

Equity & Anti-Racism Plan

Fostering an inclusive, equitable, and
racism-free workplace



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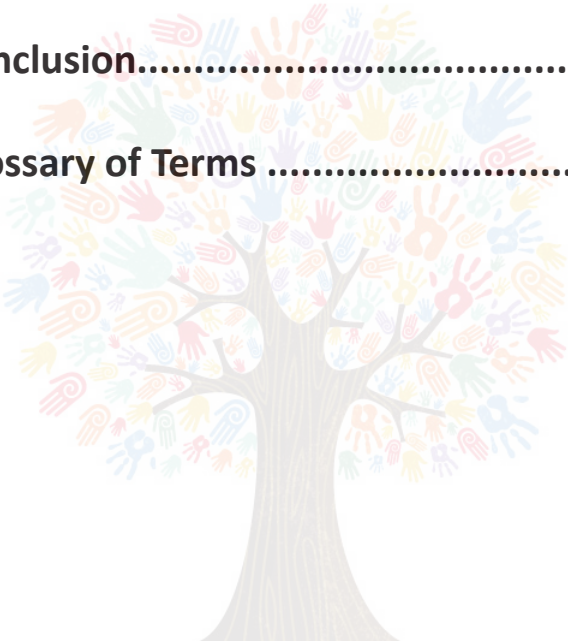
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“We are less when we don't include everyone.”

Equity & Anti-Racism Plan: Overview

Dignity, respect, & equality

The Town of Yarmouth recognizes the importance of fostering an environment where everyone is treated with dignity, respect, and equality. We are committed to addressing racial disparities, promoting anti-racism, and ensuring equity is embedded in all aspects of our town's governance, services, and interactions. This Equity and Anti-Racism Plan sets forth a series of commitments and actionable goals to guide our efforts to achieve lasting change.

Promoting an inclusive & respectful culture

This plan has been developed to meet the Dismantling Racism and Hate Act Regulations, ensuring that a comprehensive framework is in place by April 1, 2025. It reflects the Town of Yarmouth's continued commitment to fostering equity, addressing racial disparities, and promoting an inclusive and respectful culture.

Developed through discussion & consultation

To develop this plan, the Town of Yarmouth engaged in a thoughtful process that included consultations with the Equity and Diversity Advisory Committee, conversations with local community groups and individuals, and feedback from town staff. These discussions provided valuable perspectives and insights that helped inform the foundational steps of this plan. We also researched ways to promote equity and anti-racism to help guide strategic planning.

