

ANNUAL REPORT

2019–2020



NOVA SCOTIA
HUMAN RIGHTS
COMMISSION





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OUR VISION

THE COMMISSION IS
COMMITTED TO ACTIVELY
ENGAGE AND WORK
WITH ALL NOVA SCOTIANS
AND ITS DIVERSE COMMUNITIES
TO EFFECTIVELY ADVANCE
EQUITY AND DIGNITY,
FOSTER POSITIVE AND
RESPECTFUL RELATIONS
AND PROTECT HUMAN RIGHTS.



NOVA SCOTIA
HUMAN RIGHTS
COMMISSION



Message from the CEO

Dear Minister Furey,

On behalf of the staff and Commissioners of the Nova Scotia Human Rights Commission, I am pleased to present you with the Commission's annual report for the 2019-20 fiscal year. The Commission is fully committed to the creation of inclusive communities and the protection of human rights in Nova Scotia by fostering positive, productive and respectful relationships.

This year the Nova Scotia Human Rights Commission took over leadership of the Canadian Association of Statutory Human Rights Agencies (CASHRA). The CASHRA virtual classroom was expanded with the launch of a national online training course "Safer Spaces Make Great Workplaces" to prevent and address sexual harassment in workplaces. The Commission's virtual classroom with three online courses has continued to provide free human rights training to thousands of Nova Scotians across the province this year.

The Commission has continued to modernize and innovate in fiscal year 2019-20. The Commission developed and launched online tools to further enhance the efficiency and transparency of the dispute resolution process.

Stakeholder engagement, collaboration, and partnerships with various community members continued to improve the Commission's ability to address the issue of systemic racism. The Commission continued follow-up work on the street checks report released last fiscal year by hosting several Commission led community sessions. The Commission also released an independent legal opinion of the issue of the legality of the practice of police street checks on October 18, 2019, leading to the government's announcement of a permanent ban on the practice.

My sincere thanks go to the staff, management, and Commissioners for their commitment and hard work to ensure the best possible service to the public throughout this period.

Commissioners & Commission Meetings

The Nova Scotia *Human Rights Act* stipulates that the Commission shall have no less than three and no more than 12 members, or Commissioners, who are appointed by the Governor in Council. The Commissioners make up “the Commission”. The 2019-20 fiscal year saw the Chair role of the Commission change hands, with Cheryl Knockwood taking over from Eunice Harker on June 26, 2019. As of March 31, 2020, there were 10 Commissioners, including the Director and CEO who is a non-voting member:

- Cheryl Knockwood (Chair)
- Christine Hanson (Director and CEO, non-voting member)
- Karen Armour
- Vishal Bhardwaj
- Deepak Prasad
- Cynthia Dorrington
- Denise Mentis-Smith
- Raymond Tynes
- Monica Paris
- Wanda MacDonald

The Commissioners come from diverse backgrounds, representing various communities of Nova Scotia.

COMMISSION MEETINGS

Regular bi-monthly meetings were held during 2019-20. The purpose of these meetings is to not only review and decide on human rights cases, but also to discuss emerging human rights issues within the province, and to promote human rights awareness. Two of these meetings were held outside Halifax Regional Municipality. A meeting was held in Wolfville in September 2019 and in Membertou in January 2020. With February marking African Nova Scotia Heritage Month, Commissioners and members of the senior staff attended the annual flag raising ceremony on January 31, 2020 in Sydney and the Gala on February 1, 2020.

Mandate & Vision

MANDATE

The Commission has a unique role within Nova Scotia. It is an independent government agency charged with administering the Nova Scotia *Human Rights Act* (the Act), a provincial statute created in 1969, and most recently amended in 2012. The Commission is mandated by the Act to help build inclusive communities and protect human rights in Nova Scotia.

The Act also sets out the specific duties of the Commission, mainly administering and enforcing the provisions of the Act. In addition, it develops public information and education programs in the field of human rights to advance the principle that every person is free and equal in dignity and rights without regard to age, race, colour, religion, creed, sex, sexual orientation, gender identity, gender expression, physical or mental disability, irrational fear of contracting an illness or disease, ethnic, national or Aboriginal origin, family status, marital status, source of income, political belief, affiliation or activity, association with protected groups or individuals, sexual harassment, harassment of protected groups or individuals, or retaliation.

The Commission is also mandated to conduct and encourage research by universities and other bodies in the general field of human rights, to provide advice to government and its departments and agencies with respect to human rights issues, and to assist individuals and private organizations concerned with human rights matters and provides recommendations on increasing awareness within and outside the province.

Pursuant to the Act, the Commission reports to the Minister of Justice on its activities, and considers, investigates, or administers any matter or activity referred to it by the Minister or the Governor in Council.

