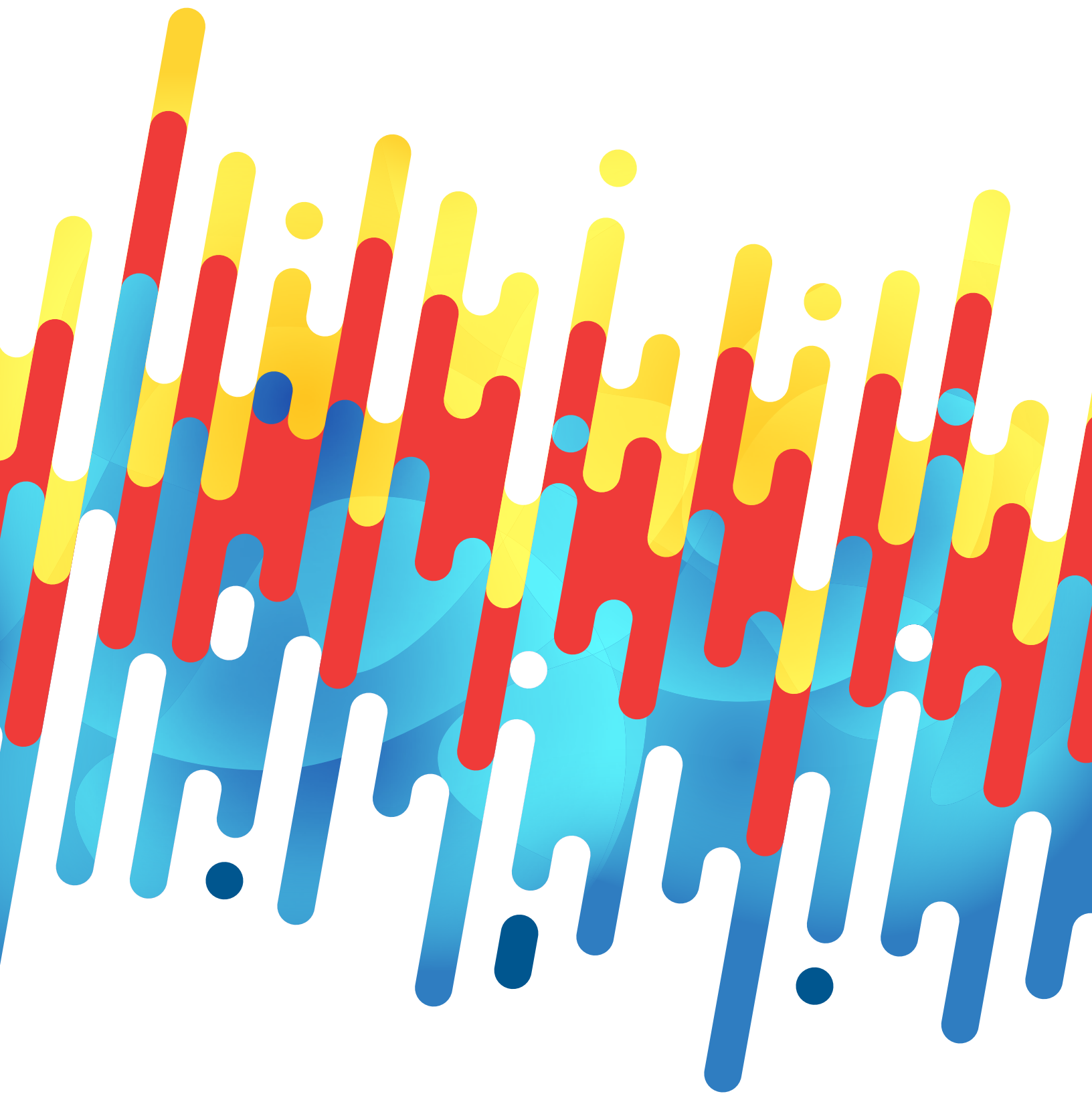




2021-2022 Annual Report





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Mi'kmaw Territorial Acknowledgment

The Nova Scotia Human Rights Commission (the Commission) respectfully acknowledges that it operates in Mi'kma'ki the ancestral and unceded territory of the Mi'kmaq people. This territory is covered by the treaties of peace and friendship signed by the Mi'kmaq and the British Crown between 1725 and 1779.

We encourage all settlers in Mi'kma'ki to learn more about the 94 calls to action and to further reconciliation efforts with Indigenous peoples.

It is not enough to simply acknowledge the systematic injustices Mi'kmaq and other Indigenous peoples continue to endure but we must have the full understanding of who has and continue to benefit from those injustices.

Msit No'kmaq

In October 2021, Nova Scotia announced that Mi'kmaw will be recognized as the province's first language, thus preventing the extinction of the land's natural language and promoting healing of Mi'kmaq youth and communities through reclamation of the Mi'kmaw identity.



Recognition of the Contributions of People of African Descent



“The past informs the future”

Sankofa is a saying of the Akan people of Ghana. In Akan, the term that literally means, “to go back and get it.” Sankofa is often depicted as a mythical bird flying forward with its head turned backward. The egg in its mouth represents the “gems” or knowledge of the past upon which wisdom is based; it also signifies the generation to come that would benefit from that wisdom.

[University of Rochester, Office of Equity and Inclusion](#)

The story of the Nova Scotia Human Rights Commission is incomplete without the acknowledgment of community mobilization and grassroots efforts of members of the Black community in Nova Scotia. Many of these community members worked tirelessly, in spite of the realities of racial injustices and intolerance, to ensure that decision makers put policies and legislation in place to protect the human rights of their community. These efforts laid the foundation for the creation of what we know today as the Nova Scotia Human Rights Commission and ultimately established a legislated body responsible for the protection of human rights for everyone in our province.