Engaging the community

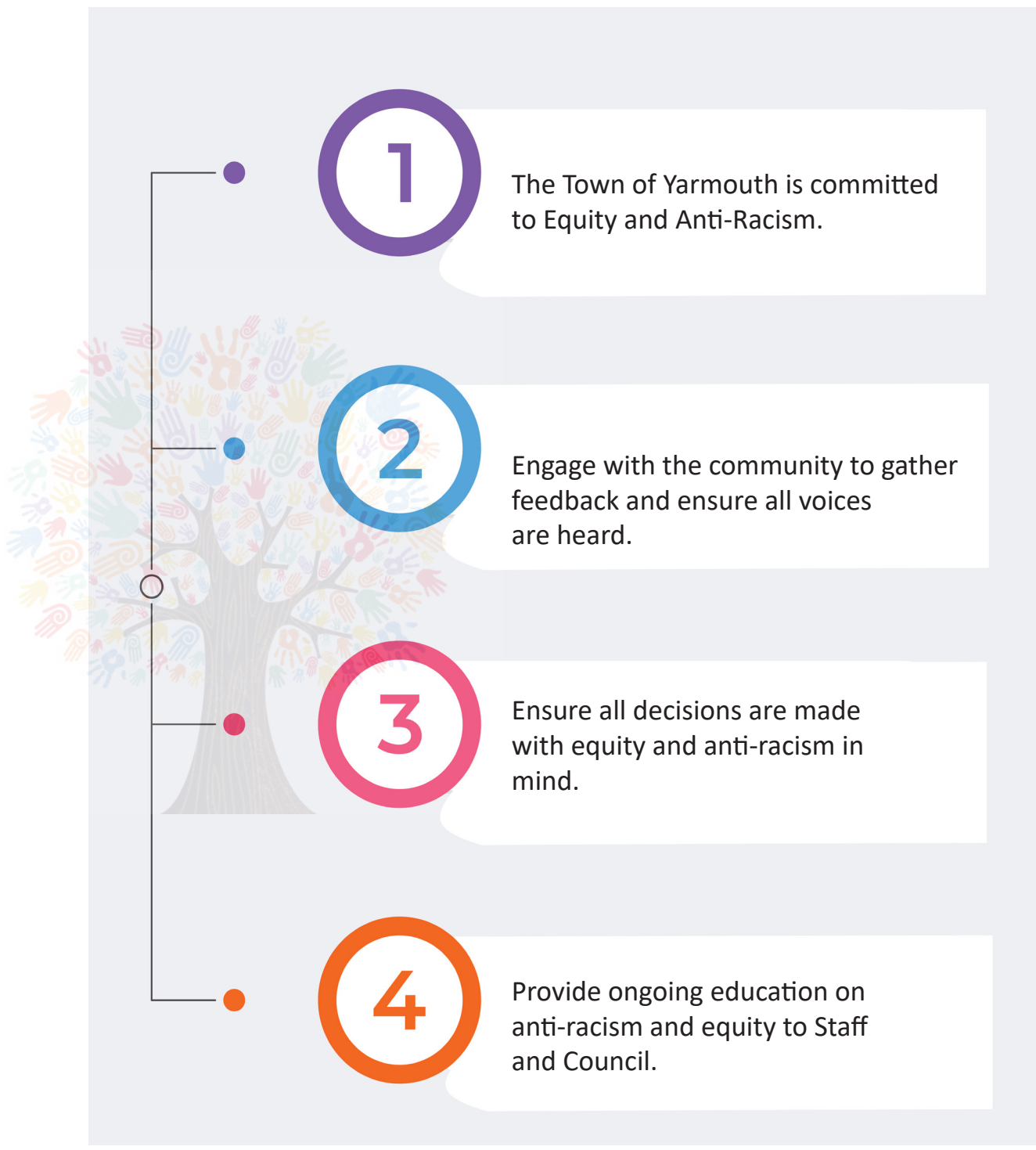
Community engagement is crucial for a successful plan. We will continuously give residents chances to share ideas and give feedback. This will keep our actions responsive and inclusive while working towards lasting change.

A knowledgeable EDI committee

The Equity, Diversity, and Inclusion Committee is key in the plan's development and supporting the work of the plan. The committee is to advise and make recommendations to Council from a stakeholder perspective on issues relating to equity, diversity, and inclusion. Their work is essential for promoting ongoing improvements and accountability in our efforts to create an inclusive environment.

This plan will be reviewed every three years. The committee will review a status report on implementing the EDI Plan twice a year.

Our Goals



Areas of Focus

Vision Statement & Leadership Commitment

A strong leadership commitment is the foundation for meaningful equity and anti-racism efforts. Our vision statement reflects the Town of Yarmouth’s long-term dedication to fostering an inclusive, equitable, and racism-free workplace. This statement will be developed through staff and community engagement, ensuring it resonates with the values of those we serve. Leadership will actively promote and embed the vision within town policies and strategic documents. Additionally, leadership will provide regular updates to the community through reports to council, reinforcing accountability and continuous progress toward our goals.

Community Engagement

Equity and anti-racism work must be done collaboratively. We are committed to working closely with local experts and organizations that advocate for underrepresented and underserved communities to gain deeper insights and ensure all voices are heard. We will gather valuable feedback that will inform decision-making, policy development, and training efforts. By fostering strong relationships and maintaining open lines of communication, we can ensure our initiatives are community-informed, responsive, and impactful.

Decisions

Equity must be integrated into every decision our town makes, from policy creation to program implementation. To achieve this, we will establish an Equity Lens, providing staff with a structured framework to assess the impact of their advice and decisions on underrepresented and underserved communities. Advice to Council will be subject to a formal Equity Lens, ensuring potential inequities are identified and considered before final approvals. Equitable recruitment practices will aid in creating a diverse workforce that reflects the community and promotes inclusivity at all levels of employment.

Areas of Focus

Education & Training

Education is key to building an organizational culture that values equity and anti-racism. We will collaborate with our internal Equity, Diversity, and Inclusion (EDI) committee, as well as local experts and organizations, to develop meaningful training opportunities. Training will be mandatory for all staff and council members, ensuring a shared understanding of core concepts, such as unconscious bias, systemic racism, and inclusive practices. Ongoing refresher courses every two years will help sustain a culture of continuous learning and improvement.



