



# **Equity and Anti-Racism Plan**

## **Village of Kingston**

**April 4, 2025**

## Opening Message

Incorporated in 1957, the Village of Kingston serves as a vital hub for residents and neighboring communities, offering essential municipal services and resources. Due to our proximity to 14 Wing Greenwood and our growing population, it is crucial to proactively address systemic barriers and promote equity. The Village of Kingston is committed to fostering an inclusive, diverse, and equitable community for all residents. As our population grows and evolves, so must our efforts to ensure that every individual feels valued and supported. This Anti-Racism Action Plan is a testament to our dedication to eliminating discrimination, promoting equity, and strengthening community ties. This plan is part of the province-wide [Dismantling Racism and Hate act](https://nslegislature.ca/legc/bills/64th_1st/1st_read/b096.htm). By working together, we can build a more welcoming and just environment for current and future generations.

[Dismantling Racism and Hate act](https://nslegislature.ca/legc/bills/64th_1st/1st_read/b096.htm)

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# Overview:

## How the Plan was Developed

The Village of Kingston staff have developed this plan as a starting point as of April 2025. Community collaboration and feedback will be essential in shaping and refining it. The plan will be updated regularly, with a more comprehensive, long-term version scheduled for implementation in 2028. These early efforts are focused on engaging equity-deserving community members in the planning and development process.

### On-going:

**Community Self-Assessment:** Evaluating existing challenges and identifying gaps in representation and support. From this we were able to develop our top four action plan items, noted below.

**Purpose-Driven Action:** Acknowledging underserved and underrepresented groups and defining strategies to address disparities.

**Inclusive Participation:** Engaging stakeholders, including residents, municipal leaders, and marginalized communities, in the planning and implementation process.

**Data-Driven Metrics:** Establishing clear objectives, measurable goals, and continuous evaluation mechanisms to track progress.

## **Action Plan Commitments**

The Village of Kingston's Equity and Anti-Racism Action Plan focuses on key areas to drive meaningful and sustainable change, these four key areas, came from completing the self-assessment tool from the Office of Equity and Anti-Racism:

### **1. Community Engagement & Consultation**

- Establish an Anti-Racism and Equity Committee comprising of the Recreation Coordinator, Community Programmer, a Village Commissioner, and residents of designated groups to oversee implementation.
- Collaborate with regional bodies to align efforts with the Municipality of the County of Kings, Village of Greenwood, Village of Aylesford and other local initiatives.
- Engage with marginalized communities such as Indigenous, African Nova Scotian, Newcomers and Francophone groups to ensure their voices are heard in decision-making.
- Support local diversity initiatives by partnering with organizations dedicated to inclusion and equity. Churches, religious based groups, Women's Place Resource Center, Frugal Mom's Society, Military Family Resource Centre (MFRC), Upper Room Foodbank, Special Olympics, Autism NS, IncludeMe, Holiday Hamper Committee and others.

## **2. Data, Evaluation & Continuous Improvement**

- Conduct community surveys to assess residents' experiences, perceptions, and challenges related to racism and inclusion.
- Publicly share progress reports to maintain transparency and accountability. This information will be available through our website [www.kingstonnovascotia.ca](http://www.kingstonnovascotia.ca), Facebook page, and updates from the Anti-Racism and Equity Committee will be made at our monthly public commission meetings, meeting minutes are also uploaded to the Village website.
- Adapt and evolve strategies based on ongoing research, feedback, and best practices in equity and anti-racism work.

## **3. Anti-Racism Training, Awareness & Education**

- Cultural competency training for municipal and seasonal staff, volunteers, local businesses, and residents to address unconscious bias and systemic racism.
- Updates, training through quarterly staff meetings.
- Community events & celebrations to foster cultural appreciation and inclusivity. Language on promotions, representation of diverse population (pictures), celebrating and hosting diverse events, educating the public through our social media.
- Develop rapid response to racism & discrimination through clear policies and support mechanisms.
- Support local community organizations by sharing training opportunities.

#### **4. Equitable Hiring & Promotion Practices**

- Review & revise policies to eliminate systemic barriers in municipal operations.
- Implement inclusive hiring practices to build a workforce that reflects the diversity of our community.
- Enhance accessibility by expanding the existing joint accessibility plan to ensure equal access to public spaces and services.

### **Conclusion: Commitment to Action**

This anti-racism action plan is not a one-time initiative but an ongoing commitment to fostering a more inclusive, equitable, and just community in the Village of Kingston. Through collaboration, education, and systemic change, we will ensure that every resident—regardless of background—can thrive and feel a true sense of belonging. Together, we can build a stronger, more united Kingston.