

Office of African Nova Scotian Affairs

Annual Accountability Report

Reporting for the Fiscal Year 2006-2007

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, 2007, 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 2006-2007. 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 Barnett
Minister of African Nova Scotian Affairs



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

Message from the Minister

The Office of African Nova Scotian Affairs (ANSA) has achieved a number of its projected objectives this past fiscal year. Our key initiative was the successful establishment of the Cape Breton satellite office. An open house held in Sydney in early April 2007 marked the official launch of our first regional office with three new staff members joining the ANSA team.

We continue to work through our strategic goals identified in previous reports and business plans. As a result of this work, we will launch two of our proposed primary reference groups, now known as African Nova Scotian Community Action Partnerships (ANSCAPs). Submissions have been collected by community members for both the youth leadership and community engagement ANSCAPs and selected members will meet in the fall of 2007 to tackle issues around these key areas. Our ANSCAPs will act as a resource to government and the community thereby assisting us with our strategic goal to work collaboratively with the African Nova Scotian Community to foster development and capacity building.

To realize its vision and mandate, ANSA has continued to increase its collaboration with the African Nova Scotian community and government partners to enhance awareness of African Nova Scotian experiences to government and build on successes for positive change. Key partners with programs of interest to the African Nova Scotian community were identified and invited to accompany staff during the office's spring/fall 2007 round of information sessions.

We continue to produce our newsletter to keep government and community informed about the office's programs, achievements and future goals and our website is still a key source of information for and about the African Nova Scotian community.

Please take the time to examine this document. To obtain a full understanding of ANSA's priority items and strategic goals, we encourage the reading of this report in conjunction with our 2006-2007 Business Plan.



Barry Barnet
Minister of African Nova Scotian Affairs

Introduction

The creation of the Office of African Nova Scotian Affairs (ANSA) in August 2003 and official establishment by Order in Council in September 2004 demonstrated the government's commitment to the well-being of African Nova Scotians.

The mission of ANSA is 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 for African Nova Scotians and their communities. We work in four (4) core business areas and our strategic goals guide our work.

ANSA's legislative mandate legitimizes 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. ANSA works with African Nova Scotian communities, government departments, agencies and organizations to coordinate African Nova Scotian initiatives and develop strategies to improve government services to the African Nova Scotian community.

This second accountability report is intended to inform and update both government and the public not only of our accomplishments during the fiscal year 2006-2007 but also highlight those areas where work continues to achieve successful outcomes. The report also provides an overview of financial results and performance measures.

A copy of our 2006-2007 Business Plan and additional information on activities of the Office of African Nova Scotian Affairs may be found at our web site, www.gov.ns.ca/ansa .

Department Progress and Accomplishments

The following provides an overview of the progress and achievements of the Office of African Nova Scotian Affairs during the 2006-2007 fiscal year. These achievements are organized around the Office of African Nova Scotian Affairs' core business areas, as outlined in the 2006-2007 Business Plan.

2006 - 2007 Core Business Areas

- 1. African Nova Scotians and Interdepartmental Relations –**
The Office of African Nova Scotian Affairs will:
 - i) work with African Nova Scotian communities and government departments, agencies and organizations to support African Nova Scotian initiatives;
 - ii) develop strategies to improve services; and
 - iii) build and maintain a sustainable framework for African Nova Scotian government relations.

- 2. Negotiations and Related Discussions –**
The Office of African Nova Scotian Affairs is responsible for coordinating input into other provincial government departments/agencies on matters pertaining to African Nova Scotians.

- 3. Community Outreach –**
The Office of African Nova Scotian Affairs supports and promotes efforts at the community level that enhance the well-being and quality of life for African Nova Scotians.

- 4. Communications, Public Education, and Awareness –**
The Office of African Nova Scotian Affairs:
 - i) assists in the communication of issues and concerns of African Nova Scotians to government; and
 - ii) using strategic communication and public education tools, is the mechanism through which government communicates with African Nova Scotians to increase awareness of government initiatives.

Progress and Accomplishments

Core Business Area #1: African Nova Scotians and Interdepartmental Relations

Strategic Goal: *To enhance the awareness and understanding of African Nova Scotian experiences in Nova Scotia to government.*

During the fiscal year 2006-2007, staff continued to deliver presentations to improve departmental understanding of African Nova Scotian issues and increase the profile of the Office of African Nova Scotian Affairs (ANSA). Staff made presentations to 17 government departments and agencies, and participated as part of 25 interdepartmental committees. The following activities and initiatives were undertaken and/or continue, as a result of this work:

Communications Nova Scotia Diversity Recruitment Video

In an effort to introduce ethnically diverse junior and senior school students to careers in communication and showcase what the provincial government's communication agency - Communications Nova Scotia (CNS) - has to offer as a career choice, ANSA's Communication Advisor developed and supervised the production of an *Introduction to Communications* video. Through the CNS Diversity committee, approximately 200 copies of the video were sent to junior and senior high schools with an accompanying poster and bursary application.