We acknowledge that Nova Scotia is the birthplace of African presence in Canada. We recognize that the community efforts that led to the establishment of the Human Rights Commission are a continuation of the history, resilience, and legacies of African Nova Scotians going back more than 400 years. Many people across the historic African Nova Scotian communities can trace their origins to centuries ago, when Nova Scotia held the promise of a better life for individuals of African descent. Despite the realities of broken promises and a hostile environment filled with discrimination, African Nova Scotians and communities of African descent have contributed immensely to all facets of life in Nova Scotia. The Commission acknowledges the struggles, the resilience, and immense contributions that people of African descent have made to this province and country.

The Commission is committed to fulfilling its mandate of protecting and promoting human rights for African Nova Scotians and communities of African descent through culturally relevant practices informed by Afrocentric values. The Commission commits to employing trauma-informed practices in its work and ensuring a culturally appropriate approach in its restorative practices.

Message from the CEO

Dear Minister Johns,

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 2021-22 fiscal year. The Commission remains fully committed to the creation and growth of diverse, equitable, and inclusive communities as well as the protection and advancement of the human rights of all Nova Scotians.

In fiscal 2021-22, the Commission continued to respond to the challenges presented by the COVID-19 pandemic by adapting service delivery and innovating to engage with the public, deliver education and training through virtual and hybrid approaches which increased accessibility and broadened participation geographically.

The Commission initiated new partnerships within African Nova Scotian communities to launch the Human Rights on the Road series of education and engagement sessions and hosted virtual events in recognition of significant human rights dates, including the International Day for the Elimination of Racial Discrimination and International Human Rights Day. Initial meetings and discussions with representatives of the Mi'kmaq community led to the development of pathways to strengthen relationships toward reconciliation.

Amid high inquiry volume, staffing challenges related to the COVID-19 pandemic and emerging issues related to public health mandates, the Commission reduced its backlog of files awaiting investigation and continues to implement process improvements. Commission staff engaged in ongoing learning and development to increase awareness of issues affecting equity-seeking communities and ensure service delivery is culturally responsive and trauma-informed.

Joseph Fraser, Director and CEO

Commissioners and Commission Meetings

The Nova Scotia Human Rights Commission is legislated under the Human Rights Act to have no less than three (3) and no more than twelve (12) Commissioners. The Governor-in-Council appoints these Commissioners. Within the 2021-22 fiscal year, there were ten (10) Commissioners, including the Director and CEO, a non-voting member.

Commissioners come from diverse backgrounds, representing various communities of Nova Scotia. They are appointed by an Executive Order of Executive Council. Commissioner responsibilities are described within the *Nova Scotia Human Rights Act* (the Act). The Act includes the responsibility for the strategic direction of the Commission as well as for making decisions on human rights issues, including referrals of complaints to Boards of Inquiry.

Cheryl Knockwood (Chair)
Joseph Fraser (Director and CEO, non-voting member)
Deepak Prasad (Vice-Chair)
Denise Mentis-Smith
Raymond Tynes
Monica Paris
Wanda MacDonald
Robin Thompson
Savannah DeWolfe

Commissioners play an important role in the Commission's dispute resolution process. Once an investigation is complete, a Human Rights Officer (HRO) prepares an investigation report that summarizes the complaint and evidence gathered during the investigation and makes a recommendation to either dismiss the complaint, or to refer it to an independent human rights Board of Inquiry.

The parties are provided with the investigation report and are given 15 days to make written submissions on the recommendation.

After the parties' written submissions are received, the complaint, investigation report, and written submissions are placed before the Commissioners at one of their regular meetings to make a final decision. The Commissioners, as a group, can accept the HRO's recommendation as presented or return it to the HRO to gather further information or answer questions they may have.

Commissioners are not bound by the HRO's recommendations. They make their decision based on the investigation report and any written submissions made by the parties. The Commissioners' decision is final and can only be appealed through a Judicial Review at the Supreme Court of Nova Scotia.

Normally, Commissioners meet six times annually. Often these meetings take place at the Halifax office of the Commission. However, Commissioners also meet in communities outside of the Halifax Regional Municipality. Due to ongoing public health advice, regular virtual bi-monthly meetings were held in 2021-22. The purpose of these meetings is to review and decide on human rights cases, to discuss emerging human rights issues in Nova Scotia, and to promote human rights awareness.

The image features two women in hijabs, one in the foreground and one partially visible on the left. They are looking out a window. The background is a blurred outdoor scene. At the top of the page, there are several stylized white hand icons. A yellow horizontal line is positioned above the text block.

The Commission is mandated by the Act to help build inclusive communities and protect human rights in Nova Scotia.

Mandate and 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 provide 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:

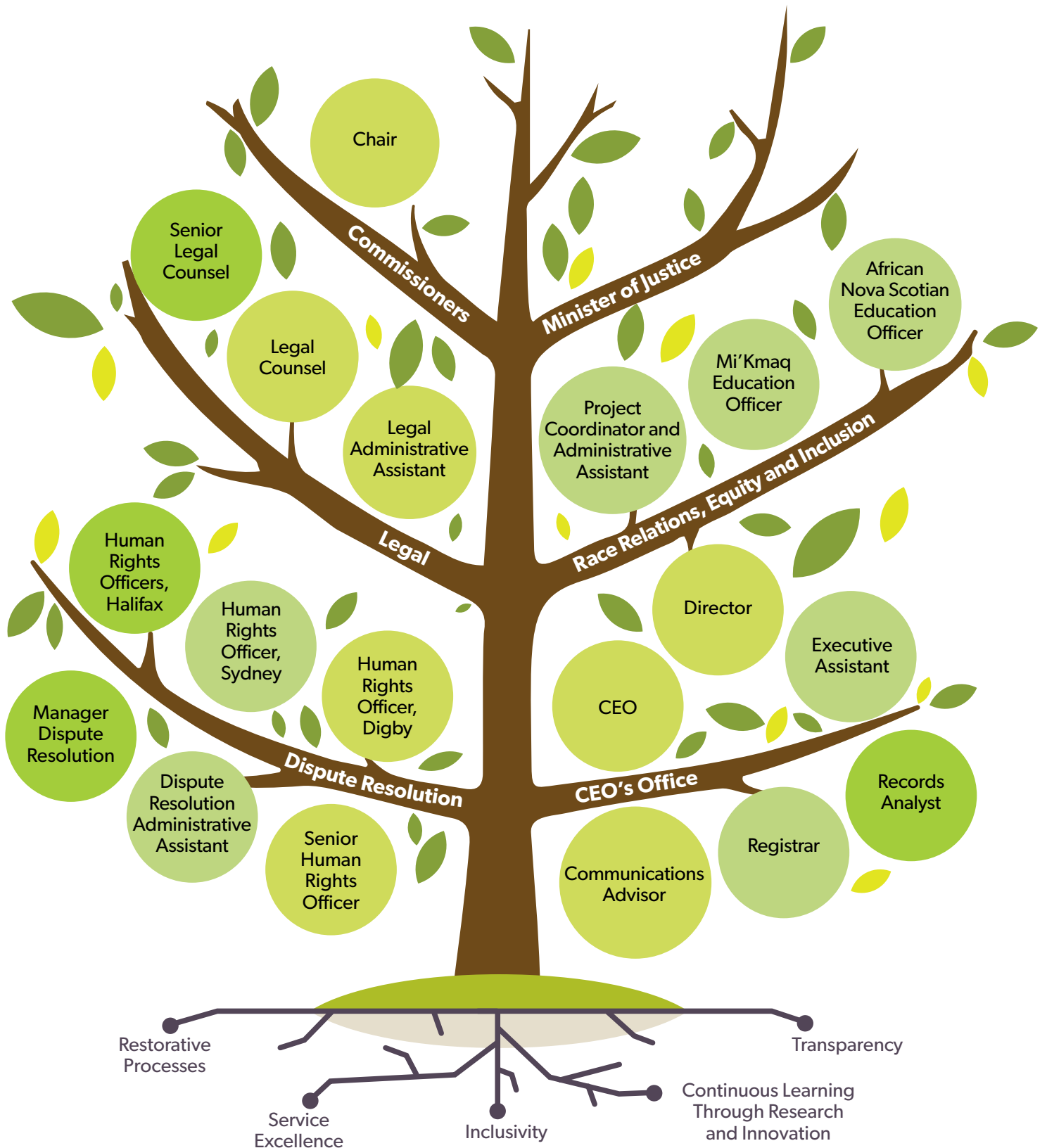
- restorative processes;
- respectful and productive relationships;
- inclusivity;
- service excellence; and
- continuous learning through research, innovation, and transparency.

There is an inherent tension created by the duality of the Commission's mandate to protect human rights through administration of the Act, and advance human rights through education, community outreach and engagement.

The scope of this work ranges from the very personal, one-on-one discussions with people who have been mistreated, to public dialogues like the Human Rights on the Road series, education sessions and special events. It is the Commission's responsibility to ensure people know their rights, and that they are aware of and have confidence in the process that exists to protect their rights.

The Commission and its staff cannot advocate on behalf of individuals, groups, or organizations, but through strategic partnerships can advance equity and ensure all Nova Scotians can access the services they require to live lives of dignity.

Organizational Structure





The restorative processes used by the Commission focus on restoring and repairing relationships and building understanding amongst the parties.

Inquiries and Dispute Resolution

Inquiries from the public made to the Commission range from general questions about the Act and requests for information, to more substantive concerns about possible human rights violations, discrimination, and harassment relating to protected characteristics. Some inquiries will be accepted as complaints and proceed to a resolution conference or investigation.

Once the Commission's jurisdiction is confirmed and a complaint is accepted, it will be investigated, and parties can work together to resolve the matter. The restorative processes used by the Commission focus on restoring and repairing relationships and building understanding amongst the parties to repair harm and help those involved move forward in a positive way.

As information is gathered through an investigation, it may become clear that a claim of discrimination under the Act is not supported by evidence. If this happens or if the complaint is settled or withdrawn, it may be dismissed by the Director and CEO under section 29(4) of the Act.

