



Equity & Diversity Plan Summary

See the full plan on the website.

Open the camera app on your smartphone, point it at this code, and tap the link that comes up.



Programs and Services

- PS1 Consider supporting the Recreation [Anti-Racism Charter](#).
- PS2 Show support for important days like Acadian Heritage Day or Emancipation Day. Show support with things like lights or signs.
- PS3 Train staff and volunteers (e.g. firefighters) in equity. Make sure the training fits their job.
- PS4 Help the public learn about anti-racism.
- PS5 Increase diversity in communications, like social media posts.
- PS6 Share the history of Mi'kmaw athletes online.

Human Resources and Administration

- HR1 Consider creating a staff equity advisory committee.
- HR2 Include cultural learning in staff events when it makes sense.
- HR3 Give anti-discrimination training for all staff.
- HR4 Follow (and watch for people not following) these the respectful workplace and accommodation policies.
- HR5 Find out how diversity can be included in the procurement policy (buying things and projects).
- HR6 Read to understand the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). Use it as a guide for reconciliation with Mi'kmaq.
- HR7 Train staff on topics like the history of residential schools, and how those schools stay with Mi'kmaq today.
- HR8 Learn about how to improve land acknowledgements and consider changing the Municipality's.

Leadership and Decision-Making

- LD1 Ask Mi'kmaw partners for their thoughts on the Municipal Planning Strategy.
- LD2 Train senior leadership and council in equity. Make sure the training is meant for high-level positions and includes information about gender diversity.
- LD3 Review policies and key procedures (e.g. grants, procurement, budgeting) with equity in mind.
- LD4 Include First Nation governments when appropriate on projects that both communities care about.
- LD5 Care for the environment through the Community Energy and Emissions Plan (CEEP).
- LD6 Some governments and organizations have an engagement policy to make sure they are treating Mi'kmaq well in the process. Find out what is best and recommend that policy to Council.

Completing the Plan

Schedule

Actions are put in groups based on how easy or important they are, and who is responsible. The Municipality wants actions in these groups to be done by:

Now: April 2025-March 2026 **Next:** April 2026-March 2028

Questions and Issues

Anyone can raise an issue or ask a question to the Municipality. If you want to share, you can talk to [customer service](#). Customer service will send the question to the right person.

The Coordinator will keep a record of all concerns they are involved in. They will update the Committee regularly. The Committee will use these updates in their review of the Plan.