 2007-2008. These measures relate specifically to ANSA's three strategic goals and serve as qualitative measures of ANSA's progress towards achieving our goals. Work continues to be dedicated to the collection of data and the further development of our targets.

Key Performance Areas:

Strategic Goal 1:

To facilitate and support an integrated approach within government on matters related to African Nova Scotian issues and provide corporate policy, strategic advice and support to departments in order to build a sustainable framework for African Nova Scotian government relations.

Expected outcome

Improve government's:

- (1) understanding of African Nova Scotian issues and concerns;
- (2) level of collaboration with the African Nova Scotian community;
- (3) delivery of services to African Nova Scotians; and
- (4) deliver of an appropriate and timely response to matters affecting African Nova Scotians

Measure 1 - inquiries

What does this measure tell us?

The number of inquiries received each fiscal year indicates the awareness of the Office of African Nova Scotian Affairs by both the African Nova Scotian community and government.

Where are we now?

This year we saw an increase in the volume of inquires made to the office via phone, website, walk-ins and letters. Collectively, more than 450 inquires were received by the ANSA offices in both Halifax and Cape Breton.

Where do we want to go/be in the future?

Over the next ANSA will be dedicating considerable effort into improving the systems in place to capture and analyze this data.

Measure 2 – presentations to government

What does this measure tell us?

The opportunity to meet with and discuss African Nova Scotian experiences and issues with government departments is an important component of developing innovative solutions that will lead to self reliance and sustainable development for African Nova Scotians and their communities.

Where are we now?

During the fiscal year 2007-2008 ANSA delivered presentations to more than 15 provincial government entities.

ANSA also continued to build and maintain relationships with federal government departments and agencies (Canadian Heritage, the Atlantic Canada Opportunities Agency (ACOA), Service Canada/HRSDC, Health Canada and National Crime Prevention Centre). Discussion with these entities allows for an exchange of visions, missions, and opportunities for collaborations related to the African Nova Scotian communities of the province.

Where do we want to go/be in the future?

ANSA remains on target to increase the level of awareness and understanding of issues related to African Nova Scotian within government. It will also be important that ANSA build on each opportunity.

Measure 3 – meetings, interdepartmental committees, subcommittees and action teams

What does this measure tell us?

ANSA is committed to enhancing provincial departmental understanding of African Nova Scotian issues and bringing forward African Nova Scotian perspectives. Participation with interdepartmental initiatives is a critical way to build relationships.

Where are we now?

This year there was a tremendous increase in the number of interdepartmental committees and initiatives with which ANSA participated. The range of subject areas was broad and included both departmental and corporate initiatives.

Where do we want to go/be in the future?

ANSA will continue to participate in interdepartmental and corporate initiatives to ensure the interests of African Nova Scotians are understood and acknowledged. ANSA will seize these opportunities to foster working relationships and partnerships with other government departments.

Measure 4 – African Nova Scotian groups collaborating with ANSA and government entities

What does this measure tell us?

As the number of African Nova Scotian groups collaborating with government increases, so does the level of trust for future partnerships. In addition, this measure takes into consideration building the capacity of each organization.

Where are we now?

During the 2007-2008 fiscal year the number of key African Nova Scotian stakeholder groups increased to 22 from 17 in the previous year.

Where do we want to go/be in the future?

Next fiscal year ANSA will be utilizing its new Client Relations Management software (CRM) to create a partnership registry of African Nova Scotian organizations. This work will be undertaken with input from the Community Engagement ANSCAP.

Strategic Goal 2:

To work collaboratively with the African Nova Scotian Community to foster development and capacity building.

Expected outcome

Increase:

- (1) the understanding of government by the African Nova Scotian community;
- (2) the number of partnerships between government and the African Nova Scotian community; and
- (3) the opportunities for input by the African Nova Scotian community.

Measure 1 – African Nova Scotians involved with ABCs & Taskforces

What does this measure tell us?

It is essential for African Nova Scotians to participate as active members of the province's ABCs given the various roles, diverse functions, and broad scope of influence ABCs play in the decisions of government and society.