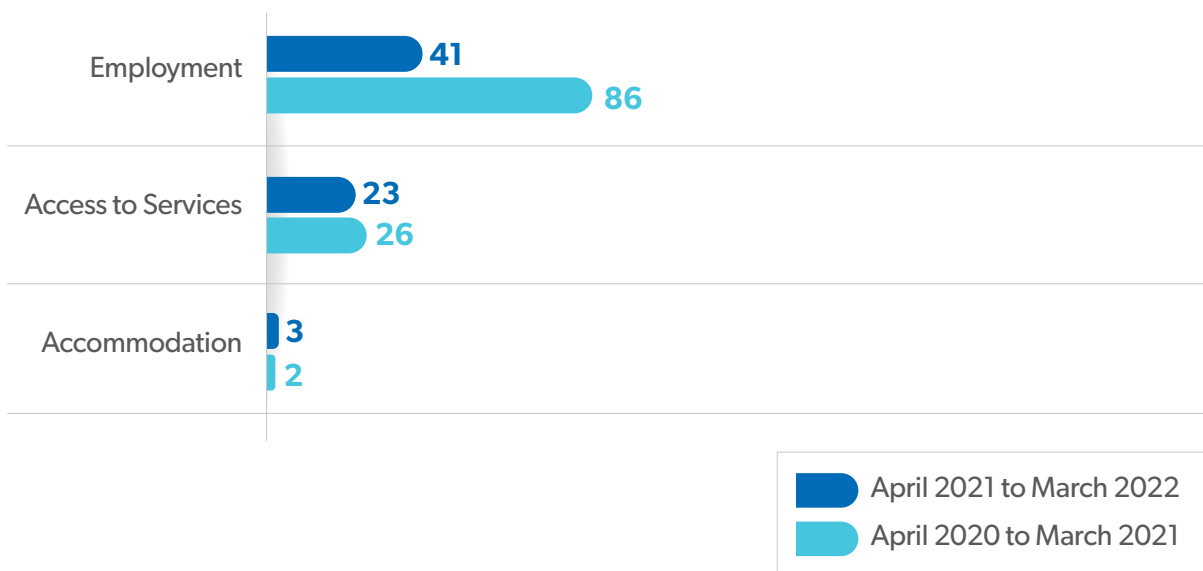
The following table provides the number of human rights inquiries received, the number of inquiries that proceeded to the complaint stage, and the average time for a complaint to move through the process. Some human rights disputes can be quite complex and take longer to resolve. As a result of the uncertainty during the global pandemic, the Commission experienced a significant increase in the average time from inquiry to filing a complaint and from filing the complaint to conclusion.

	April 1, 2021- March 31, 2022
Inquiries Received (all incoming calls/emails/visits)	2,862
Complaints Accepted	67
Complaints Closed by s.29(4)(a) - Best Interests Not Served	40
Complaints Closed by s.29(4)(b) - Complaint is Without Merit	17
Complaints Closed by s.29(4)(c) - No Significant Issue	33
Complaints Closed by s.29(4)(d) - Previous Alternate Process	2
Complaints Closed by s.29(4)(e) - Bad Faith/Improper Motives	0
Complaints Closed by s.29(4)(f) - No Reasonable Likelihood	4
Complaints Closed by s.29(4)(g) - Exemption Order Granted	0
Complaints Closed by Non-Jurisdictional	0
Complaints Closed by Settlement Reached	21
Total No. of Complaints Closed	117
Average Days from Initial Contact to Complaint Signed	249
Average Days from Initial Contact to Conclusion	744

Number of Complaints by Area

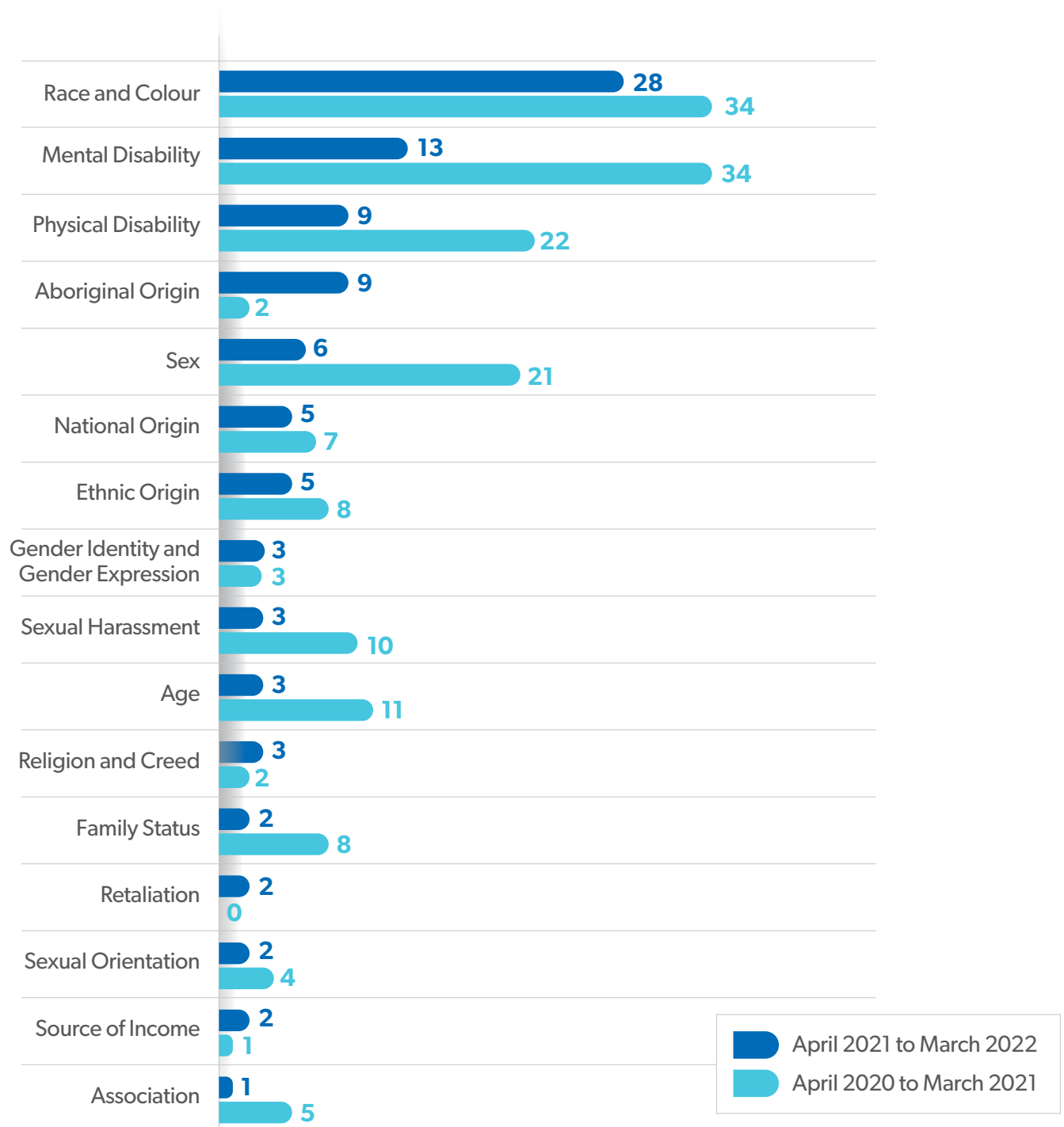
The Commission accepts complaints when it is demonstrated that the treatment experienced is based on a prohibited area, and a protected characteristic as defined under the Act. An individual may present a complaint that involves more than one area or characteristic. In 2021-22, most complaints related to discrimination were in the area of employment. The Commission noted a decrease in employment and access to services complaints overall.