VISION

The Commission is committed to actively engage and work with all Nova Scotians and its diverse communities to effectively:

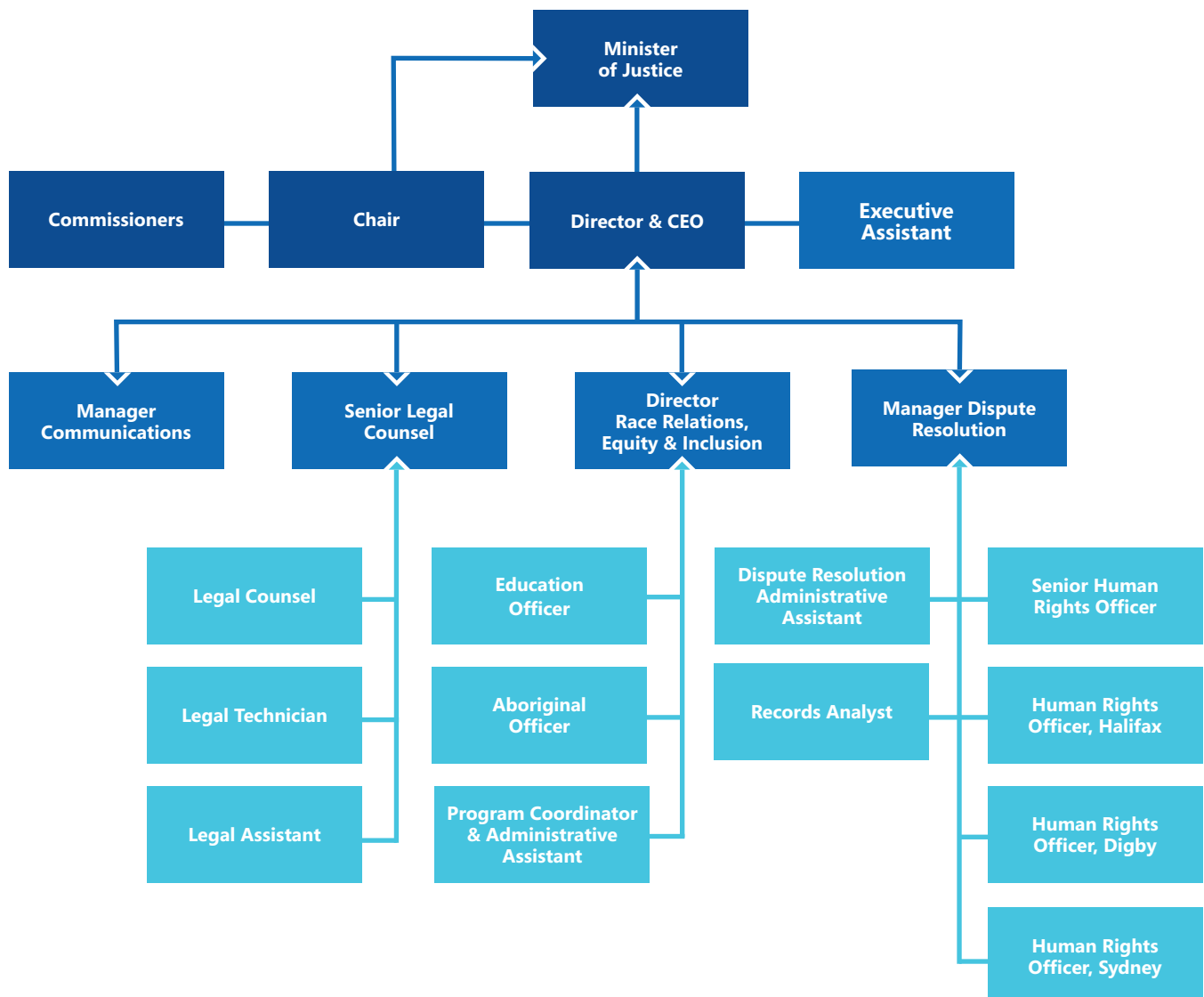
- advance equity and dignity;
- foster positive and respectful relations; and
- protect human rights.

The Commission believes in and is committed to:

- restorative processes;
- respectful and productive relationships;
- inclusivity;
- service excellence; and
- continuous learning through research, innovation and transparency.

Organizational Structure

The Commission is an independent government agency that reports directly to the Minister of Justice.



Inquiries & Dispute Resolution

One of the primary duties of the Commission is to help resolve disputes regarding discrimination in relation to protected characteristics under the Nova Scotia *Human Rights Act*. Not all public inquiries proceed to the complaint stage and some are simply an opportunity to educate individuals and organizations about human rights.

Once it has been determined that a complaint falls under the Act, the matter can be investigated further. To improve access to resolution, procedures for handling human rights complaints have been streamlined. The restorative processes used by the Commission focus on restoring and repairing relationships and building understanding amongst the parties to reduce harm and help everyone move forward in a positive way.