The Public Service Commission Fair Hiring and Affirmative Action Policy Review

In its commitment to fair hiring and establishing a diverse workforce, the Public Service Commission (PSC) began a review of its Fair Hiring and Affirmative Action policies in the fall of 2006. A key part of this process involved a number of employee focus group sessions which were convened across the province to collect feedback with respect to both policies. All members of the ANSA staff team participated in sessions to ensure the input of African Nova Scotians was reflected in the findings of the consultation.

The Provincial Volunteerism Initiative & Community Development Policy

In April 2006, the Community Development Advisory Group (CDAG) established a working group to identify issues related to volunteers. As an active member of CDAG, ANSA participated on this working group to ensure government action responded to and supported the needs of a diverse and inclusive volunteer sector in Nova Scotia.

Following the May 2006 Speech from the Throne, Minister Barry Barnet was appointed the first Minister responsible for volunteerism. The working group was formalized and renamed the Volunteerism Interdepartmental Coordinating Committee. This committee has created an action plan, which includes the review of recommendations put forward by the volunteer sector.

CDAG is the lead on the Province's Community Development Policy, a corporate, cross-departmental framework to work more collaboratively within government, in order to better service Nova Scotia's many and diverse communities. Members of the African Nova Scotian community continue to be included in the opportunities offered through this initiative.

Input of African Nova Scotians as part of a Provincial Heritage Strategy

In the fall of 2005, ANSA coordinated a series of focus group meetings in partnership with the Voluntary Planning Task Force on Heritage. The information and recommendations gathered from the African Nova Scotian community during these sessions helped shape the final Heritage Task Force report that was presented to government in the fall of 2006.

The input from the focus group meetings also continues to inform and assist ANSA as it contributes to the development of a Provincial Heritage Strategy. Moreover, this partnership between the community, ANSA and Voluntary Planning continues to highlight the value of engaging the perspectives of all Nova Scotians in these types of consultations and serves as a model for future collaborations with the African Nova Scotian community.

Collaborative action in support of the African Diaspora Association of the Maritimes

Working in collaboration with the Office of Immigration and the Department of Education - African Canadian Services Division, ANSA continued to support the African Diaspora Association of the Maritimes (ADAM) in its goal to encourage and foster successful participation and integration of African Canadians from the Diaspora in educational, social, political, civic and economic activities in Nova Scotian society.

During the fiscal year 2006-2007, this interdepartmental collaboration enabled ADAM, in partnership with the United African Canadian Women Association, another community organization with shared goals, to establish an office. Working together and sharing an office space, these organizations are better positioned to assist in motivating new Nova Scotians from the Diaspora to stay in the province.

Input with respect to the well-being of African Nova Scotian Youth, Families and Communities

Throughout the fiscal year 2006-2007, ANSA participated in a number of discussions with respect to the well-being of African Nova Scotians. Each occasion provided an opportunity for ANSA to bring forward a culturally competent lens.

To name a few, ANSA participated in the:

- development of the Provincial Alcohol Strategy Framework;
- development of the Provincial Suicide Prevention Framework;

- Minister's Task Force - Safer Communities consultations
- Youth and Sexual Health Interdepartmental Committee
- Women's Economic Security Roundtable
- planning of the Mainstreaming Policy Symposium

The Public Service Commission (PSC) Diversity Roundtable

ANSA is represented on the Diversity Roundtable. In 2006-2007, the PSC held an official launch of the Diversity Roundtable and piloted the Diversity for Leaders Module, a one-day workshop designed to give managers the tools to move toward achieving diversity in the workplace. ANSA staff was involved in the design and co-presentation of this pilot workshop.

Participation on the Diversity Roundtable provides a venue for ANSA staff to work with other departments as they pursue diversity activities, including interview panels and departmental diversity initiatives. ANSA continues to be active on the Roundtable's Policy and Attraction & Retention task teams.

Regional Development Authorities

Over the past twelve months, ANSA has worked with the Cape Breton County Economic Development Authority and the Halifax Regional Development Authority on activities aimed at enhancing the abilities of African Nova Scotian organizations and communities to explore and undertake Community Economic Development (CED) initiatives.

The Sydney Tar Ponds Agency

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

During the fiscal year 2006-2007, the ANSEC was able to make a presentation to the Joint Review Panel for the Remediation Project and propose that the Project employ skilled and general labourers from the African Nova Scotian community as a means to build trust and confidence with the resident affected by the contaminated site. The Panel further agreed and recommended that the Sydney Tar Ponds Agency work in consultation with the ANSEC to develop equity policies and outreach programs.

Core Business Area #2: Negotiations and Related Discussions

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

Activities in this area included the following:

Response to other government departments and agencies

The establishment of the first satellite office in Cape Breton was a key milestone for ANSA during the fiscal year 2006-2007. With three (3) additional staff, ANSA is able to respond more readily to regional inquires, as well as requests for advise and participation by government departments and agencies across the province.

