

Office of African Nova Scotian Affairs

Annual Accountability Report

Reporting for the Fiscal Year 2008-2009

Issued by: Office of African Nova Scotian Affairs

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Accountability Statement

The accountability report of the Office of African Nova Scotian Affairs for the year ended March 31, 2009 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 2008-2009. 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 Percy A. Paris
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 2008-2009 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 fiscal year 2008-2009 offered ANSA an opportunity to advance the 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.

Our success to date is grounded 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. We believe that keeping communities strong is best achieved through collaborative strategies and action, which requires properly developed and maintained relationships.

During this fiscal year, we undertook a number of initiatives with the African Nova Scotian community and government. Understanding the importance of relationships, significant attention was given to our first strategic goal, specifically building a sustainable framework for African Nova Scotian government relations.

Key activities included: continued work by our first two African Nova Scotian Community Action Partnerships (ANSCAPs) – related to Youth Leadership and Community Engagement; another successful round of community information sessions delivered with six government partners; work with the African Heritage Month Information Network to host African Heritage Month events across the province in February 2009; and the signing of a partnership agreement with Michelin North America (Canada) Inc., the African Nova Scotian community and the provincial government.

Our regular information updates (newsletter) help to keep community and government informed about the work of the Office, its programs, achievements and future activities and goals. I also encourage you to visit our website (www.gov.ns.ca/ansa) to obtain a full understanding of ANSA's strategic goals and annual business plan.

The activities and initiatives detailed in this 2008-2009 Accountability Report are the result of significant dedication on the part of the African Nova Scotian community and numerous government partners, as well as the ANSA team. I hope you will take the time to read through this report.

A handwritten signature in black ink, appearing to read 'Percy A. Paris', with a stylized flourish at the end.

Honourable Percy A. Paris
Minister of African Nova Scotian Affairs

Introduction

The 2008-2009 fiscal year marks the fourth accountability report submitted by the Office of African Nova Scotian Affairs (ANSA). Within the context of fiscal responsibility, ANSA aligned its efforts with its three strategic goals and the commitments of the Government of Nova Scotia.

Given its legislative mandate in September 2004, the creation and work of ANSA remains a demonstration of 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 needs of African Nova Scotians. This fiscal year, ANSA continued 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 the well-being of African Nova Scotians.

This accountability report is based upon ANSA's strategic goals, priorities and performance measures described in our 2008-2009 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 2008-2009 Business Plan, which may be found at www.gov.ns.ca/ansa.

Progress and Accomplishments

The Strategic Goals of the Office of African Nova Scotian Affairs (ANSA) continue to support and advance the commitments of the Government of Nova Scotia. This Accountability Report provides an overview of the strategic actions and activities taken to advance our strategic goals and priorities, during the 2008-2009 fiscal year.

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.*

Strategic Actions:

- Attend interdepartmental committee meetings and bring forward issues related to the unique experience of African Nova Scotians
- Provide opportunity for dialogue between community organizations and government departments
- Maintain and expand linkages between the African Nova Scotian community and government
- Continue working with the Diversity Roundtable and the Public Service Commission (PSC) as they move forward with implementation of the new Employment Equity Policy

Activities to advance this strategic goal focus upon building a sustainable framework for African Nova Scotian government relations and creating opportunities for dialogue and expanding linkages between the African Nova Scotian community, government departments and their initiatives. Developing and cultivating solid working relationships with government departments and agencies is a key activity for ANSA. Efforts in this area draw upon expertise and connections made locally, nationally and internationally.

During this fiscal year, ANSA staff once again participated on more than 40 interdepartmental committees, worked with numerous departments and collaborated on a wide variety of initiatives.

The Labour Market Agreement (LMA)

In the summer of 2008, ANSA joined the interdepartmental team tasked with determining Labour Market Agreement (LMA) investments, considering the long-standing recommendations from community-based agencies, clients and other stakeholders about shortcomings in existing workforce development programming.

The LMA, negotiated between the federal government and the Province, provides funds to assist low-skilled workers and others who would not be eligible for Employment Insurance (EI) benefits. In other words, LMA-funded programs and services are open to people who have limited options to access or advance in today's labour market. Within this agreement, African Nova Scotians, along with Aboriginal people, persons with disabilities, immigrants, Acadian and Francophone Nova Scotians, workers over 55 years of age, women, social assistance recipients, people who were formerly self-employed, and people who are currently employed but who have less than a Grade 12 education have greater access and options to enter the workforce.