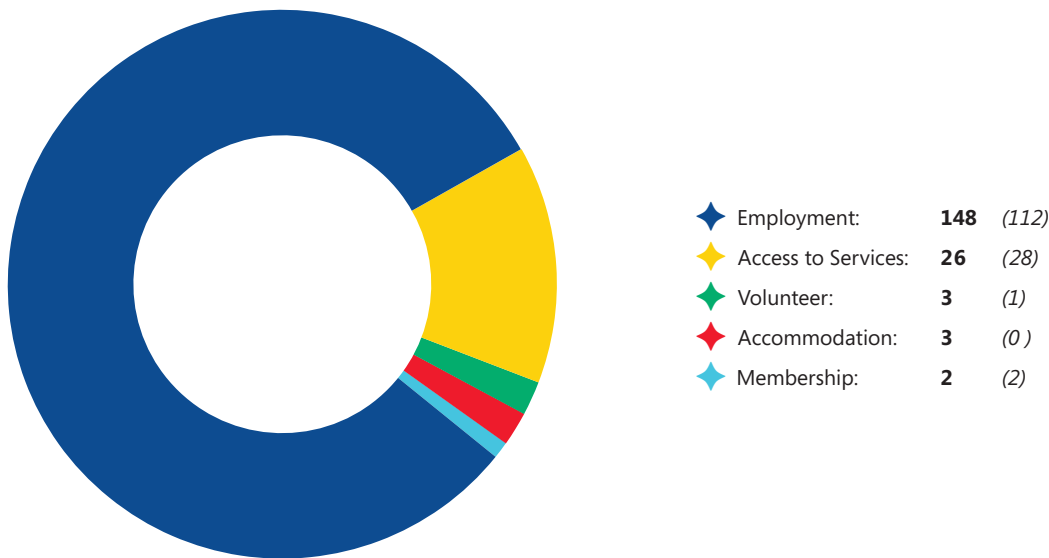
The table below provides the number of human rights inquiries received, the number of inquiries that proceeded to the complaint stage, and the average time for a complaint to move through the process. It should be noted that some human rights disputes can be quite complex and take longer periods of time to resolve.

| | April 1, 2019– March 31, 2020 |
|--|--|
| Inquiries Received (all incoming calls/emails/visits) | 2,668 |
| Complaints Accepted | 159 |
| Complaints Closed by s.29(4)(a) – Best Interests Not Served | 30 |
| Complaints Closed by s.29(4)(b) – Complaint is Without Merit | 11 |
| Complaints Closed by s.29(4)(c) – No Significant Issue | 15 |
| Complaints Closed by s.29(4)(d) – Previous Alternate Process | 4 |
| Complaints Closed by s.29(4)(e) – Bad Faith/Improper Motives | 0 |
| Complaints Closed by s.29(4)(f) – No Reasonable Likelihood | 6 |
| Complaints Closed by s.29(4)(g) – Exemption Order Granted | 0 |
| Complaints Closed by Non-Jurisdictional | 0 |
| Complaints Closed by Settlement Reached | 28 |
| Total No. of Complaints Closed | 94 |
| Average time from Inquiry to filing Complaint (Days) | 33 |
| Average time from filing Complaint to Conclusion (Days) | 316 |

Inquiries and complaints are made on the basis of a prohibited area and protected characteristic as defined under the Act. In many instances, inquiries and complaints involve more than one area or characteristic. In 2019-20, the majority of complaints related to discrimination in the area of employment which increased significantly from the previous fiscal year. The Commission also noted a very slight increase in the number of complaints related to discrimination in the area of access to services.

NUMBER OF COMPLAINTS BY AREA

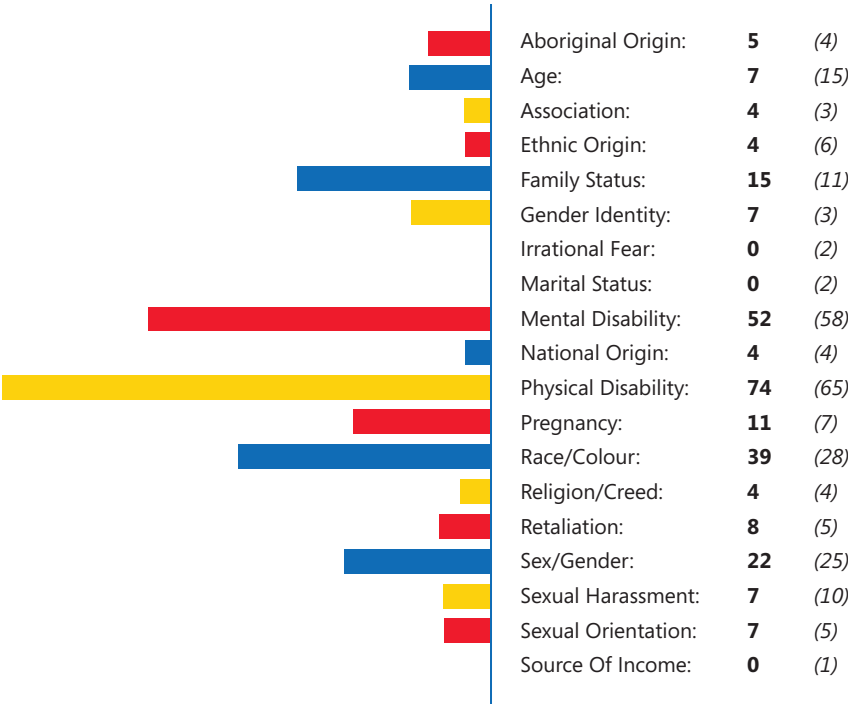
April 2019 to March 2020 (April 2018 to March 2019)



