

# Village of New Minas Equity and Anti-Racism Plan

## What is this plan about?

The Village of New Minas has created a plan that focuses on addressing systemic hate, inequity, and racism faced by underrepresented and underserved communities within our community. This plan builds on past efforts, such as the Anti-Racism & Discrimination Policy for recreational facilities, and aims to ensure that all residents feel welcome, respected, and valued.

## Why is this plan important?

In 2022, Nova Scotia passed a law called the *Dismantling Racism and Hate Act*, which focuses on addressing racism and discrimination. The Village of New Minas is committed to supporting this effort by making local programs, services, and communication more equitable for all, including Indigenous peoples, African Nova Scotians, 2SLGBTQIA+ communities, seniors, and other underrepresented groups.

## Key Focus Areas

Through community discussions and surveys, the plan highlights four main priorities:

1. **Better Communication** – Improve access to information by making it available in different languages and accessible formats.
2. **More Inclusive Services & Programs** – Offer affordable programs and ensure all events are accessible.
3. **Education & Training** – Provide anti-racism and diversity training for staff and community members.
4. **Stronger Community Engagement** – Make it easier for everyone, especially underrepresented groups, to participate in decision-making.

## Main Actions

- **Communication:** A seasonal newsletter and an anonymous feedback system will be introduced.
- **Services & Programs:** More free/low-cost activities and translation services will be provided.
- **Education:** Diversity workshops and cultural celebrations will be organized.
- **Community Engagement:** Town halls, open houses, and resource guides for newcomers will be created.

## **What's Next?**

This plan will continue to evolve based on community feedback. The Village will track progress through regular assessments and discussions with residents. The goal is to build a community where everyone feels welcome and has equal opportunities to succeed.

By working together, New Minas aims to become a more inclusive and supportive place for all!