Michelin North America (Canada) Inc.

In November 2008, a partnership agreement was signed by Michelin North America (Canada) Inc., the African Nova Scotian Employment Partnership Committee's Collaborative Partnership Network, Office of African Nova Scotian Affairs, African Canadian Services division of the Department of Education, Public Services Commission's strategic support services, and the Black Business Initiative.

This is the first time this type of partnership has been undertaken with the African Nova Scotian community. Michelin, an international company committed to expanding the diversity of its workforce, has agreed to work with the African Nova Scotian community to develop skills and career opportunities in the industry.

Within the context of the agreement, all parties will continue to meet to address short and long term action plans. This will include aligning values and setting measurable goals, sharing details of the company's hiring process with African Nova Scotian career centres across the province, making job postings more accessible, and reviewing procurement opportunities to determine if there are potential suppliers from the community.

Cape Breton – African Nova Scotian Service Providers

The Cape Breton African Nova Scotian Service Providers, a network of community and government (provincial and federal) service providers, continued to meet and share information on programs and services. This fiscal year, the network began collaborating to provide information sessions for community members and working toward joint initiatives and strategies.

Provincial Heritage Strategy

ANSA continues to link its 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. Beginning in the fall of 2005, ANSA 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*.

This fiscal year, ANSA participated in the Heritage Forum with representatives of other government departments to review the activities and progress of the Strategy's first year. The event also provided the opportunity to contribute to the plan forward.

Activities in-line with the Strategy include:

- Africville Genealogy Society 5-Year Business Plan

ANSA continues to participate as a member of an intergovernmental steering committee established in 2004 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.

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.

Africville was a small African Nova Scotian community located on the shores of the Bedford Basin in Halifax. In the 1960s, the City of Halifax expropriated the land. The community and the Church were destroyed and families evicted. The area is now known as Seaview Park, named after the Seaview African United Baptist Church.

July 2008 marked the 25th anniversary of the community's annual homecoming reunion. The Society had the pleasure of hosting African Royalty during the homecoming celebrations – Barima Kwame Nkyi XII, an Omanhen or paramount chief (the highest level traditional chief) from Ghana's Assin Apinamin region.

- Implementation of the Black Loyalist Heritage Society Business Plan

ANSA continues work 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 development of the Birchtown site will fill a gap in the interpretation of Nova Scotia's history, in relation to the heritage of settlers. There is no other site in Nova Scotia that tells the story of these early African Nova Scotian settlers to the Province.

This fiscal year marked the 225th anniversary of Black Loyalists settling in the province, predominately in Birchtown, Shelburne County. For close to two decades, the BLHS has preserved the history of these early settlers. The Society hosted several events in August 2008 to commemorate the Black Loyalist arrival and contributions to the province. Haley Cox, a Shelburne resident (descendent of these early settlers)

and recent crewmate of the Freedom Schooner Amistad, joined the celebrations to share stories of traveling with the schooner on its transatlantic voyage and its historic stop in Sierra Leone.

- Fortress Louisbourg – Recognition of the contributions of African Nova Scotians

In May 2008, Marie Marguerite Rose, a freed slave was named as a person of National Historic Significance by the Historic Sites and Monuments Board of Canada. Staff of the Cape Breton regional office also began work with the Parks Canada Historian at Louisbourg to interpret the lives of African Nova Scotians enslaved at the Fortress. In addition, three African Nova Scotian youth were hired as interpreters in the summer of 2008 to work at the site for the tourist season.

- African Diaspora Heritage Trail Conference

In July 2008, ANSA attended the 4th International African Diaspora Heritage Trail Conference, “*Identifying, Igniting and Connecting the Trails*”, hosted by the Premier and Government of Bermuda. The gathering included talented and experienced delegates from throughout the African Diaspora who are committed to the authentic research, documentation, promotion and development of African Diaspora Heritage sites/venues, museums, monuments and cultural expressions.

ANSA was able to bring to this International meeting the unique experience of African Nova Scotians and receive unparalleled technical assistance for the development of an African Nova Scotian heritage tourism programme; a programme which will allow links between Nova Scotia and the African Diaspora.