With respect to characteristics of discrimination, the following diagram shows that the majority of complaints received during the 2019-20 fiscal year were on the basis of physical disability and race/colour, each of which showed a marked increase from the previous fiscal year. In 2019-20, the Commission did note small increases in the number of complaints of discrimination on the basis of Aboriginal origin, association with protected groups or individuals, family status, gender identity, pregnancy, retaliation, and sexual orientation. The Commission also noticed an increase in the number of complaints of discrimination on the basis of age and mental disability.

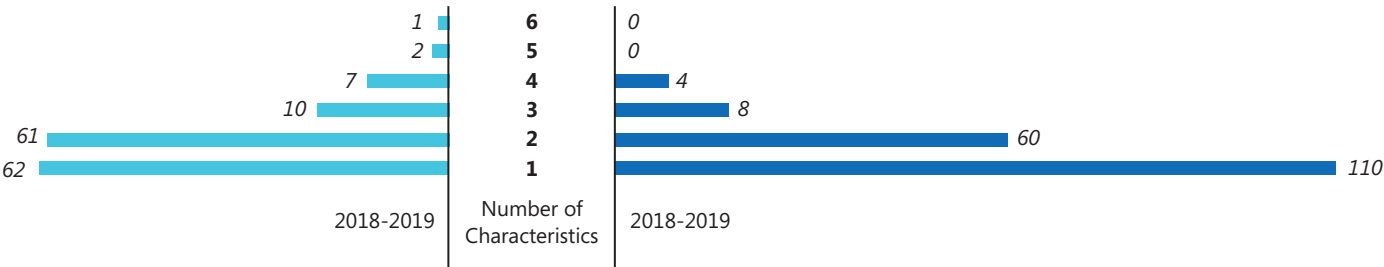
NUMBER OF COMPLAINTS BY CHARACTERISTIC

April 2018 to March 2019 (April 2017 to March 2018)



In 2019-20, most complaints filed with the Commission were based on one protected characteristic. The number of complaints filed based on two protected characteristics was similar to 2018-19.

NUMBER OF COMPLAINTS HAVING MULTIPLE CHARACTERISTICS



Board of Inquiry Hearings

When parties are unable to resolve a complaint through the dispute resolution process, the matter is placed before the Commissioners to determine whether it should be referred to a Board of Inquiry (BOI). A BOI is an independent administrative tribunal, closely resembling a civil trial, that is conducted separate and apart from the activities of the Commission.

After a BOI hearing has been impaneled, there is still opportunity for the matter to settle before the commencement of the hearing. During the period April 1, 2019 to March 31, 2020, eight (8) BOIs were settled by the parties before the start of their hearings.

The table below provides an overview of the status of Boards of Inquiry during this reporting period.

| | April 1, 2019– March 31, 2020 |
|---|--|
| BOI Referrals | 7 |
| Ongoing BOIs (including referrals 2015 to 2020) | 13 |
| Settled BOIs | 8 |
| BOI Decisions | 3 |
| Judicial Reviews Ongoing | 1 |
| Judicial Reviews Decisions | 2 |
| Appeals Ongoing | 1 |
| Appeals Decisions | 1 |

BOARD OF INQUIRY DECISIONS 2019-20

The full text of board of inquiry decisions can be found online at humanrights.novascotia.ca as well as by searching the Canadian Legal Information Institute (CanLii) website at canlii.org.

YZ v. Halifax Regional Municipality

| | |
|-----------------------------------|--|
| <i>Remedy Decision date:</i> | May 7, 2019 |
| <i>Board chair:</i> | Lynn M. Connors, QC |
| <i>Finding of discrimination:</i> | Race/Colour |
| <i>Summary of decision:</i> | The complaint was race based by association. The Chair found that YZ was discriminated against because of his relationship to other racialized people, including his wife. The Chair awarded YZ the sums of \$433,007 for past and future loss of income and \$105,650 for general damages. The Chair also awarded YZ's spouse the sums of \$33,015 for general damages and \$21,675 for costs of future care. |

Harding v. Province of Nova Scotia and Department of Health and Wellness

| | |
|-----------------------------------|--|
| <i>Decision date:</i> | May 21, 2019 |
| <i>Board chair:</i> | Gail Gatchalian, QC |
| <i>Finding of discrimination:</i> | Physical Disability |
| <i>Summary of decision:</i> | Board Chair accepted settlement between the parties. |

