

● MUNICIPALITY OF BARRINGTON

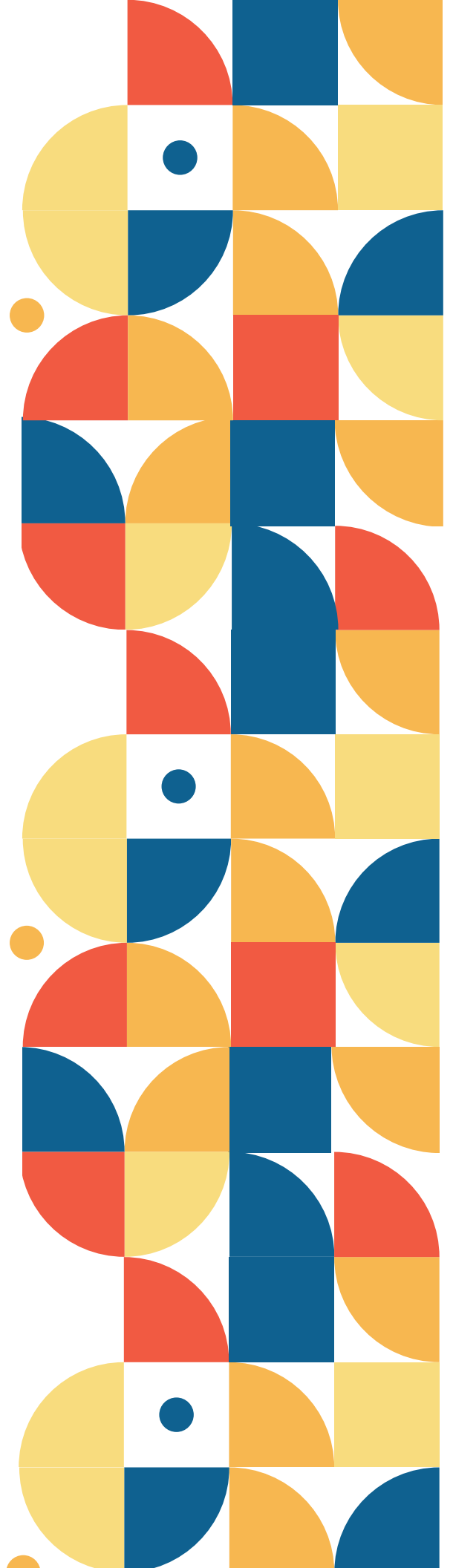
# EQUITY AND ANTI- RACISM PLAN

# 2025

A ROADMAP TO BUILD AN INCLUSIVE  
AND EQUITABLE MUNICIPALITY

**DATE: APRIL 3, 2025**

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# EXECUTIVE SUMMARY

Our plan represents a step forward in addressing systemic barriers and ensuring that our municipality is a place of opportunity for all. Through ongoing training, capacity building, and strategic actions, we will continue to grow as an organization.



We recognize that meaningful change takes time and collective effort. We are committed to working with our community and partners to implement this plan and ensure it remains a living document that evolves with our community's needs.



# PLAN DEVELOPMENT

## **Purpose**

This plan serves as a preliminary framework to guide our efforts in identifying and addressing barriers within municipal policies, services, and governance structures. It was developed to meet the requirements of the Dismantling Racism and Hate Act Regulations and is intended as a first step toward developing a more comprehensive and sustainable strategy.

## **Acknowledging Underrepresented Groups**

We acknowledge that certain communities within our municipality, particularly racialized groups, persons with disabilities, newcomers, women and members of the 2SLGBTQIA+ community, face barriers to full participation in public life. This plan is part of our commitment to identifying and addressing these barriers.

## **Engagement & Partnerships**

In developing this plan, we consulted with municipal staff and council, and engaged with partners such as the NS Office of Equity & Anti-Racism, the Association of Municipal Administrators of Nova Scotia, and neighboring municipalities. We gathered public input through informal channels like social media, and direct conversations, and will continue to seek feedback for ongoing collaboration and refinement.



# ACTION PLAN

## Key Objectives

- Build a Strong Foundation for equity, anti-racism, and accessibility by identifying gaps and improving municipal policies and practices.
- Enhance Awareness and capacity through training and education for staff, council, and community partners.
- Increase Community engagement to ensure diverse voices are heard and involved in municipal decision-making.
- Establish sustainable structures for ongoing leadership in accessibility, diversity, equity, and inclusion (DEI) efforts.

## Summary of Key Initiatives

- Conduct a comprehensive self-assessment of existing policies and practices.
- Provide targeted DEI and accessibility training for staff and council.
- Review and update the municipal Accessibility Plan.
- Hire an Accessibility and DEI consultant.
- Collaborate with external partners to strengthen capacity and expertise.



# ACTION PLAN

## Policy & Governance

Align municipal policies and practices with current equity, anti-racism, and accessibility standards to ensure fair, transparent, and inclusive governance.