Celebrating Communities Conference and Awards

In September 2008, ANSA joined the 2009 Celebrating Communities Conference and Awards planning committee. The 2009 Conference will take place in Truro, integrating the wealth of Nova Scotia’s diverse communities.

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. The Conference and Awards are initiatives created as a result 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 put in place to support and advance the policy.

Special Policy Agency Performance Measures Working Group

In January 2009, ANSA staff worked with the Department of Seniors and the Advisory Council on the Status of Women to lead and host a discussion with the Province's Special Policy Agencies, exploring options for measuring our efforts as contributions to long term social change. The result was the establishment of a working group which will continue to meet and recommend performance measures that appropriately reflect our work.

Acadian Affairs

In October 2008, staff of the Office of Acadian Affairs and ANSA accompanied representatives of the African Nova Scotian Music Association to attend the World Cultural and Economic Forum in Louisiana. The attendees were able to promote African Nova Scotian culture and musicians, as well as discuss future collaborations and exchanges.

The goal of this annual Forum is to explore the intersection of culture and commerce. The event provides the opportunity to share best practices, explore new partnerships and expand markets. Conference attendees include top internationally and nationally-known cultural stakeholders.

The Public Service Commission

During the fall 2008 Community Information Sessions, the Cape Breton Office of ANSA hosted the Public Service Commission (PSC)'s Diversity Initiatives Section to deliver information on the Province's Diversity Talent Pool. The session was arranged in response to community feedback and the result of ANSA's continued work on the PSC Diversity (interdepartmental) Roundtable.

Department of Environment – 4Gas (formerly Maple LNG)

During the 2008-2009 fiscal year ANSA continued to work toward collaboration and consultation between the 4Gas Company, Department of Environment and African Nova Scotian communities located within the County of Guysborough. The goal is to facilitate African Nova Scotian participation in an archaeology and heritage resources monitoring contingency plan, prior to construction of the LNG site. The plan includes a requirement to establish a memorial at the Red Head Cemetery - a former burial site of African Nova Scotians.

The Sydney Tar Ponds Agency

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

This fiscal year ANSA provided resource materials and documentation to assist both the management for the project and ANSEC to move toward incorporating the principles of the

province's 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.

Federal Crime Prevention Proposal

ANSA is working with and supporting communities and the province 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 and create opportunities to build self-esteem.

In 2008, ANSA submitted a formal proposal to the Federal Crime Prevention Strategy (*currently under review*). The goal of the 3-year initiative is to pilot the Legal Enrichment and Decision-making program (Project L.E.A.D.) implemented in the state of California, in an African Nova Scotian context.

Project L.E.A.D. is a cognitive, behavioural and developmentally appropriate model that targets the belief system and education of at-risk youth. At the community level, the project has the ability to effectively complement and integrate with existing school curricula. Furthermore, the project contributes to developing positive aspirations in youth to find alternatives to criminal activities and knowledge of the choices that will help them achieve those aspirations.

Increased parent/community involvement in the educational process

- ArtSmarts

ArtSmarts grants couple one of the four arts education streams with a traditional subject. This fiscal year, the Art Gallery of Nova Scotia, supported by ANSA, funded the ArtSmarts project at Bridgewater Junior/Senior High School. This was the first year the school offered the African Canadian Studies class.

The Grade 11 class worked with local Bridgewater African Nova Scotian artist, Rebecca Fisk. The class created paper replica freedom quilts. Quilts were made and exchanged by slaves in the late 19th century and often contained hidden instructions on how to escape to freedom. An exhibit was held in the school's library to showcase the student's work during provincial Education Week.

- Resiliency Workshops

ANSA continues work 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 2008-2009.

- Imhotep's Legacy Academy

The Imhotep's Legacy Academy was established to create a pipeline of academic enrichment and mentoring programs and services supporting African Canadian youth from the elementary to post-secondary level. This initiative is the result of a working collaboration between 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.

The Academy includes an after-school program (ILASP) for African Nova Scotian students in grades 7, 8, and 9 who 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 also 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 2008-2009, an ILASP was launched in CB which joined sites at Truro Junior High and St. Patrick's Alexandra School and Caledonia Junior High in Halifax.

Due to the success of the 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.