A core area of business for ANSA is coordinating input into other provincial government departments and agencies on matters pertaining to African Nova Scotians. Throughout this fiscal year, ANSA was able to work with and provide advise to over 30 government departments and agencies.

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. Building on the success of the January 2006 two-day seminar for trainers, four (4) workshops were held in African Nova Scotian communities during 2006-2007.

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.

In 2006-2007, ILASP was successful in expanding programming to the Municipality of the County of Colchester. Truro Junior High joined St. Patrick's Alexandra School and Caledonia Junior High in hosting ILASP. These three (3) schools serve a large number of African Nova Scotian students who demonstrate an interest in science and math, and a

willingness to commit to regular participation in after-school activities dedicated to improve their academic performance. Together these sites enrolled 47 African Nova Scotian students, a 56% increase over the previous year.

ILASP's and its students' success is due in part to the program design, which complements the regular school curriculum and supports the benchmarks established by the Nova Scotian Department of Education. In addition, school administrators are proactive and remain consistent in their commitment to ensure their students take advantage of the program. The program is successful in gaining/sustaining parental support and a prime example of how community and government can partner to bring important initiatives to African Nova Scotian youth.

The African Canadian Transition Program

In 2006-2007, ANSA was pleased to continue its partnership with Nova Scotia Community College, the African Canadian Services Division of the Department of Education, the Black Educators Association and the Council on African Canadian Education on the development of the African Canadian Transition Program. The program was designed for African Nova Scotian learners who left school before graduation. The program offers a culturally enriched and supportive environment for African Nova Scotian learners to obtain their Nova Scotia High School diploma and receive guidance and encouragement to pursue post secondary options. The official launch of the program was held in December 2006 at the Akerley Campus of the Nova Scotia Community College.

Women Unlimited - Steering Committee

ANSA was asked to participate on the Steering Committee for the Women Unlimited program, in early 2007. Supported by Service Canada and sponsored by the WEE Society, this 2-year project was designed to support diverse women from the Halifax Regional Municipality to prepare for, obtain and maintain employment in the fields of trades or technology. The program is located at the NSCC, IT Campus on Leeds Street. The Steering Committee collaborates to address the systemic barriers women face and support their successful transition into skills programs and non-traditional workplaces. A similar program is running in the Lunenburg/Queens Counties.

Department of Environment and Labour - Maple LNG

In the spring of 2006, ANSA was approached by the Department of Environment and Labour to collaborate on the community consultations associated with the environmental assessment for a proposed LNG project in the Municipality of the District of Guysborough. The outcome of this work was the provision in the environmental assessment approval that the company consult with the Mi'kmaq and African Nova Scotian communities on the development of an archaeology and heritage resources monitoring contingency plan, prior to construction. In addition, the approval stipulated a

requirement to establish a memorial at the Red Head Cemetery - a burial site for African Nova Scotians.

Africville Genealogy Society Feasibility Study and 5-Year Business Plan

Throughout the fiscal year 2006-2007, ANSA continued to participate as an active member of the intergovernmental steering committee established to assist the Africville Genealogy Society (AGS) in the development of a Feasibility Study and 5-Year Business Plan. Contributions made by all levels of government enabled the AGS to engage a consultant for the project.

The completed Study and Business Plan were presented to the steering committee in February 2007. The document will guide the work of the AGS as it moves toward erecting a church and interpretive centre on the former site of the historic African Nova Scotian community of Africville, adjacent to the area known as Seaview Park.

The steering committee consisted 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.

Implementation of the Black Loyalist Heritage Society Business Plan

ANSA continues work with the Department of 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.

In the spring of 2006, the intergovernmental group, businesses, community organizations and individuals rallied around the BLHS in its recovery efforts following an act of arson that destroyed over 20 years of research, records, artifacts, as well as the Society's office. Support came from across the country and included a "Healing Weekend", recovery fund in partnership with Scotiabank and a benefit concert featuring the world renowned Afrocentric group, the Nathaniel Dett Chorale and a local group Saved by Grace Choir.

Despite this devastating set back the Society was officially presented with the Black Loyalist Heritage Society Armorial Bearings (Coat of Arms) on February 12, 2007 by their Excellencies, the Right Honourable Michaëlle Jean, C.C., C.M.M., C.O.M., C.D. Governor General of Canada and Mr. Jean-Daniel Lafond, C.C. This marked the first Black heritage organization to receive Armorial Bearings, granted and recorded in the

Public Register of Arms, Flags and Badges of Canada.

The Freedom Schooner Amistad

When Amistad America, Inc., the owners of the Freedom Schooner Amistad, decided to sail to Halifax Harbour in the summer of 2006, they were determined to connect with the African Nova Scotian community. Working in collaboration with several government departments, agencies and African Nova Scotian community organizations, ANSA joined in hosting the Freedom Schooner, a re-creation of the nineteenth century schooner, La Amistad. The schooner's first stop in Halifax was the site of the former African Nova Scotian community of Africville, now Seaview Park.