Beals v. 3268073 Nova Scotia Limited o/a Dartmouth Comfort Inn (Windmill Road Location)

| | |
|-----------------------------------|--|
| <i>Decision date:</i> | June 5, 2019 |
| <i>Board chair:</i> | Donald C. Murray, QC |
| <i>Finding of discrimination:</i> | Mental Disability |
| <i>Summary of decision:</i> | Board Chair accepted settlement between the parties. |

Dion Thomas-Hodges v Nova Scotia Health Authority

| | |
|---|--|
| <i>Decision date:</i> | August 26, 2019 |
| <i>Board chair:</i> | J. Walter Thompson, QC |
| <i>Grounds of discrimination alleged:</i> | Employment/Race/Colour |
| <i>Summary of decision:</i> | Board Chair accepted settlement between the parties. |

David Price v. Halifax Shipyard (Irving Shipbuilding Inc.)

| | |
|---|--|
| <i>Decision date:</i> | September 11, 2019 |
| <i>Board chair:</i> | Benjamin Perryman |
| <i>Grounds of discrimination alleged:</i> | Employment/Mental and/or Physical Disability |
| <i>Summary of decision:</i> | Board Chair accepted settlement between the parties. |

Amber Townsend v. Village of New Minas

Decision date: September 26, 2019
Board chair: Gail Gatchalian, QC
Grounds of discrimination alleged: Employment/Sex (Gender)
Summary of decision: Board Chair accepted settlement between the parties.

Symington v. Halifax Regional Municipality (Halifax Regional Fire and Emergency)

Decision date: October 9, 2019
Board chair: Dennis James, QC
Outcome: No finding of discrimination
Summary of decision: No evidence of discrimination or retaliation between May 19, 2015 and May 19, 2016 with respect to Symington's May 19, 2016 Complaint. Further, based on the evidence presented Halifax Fire did not discriminate against Symington and did not retaliate against her for previously complaints filed in 2004. Symington's complaints were dismissed.

Samantha Clark v. Beaver Bank Station Limited and/or David Smith and/or Alan Whitlam

Decision date: October 17, 2019
Board chair: Lynn Connors, QC
Grounds of discrimination alleged: Employment/Sex/Physical Disability or Mental Disability/Family Status/Sexual Harassment
Summary of decision: Board Chair accepted settlement between the parties.

Douglas Pynch v. Brooklyn Volunteer Fire Department

Decision date: November 21, 2019
Board chair: Benjamin Perryman
Grounds of discrimination alleged: Volunteer Public Service/Physical Disability or Mental Disability
Summary of decision: Board Chair accepted settlement between the parties.

MacLean et al v. PNS

Remedy Decision date: December 4, 2019
Board chair: J. Walter Thompson, QC
Finding of discrimination: Mental/Physical Disabilities
Summary of decision: Decision on Appeal

Robinah Kakembo v. Team Cooperative Limited

Decision date: March 25, 2020
Board chair: E.A. Nelson Blackburn, QC
Grounds of discrimination alleged: Employment/Race/Colour
Summary of decision: Board Chair accepted settlement between the parties.

Education & Training

The Nova Scotia *Human Rights Act* stipulates that the Race Relations, Equity and Inclusion, or education, unit (RREI) work with government departments, agencies, boards, commissions, non-government organizations, the community, and the private sector to develop programs and policies that facilitate Nova Scotians working together with respect and dignity, and with knowledge of the Act and of human rights.

The majority of complaints received by the Commission result from disputes at the workplace. In many instances, resolution of human rights disputes requires human rights education and/or the development or revision of organizational policies to help them meet their obligations under the Act.

As noted in the table below, a total of 47 education sessions, with 2,060 attendees, were held during the 2019-20 fiscal year, as compared to a total of 45 education sessions and over 1,738 attendees for the previous fiscal year.

| Description | No. of Sessions | | No. of Attendees | |
|---|-----------------|-----------|------------------|--------------|
| | 2019/20 | 2018/19 | 2019/20 | 2018/19 |
| Human Rights Education Workshop | 6 | 7 | 107 | 93 |
| Information Session/Requested Education | 16 | 9 | 255 | 203 |
| Mandated Education | 12 | 11 | 255 | 119 |
| Presentations/Conferences | 10 | 12 | 1,360 | 849 |
| Guest Speakers | 3 | 6 | 113 | 474 |
| TOTAL | 47 | 45 | 2,060 | 1,738 |

INITIATIVES, PARTNERSHIPS AND EVENTS

In addition to the education and training sessions held during the 2019-20 fiscal year, the Commission promoted several initiatives related to human rights within the province to increase awareness and provide human rights education to Nova Scotians. The Commissions also partnered with new and current stakeholders to host events to further advance public awareness and foster better engagement with the communities it serves.



POLICE STREET CHECKS

The final report by Dr. Scot Wortley respecting the practice of police street checks was released on March 27.