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

Strategic Actions:

- Continue to respond to inquires
- Improve the evaluation of data captured, including the development of a satisfaction survey
- Continue to provide advice and information
- Coordinate input to government from the African Nova Scotian community
- Continue to make presentations to government departments

Through presentations (17 this fiscal year) and work with other government entities on a range of initiatives, ANSA coordinates and provides input to other government departments and agencies on matters pertaining to African Nova Scotians.

This fiscal year ANSA had an increase of more than 30% in the number of inquires received by the office for information, advice and referrals from government and African Nova Scotians and their communities. The number of inquiries includes requests from outside of the province.

Central Registry

Beginning in 2006, work began with the Nova Scotia Public Archives to establish a Central Registry system dedicated for the Office of African Nova Scotian Affairs. In the spring of 2009, the Government Records Committee, made its recommendation to the Minister of Tourism Culture and Heritage who approved the request. This is a significant step in documentation and preservation of the history of African Nova Scotians and ANSA.

Client Relations Management (CRM) Software System

A considerable amount of effort was once again invested this fiscal year to implement 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 and better respond to requests for information about African Nova Scotian communities. The system was established in accordance with the *Freedom of Information and Protection of Privacy Act*.

The African Diaspora Association of the Maritimes

Building on the support in previous fiscal years, ANSA worked with the African Diaspora Association of the Maritimes (ADAM) to assist in stabilizing the organization. The group was successful in securing staff and a permanent office location. Programming provided by ADAM includes youth leadership.

In this fiscal year, the group approached ANSA to coordinate a meeting with the Metropolitan Immigration Settlement Association (MISA) to share information on their

services. ADAM was encouraged to convene a roundtable of other provincial government departments and agencies to share the programs and services they offer.

Community Information Sessions & requests for input from African Nova Scotians

In October 2008, the ANSA held its annual 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, as well as provide opportunities for representatives from other departments and organizations to share information on their programs.

During this round of sessions, ANSA staff was joined by the provincial Public Service Commission, the Department of Labour and Workforce Development (strength through skills and learning), the Guysborough Antigonish Strait Regional Health Authority, the Department of Community Services (employment development program), Service Nova Scotia and Municipal Relations, and the Halifax Regional Municipality (community grants program).

Again this year, there was an increase in the number of government departments and organizations requesting an audience with African Nova Scotians in order that they may present to the community the programs and services they have available.

Department of Community Services – 3rd Party Service Level Agreements

This fiscal year ANSA had the opportunity to work with Family and Youth Services staff during a review of their 3rd Party Service Level Agreements with service providers. The outcome was the incorporation of a diversity component within the agreements and support for the associated training.

Strategic Goal 2:

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

Priority: ***Organize African Nova Scotian Action Partnerships.***

Strategic Actions:

- Continue to work with the Youth Leadership and Community Engagement ANSCAPs
- Create a Health ANSCAP
- Create a Culture and Heritage ANSCAP

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 the Youth Leadership and Community Engagement ANSCAPs were held in November 2007.

During this fiscal year, the volunteer ANSCAP members shared their insight and expertise on a variety of issues related to African Nova Scotians and their communities, with the goal to bring solutions and recommendations to government.

Members of the Youth Leadership ANSCAP began to draft a workshop module that will blend career exploration with youth leadership development and a proposal to extend several activities delivered by the Community Justice Society of Halifax/Dartmouth to other areas of the province. The Community Engagement ANSCAP began development of position papers related to the creation of a comprehensive African Nova Scotian community database, options for the revitalization of community hall and strategies to encourage more African Nova Scotians to participate on provincial Agencies, Boards and Commissions.

In the spring of 2009, ANSA staff began work with the Health Association of African Canadians to create a Health ANSCAP and a number of African Nova Scotian community organizations engaged in cultural heritage activities to explore the options for a Culture and Heritage ANSCAP.

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

Strategic Actions:

- Coordinate orientation/overview sessions on the ABC and Taskforce application process to community
- Provide opportunities for African Nova Scotians already serving on ABCs and Taskforces to give community presentations about their work
- Build strategic relationship with the Public Service Commission

This fiscal year, the Community Engagement ANSCAP took on the task of exploring options to address the need for greater participation by African Nova Scotians on ABCs and other government taskforces. A discussion paper is being developed with a number of strategies to achieve this outcome, including a survey to determine the level of interest and number of community members already serving as well as a framework for an interactive workshop to encourage and assist community members through the application process.