The Sankofa Sail program is an educational initiative offered by the Freedom Schooner Amistad. The program was inspired by the Amistad incident of 1839 where fifty-three Africans were illegally kidnaped aboard La Amistad. The captives revolted, took over the ship, and after a historic U.S. Supreme Court ruling, the survivors won their freedom. In 2006, six (6) African Nova Scotian youth took part in the program - three (3) sailed from Connecticut to Halifax and three (3) made the return voyage. The program's mandate is to create and encourage dialogue on issues of human rights and diversity. The program uses the Amistad's history as a teaching point for lessons of freedom, justice, perseverance, cooperation, leadership, and improved relationships between races and cultures.

The Global Microcredit Summit

In November 2006, during the Global Microcredit Summit held in Halifax, ANSA partnered with the Black Business Initiative (BBI) and the Council on African Canadian Education (CACE) to host a workshop for members of the African Nova Scotian community with five (5) international experts in the area of microcredit. 13 African Nova Scotians participated in the workshop to hear inspiring stories of community based micro enterprises from the Summit delegates. The participants gained a clearer understanding of the impact that microcredit has in improving the lives of the world's poorest families.

A networking reception organized by the BBI and ANSA on the last day of the Summit provided another opportunity for conference delegates (representing over 100 countries) to meet with members of the African Nova Scotian community and dialogue around the community's past and future initiatives.

Health Association of African Canadians

ANSA continues to work with the Health Association of African Canadians (HAAC) as it pursues its mission to provide resources, conduct research, and disseminate research finding to government agencies, institutions, and African Canadian communities. One important aspect of HAAC's work is to advocate for the collection of data related to the health status of African Canadians. During the fiscal year 2006-2007, discussions and

effort included the exploration of future research possibilities in collaboration with Nova Scotia's Community Counts initiative.

Core Business Area #3: Community Outreach

Strategic Goal: *To work collaboratively within the African Nova Scotian Community to foster community development and capacity building.*

Glance Bay U.N.I.A Cultural Museum

In July 2006, The Glance Bay United Negro Improvement Association (U.N.I.A) launched its Cultural Museum after a two year community restoration project. ANSA was a partner in the project. The Glance Bay U.N.I.A. is the only association left in Canada and its hall the only one designated a Municipal Property.

The U.N.I.A. was established by Marcus Garvey, an international symbol of black pride and freedom in 1914. He promoted improved education and self-reliance and established 1100 branches in over 40 countries. Marcus Garvey visited the Glance Bay U.N.I.A. hall in 1928.

Amherst Underground Railroad Art Exhibit

A successful partnership between ANSA, the Cumberland County School of the Arts Society and ArtsSmarts Nova Scotia resulted in “Connections 2007 - The Road to Freedom”. The Connections 2007 exhibit, reflecting faith, hope and courage, was unveiled in Amherst during African Heritage Month (February) 2007.

ArtsSmarts is a national program that targets students from primary to high school and provides workshops with the local artists around diversity, culture and race.

Greenville Community Center

On February 15th, 2007, the Green Community Centre in Yarmouth held its grand opening ceremony. ANSA provided the Greenville Community Youth Association with financial support for this project and a presentation on fund-raising.

On the Margins (OTM): Understanding and Improving Black Women’s Health in Rural and Remote Nova Scotia Communities

During the spring of 2006, ANSA provided support for and participated in the “On the Margins (OTM): Understanding and Improving Black Women’s Health in Rural and Remote Nova Scotia Communities” Conference. The OTM Project was a three (3) year action research study centered on the examination of the health status, health care delivery and use of health services among marginalized African Nova Scotian women residing in rural and remote regions of the province.

One of the goals of the project was to collect data to evaluate the impact of barriers to health and health services faced by African Nova Scotians. Other project objectives

included the establishment of research partnerships with African Nova Scotian communities and build capacity. The OTM Conference provided a venue to disseminate the OTM research findings to the communities and government, as well as examine other research projects that focus on African Nova Scotian Women's health issues.

Roundtable sessions: African Nova Scotian Music Association & Valley African Nova Scotian Development Association

In December 2006, ANSA organized and hosted roundtable sessions for the African Nova Scotian Music Association (ANSMA) and Valley African Nova Scotian Development Association (VANSDA), inviting members of various government departments, agencies and industry. These sessions were designed to give ANSMA and VANSDA the opportunity to create dialogue for future collaborations, namely support for these organizations to develop mentoring and marketing assistance to musicians committed to excellence and the Mathieu Da Costa African Heritage Trail, respectively.

