

Office of African Nova Scotian Affairs

Annual Accountability Report

Reporting for the Fiscal Year 2005-2006

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, 2006, 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 2005-2006. 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
Office of African Nova Scotian Affairs

Message from the Minister

The past fiscal year was a significant one for the Office of African Nova Scotian Affairs (ANSA). We successfully established a Halifax office and put in place a team of qualified staff to undertake the work necessary to build a solid foundation for the future of ANSA.

This accountability report, which is the first for ANSA, sets a number of benchmarks and provides the achievements and progress made by African Nova Scotian Affairs in the fiscal year 2005-2006.

Throughout the year, ANSA worked in partnership with the African Nova Scotian community to develop innovative solutions. In addition, work began with other departments and agencies to build their understanding of and capacity to deliver culturally competent services to African Nova Scotian communities and organizations.

Within this report our business plan goals for the 2005-2006 fiscal year are identified for the purposes of comparison to what we expected and what was achieved. To obtain a full understanding of ANSA's priority items and strategic goals, we encourage the reading of this report in conjunction with our 2005-2006 Business Plan.



Barry Barnett
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 January 2005, 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. Our strategic goals guide our work.

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

A copy of our 2005-2006 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 2005-2006 fiscal year. These achievements are organized around the Office of African Nova Scotian Affairs' core business areas, as outlined in the 2005-2006 Business Plan.

2005-2006 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.

Through presentations to 14 government departments and agencies, and participating as part of 12 interdepartmental committees, the Office of African Nova Scotian Affairs (ANSA) improved departmental understanding of African Nova Scotian issues and increased the profile of ANSA with several federal government departments, as well. As a result of this work, the following activities and initiatives were undertaken and/or continue:

Coordination for the input of African Nova Scotians as part of the 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. Sessions were held in 13 historically African Nova Scotian communities across the province and the voices of many community members were captured. This partnership between the community, ANSA and Voluntary Planning highlighted the value of engaging the perspectives of all Nova Scotians in these types of consultations. This approach will serve as a model for future collaborations.

Assistance for the support of the African Diaspora Association of the Maritimes

In partnership with the Office of Immigration, ANSA assisted in the formation of the African Diaspora Association of the Maritimes (ADAM). New Canadians from the Diaspora held two capacity building workshops at Dalhousie University. The focus of the events was 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. One goal for ADAM was to create an umbrella structure and the other was to explore ways to assist in resettling and motivating new Nova Scotians from the Diaspora to stay in the province.

Input with respect to the education of African Nova Scotian Learners

ANSA participated in the:

- development of the Nova Scotia Community College Strategic Plan for 2006/2007;
- International Adult Skills Survey Conference;
- Demographic Research Project on emerging social issues; and
- Labour Force Planning Committee/Skills Nova Scotia Action Planning session.

Each occasion provided a culturally competent lens to the discussions with respect to the education of African Nova Scotian Learners.

The Provincial Community Development Policy

Upon the invitation of the Office of Economic Development, ANSA joined the Community Development Advisory Committee (CDAG). 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 communities. ANSA is also represented on the subcommittee responsible for the development of a consolidated provincial response to the NS Network-Canadian Volunteerism Initiative's recommendations for government action and the subcommittee responsible for the development of leadership/training of both public servants and community leaders.

The Diversity Roundtable

ANSA is represented on the Diversity Roundtable, created as part of government's renewed commitment to diversity within the public service. The purpose of this interdepartmental forum is to support and promote the corporate human resources goal to be a public service that is representative of the diverse communities it serves, and to be a respectful organization that recognizes diversity as its strength.

ANSA also actively participates on two of the Roundtable's action teams. The first is the Policy Task Team which provides advice to support the implementation of diversity related initiatives within departments and agencies, ranging from representation to cultural competence. This Team is involved in the development of tools and guidelines to support these initiatives.

The second is the Attraction and Retention Task Team which develops strategies to support the recruitment, hiring, accommodation, training, promotion and retention of employees from the designated groups within the public service. This team supported the development of 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 invited to design and co-present this workshop.

The Sydney Tar Ponds Agency

ANSA is working with the Cape Breton Black Employment Partnership Committee to facilitate the participation of African Nova Scotians in the next phases of Sydney Tar Ponds clean up project. Examples of templates and terms of reference were provided to the Agency for inclusion in their future requests of proposals.

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 fiscal year 2005-2006 was a milestone for ANSA with the establishment of a main office in Halifax. With staff in place, ANSA was able to respond to inquiries, and requests for advice and participation made by 25 government departments and agencies. This activity has positioned ANSA to effectively coordinate input into other provincial government departments and agencies on matters pertaining to African Nova Scotians.

Increased parent/community involvement in the educational process

Imoteph's Legacy - 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, sponsors a math and science exploration project for African Nova Scotian learners in grades 7, 8, and 9. The program is designed for African Nova Scotian learners who want to improve their math and science marks and the development of a more positive attitude toward these subject areas. The program is also successful in gaining/sustaining parental support, as the learners participate in the program.

