



**Village of New Minas  
Equity and Anti-Racism Plan  
2025- 2028**



# Introduction

On April 1st, 2022, the Province of Nova Scotia adopted the **Dismantling Racism and Hate Act**. The first of its kind in Canada—the Act focuses on addressing systemic hate, inequity, and racism faced by underrepresented and underserved communities within Nova Scotia. These communities include Mi’kmaq and Persons of Indigenous Descent, African Nova Scotians and Persons of African Descent, 2SLGBTQIA+ communities, faith-based communities, persons who are neurodivergent, seniors, and, in certain contexts, women.

The Village of New Minas is dedicated to fostering an inclusive community through its anti-discrimination initiatives. In early 2023, the Village introduced an Anti-Racism & Discrimination Policy specifically for its recreational facilities. Building on this foundation, the Equity and Anti-Racism Plan represents a continued commitment to creating a welcoming, safe, and equitable environment where everyone can live, work, and play. This is a living document which will continue to evolve over time, with its objectives being pursued through a phased approach.

A decorative graphic in the top right corner featuring stylized human figures in blue, purple, pink, orange, and green, arranged in a circular pattern.

# Acknowledgements

**This comprehensive plan was developed after consultations with a diverse range of partners, including community organizations, non-profit groups, and individual residents of the Village of New Minas. These discussions provided valuable insights into the needs, priorities, and concerns of the community. In addition to these in-depth consultations, further input was gathered through a community engagement survey, ensuring that a broad spectrum of voices and perspectives was considered in shaping the final plan.**

**We extend our sincere gratitude to everyone who contributed their time, insights, and experiences to help shape the Village of New Minas' Equity and Anti-Racism Plan. A special thank you to those who completed the community survey and participated in focus group discussions—your feedback has been instrumental in identifying key priorities and opportunities for improvement.**

**We also wish to recognize and appreciate the contributions of The Flower Cart Group, the County of Kings Joint Accessibility Advisory Committee and the Annapolis Valley Welcome Network for their guidance in forming this document and their dedication and support in fostering equity, accessibility, and inclusion within our community.**

# Opening Message



IMAGE: Tim Bouter, Chief Administrative Officer.

**“As the Chief Administrative Officer for New Minas, I’m proud of the Village’s new Equity and Anti-Racism Plan. This plan reflects our commitment to fostering an inclusive, equitable, and respectful environment for everyone within our organization and the community we serve. We know that creating an equitable community takes ongoing effort, and we are dedicated to making real change.”**

A handwritten signature in black ink, appearing to read "Tim B." with a stylized flourish.

**Tim Bouter**

Chief Administrative Officer, Village of New Minas

# Key Findings

Through our community consultation process, four main areas were identified as key priorities for growth and development.



## Communications

Equitable and inclusive communication is essential for fostering a community where all voices are heard. We must improve our communication strategies by dismantling language barriers and enhancing accessibility for individuals with disabilities.

## Services and Programs

Our services and programs must be designed to meet the diverse needs of our community. We will assess existing programs for inclusivity, and expand culturally relevant services.

## Education

We must strengthen our efforts to provide anti-racism, cultural competency, and diversity training for staff, community leaders, and residents.

## Community Engagement

An inclusive and equitable community requires meaningful participation from all members. We must remove barriers that prevent engagement from marginalized voices and create more opportunities for underrepresented groups to participate in decision-making.

# Areas of Focus



## Objective 1:

**Establish and Implement Strategies for Equitable and Inclusive Communication**

Action Items	Timeline
1.1 Develop a seasonal newsletter to deliver relevant information to stakeholders.	Ongoing
1.2 Establish an anonymous feedback channel where residents can report concerns or suggest improvements.	2026
1.3 Ensure online materials are accessible (e.g., text-to-speech compatibility, translation software, easy navigation for visually impaired individuals).	2028

# Areas of Focus



## Objective 2:

**Enhance Service and Program Delivery for all Community Members**

Action Items	Timeline
2.1 Expand low and no-cost program offerings through grant funding and community partnerships.	Ongoing
2.2 Develop a standardized accessibility and inclusion checklist for events, meetings, and programs.	Ongoing
2.3 Allocate funding for translation services and cultural honorariums to support language accessibility and recognize contributions to diversity initiatives.	2027

# Areas of Focus



## Objective 3:

**Expand Educational Opportunities for Village Staff and Community Members to Promote Equity and Inclusion**

Action Items	Timeline
3.1 Apply for funding to provide workshops on anti-racism, cultural competency, and disability awareness for Village staff and residents.	Ongoing
3.2 Develop a diversity calendar to recognize key dates with educational social media posts and campaigns.	2026
3.3 Broaden event programming to showcase and celebrate diverse cultures.	2027



# Areas of Focus

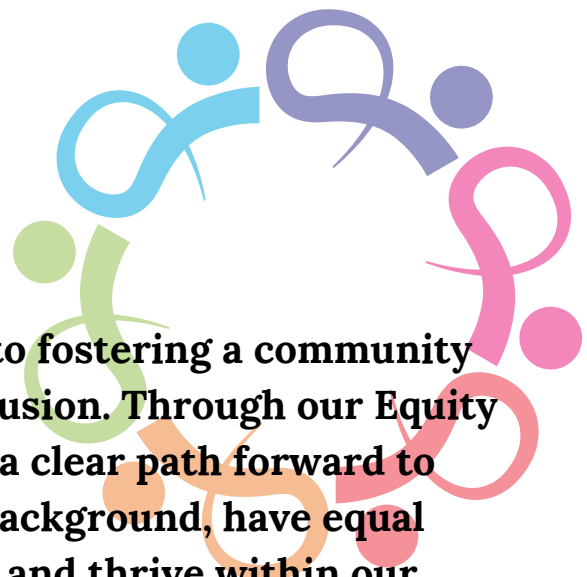


## Objective 4:

### Strengthen and Expand Community Engagement Initiatives

Action Items	Timeline
4.1 Collaborate with organizations that support underrepresented community members to develop programs tailored to the needs of specific groups.	Ongoing
4.2 Develop and distribute resource guides at Village offices to assist newcomers with local services and navigation.	Ongoing
4.3 Organize community forums, open houses, and town halls to gather input for informed decision-making.	2026

# Conclusion



**The Village of New Minas is committed to fostering a community that embraces equity, diversity, and inclusion. Through our Equity and Anti-Racism Plan, we have outlined a clear path forward to ensure that all residents, regardless of background, have equal opportunities to participate, contribute, and thrive within our village.**

**By implementing these strategies, we aim to create an environment that values diversity, actively works to eliminate barriers, and promotes a sense of belonging for all. This plan is not a final destination but a foundation upon which we will continue to build a more inclusive and equitable community.**

**Success in this endeavor will require ongoing collaboration, engagement, and accountability from all partners, including municipal leadership, community organizations, businesses, and residents. Progress will be tracked through continuous dialogue, feedback, and assessment to adapt and strengthen our approach as we move forward.**

**Together, we can ensure that New Minas remains a welcoming and inclusive place for everyone. We thank all those who contributed to the development of this plan and look forward to working collectively toward a more equitable future.**