Encourage African Nova Scotian involvement on government Agencies, Boards and Commissions

Throughout the fiscal year 2006-2007, ANSA continued to encourage members of the African Nova Scotians to become involved in the Province's agencies, boards and commissions (ABCs). A critical step in this process was the establishment of the framework to engage African Nova Scotian community members with shared interest and expertise in specific areas or subject matters through African Nova Scotian Community Action Partnerships (ANSCAP).

ANSCAPs will serve as primary reference groups with whom ANSA will consult to bring another level of insight to issues and make collective recommendations related to African Nova Scotians and their communities. Through these dialogues, African Nova Scotian communities will also have the chance to discuss complex issues and future projects, provide a forum for bringing forward solutions to government, as well as build interest and encourage more participation on government advisory bodies.

The first two ANSCAPs are on community engagement and youth. Advertisement and recruitment will begin in the summer of 2007 with first meetings scheduled for the fall.

Improved partnership with key African Nova Scotian stakeholder groups

Again in this fiscal year, ANSA was able to provide support to over 55 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 Nova Scotian Music Association
- Africville Genealogy Society
- Black Cultural Society of Nova Scotia
- Black Educators Association
- Black Loyalist Heritage Society
- 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
- United African Baptist Association
- United African Canadian Women Association
- Universal Negro Improvement Association
- Valley African Nova Scotian Association

Core Business Area #4. Communications, Public Education & Awareness

Strategic Goal: *To increase communication with African Nova Scotians.*

A critical aspect of ANSA's work is a communications strategy focused at increasing 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 2006-2007 were also successful in enhancing the awareness and understanding of African Nova Scotian experiences to government. Highlights of these initiatives are listed below:

Cape Breton Satellite Office - Open House

Throughout the fiscal year 2006-2007, work was focused on creating a regional presence for ANSA. Because of its distance from Halifax (ANSA's headquarters), Cape Breton was identified as the obvious choice for the first satellite office. The staff team is comprised of a Program Administration Officer, Community Development Officer and Secretary. To mark the momentous occasion, Premier Rodney MacDonald and Barry Barnet, Minister responsible for ANSA, brought greetings and met community members during the Open House held on April 26, 2007.

Toll free number: 1-866-580-ANSA (2672)

On February 1, 2007, ANSA launched a toll-free number to help connect more Nova Scotians with the office. Large segments of the African Nova Scotian population live outside of the Halifax Regional Municipality which presents the need to ensure the work of ANSA is available across the province. The toll free number allows communities access to ANSA staff without incurring long distance charges. The line is answered during business hours with a voice mail box for after-hours calls.

Information Package and Poster

With a 12-page information booklet, regular newsletters, brochures and a newly developed bookmark, ANSA has put together an information package which is distributed to presentation participants, partners and visitors to the ANSA offices. The package details ANSA's background, vision, mission and strategic initiatives. During the fiscal year, more than 200 information packages were circulated.

In February 2007, ANSA launched a poster in response to community groups who requested a way to prominently display the existence of ANSA in their community offices and spaces. The poster creatively features ANSA's contact information, mission and logo.

Database of African Nova Scotian community members and organizations

Work continued to develop a community database which will compile contact information and services provided by African Nova Scotian community organizations. Another component of the database is a contact list of individual community members. Collectively, this information is used for internal research and mail-outs. The database also assists ANSA in the development of a community contact strategy framework, in accordance with the *Freedom of Information and Protection of Privacy Act*.

Kwanzaa display

On December 15, 2006, hosted a celebration of family, community and culture with the unveiling of a Kwanzaa display. 134 government employees shared in the event.

Kwanzaa is a time to pause and pay homage to our ancestors, to give rightful care and consideration to important issues in our lives and world, and to think deeply and continuously about the meaning and responsibility of being African in the world. Created by Dr. Maulana Karenga and adopted by peoples of African descent since 1966, Kwanzaa is based on seven principles (Unity, Self-Determination, Collective Work and Responsibility, Cooperative Economics, Purpose, Creativity and Faith) intended to serve as guideposts. The celebration carries within it the ancient African ethical teaching that if we sow seeds for goodness everywhere, cultivate them with care and loving kindness; we will reap a good harvest. When we do, we should share it with joy wherever and whenever we can.

African Heritage Month

In recognition of African Heritage Month, during the month of February, ANSA circulated through an NSG broadcast a sampling of African Nova Scotian history and African proverbs. Brief biographical sketches were distributed on a weekly basis, to share the history of our province and encourage employees across the province to join in their local community celebrations and special events. The short biographies included: the Black Loyalist, Thomas Peters who settled in Birchtown, following the American Revolution; the founding of African United Baptist Association (AUBA) by Reverend Richard Preston in 1854; and the United Negro Improvement Association (U.N.I.A) established by Marcus Garvey in 1917.