Dr. Scot Wortley, University of Toronto, returned to Halifax on May 21-23 to participate in three community meetings organized by the Commission (Cherry Brook, Lucasville, North End Halifax) as well as meetings with the Department of Justice, Halifax Regional Police, African Nova Scotian Decade for People of African Descent (ANS DPAD) Coalition, and the RCMP.

Michael MacDonald, former Chief Justice of the Appeal Court, was retained to provide an opinion on the legality of the practice of police street checks. The opinion, released on October 18, 2019, determined that the practice of police street checks was illegal, resulting in a ban on the practice.

Senior Legal Counsel participated in a panel session hosted by 902 Man Up: Beyond Street Checks Community Conversation held at the North End Public Library on November 18, 2019, to discuss history, collection of data and healing.

STREET CHECKS REPORT

ALL ARE WELCOME TO ATTEND

THIS IS AN OPPORTUNITY FOR THE PUBLIC TO
ASK DR. SCOT WORTLEY QUESTIONS ABOUT THE
STREET CHECKS REPORT.

TUESDAY, MAY 21
THE BLACK CULTURAL CENTRE
10 CHERRY BROOK ROAD, CHERRY BROOK
6:00PM-8:00PM

WEDNESDAY, MAY 22
THE WALLACE LUCAS COMMUNITY CENTRE
596 LUCASVILLE RD. LUCASVILLE
6:00PM-8:00PM

THURSDAY, MAY 23
THE COMMUNITY Y
2269 GOTTINGEN STREET
6:00PM-8:00PM

**For more information contact 902-424-3137 or
HRCEducation@novascotia.ca**



PRIDE 2019

The Commission returned as a proud sponsor of the 2019 Halifax Pride Week. Several staff and Commissioners participated in Pride Week events, including the office launch and flag raising, with Pride donuts. Staff and Commissioners joined members of the LGBTQ Network to share the Network's float in the Halifax Pride Parade. The Commission handed out special rainbow wristlets with the axiom "you have the right to be who you are". Staff and commissioners in Digby, Sydney and Yarmouth participated in each communities Pride Parade.

Photos (top to bottom): Pride donuts from Vandals Donuts at flag raising; The Honourable Stephen McNeil, Premier, Corey Alders, Co-Chair for Pride Government Employee Network Allison Smith, Public Service Commissioner Laura Lee Langley and the Honourable Tony Ince, Minister of Public Services Commission, preparing to raise the flag; Parade Float; Pride service dog at launch



NOVA MULTIFEST

The Commission sponsored the 2019 Nova Multifest held on July 19-21 at Alderney Landing, Dartmouth. The weekend festival is a celebration of Nova Scotia's culture and diversity, brought to life in the form of music, art, displays and foods. Nova Multifest's mission is to be the umbrella association to promote cultural organizations throughout the province by fostering cross cultural awareness, understanding, community unity and intercultural relationships and promoting multiculturalism and diversity in Nova Scotia.

Photos (top to bottom): Commission CEO with Nova Multifest Society President and Commission commissioner Vishal Bhardwaj





AUBA CONFERENCE

Dr. Kesa Munroe-Anderson, Director of Race Relations, Equity and Inclusion, of the Commission

The Commission sponsored an Information Table at the African United Baptist Association's (AUBA) 166th annual conference held in Wolfville on August 16-18, 2019 at the Atlantic Theatre Festival. This information table provided an opportunity for Association delegates and all attendees to access written material on the Commission and the services we offer. The AUBA is the oldest African Nova Scotian organization, established in 1854 under the visionary leadership of Rev. Richard Preston. This organization was formed to connect Black Baptist churches throughout Nova Scotia. Under the direction of Moderator Rev. Dr. Rhonda Britton, the annual Association continues the AUBA's tradition of meeting with its members across the province during the third weekend of August for fellowship, informative workshops, lively music and inspired preaching. The theme for these sessions was LEAD: Launch, Engage, Advance, Deliver.



GENDER MARKERS AND ID DOCUMENTS

Allison Smith, Co-Chair for Pride Government Employee Network, and Human Rights Officer with the Human Rights Commission; Patricia Arab, Minister of Service Nova Scotia and Internal Services; and Shae Morse, non-binary teacher and community advocate

In November 2017, Commission staff worked in partnership the Office of Vital Statistics on a series of community consultations to better understand the impacted by gender markers on Nova Scotia ID documents. Approximately 25 gender diverse individuals and representatives from 2SLGBTQ+ advocacy organizations provided input on options for better representing the spectrum of gender on birth certificates. As well, approximately 185 individuals completed an online designed to reach gender diverse individuals and representatives from 2SLGBTQ+ advocacy organizations throughout the province. The consultations and survey results were compiled to propose legislative changes to the *Vital Statistics Act* in the form of Bill 42. Bill 42 unanimously passed on October 9, 2018. Effective July 9, 2019, new gender identity options were available on Nova Scotian birth certificates, driver licences, ID cards, and Health Cards. A sample driver license including an "x" and the option to not display the sex field or indicator is illustrated in the below photograph.