“ *Diversity is the one true thing we all have in common. Celebrate it every day.* ”

Initiatives & Actions

Areas of Focus	Initiatives/ Actions	Indicators of Progress	Owner/Lead	Target Date
Focus Area #1:				
Vision Statement/ Leadership Commitment	Develop a Vision statement for our commitment to equity and anti-racism. Through staff education and community engagement/feedback, an impactful Vision Statement outlining our commitment to anti-racism will be developed. This Vision Statement will be prominently featured on town documents and recruitment materials. Employees will be encouraged to under-stand and align the Vision Statement with their roles and responsibilities.	<ul style="list-style-type: none"> ✓ Vision statement developed. ✓ Vision statement will be added to town strategic documents. 	Leadership, EDI Coordinator, Council	April 2028
	Establish regular reporting from leadership to share updates on equity and anti-racism initiatives with council.	<ul style="list-style-type: none"> ✓ Updates at Council or Committee of the Whole meetings. 	Leadership	Yearly
Focus Area #2:				
Community Engagement	Engage with local experts and organizations that support underrepresented and under served communities to foster understanding and ensure all voices are heard.	<ul style="list-style-type: none"> ✓ Meaningful relationships in the community. 	Leadership, EDI Coordinator, Council	Phase 1: April 2026 Phase 2: April 2027
	Use feedback to inform advice, decisions, policies and training.	<ul style="list-style-type: none"> ✓ Stakeholders will acknowledge their voices are heard. ✓ Review policies. 	Leadership, EDI Coordinator, Council	Phase 1: April 2026 Phase 2: April 2027

Initiatives & Actions

Areas of Focus	Initiatives/ Actions	Indicators of Progress	Owner/Lead	Target Date
Focus Area #3:				
Decisions	Providing staff with an Equity Lens to assess the impact of their advice and decisions.	<ul style="list-style-type: none"> ✓ Develop the Equity Lens Implement the use of the Lens in our organization. ✓ Must undergo a mandatory equity impact assessment before implementation. 	Leadership, Council, Staff	June 2025
	Establish inclusive recruitment practices.	<ul style="list-style-type: none"> ✓ Policy review and update Management training for recruitment. 	HR Coordinator	April 2026
Focus Area #4:				
Education & Training	Involve EDI committee local experts and organization when selecting training.	<ul style="list-style-type: none"> ✓ Consult experts and organizations. Use feedback to guide training for the future. 	HR Coordinator EDI Coordinator	Ongoing Phase 1: April 2026 Phase 2: April 2027
	Mandatory Training will be delivered to all staff and Council members on Equity and Anti-Racism.	<ul style="list-style-type: none"> ✓ Council and Staff are trained. 	EDI Coordinator HR Coordinator	April 2026 Refresher every 2 years

Conclusion

This Equity and Anti-Racism Plan represents the Town of Yarmouth’s dedication to fostering an inclusive, just, and anti-racist environment. Through continuous evaluation and accountability, we will remain committed to ensuring that the principles of equity and anti-racism are not just ideals but are actively practiced in all aspects of our Town’s operations and culture.

Glossary of Terms



Discrimination

Discrimination is broadly defined to include action, speech or behaviour by individuals, organizations or groups which may bring about or have the effect of producing, directly or indirectly, hatred, intolerance and/or prejudice against other individuals or groups based on any prohibited ground covered by the Nova Scotia Human Rights Act and the Canadian Charter of Rights and Freedoms. Illegal and/or arbitrary denial of the rights guaranteed to individuals or groups under the Nova Scotia Human Rights Act and the Canadian Charter of Rights and Freedoms, with a view to exclude or limit the exercise of these rights in equal participation in the economic, political, social and cultural life of society.

Diversity

Diversity is a broad range of attributes, both seen and unseen. Elements of diversity include, but are not limited to, race or ethnicity, religion, language, gender, sexual orientation, economic status, age, abilities, geographic location, and family name. A diverse workplace reflects the richness of our broader community.

Equity

Equity is fair treatment of all people that considers individual, specific needs, barriers, and accommodations to ensure that all involved have equal opportunity to participate fully in the workplace.

Inclusion

Inclusion is the act of creating a culture and environment where any individual or group can feel welcomed, respected, supported and valued to fully participate.

Systematic Barrier

A systematic barrier is an obstacle or impediment that excludes an individual or group from being treated equitably. These barriers are often not intentional and can frequently occur when policies, procedures, and practices are not designed with diversity in mind. An example of a systemic barrier may be a job application process that can only be done online. This process would prevent potentially qualified candidates from applying for the position because they do not have equal access to technology or another process in place to be inclusive.