Website

Following the launch of the ANSA website in 2005, the site continues to serve as a key source of information for and about the African Nova Scotian community and ANSA's programs, achievements and future goals. During the fiscal year 2006-2007 the site has generated more than 300 inquires via our ANSA_newletter@gov.ns.ca email address posted on the site. Please note: due to a server/technical problem, statistics are not available to determine website activity/visits to the website for this fiscal year.

Newsletter

During the 2006-2007 fiscal year, ANSA distributed three information updates (newsletters): summer 2006, fall 2006 and spring 2007. The newsletter continues to be a critical tool 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 14 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.

Budgeting Context
FY 2006-07 Accountability Report

Office of African Nova Scotian Affairs			
	2006/07 Estimate (Per 2007/08 Estimates Book) (\$ thousands)	2006/07 Actual (\$ thousands)	2006/07 Variance (\$ thousands)
Total Program Expenses - GROSS (note 1)	793	834	41 (note 1)
Net Program Expenses - Net of Recoveries	793	788	(5)
Salaries & Benefits	407	366	(41) (note 1)
Funded Staff - Gross FTEs	6.8	5.4	(1.4)
Funded Staff - Net FTEs	6.8	5.4	(1.4)

Significant Variance Explanations: 2006-2007 Estimate to 2006-2007 Actual

1. Total Program Expenses - Gross

An increase of \$41 thousand is attributed to additional spending in operating costs to establish new office premises in Cape Breton, as well as additional spending for grants and contributions, offset by salary savings due to vacancies.

Measuring Our Performance

The fiscal year 2006-2007 is ANSA's second operational year with staff in our main office. In March 2007, ANSA opened its first regional office in Cape Breton.

Specific outcome measures have been developed to assess ANSA's progress in fulfilling its core business functions. The following section of this report provides an overview of ANSA's outcome measures for the fiscal year 2006-2007. These measures relate specifically to ANSA's four core business areas and serve as qualitative measures of ANSA's progress towards achieving our goals. Work continues in the collection of data and the development of our targets.

Key Performance Areas:

Core Business Area #1 - African Nova Scotian and Interdepartmental Relations

ANSA will:

- work with African Nova Scotian communities and government departments, agencies and organizations to support African Nova Scotian initiatives;
- develop strategies to improve services; and
- build and maintain a sustainable framework for African Nova Scotian government relations.

The outcome for this core business area is **to enhance awareness and understanding of African Nova Scotian experiences in Nova Scotia to government**. The following provides information on the two (2) measures identified for this outcome.

Measure 1 - Improved departmental understanding of African Nova Scotian issues.

What does this measure tell us?

Based on the number of presentations made by ANSA to provincial government departments; invitations to participate in interdepartmental meetings; usage/distribution of ANSA's website and newsletter; and attendance by government employees at ANSA sponsored events, this measure indicates provincial departmental understanding of African Nova Scotian issues. Assessed over successive years it will serve as a means to measure the degree of improvement in the level of departmental understanding and awareness of African Nova Scotian issues.

Where are we now?

During the fiscal year 2006-2007, ANSA made considerable progress to improve departmental understanding of African Nova Scotian issues. ANSA increased the number of presentations to provincial government departments and agencies 17 from 14, which brings the total to 31. Staff now participate on 25 interdepartmental committees, more than doubling participation during the previous year. Due to a server/technical problem, statistics are not available to determine website activity/visits for this fiscal

year, however the site has generated more than 300 inquires via our ANSA_newletter@gov.ns.ca email address posted on the site. 1,500 copies of each edition of the ANSA newsletter continue to be distributed.

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

ANSA is committed to enhancing provincial departmental understanding of African Nova Scotian issues. We will continue to make presentations to provincial government departments and participate on interdepartmental committees to ensure African Nova Scotian interests and concerns are understood and acknowledged. Two ANSA newsletters will be produced and distributed annually and our web site will continue to be updated and provide current information on African Nova Scotian issues.

Measure 2 - Increase profile of the Office of African Nova Scotian Affairs with the federal government.

What does this measure tell us?

The opportunity to meet with and discuss African Nova Scotian experiences and issues with federal 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 this fiscal year, ANSA continued to build and maintain relationships with four federal government departments and agencies (Canadian Heritage, the Atlantic Canada Opportunities Agency (ACOA), Service Canada/HRSDC, and National Crime Prevention Centre). Discussions with these entities allowed for an exchange of visions, missions, and opportunities for future collaborations.

Canadian Heritage and ACOA are supporting partners of the Black Loyalist Heritage Society and Africville Genealogy Society business plan implementation projects.

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

ANSA remains on target to work on the development of strategic action plans and initiatives in partnership with federal government departments.

Core Business Area #2 - Negotiations and Related Discussions

ANSA is responsible for coordinating input into other provincial government departments/agencies on matters pertaining to African Nova Scotians.

The outcome for this core business area is **to facilitate and support an integrated approach within government on matters related to African Nova Scotian issues.** Five (5) measures have been developed for this outcome.

Measure 1 - Increased youth, family and community involvement in the educational process.