Positive Parenting Workshops - ANSA has partnered with the Department of Education's African Canadian Services Division and the Regional Educators to develop and deliver these workshops. This program is 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.

In January 2006, ANSA, in partnership with the ACSD, delivered a two-day seminar for Positive Parenting Workshop trainers to prepare them for delivery of the workshops in a variety of regions across the province.

Transition Year Program for African Nova Scotians

In partnership with the Department of Education's African Canadian Services Division and the Nova Scotia Community College, ANSA assisted in the creation of a Transition Year Program for African Nova Scotians interested in pursuing post-secondary study within the community college system. The start date for the pilot program is fall 2006.

Africville Genealogy Society Initiative

The Africville Genealogy Society is working to erect a church on the former site of the historic African Nova Scotian community of Africville, adjacent to the area known as Seaview Park. ANSA contributed towards the Feasibility Study and 5-Year Business Plan for the reconstruction of the Seaview United Baptist Church and the development of the Africville Interpretive Centre, in conjunction with the Atlantic Canadian Opportunities Agency, the Halifax Regional Municipality, Heritage Canada, the Department of Tourism, Culture and Heritage and the Office of Economic Development.

Implementation of the Black Loyalist Heritage Society Business Plan

The Black Loyalist Heritage Society (BLHS) is seeking a path to establish the Birchtown site as a member of the family of Nova Scotia Museums. The BLHS has developed a 5-year business plan for the site which tells the story of the Black Loyalists who arrived in Birchtown, Shelburne County, in 1783. ANSA is working with the Department of Tourism, Culture and Heritage, Canadian Heritage, and the Atlantic Canadian Opportunities Agency to support the implementation of the business plan.

Community Information Sessions

Throughout the last fiscal year, ANSA organized over 20 presentations to African Nova Scotian communities across the province. During the community information sessions ANSA was able to discuss its vision, mission and strategic goals, as well as increase awareness of available government services and initiatives, including the employment opportunities available with the Public Service and the province's Agencies, Boards and Commissions.

Health Association of African Canadians

ANSA facilitated and supported the process of setting up an office for the Health Association of African Canadians (HAAC) based in the Black Cultural Centre of Nova Scotia. HAAC is a non-profit health association based in Halifax, with a mandate to provide resources, conduct research, and disseminate research findings to government agencies, institutions, and African Canadian communities, with a long term vision of seeking policy reform on the health issues of African Canadians.

Core Business Area #3: Community Outreach

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

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

African Nova Scotians are virtually absent from government-affiliated volunteer agencies, boards and commissions (ABCs). During the fiscal year 2005-2006, ANSA held 20 community information sessions across Nova Scotia and began to encourage members of the communities to become involved in the province's 225 ABCs. As a result, more than 35 African Nova Scotians expressed an interest in participating on an ABC and/or obtaining additional information. ANSA has compiled a list of the interested community members and their areas of expertise and interest.

Improved partnership with key African Nova Scotian stakeholder groups

During the fiscal year 2005-2006, ANSA provided support to 55 African Nova Scotian community groups' community-based programs and activities. In addition, 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 for Nova Scotia
- Black Educators Association
- Black Loyalist Heritage Society
- Cape Breton Black Employment Partnership Committee
- Cumberland African Nova Scotian Association
- Dalhousie Black Student Advising Centre
- Health Association of African Canadians
- Melenik Hall Association
- United African Baptist 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 key element of ANSA is a communications strategy aimed at increasing the understanding of issues related to African Nova Scotians. The following initiatives were undertaken during the fiscal year 2005-2006 to increase communication with African Nova Scotians and enhance the awareness and understanding of African Nova Scotian experiences to government.

Open House

On October 18, 2005, ANSA held its first open house to launch the Halifax office of ANSA. The occasion was the culmination of many years of hard work. The first portion of the day, government employees visited the office. The remainder of the day staff greeted community members and made important connections.

Information Booklet

ANSA developed a 12-page information booklet on ANSA's background, vision, mission and strategic initiatives. Copies of the booklet were distributed to all government departments, agencies, boards and commissions and 1500 were circulated to African Nova Scotian communities.

Information Sessions

In the spring of 2005, presentations were developed to provide information on ANSA. A series of presentations was delivered to the African Nova Scotian community and government throughout the fiscal year.

Database of African Nova Scotian community organizations

Work began to develop a community database that will include contact information, services and interests of African Nova Scotian community organizations. The information is used for mail-outs and internal research, in accordance with the *Freedom of Information and Protection of Privacy Act*. In addition, a contact list has been compiled for African Nova Scotians interested in future participation on agencies, boards and commissions and ANSA Primary Reference Groups, when established.

Website and Logo

ANSA commissioned a logo that was launched in July 2005. The logo identifies ANSA to community and government and it incorporates the values, beliefs and goals of the African Nova Scotian community and adheres to "Brand Nova Scotia" policies. Since its

launch, the website has generated close to one thousand (1,000) hits per month and 250 inquires.

Newsletter

ANSA has distributed two information updates (newsletters). The second edition was produced and circulated in April 2006. The newsletter is a venue for ANSA to share with community and government both current activities and highlight upcoming events.