INTERNATIONAL HUMAN RIGHTS DAY: DECEMBER 10TH

In collaboration with Partners for Human Rights, the Commission held celebrations for International Human Rights Day at the Halifax Public Library December 10, 2019 and marked the 71st anniversary of the Universal Declaration of Human Rights. In addition to distinguished speakers and cultural performances, the 2019 Human Rights Awards were presented deserving Nova Scotians for their advocacy work on human rights in the categories of Youth, Individual, Dr. Allen Burnley “Rocky” Jones, and Organization.

Photos (top to bottom): December 10, 2019 Human Rights Award Invitation; Elder Deborah Eisen of the Mi'kmaw Native Friendship Centre; Mi'kmaw Spoken Word Artist, former Halifax Poet Laureate, activist, and author of “I Found My Talk”, Rebecca Thomas, shared one of her poems at the celebration.; Ayo Aladejebi & Sobaz Benjamin provided African drumming; Kalolin Johnson, of Eskasoni, First Nations was our musical guest.



2019 HUMAN RIGHTS AWARD RECIPIENTS

The 2019 Nova Scotia Human Rights Awards were presented as part of the December 10th International Human Rights Day celebrations. Nominations are received from the public in the categories of youth, individuals and group/organizations.



Constable Amit Parasram, Equity and Diversity Officer with Halifax Regional Police, presenting Youth Award to Cassidy Megan

YOUTH AWARD

Cassidy Megan, Purple Girl

Cassidy founded *Purple Day*—an epilepsy awareness day—in 2008. Her own struggles with epilepsy and goals to get people talking about it to dispel myths, reduce stigma and isolation for those living with this disability motivated her to take action. *Purple Day* is now an annual celebration on March 26 and is celebrated in more than 100 countries. Through her work, Cassidy communicates daily with people all over the world via social media, email, phone and video. She is currently producing a video series called “Our Story” to help showcase what it means to live with epilepsy and how it can affect everyone, not just the person having the seizures. She has spoken about *Purple Day* and epilepsy awareness across various parts of Canada, the USA, and has traveled to Japan and most recently to India to speak about epilepsy and participate in *Purple Day* celebrations there. Cassidy likes to be involved and help out whenever she can. She supports various charities in HRM and helps in her community and beyond whenever called upon. Cassidy has been awarded the Lady Diana Award, The BMO Celebrating Women, The Red Cross Young Humanitarian, The Queen’s Diamond Jubilee Medal, RBC’s Make 150 Count, Epilepsy Queensland Youth Award, Family SOS Courage to Give Back Inspiring Youth Award, Build a Bear Huggable Hero, 2014 Haliaward, Inaugural Power of Change Award, and the H.O.P.E Award. Cassidy believes that life can be tough, but we are tougher. We are all in this together and together we will make a difference.

INDIVIDUAL AWARD— DR. ALLEN BURNLEY 'ROCKY' JONES AWARD

Trayvone Clayton

Trayvone calls home the caring community of Halifax's Uniacke Square where he was raised. Paying forward a lesson he learned from his former coach Wade Smith, "each one, teach one", Trayvone has served as Head Coach for the UPNext Basketball Team (Summer, 2019) and as Community Program Coordinator at the North End Community Health Centre (Summer, 2019). A third-year student studying Arts with a concentration on criminology at Saint Mary's University, Trayvone aspires to study law in the future. Presently, he is a member of the men's basketball team at Saint Mary's University and a recreational basketball coach for the Community YMCA's Under-12 boys' team. Trayvone is also an active community organizer and advocate. A member of 902 ManUP, while a youth under19, Trayvone advocated for the organization to be made accessible to youth over 16 because of his perspective that experiences and youth voices are essential to the cause. Trayvone was instrumental in the community organizing to shed light on institutional and systemic anti-Black racism on Parliament Hill. While attending *Black Voices on the Hill Day* in February 2019, Trayvone was among African Canadian youth who were



Trayvone Clayton with Tracey Jones-Grant, Dr. Jones' sister

racially profiled by Parliamentary Protective Services. This incident galvanized him to speak out nationally against the racism he and his peers endured. His efforts, in collaboration with other African Nova Scotians, resulted in an apology from Prime Minister Trudeau during a visit to the Black Cultural Centre for Nova Scotia. Trayvone used this opportunity to call on the Prime Minister to create positive opportunities for Black youth across the country. Trayvone also played an active role in the community movement to ban street checks. He continues to advocate for a change of relationship between the police and the African Nova Scotian community and to uproot anti-Black bias in policing. From his community, to the national and international stage, Trayvone is contributing his advocacy skills and experience to the cause for ending discrimination.