What does this measure tell us?

This measure demonstrates the partnership between the African Nova Scotian community and provincial government departments and agencies involved with education. These cooperative relationships serve as models for future service delivery.

Where are we now?

In the fiscal year 2006-2007, ANSA continued its partnerships aimed at improving the delivery of educational programs and initiatives for African Nova Scotian learners. As a result of this work, ANSA was successful in meeting its target to expand the number and locations of programs/workshops outside of the Halifax Regional Municipality.

The “Imoteph’s Legacy” program, for Junior High School African Nova Scotian students expanded its programming to the Municipality of the County of Colchester. Truro Junior High joined St. Patrick’s Alexandra School and Caledonia Junior High School. These three (3) schools serve a large number of African Nova Scotian students who demonstrate an interest in science and math. Together these sites enrolled 47 African Nova Scotian students, a 56% increase over the previous year.

ANSA supported the delivery of four (4) “Positive Parenting” workshops across the province. The workshops embrace an integrated approach to engage parents/community and educators in the support of African Nova Scotian learners as they proceed through the educational system.

In December 2006, the African Canadian Transition Program was launched at the Akerley Campus of the Nova Scotia Community College(NSCC), the result of a partnership with the NSCC, the African Canadian Services Division of the Department of Education, the Black Educators Association and the Council on African Canadian Education. The program offers a culturally enriched and supportive environment for African Nova Scotian learners who left school before high school graduation and encourages their pursuit of post secondary options.

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

ANSA will continue to use the above initiatives as models to maintain and/or increase the number of workshops, projects and programs available to support African Nova Scotian learners across the province.

Measure 2 - Improved capacity for policy decisions for services to African Nova Scotians.

What does this measure tell us?

The establishment of a first satellite office with a staff complement puts ANSA in a better position to build relationships and work with other government departments and

agencies across the province. This is particularly effective as government entities evaluate, improve and develop culturally competent services and policies.

Where are we now?

ANSA was able to respond to inquires and requests for advise and participation made by 30 government departments and agencies. ANSA also plays a key role in bringing together the African Nova Scotian community, various levels of government and other institutions allowing government and community to collaborate on innovative solutions.

Increasing participation on interdepartmental committees provides ANSA with the opportunity to bring an African Nova Scotian perspective to government and departmental initiatives. Currently staff sit on 25 interdepartmental committees and working groups.

Effort in this area keeps ANSA on target to provide quality recommendations and develop initiatives for African Nova Scotians in collaboration with departments and agencies.

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

ANSA will continue its work to improve capacity for policy development for services to African Nova Scotians.

Measure 3 - Increased community awareness of the Public Service Commission (PSC) by African Nova Scotians.

What does this measure tell us?

Within government, there are few (2.23%) African Nova Scotian civil servants. Awareness of the Public Service Commission by community and an understanding by the PSC of matters related to African Nova Scotians will create greater access to employment opportunities for the African Nova Scotians community.

Where are we now?

All members of the ANSA staff team participated in the employee focus group sessions convened by the PSC to collect feedback during its Fair Hiring and Affirmative Action policy reviews in the fall of 2006. The goal was to ensure that the input of African Nova Scotians was reflected in the findings of the consultations. In addition, this work provided the opportunity to share recommendations with the PSC as it works toward establishing and supporting a diverse workforce.

ANSA continues active participation on the PSC's interdepartmental Diversity Roundtable and task teams. This work keeps ANSA on target to promote the participation of and employment opportunities for African Nova Scotians within the public service.

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

Work will continue with the African Nova Scotian community and the Public Service Commission in this area to improve the employment opportunities of African Nova Scotians within the public service.

Measure 4 - Improved government policy for health and health service delivery for the African Nova Scotian population.

What does this measure tell us?

Building the awareness of and supporting the need for the collection of health data related to African Nova Scotians provides a mechanism to improve government policy for the delivery of health services for the African Nova Scotian population.

Where are we now?

During this fiscal year, ANSA provided support for and participated during the April 2006, *On the Margins (OTM): Understanding and Improving Black Women's Health in Rural and Remote Nova Scotia Communities Conference*. The OTM Project was a three (3) year action research study that examined the health status, health care delivery and health service utilization among marginalized African Nova Scotian women residing in rural and remote regions of Nova Scotia. The OTM Conference provided a venue to disseminate the OTM research findings to the communities and government, as well as examine other research projects that focus on African Nova Scotian Women's health issues.

In the Whitney Pier community of Cape Breton, ANSA supported a Well Men's Clinic organized by the Menelik Hall Association in collaboration with a retired African Nova Scotian health professional. The event focused on the health and well being of African Nova Scotian men, in particular the issue of prostate cancer.

Supporting the establishment of an office for the Health Association of African Canadians (HAAC) in the last fiscal year has also allowed for discussion and exploration of future research possibilities during 2006-2007.