Number of Complaints by Protected Area



Number of Complaints by Characteristic

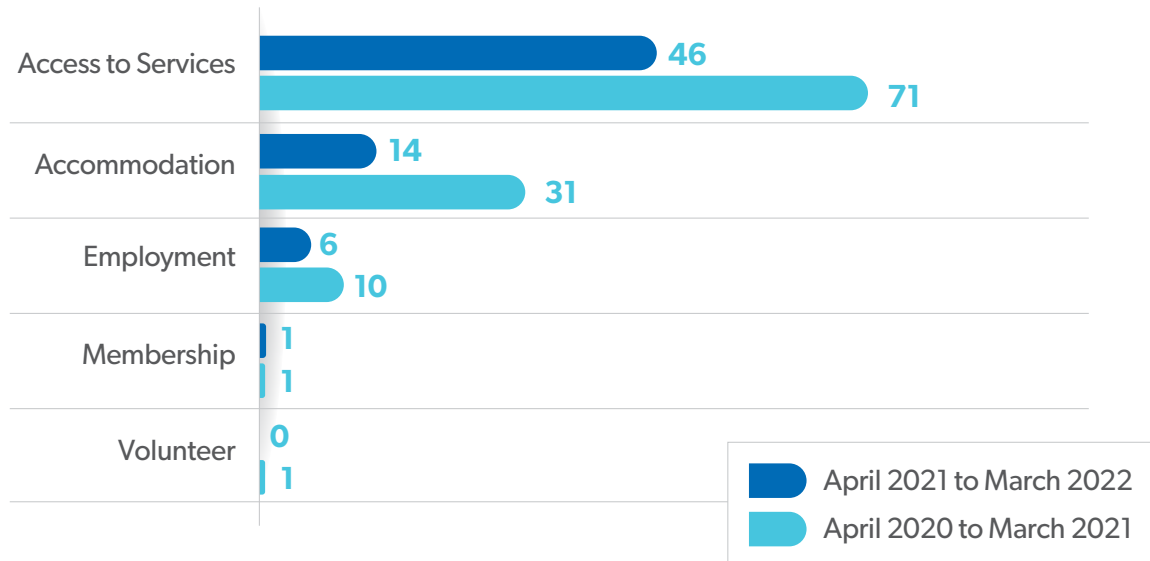
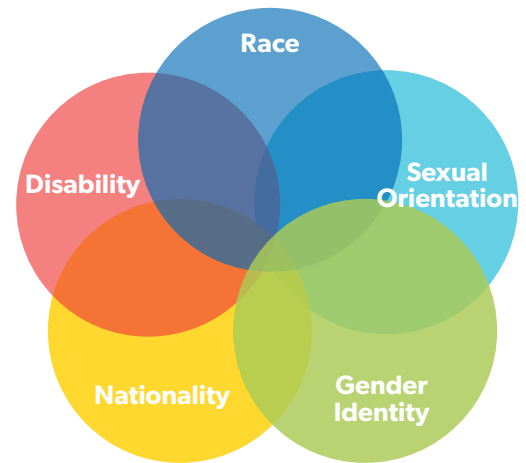
With respect to protected characteristics, the diagram below shows that the highest number of accepted complaints during the 2021-22 fiscal year were based on race and colour (28). The Commission also noted an increase in the number of complaints related to discrimination based on Aboriginal Origin and a decrease in complaints based on mental and physical disability.



Number of Complaints having Multiple Characteristics

No single characteristic defines an individual. In 2021-22, most complaints filed with the Commission were based on one protected characteristic. However, there were also complaints filed with multiple characteristics identified. The intersection of protected characteristics such as race, gender, and disability may result in overlapping yet unique and compounding experiences of discrimination.

“Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It’s not simply that there’s a race problem here, a gender problem here, and a class or LGBTQ problem there.” Kimberlé Crenshaw, professor, Columbia University <https://www.law.columbia.edu/news/archive/kimberle-crenshaw-intersectionality-more-two-decades-later>



Board of Inquiry Hearings

When a complaint cannot be resolved among the parties involved, an investigation report into the matter may be presented to the Commissioners of the Nova Scotia Human Rights Commission for review. The Commissioners may dismiss a complaint or refer it to a Board of Inquiry (BOI). A BOI is an independent administrative tribunal overseen by a chair appointed by the Chief Judge of the Nova Scotia Provincial Court.