Award Recipients



GROUP/ORGANIZATION AWARD

902 Man Up

The Honourable Tony Ince, Minister of African Nova Scotian Affairs, presenting one of the Group/Organization Awards to members of 902 ManUp

902 ManUp is a non-profit volunteer group founded in 2016 in response to the increase in community violence particularly involving Black males. The organization operates under an expanded mandate dedicated to the advancement of all Black Communities within Nova Scotia. Its focus is on the empowerment of young Black males and Black youth at risk of marginalization and social and academic exclusion. As a group, 902 ManUp has a deep-rooted commitment to positive and measurable community outcomes and simply defines itself as *Real Men Giving Real Time Making Real Change*.



ANS DPAD Coalition

Members of ANS DPAD Coalition with the Honourable Tony Ince, Minister of African Nova Scotian Affairs

Organized in 2016, the African Nova Scotian Decade for People of African Descent Coalition (Coalition) is a group of organizations and individuals serving African Nova Scotian people, communities, interests, and needs. The Coalition acknowledges African Nova Scotians (ANS) as a distinct people and works to ensure that ANS people and communities are recognized and supported as an integral part of Nova Scotia's past, present and future. The group's members recognize that the International Decade for People of African Descent (2015-2024) provides a unique opportunity to build provincial, national and international momentum for change that will benefit people of African descent in Nova Scotia and beyond.

The Coalition's mission is to build strength and health across ANS communities and forge a renewed collaborative positive working relationship with government(s), ANS organizations and our community that will create conditions for all people of African ancestry in Nova Scotia to thrive. Our core values centre on a respectful, cooperative, and transparent approach to working together that honours the diversity of opinions and experiences within ANS communities and encourages broad engagement and collaboration.

MAJOR EVENTS

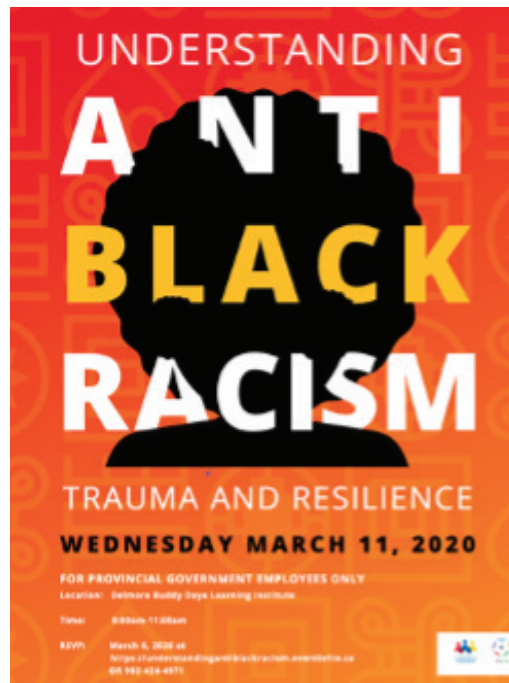
MARCH 11, UNDERSTANDING ANTI-BLACK RACISM: TRAUMA AND RESILIENCE

The Nova Scotia Human Rights Commission and Office of African Nova Scotian Affairs hosted a panel discussion entitled “Understanding Anti-Black Racism: Trauma and Resilience” to commemorate the United Nations International Day for the Elimination of Racial Discrimination (March 21). This event was organized for public service employees on March 11, from 9:00 a.m. – 11:00 a.m., at the Delmore Buddy Day Learning Institute, Halifax.

Panelists included Winnie Grant, Senior Advisor on African Nova Scotian Issues – Department of Community Services, Stacey Dlamini - Parent and Community Ally – Pictou County, and Otis Daye - Student Equity Consultant for the Halifax Regional Centre for Education. The panel raised awareness on how anti-Black racism is defined and its distinct differences from general definitions of racism. Those attending gained insight into the effects of anti-Black racism on people of African descent, as well as necessary ways of coping employed by people of African descent.

The discussion provided an opportunity for all to learn how to engage in self-reflection and self-awareness about our individual actions and behaviors; the behaviors, values and beliefs of others; and to be aware of and address systemic issues which negatively impact people of African descent specifically.

Photos (top to bottom): Amongst provincial government attendees was the Honourable Tony Ince, Minister of African Nova Scotian Affairs; Understanding Anti-Black Racism event poster; Sobaz Benjamin provided drumming as featured panelists Stacey Dlamini, Otis Daye and Winnie Grant prepared to speak to our audience



MARCH 21, THE INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION

In recognition of International Day for the Elimination of Racial Discrimination, March 21, 2020. Session held on March 11 instead of March 21 due to COVID.

Contact Us

NOVA SCOTIA HUMAN RIGHTS COMMISSION

humanrights.novascotia.ca | HRCinquiries@novascotia.ca

HALIFAX OFFICE

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DIGBY OFFICE

Provincial Building, 84 Warwick Street, Digby, NS B0V 1A0

Mailing Address: PO Box 1029, Digby, NS B0V 1A0

Tel: 902-245-4791



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