Where are we now?

With the launch of the Community Engagement ANSCAP, it was determined that this group of African Nova Scotian community members is best positioned to strategize on this issue.

Where do we want to go/be in the future?

It is anticipated that the Community Engagement ANSCAP will be providing ANSA with a number of recommendations and options to consider.

Measure 2 – Community presentations

What does this measure tell us?

A key activity for ANSA is to deliver community information sessions to a number of African Nova Scotians each year. Each session affords ANSA the opportunity to share information on the work of ANSA and government. It also provides the community the venue to raise issues of concern or items for consideration.

Where are we now?

This fiscal year ANSA delivered 25 community information sessions to African Nova Scotian communities across the province. Of note, was the opportunity for ANSA to co-present with representatives from other government entities.

Where do we want to go/be in the future?

In the years ahead, ANSA will establish a regular (rotating) schedule of information sessions which will allow presentations to be held in all African Nova Scotian communities across the province.

Measure 3 – Activities and groups supported

What does this measure tell us?

Building the capacity of African Nova Scotians communities and working collaboratively with key African Nova Scotian stakeholder groups is a critical component of ANSA's mission to assist, support, and enhance the provincial government's delivery of services to African Nova Scotians and be a partner in developing innovative solutions that lead to self reliance and sustainable development.

Where are we now?

Throughout the fiscal year 2007-2008, ANSA increased the number of African Nova Scotian community groups, community-based programs and activities supported by 5% - 58 community activities were supported.

Where do we want to go/be in the future?

Building on these partnerships, ANSA is positioned to increase the number of sustainable community development projects and initiatives undertaken by African Nova Scotian communities.

Measure 4 - inquiries

What does this measure tell us?

The number of inquiries received each fiscal year indicates the awareness of the Office of African Nova Scotian Affairs by both the African Nova Scotian community and government.

Where are we now?

This year we saw an increase in the volume of inquires made to the office via phone, website, walk-ins and letters. Collectively, more than 450 inquires were received by the ANSA offices in both Halifax and Cape Breton.

Where do we want to go/be in the future?

Over the next ANSA will be dedicating considerable effort into improving the systems in place to capture and analyze this data.

Measure 5 - African Nova Scotian Community Action Partnerships (ANSCAPs previously known as primary reference groups)

What does this measure tell us?

The goal of ANSCAPs is to develop long term plans to address a number of issues related to African Nova Scotians and encourage civic participation.

Where are we now?

This year ANSA was successful in launching two ANSCAPs in the areas of community engagement and youth leadership.

Where do we want to go/be in the future?

In the year ahead, ANSA plans to launch two additional ANSCAPs in the areas of health and heritage & culture.

Strategic Goal 3:

To enhance awareness and understanding of African Nova Scotian experiences to government.

Expected outcome

Provide:

- (1) opportunities for African Nova Scotian groups to articulate their concerns to government; and
- (2) government entities with relevant information related to African Nova Scotians.

Measure 1 – Communications plans developed and implemented for significant ANSA initiatives.

What does this measure tell us?

The objectives of ANSA communications plans is to keep ANSA and the role of the African Nova Scotian community as a founding culture of this province on the minds of African Nova Scotians, government and the general public.

Where are we now?

This year ANSA increased the number of communication plans produced to 6 (from 4 in the base year 2005-2006).

Where do we want to go/be in the future?

By 2010-2011, ANSA plans to increase the number of communication plans, which are developed and implemented for significant ANSA initiatives, to 10.

Measure 2 – African Nova Scotian Community Action Partnerships (ANSCAPs previously known as primary reference groups)

What does this measure tell us?

The goal of ANSCAPs is to develop long term plans to address a number of issues related to African Nova Scotians and encourage civic participation.

Where are we now?

This year ANSA was successful in launching two ANSCAPs in the areas of community engagement and youth leadership.

Where do we want to go/be in the future?

In the year ahead, ANSA plans to launch two additional ANSCAPs in the areas of health and heritage & culture.