The work of the Community Engagement ANSCAP provides more insight and options for ANSA to bring forward during the ongoing discussions and work with the Public Service Commission.

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

Strategic Actions:

- Share our expertise with African Nova Scotian groups to improve their organizational capacity
- Complete a series of community presentations/workshops on specific organizational development issues
- Continue dialogue with community members
- Work with the Community Engagement ANSCAP to develop a partnership registry of African Nova Scotian organizations
- Undertake information sessions to community groups with departments regarding government programs, supports and services
- Provide contributions to community groups through the discretionary grant program

This fiscal year, ANSA was able to provide support to more than 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 Information Network
- African Nova Scotian Employment Centre (Cape Breton)
- African Nova Scotian Employment Partnership Committees
- African Nova Scotian Music Association
- Africville Genealogy Society
- Association of Black Social Workers
- Beechville Seniors Association
- Black Cultural Society of Nova Scotia
- Black Educators Association/Regional Educators
- Black History Month Association
- Black Loyalist Heritage Society
- Black Students Association of Dalhousie University
- Council on African Canadian Education
- Cumberland African Nova Scotian Association
- Dalhousie Black Student Advisory Centre
- Digby Parent Resource Centre
- Health Association of African Canadians
- Melenik Hall Association
- New Glasgow, Ward One Social & Recreation Committee
- United African Canadian Women Association
- Universal Negro Improvement Association
- Valley African Nova Scotian Association
- Windsor Heritage Advisory Association

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.***

Strategic Actions:

- Contact government departments to schedule presentations
- Develop reciprocal agreements with government entities to exchange information on mandates, services, programs, policies, etc.
- Community Information Sessions with government entities

This fiscal year has been an active one for ANSA in terms of partnership/building relationships with other government entities. More than 17 presentations were delivered to government departments and six government entities collaborated with ANSA to deliver community information sessions.

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

Strategic Actions:

- Continue to produce semi-annual updates (newsletter)
- Continue to monitor and update the ANSA website (www.gov.ns.ca/ansa) and increase the number of community contacts and events listed
- Continue to develop and issue intergovernmental messages and special notices regarding African Nova Scotians
- Continue to issue news releases and features promoting the activities of ANSA
- Maintain and expand a database of community groups
- Continue to distribute information to community about government programs/services

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 2008-2009 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 2009

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. It is an opportunity for people in the community to rediscover their roots and honour their culture and heritage – knowledge of one's history promotes pride in self and community, which leads to a healthier province and country.

This year marked the 25th anniversary of African Heritage Month in Nova Scotia. ANSA continued its work in collaboration with the African Heritage Month Information Network to organize celebrations and build a province-wide calendar of events. The outcome was a line-up of thought-provoking and informative events.

ANSA Website

The ANSA website was launched in 2005 and continues to serve as a valuable resource of information for and about the African Nova Scotian community. The site also provides information related to ANSA's programs, achievements and future goals. During the fiscal year 2008-2009 website inquires (via our ANSA_newletter@gov.ns.ca email address) represented 15% (86) of the total number of inquires to ANSA.

Information Update (Newsletter)

During the 2008-2009 fiscal year ANSA distributed two information updates (newsletters). The newsletter is an essential vehicle for ANSA to share with community and government current activities, initiatives and highlight upcoming events.

Plans began this year to revamp the look and content of the ANSA newsletter.

News releases and features/newsletter articles

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

Priority ***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.***

Strategic Actions:

- Continue to collect information and conduct community environmental scans on a regular basis
- Continue to provide assistance to government entities in matters relevant and related to African Nova Scotians

Throughout the year, ANSA staff acted as a resource to other government entities with 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. This is an area where ANSA will begin to monitor the number of request – the information/data will be captured within our Client Relations Management (CRM) software system.

The ongoing work of the ANSCAPs and the implementation of our CRM software system facilitate ANSA's ability to provide assistance and input to other government entities in matters related to African Nova Scotians.