After a BOI has been appointed, there is still opportunity for the matter to settle before the commencement of the hearing. During the period April 1, 2021, to March 31, 2022, seven (7) 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, 2021- March 31, 2022
BOI Referrals	10
Ongoing BOIs (including referrals from 2015 to 2021)	20
Settled BOIs	7
BOI Decisions	2
Judicial Reviews Ongoing	2
Judicial Reviews Decisions	0
Appeals Ongoing	2
Appeals Decisions	1

Board of Inquiry Decisions

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.

Symonds v Halifax Regional Municipality o/a Halifax Regional Police Department

Decision date: April 29, 2021

Board chair: Benjamin Perryman

Outcome: Contravention of the Human Rights Act

Summary of decision: A ticket for jaywalking was issued by Halifax Regional Police to the Complainant. The Complainant alleged that he was issued the ticket because he was Black. The Respondent argued that its officers acted properly at all times in issuing the ticket. The decision found that race was a factor in the police officers' decision to target the Complainant for surveillance and investigation.

This case explored the concept of police officer discretion and the role that cultural, social, or racial stereotypes play in policing, and it demonstrated that there is still a lot of work to be done to address the bias that exists within policing and throughout the justice system.

Carvery v Halifax Regional Municipality and Halifax Regional Police

Decision Date: December 30, 2021

Board chair: Dennis James, QC

Outcome: Dismissed

Summary of decision: The Board found that the claim advanced by the Complainant related to his employment with the Respondent was not filed within the time required by Section 29 (2) and (3), given the Director's extension.



**The Commission
delivers human
rights education to
varying audiences
provincewide.**

Education and Training

The Race Relations, Equity and Inclusion (RREI) unit of the Commission works in partnership and collaboration with community organizations, government departments, and the private sector to promote racial harmony, equity, and inclusion among Nova Scotia's diverse communities.



A Framework for RREI's Service Delivery

The Commission's RREI team delivers education and training to varying audiences using key adult education principles while applying culturally relevant and decolonized approaches. Training may be mandated by a Board of Inquiry (BOI) decision, included as terms in a settlement agreement, or voluntary for workplaces and organizations.

RREI advises on the development or improvement of workplace policies to improve protection of human rights of employees, develops education, and training materials across a range of topics related to human rights and facilitates information sessions and leads community conversations about human rights for all Nova Scotians.

Some examples of the education RREI delivered in 2021-22:

Workshop	Duration	Description
Human Rights 101	1 Day In person 3-Day Virtual	Participants gain a general overview of the Human Rights Act, the mandate of the Nova Scotia Human Rights Commission, discrimination, protected characteristics, prohibited areas, privilege, employment equity, and workplace accommodation.
Working Together Better	2 day In person	This session is designed to help participants better engage with others within their organization/community/company to promote a more diverse and inclusive workplace reflective of the communities they serve.
Serving All Customers Better	1 Day In person	This session is designed to provide knowledge and understanding to address and correct consumer racial profiling and the attitudes and behaviours which contribute to this issue.
Disrupting Anti-Black Racism	1 Day In person	This session is designed to help build workplace culture and community where African Nova Scotians, all people of African descent and others can fully belong, grow, and develop. It will equip participants with knowledge that can help them lead by positive example in their workplace and the communities they serve.
Supporting Trans and Gender Variant Employees	½ day In person or virtual	This session provides a deeper understanding of gender, terms related to Trans and gender and non-binary communities and gender identity, how to be more trans inclusive in the workplace and understanding gender expression as a protected characteristic of the <i>Human Rights Act</i> .

Ever-changing public health mandates during this period impacted training schedules and increased inquiries related to vaccination and masking requirements. The ongoing effects of Black Lives Matter, the discoveries of unmarked graves at residential school sites throughout Canada, and pressures to demonstrate tangible action toward greater racial equity also increased requests to assist in the development of inclusive policies and strategies across multiple sectors.



29

education sessions held during the 2021-22 fiscal year



525

attendees of education sessions in 2021-22 fiscal year



84

education-related inquiries made to the Commission this year



98

individuals involved in the inquiries this year

Description	No. of Sessions		No. of Attendees	
	2021/22	2020/21	2021/22	2020/21
Human Rights Education Workshop	3	6	44	72
Information Session/Requested Education	7	13	136	287
Mandated Education	12	20	179	116
Presentations/Conferences	2	8	26	493
Guest Speakers	5	4	140	347
Inquiries	84	41	98	-
TOTAL	113	92	623	1,356

Free Online Training

Dates: April 1, 2021 - March 31, 2022



The Commission's suite of free, self-directed online training modules continues to be a valuable learning resource for individuals and organizations looking to increase their awareness of a number of important human rights topics.

Safe Spaces Make Great Workplaces | Nova Scotia Human Rights Commission

Safe Spaces Make Great Workplaces is a free online course designed to address and prevent sexual harassment in the workplace. The aim of the course is to help employers understand the importance of having a clear sexual harassment policy, educating staff, and enforcing the policy.

→ **690 Courses completed**

Serving All Customers Better | Nova Scotia Human Rights Commission

Serving All Customers Better is a free online course designed to help frontline service staff address and prevent consumer racial profiling. The aim of the course is to help businesses create inclusive and welcoming environments for all customers.

→ **618 Courses completed**

Working With Abilities | Nova Scotia Human Rights Commission

Working With Abilities is a free online course designed to give practical information and advice to support employers' accommodation of persons with disabilities, building inclusion and respect for them in all workplaces in Nova Scotia.

→ **573 Courses completed**

Total online training courses completed: 1,881

Initiatives, Partnerships and Events

Due to the continuation of the COVID-19 pandemic in the 2021-22 fiscal year, education and training sessions and meetings with partners were held using virtual technology. When the restriction on gathering size increased to a maximum of 10, education and training sessions were held in person while maintaining social distancing, wearing face masks, and following other required public health protocols.