### Actions

#	Recommendations	Priority
1	Conduct a comprehensive review of all municipal policies and procedures to identify gaps, biases, and barriers that may affect underserved communities. This includes assessing HR policies, procurement practices, and community engagement processes.	MEDIUM
2	Update existing policies to align with new legislative standards for accessibility and anti-racism, ensuring the municipality supports Nova Scotia's Equity and Anti-Racism legislation.	LOW
3	Develop a Diversity, Equity, and Inclusion (DEI) framework that outlines clear goals, timelines, and accountability measures for improving inclusion in all aspects of municipal operations and services.	HIGH



# ACTION PLAN

## Training & Capacity Building

Build knowledge and capacity among municipal staff, council, and the broader community to support inclusive, equitable service delivery and decision-making.

### Actions

#	Recommendations	Priority
1	Deliver mandatory anti-racism, unconscious bias, and inclusive leadership training for all staff and council to create a shared understanding of DEI principles.	HIGH
2	Organize ongoing workshops on emerging DEI topics, such as intersectionality, accessibility best practices, and inclusive community engagement strategies.	LOW
3	Develop community-facing educational sessions to raise public awareness about DEI and accessibility initiatives and encourage participation.	LOW



# ACTION PLAN

## Inclusive Service Delivery & Engagement

Ensure municipal services and programs are accessible, inclusive, and responsive to the diverse needs of all residents.

### Actions

#	Recommendations	Priority
1	Engage underserved communities through targeted outreach to understand barriers to municipal services, gather input, and report back on findings.	HIGH
2	Establish a Diversity, Equity and Inclusion Committee representing diverse populations to provide feedback on DEI initiatives and ensure continuous improvement.	MEDIUM
3	Enhance communication strategies to reach a wider, more diverse audience, ensuring that messaging is inclusive, accessible, and culturally relevant.	LOW



# ACTION PLAN

## Organizational Leadership and Coordination

Establish sustainable leadership structures and internal coordination to ensure long-term success of DEI and accessibility efforts.

### Actions

#	Recommendations	Priority
1	Hire a consultant to lead the development and implementation of initiatives, ensuring accountability and progress tracking.	HIGH
2	Form an internal working group made up of municipal staff to develop a more comprehensive plan, oversee its implementation, monitor progress, and produce regular status reports for council and the public.	MEDIUM
3	Integrate DEI and accessibility principles into annual strategic planning and budgeting processes.	LOW



# CONCLUSION & NEXT STEPS

## Conclusion

The Municipality is committed to continuous improvement and ongoing engagement with the community to ensure that our Equity and Anti-Racism Plan remains relevant and impactful.

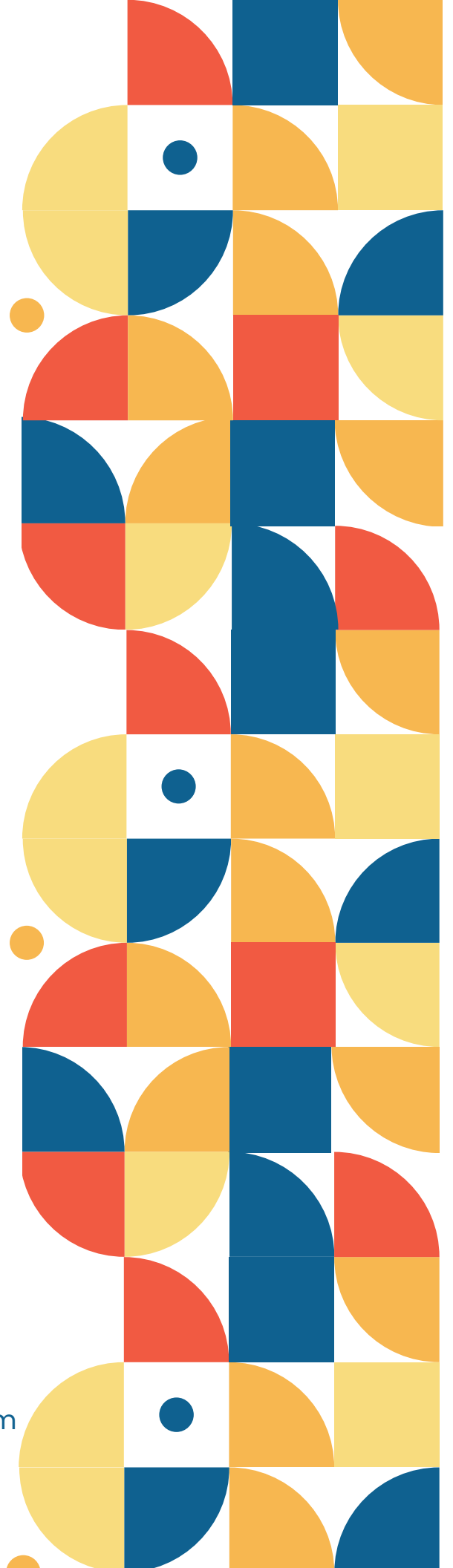
We will revisit this plan regularly, adapting as needed to reflect new insights and changing community needs. By working together, we can create a more inclusive, equitable, and accessible municipality where everyone has the opportunity to thrive.

## Next Steps

Progress will be monitored regularly, with key performance indicators (KPIs) and measurable goals set for each action. Annual reports will be provided to council and shared with the community, ensuring accountability and continuous improvement.



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