Budget Context
Accountability Report – Fiscal 2008-2009

Office of African Nova Scotian Affairs				
	2007-2008 Estimate	2007-2008 Actual	2008-2009 Estimate	2008-2009 Actual
Program & Service Area	(\$thousands)	(\$thousands)	(\$thousands)	(\$thousands)
Total Program Expenses	868	893	1,059	1,003
Ordinary Recoveries	0	(25)	0	0
Provincial Funded Staff (FTEs)	8.0	8.0	10.0	8.2

No Significant Variances

Measuring Our Performance

Specific outcome measures have been developed to assess ANSA's progress in meeting its strategic goals. The following section of the report provides an overview of ANSA's outcome measures for the fiscal year 2008-2009. 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) delivery 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 another increase in the volume of inquiries made to the office via phone, website, walk-ins and letters. Collectively, 575 inquiries 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 year ANSA will continue to dedicate considerable effort into improving the systems in place to capture and analyze this data. This work will be augmented in 2009-2010 with the full implementation of the Client Relations Management (CRM) software and a Research & Statistical Officer joining the ANSA staff team.

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 2008-2009 ANSA delivered presentations to more than 17 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 is important that ANSA continue to build on each of these relationships and opportunities.

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

What does this measure tell us?

ANSA is committed to enhancing provincial department 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 fiscal year, members of the ANSA staff team participated on more than 40 interdepartmental committees surpassing the target of 17. The range of subject areas was broad and included both departmental and corporate initiatives. A snap shot of this work has been provided in the progress and accomplishments section of this report.

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

ANSA will continue to participate on interdepartmental and corporate initiatives to ensure the interests of African Nova Scotians are understood and acknowledged. In the coming year, ANSA will focus its efforts to ensure these opportunities are built upon to foster stronger working relationships and partnerships.

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. This measure also takes into consideration building the capacity of each organization.

Where are we now?

During the 2008-2009 fiscal year the number of key African Nova Scotian stakeholder groups increased to 24 from 22 in the previous year.

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

Next fiscal year ANSA will be utilizing its fully implemented Client Relations Management software (CRM) to establish the framework for a partnership registry of African Nova Scotian organizations. A registry is a next step and key to assessing and building the capacity of African Nova Scotian organizations. This work will be undertaken with input and recommendations from the Community Engagement ANSCAP which is exploring options for a comprehensive information database.

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 work of the Community Engagement ANSCAP it was determined that this group of African Nova Scotian community members is the best positioned to strategize on this issue. This fiscal year, the group spent a considerable amount of time researching and developing options for engaging and encouraging more African Nova Scotians to participate on government ABCs and Taskforces.

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

In 2009-2010, 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. Every session affords ANSA the opportunity to share information on the work of ANSA and government. It also provides the community a 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 (maintained the same number as 2007-2008). At the same time, the number of government departments delivering presentations during these sessions increased to six; this fiscal year, all community information sessions had a government partner present.

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

In the year 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 (our ultimate target).

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?

During the fiscal year 2008-2009, ANSA maintained the number of African Nova Scotian community groups, community-based programs and activities supported - 58 community activities were supported.

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

Building on this support, ANSA is positioned to increase the number of sustainable community development projects and initiatives undertaken by African Nova Scotian communities. In addition, the creation of a partnership registry will be key next step to assess and build the capacity of African Nova Scotian organizations. This work will be undertaken with input and recommendations from the Community Engagement ANSCAP.

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, 575 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 year ANSA will be dedicating considerable effort into improving the systems in place to capture and analyze this data. This work will be augmented in 2009-2010 with the full implementation of the Client Relations Management (CRM) software and a Research & Statistical Officer joining the ANSA staff team.

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 sustaining support to two ANSCAPs in the areas of community engagement and youth leadership. Both the Youth Leadership and Community Engagement ANSCAPs are finalizing position papers on a variety of topics and initiatives.

Although ANSCAPs in the areas of health and tourism, heritage & culture were not launched this fiscal year, preliminary work was undertaken to engage community organizations working in these areas.

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

In 2009-2010, ANSA plans to launch two additional ANSCAPs in the areas of health and tourism, 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 objective 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 maintained the number of communication plans at six, surpassing the target of five.

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 sustaining support to two ANSCAPs in the areas of community engagement and youth leadership. Both the Youth Leadership and Community Engagement ANSCAPs are finalizing position papers on a variety of topics and initiatives.

Although ANSCAPs in the areas of health and tourism, heritage & culture were not launched this fiscal year, preliminary work was undertaken to engage community organizations working in these areas.

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

In 2009-2010, ANSA plans to launch two additional ANSCAPs in the areas of health and tourism, heritage & culture.