Partnerships



APTN

African Diaspora Association of the Maritimes

African Nova Scotian Affairs

African Nova Scotian Justice Institute

African Nova Scotian Road to Economic Prosperity Committee

Association of Black Social Workers

Antigonish Women Resource Centre

Avalon Sexual Assault Centre

Black Deaf Canada

Black Loyalist Heritage Centre

Canadian Human Rights Commission

Canadian Race Relations Foundation

Cape Breton Regional Police Services

Commission des droits de la personne et des droits de la jeunesse (Human Rights and Youth Rights Commission, Quebec)

Confederacy of Mainland Mi'kmaq

Conseil Scolaire Acadien Provincial (CSAP)

Creative Nova Scotia Leadership Council

Delmore Buddy Daye Learning Institute

Department of Education and Early Childhood Development

FIN Atlantic International Film Festival

Halifax Regional Municipality

Hear Rights Nova Scotia

Immigrant Services Association of Nova Scotia (ISANS)

MacPhee Centre for Creative Learning

Membertou Heritage Park

Michaëlle Jean Foundation

Mi'kmaq Native Friendship Centre

No one is Illegal

North Preston Rate Payers Association

Nova Scotia Decade for People of African Descent Coalition

Nova Scotia Health

Nova Scotian Equal Opportunity League

Portal Youth Outreach Association

Speech and Hearing Nova Scotia

United African Canadian Women's Association

United Negro Improvement Association (UNIA, Glace Bay)

Union of Nova Scotian Mi'kmaq

Valley African Nova Scotian Development Association

YWCA

2021 Human Rights Award Recipients

To celebrate the December 10th International Human Rights Day, our annual Nova Scotia Human Rights Awards were presented. Nominations are received in the categories of Dr. Burnley Allan "Rocky" Jones, youth, individual, and group/organization. Recipients are presented an award recognizing their contributions in the area of human rights.



Andreas Robinson (*Youth Award*)

Andreas Robinson received the 2021 Human Rights Youth Award, in recognition of his demonstrated passion and commitment to advancing education and awareness of the rights of youth and community. As an entrepreneur, and an authentic youth, and community engagement specialist, Andreas' areas of leadership include anti-racism, digital, financial, and cultural literacy, and branding. His mission is to empower youth, individuals, and communities to embrace their full potential. Over the past 6 years, through his work as a social impact entrepreneur with his company, Infinitus Academy Inc., Andreas has directly impacted and engaged youth, adults, and communities through consulting, programming, events, and workshops.



Steven Estey (*Individual Award*)

Steven Estey has worked with organizations such as the Council of Canadians with Disabilities, Disabled Persons International, human rights institutions, governments, intergovernmental organizations, and United Nations agencies to advance disability rights. Steven was advisor to the Canadian Government delegation to the United Nations, that drafted the Convention on the Rights of Persons with Disabilities (CRPD). From 2007 until 2010, he led Disabled Persons International's work to encourage governments around the world to sign and ratify the CRPD. As a consultant, Steven has devoted his life to projects strategically aimed at the effective implementation of the CRPD, the full realization of disability rights and effective implementation of the CRPD around the world.

Dr. Margaret Dechman (*post-humous, Individual Award*)

Dr. Margaret Dechman was an Associate Professor of Sociology in the Department of L`nu, Political and Social Studies at Cape Breton University in Sydney. Those she worked with described her as “the most inspiring person they have ever met”, a person who could move a room with her passionate and engaging conversations. “Her research in addictions was instrumental in shifting perceptions and discourses away from pathologizing addictions and toward harm reduction and community-based support for people living with addictions.” Dr. Dechman was a board member of the Ally Centre of Cape Breton, an organization dedicated to combating stigma and offering harm reduction services to individuals living with addiction. Her research contributed to a deeper understanding of the urgent need for flexible, accessible, timely care for individuals with addictions, and led directly to funding and support for organizations and programs serving the community in Cape Breton and throughout Nova Scotia.

Dr. Ron Milne (*Dr. Burnley Allan “Rocky” Jones Award*)



Dr. Ron Milne is a medical doctor who goes above and beyond the call to serve. He is a navigator, an advocate, and an ally to African Nova Scotians, as well as the physician for the Nova Scotia Brotherhood Initiative, a project designed to meet the healthcare needs of African Nova Scotian men. Dr. Milne’s contribution and advocacy for Black men’s health and the support for the African Nova Scotian community is commendable. He is an advocate on the social determinants of health and the effects they have on the Black community. He has created a safe space and normalized conversations around medical issues that affect black men like prostate cancer, hypertension, diabetes, stroke, heart disease and other conditions. Presently, Dr. Milne is actively advocating for a Sisterhood Initiative to bring the benefits of the Brotherhood model to African Canadian women.

Timeline of Statements and Events

April 26 2021 ● **Access to Rental Accommodations | Nova Scotia Human Rights Commission**

It may be a violation if someone is denied tenancy due to their disability, age, race, religion, sexual orientation, family status, marital status, source of income or any other of the protected characteristics listed in the Nova Scotia Human Rights Act. We are available to speak with landlords or tenants to discuss issues related to human rights and access to accommodations.

April 30 2021 ● **Human Rights Commission Calls for Respect for the Dignity and Rights of Indigenous People | Nova Scotia Human Rights Commission**

The Human Rights Commission reminds the public to respect the human rights and dignity of all L'nu and other Indigenous people. It is illegal to discriminate based on Race, Ethnic, National or Aboriginal Origin. As Nova Scotians we live, work, and play in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaw people. It is our shared responsibility to honor our relationships with Indigenous people as a way towards true reconciliation. We are all treaty people.