ANSA continues to be on target to increase the number of initiatives/strategies with the Department of Health and HAAC, as well as increase the number of African Nova Scotian community health/health promotion based activities.

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

ANSA will continue to focus effort in these areas to improve government policy for health and health service delivery for African Nova Scotians.

Measure 5 - Development of a provincial African Nova Scotian youth and justice initiative.

What does this measure tell us?

According to the 2001 Statistics Canada, of the 19,670 African Nova Scotians in the province, 90% are under the age of 64 and more than 25% are 14 years or younger. African Nova Scotian youth represent the largest share, 48%, of the visible minority youth in Nova Scotia.

One of the most recurrent themes expressed by community members is the need for specific initiatives designed to develop leadership in African Nova Scotian youth. The development of Afrocentric youth and justice initiatives will allow youth to build on their assets and acquire the attitudes, behaviours and skill to buffer against delinquent behaviour and potential conflict with the law.

Where are we now?

Over this past year, ANSA worked with several community organizations involved with programming for youth to develop a practical framework to shape a Youth Leadership Project. A proposal was submitted to the National Crime Prevention Centre in the spring 2006.

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

The positive decision by the National Crime Prevention Centre to provide financial support for a province-wide Youth Leadership Project in the fall of 2007 and input from our Youth-focused African Nova Scotian Community Action Partnership (which will begin meeting in November 2007) will facilitate a successful implementation of this project. Monitoring and evaluation of this project has the potential to serve as a preferred practice for future initiatives.

Core Business Area #3 - Community Outreach

ANSA supports and promotes efforts at the community level to enhance the well-being and quality of life for African Nova Scotians.

The outcome for this core business area is **to work collaboratively within the African Nova Scotian Community to foster community development and capacity building**. Two (2) measures have been developed for this outcome.

Measure 1 - Encourage African Nova Scotian involvement on government Agencies, Boards and Commissions (ABCs).

What does this measure tell us?

It is important 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?

Currently, African Nova Scotians are virtually absent from government-affiliated volunteer ABCs. Throughout the fiscal year 2006-2007, ANSA continued to encourage members of the African Nova Scotians to become involved in the Province's ABCs. A critical step in this process was the establishment of the African Nova Scotian Community Partnership (ANSCAP) framework to engage African Nova Scotian community members with shared interest and expertise in specific areas.

ANSCAPs will serve as primary reference groups with whom ANSA will consult to bring another level of insight to issues and make collective recommendations related to African Nova Scotians and their communities. Through these dialogues, African Nova Scotian communities will also have the chance to discuss complex issues and future projects, provide a forum for bringing forward solutions to government, as well as build interest and encourage more participation on government advisory bodies.

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

The first two ANSCAPs focused on community engagement and youth will be advertised in the summer of 2007 and the first meetings scheduled for the fall.

Measure 2 - Improved partnership with key African Nova Scotian stakeholder groups

What does this measure tell us?

Building collaborative working relationships with key African Nova Scotian stakeholder groups is critical for ANSA to achieve its 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 of African Nova Scotians and their communities.

Where are we now?

Throughout this fiscal year, ANSA has been able to partner with 17 key African Nova Scotian stakeholder groups.

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

Building on these partnerships, ANSA will create a partnership registry of African Nova Scotian organizations to increase the number of sustainable community development projects and initiatives supporting African Nova Scotian families and communities.

Core Business Area #4 - Communications, Public Education & Awareness

ANSA:

- assists in the communication of issues and concerns of African Nova Scotians to government; and
- using strategic communication and public education tools, is the mechanism through which government communicates with African Nova Scotians to increase awareness of government initiatives.

The outcome for this core business area is **to increase communication between African Nova Scotians and government**. One (1) measure has been developed for this outcome.

Measure 1 - Increase communication with African Nova Scotians.

What does this measure tell us?

Increasing the access to government services and knowledge of policies by African Nova Scotians is a key aspect of ANSA's communication strategies and initiatives.

Communication with the African Nova Scotian community assists in the development of a sustainable framework for African Nova Scotian-government relations, fosters community development and enhances the awareness and understanding of African Nova Scotian experiences.

Where are we now?

ANSA's mission is to assist, support, and enhance the provincial government's delivery of services to African Nova Scotians. In this fiscal year, ANSA was successful in meeting its targets to increase the awareness of government initiatives by African Nova Scotians. Highlights included hosting an open house at ANSA's first satellite office in Cape Breton, establishing of a toll free telephone number, publishing and distributing three (3) newsletters, issuing 14 new releases, and maintaining our website as a key source of information. Due to a server/technical problem, statistics are not available to determine website activity/visits for this fiscal year.

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

ANSA will continue its work to increase the awareness and use of government services by African Nova Scotians. Plans are underway to develop reciprocal agreements with other government entities to exchange information and make co-presentations with ANSA staff during future community information sessions. Work has also begun to improve ANSA's data collection systems and evaluation capacity.