Newspaper releases and features/newsletter articles

During the fiscal year 2005-2006, ANSA issued seven (7) new 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.

Financial Results

	2004/05 Estimate	2004/05 Actual	2005/06 Estimate	2005/06 Actual
	(\$ thousands)	(\$ thousands)	(\$ thousands)	(\$ thousands)
Total Program Expenses - Gross (note 1)	\$428	\$275	\$641	\$721
Net Program Expenses - Net of Recoveries	\$428	\$270	\$641	\$642
Salaries & Benefits	\$245	\$138	\$361	\$227
Funded Staff - Gross FTEs	3.5	2.0	6.0	3.4
Funded Staff - Net FTEs	3.5	2.0	6.0	3.4

Significant Variance Explanations: 2005-2006 Estimate to 2005-2006 Actual

Total Program Expenses - Gross

An increase of \$80 thousand is attributed to additional spending in operating costs to establish new office premises, as well as additional spending for grants and contributions, offset by salary savings due to vacancies.

Measuring Our Performance

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. These measures relate specifically to ANSA's four core business areas and serve as qualitative measures of ANSA's progress towards achieving its goals.

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; and usage/distribution of ANSA's website and newsletter 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?

The fiscal year 2005-2006 was the first operational year of ANSA with a staff complement in our first established office. During the year, ANSA made considerable progress in delivering presentations to 14 provincial government departments and agencies and regular participation on 12 interdepartmental committees. ANSA's web site was accessed by close to one thousand (1,000) hits per month and 1,500 copies of the ANSA newsletter were 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 provide current information on African Nova Scotian issues.

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

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 its first operational fiscal year, ANSA made contact and met with a wide variety of federal government departments and agencies, such as Canadian Heritage, Statistics Canada, Service Canada/HRSDC, Crime Prevention, Atlantic Canada Opportunities Agency, Veteran's Affairs, and Health Canada, to discuss our vision and mission, as well as set the stage for collaborations.

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

ANSA is on target to begin 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.** Four (4) measures have been developed for this outcome.

Measure 1 - Increased parent/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. This type of cooperative relationship serves as a model for future service delivery.

Where are we now?

In the fiscal year 2005-2006, ANSA worked in partnership to facilitate the delivery of a math/science exploration project, "Imoteph's Legacy", for Junior High School African Nova Scotian learners. This program is designed to improve skills and develop more

confidence in these subjects, as well as gain and/or sustain parental/community support.

ANSA also supported the delivery of “Positive Parenting” workshops across the province. These 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.

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

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

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

What does this measure tell us?

With the establishment of an office and a staff complement, ANSA is able to build relationships and work with other government departments and agencies as they evaluate, improve and develop culturally competent services and policies.

Where are we now?

ANSA was able to respond to inquires and requests for advice and participation by 25 government entities. In addition, ANSA has played a key role in bringing together the African Nova Scotian community, various levels of government and other institutions allowing government and community to collaborate.

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

ANSA will continue its work in this area.

Measure 3 - Increased community awareness of the Public Service Commission 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 will create greater access to employment opportunities for African Nova Scotians.

Where are we now?

Twenty information sessions were held in African Nova Scotian communities across the province. During these gatherings, information was shared regarding the services and employment opportunities available within the public service. ANSA is also an active participant on the PSC’s interdepartmental Diversity Roundtable. This work supports and promotes the participation of African Nova Scotians within the public service, as government pursues its renewed commitment to diversity.

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

Working with the African Nova Scotian community and the Public Service Commission, ANSA will be in a position to improve the employment opportunities of African Nova Scotians.

Measure 4 - 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. 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 an Afrocentric youth and justice initiative will allow youth to build on their assets and acquire the attitudes, behaviours and skills to buffer against delinquent behaviour and potential conflict with the law.

Where are we now?

Over this past year, ANSA has consulted with more than 10 community organizations to discuss the development of mutual strategies, goals and a practical framework to shape a Youth Leadership Project.

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

ANSA, in conjunction with community partners involved with programming for youth will make a formal submission to the National Crime Prevention Centre for support on a province-wide youth leadership project.

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. ANSA held 20 community information sessions across the province to encourage the participation of African Nova Scotians. A list of more than 38 African Nova Scotians, including their area of interest and/or expertise was generated.

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

In the coming year, ANSA will work with the Public Service Commission to coordinate community information sessions with a goal to increase the number of African Nova Scotians on ABCs.

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?

ANSA has been able to partner with 15 key African Nova Scotian stakeholder groups.

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

Building on these partnerships, ANSA will create a base to develop Primary Reference Groups to draw upon the skills and experience of community leaders throughout the Province.

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?

African Nova Scotians have increased access to government services and knowledge of policies.

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 has developed, produced and distributed a variety of public education tools, as the mechanism through which government communicates, to increase awareness of its initiatives.

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

Increase the awareness and use of government services by African Nova Scotians. Plans are underway to install a provincial toll free communication system to enable African Nova Scotians in the regions to contact ANSA.