May 16 2021 ● **Disability and Human Rights in Nova Scotia - The Pulse | Podcast on Spotify**

CEO Joseph Fraser speaks about the work of the Commission, human rights and disability in this interview with Joeita Gupta, host of Accessible Media Inc's The Pulse. CEO Fraser explains his role as a non-voting Commissioner and provides strategic and operational oversight for NSHRC.

June 5 2021 ● **Statement from the Chair: Tk'emlups te Secwepemc First Nation's Horrific Discovery Brings Sorrow to All Canadians | Nova Scotia Human Rights Commission**

Colonization has left Mi'kmaw families battered, and the Mi'kmaw Nation dispossessed from their traditional territories. Canadians must acknowledge this devastation and generations of abuse brought upon by discrimination, paternalism and genocide.

June 10 2021 ● **Statement: Commission Stands with Muslim Community and Calls for Respect for Rights and Dignity | Nova Scotia Human Rights Commission**

The Nova Scotia Human Rights Commission calls on all Nova Scotians to recognize that everyone has the right to worship freely and without discrimination, intimidation or differential treatment.

**June 21
2021**

Statement from the Chair: National Indigenous Peoples Day | Nova Scotia Human Rights Commission

Each year during National Indigenous History Month in Canada we celebrate National Indigenous Peoples Day. Canada's commitment to implement the provisions of the United Nation's Declaration on the Rights of Indigenous Peoples sets out a clear legal requirement for the Government of Canada to work cooperatively with Indigenous peoples. This is done to ensure that federal laws meet the standards laid out under the declaration and create an action plan for its implementation.

**June 28
2021**

Statement from the Chair: Remembering Stonewall, Honoring Pride | Nova Scotia Human Rights Commission

The Nova Scotia Human Rights Commission recognizes the riots at Stonewall Inn in New York City as a pivotal event in the pursuit of equality in the 2SLGBTQ+ community.

**July 27
2021**

Statement: Commission Condemns Discrimination Against Political Candidates | Nova Scotia Human Rights Commission

The Nova Scotia Human Rights Commission condemns acts of vandalism based on their race, colour, political affiliation, and several other protected characteristics. It is important that all Nova Scotians show civility and respect for political candidates.

**Aug. 1
2021**

Nova Scotians Observe Emancipation Day | Nova Scotia Human Rights Commission

Nova Scotians observed Emancipation Day on August 1st, marking the anniversary of 1834 when the British Empire outlawed slavery.

**Sept. 13
2021**

Vaccines, the Workplace and Other Public Spaces | Nova Scotia Human Rights Commission

Masking and physical distancing are still mandatory in public spaces, and vaccines are required for government and health care employees. Employers, service providers, and landlords have a duty to accommodate and in certain circumstances, there may be cross-over between human rights, labour, and occupational health and safety.

**Sept. 29
2021**

Statement from the Chair: Treaties, Truth and Reconciliation | Nova Scotia Human Rights Commission

September 30th marks the first National Day for Truth and Reconciliation and also Orange Shirt Day. Treaty Day follows on October 1. The Nova Scotia Human Rights Commission is committed to reconciliation and will continue working to help Nova Scotians understand the rights of all Indigenous people, through education and community dialogue.

**Dec. 3
2021**

Statement from the Chair: International Day of Persons with Disabilities | Nova Scotia Human Rights Commission

On December 3rd, 2022, Nova Scotia recognizes the United Nations International Day of Persons with Disabilities.

**Jan. 12
2022**

Human Rights on the Road virtual information session for African Nova Scotian communities

The first series of Human Rights on the Road sessions was held to meet with members of African Nova Scotian communities. The session was held in partnership with the Delmore Buddy Daye Learning Institute.

**March 8
2022**

Human Rights Through Our Eyes: A Conversation with Senator Wanda Thomas Bernard | Facebook

On Tuesday, March 8, 2022, NSHRC hosted Senator Dr. Wanda Thomas Bernard in a talk entitled "Human Rights Through our Eyes" in recognition of the theme of this year's African Heritage Month.

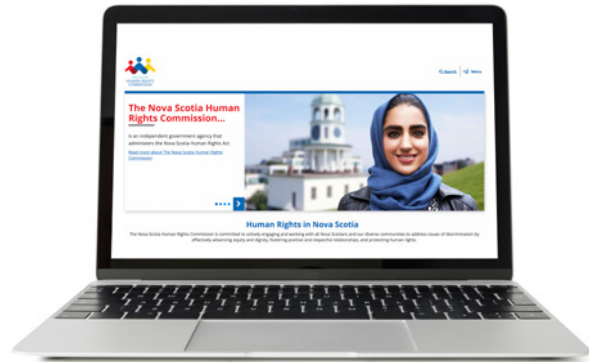
**March 22
2022**

Through Our Eyes: Reimagining Human Rights in the Fight Against Anti-Black Racism | Events | Halifax Public Libraries (bibliocommons.com)

The Nova Scotia Human Rights Commission hosted a discussion titled "Through our Eyes: Reimagining Human Rights in the Fight Against Anti-Black Racism", which centers the realities of anti-Black racism around its historical and contemporary impacts on the human rights of African Nova Scotians and persons of African descent.

NSHRC Website Statistics

April 1, 2021 - March 31, 2022



Page	Unique Page Views
Home	37,381
Contact Us	20,342
Vaccines, the Workplace and Other Public Spaces	9,823
FAQ	3,817
Complaint Self-Assessment Tool	2,897
Know Your Rights for Individuals	9,477
Know Your Rights for Employers	3,542

Contact Us

Nova Scotia Human Rights Commission
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