



Town of Amherst

Inclusion Diversity & Equity Committee

Agenda

Date: **Tuesday, September 20, 2022**
Time: **6:00 pm**
Location: **Council Chambers, Town Hall**

	Pages
1. Call to Order	
2. Territorial Acknowledgement	
<p>I would like to acknowledge that our gathering today is taking place in (MEEG-MA-GEE), the traditional, unceded and ancestral territory of the Mi'kmaw people. I would also like to acknowledge that Nova Scotia has another unique people. These are the Indigenous Blacks of Nova Scotian whose legacy and contributions date back over 400 + years predating confederation of this land. We are all treaty people.</p>	
3. Approval of Agenda/Minutes	
3.1. Approval of Agenda	
3.2. Approval of Minutes	3 - 5
4. Updates	
4.1. Declaration of the Coalition of Canadian Municipalities of UNESCO Anti Discrimination and Racism	6 - 10
4.2. Elimination of Racial Discrimination - UNESCO	11 - 12
4.3. Lord Amherst Drive	13 - 13
4.4. Mi'kmaq Flag	14 - 14
5. Discussion Items	
5.1. Future Meeting Schedule	15 - 15

6. Adjournment

**TOWN OF AMHERST
Inclusion Diversity & Equity Committee Meeting
Minutes**

Date: Thursday, June 2, 2022
Time: 6:00 pm
Location: Council Chambers, Town Hall

Members Present Councillor Hal Davidson, Chair
Councillor Lisa Emery
Jolene Gouchie, Citizen Representative
Tammy Gero, Citizen Representative
Holly Martin, Citizen Representative

Members Absent Rochelle Howlett, Citizen Representative
Tammy Drew, Citizen Representative

Staff Present Kim Jones, Director of Corporate Communications and
Community Well Being / Municipal Clerk
Sharon Bristol, Community Well-Being Manager
Natalie LeBlanc, Deputy Clerk

1. Call to Order

The Chair called the meeting to order.

1.1 Approval of Agenda

Moved By Councillor Emery

Seconded By Tammy Gero

To approve the agenda as amended to include 2.4 Mi'kmaq Flag and 3.3 Ancestral Drive update.

Motion Carried

1.2 Approval of Minutes - April 6, 2022

Moved By Jolene Gouchie

Seconded By Councillor Emery

To approve the minutes of the April 6, 2022 Inclusion, Diversity and Equity Committee as circulated.

Motion Carried

2. Decision Items

2.1 Street Naming Policy

It was noted that suggested street names were missing from the draft revised policy, staff will include these. Councillor Emery suggested that the word equality also be added to the two new sections.

Moved By Jolene Gouchie

Seconded By Councillor Emery

That the Inclusion, Diversity and Equity Committee forward the revised Street Naming Policy to Council for approval.

Motion Carried

2.2 IDE Territorial Acknowledgement

Councillor Emery suggested that the IDE Territorial Acknowledgement as presented be brought to Council to adopt in place of the Territorial Acknowledgement currently being used. Staff will include this in this Committee's monthly report.

Moved By Tammy Gero

Seconded By Jolene Gouchie

That the Territorial Acknowledgement as presented be accepted and used for this Committee.

Motion Carried

2.3 IDE Strategy - Community Engagement

The Committee discussed Community Engagement ideas. Councillor Emery spoke to the Municipality of the County of Kings Strategy and their starting point of the 10 declarations from the UNESCO regarding the elimination of discrimination. Councillor Emery suggested the Committee should review this document as a starting point. Staff to send list.

2.4 Mi'kmaq Flag

Staff advised we are still waiting budget approval to order the flag pole through procurement. The goal is to have the flag pole in place with the flag flying correctly by October 1st for Indigenous Month. This will also give the Committee time to consult and plan for a flag raising ceremony.

3. Information Items

3.1 Plan Amherst Survey

The Committee was encouraged to take the Plan Amherst Survey. Staff to send link to members.

3.2 Accessibility Advisory Committee Update

Staff gave an update on the Accessibility Advisory Committee, and the survey they have recently released. Jolene will send Sharon contact information for residential group homes to ensure they have participated in the survey.

3.3 Ancestral Drive Update

The Chair advised the Committee that Council passed a motion at their May meeting to change the name of Lord Amherst Drive to Ancestral Drive as recommended by this Committee. He further thanked members for their work on this.

4. Upcoming Events

4.1 Indigenous Day and Celebrations

The Clerk advised that the Town will have a flag raising ceremony on June 21st, she will send an invitation to Committee members.

4.2 Pride Week

The Community Well Being Manager reported that Pride Week is June 13th to 19th. The Town already has banners up, and will be having a flag rising ceremony on June 13th at 4:00 p.m. She added the Pride Committee also has other events planned for this week, including a drag show at Teasers Pub and Eatery on Friday night, June 17th, and a vendor market on Saturday, June 18th, with a parade at 2:00 p.m.

5. Homework

5.1 What do we want to achieve from this Committee and what are the next steps?

Since Committees do not have regular meetings in July and August, members were asked to give some thought to community engagement, what they want to achieve as a Committee and what are the next steps to get there.

Councillor Emery suggested that perhaps a table be set up during Canada Day festivities perhaps with one question for people to answer.

Jolene suggested including something in the What's Up Amherst Newsletter, and/or creating a Community text.

6. Adjournment

There being nothing further Jolene Gouchie motioned to adjourn.

Councillor Hal Davidson
Chair

Kimberlee Jones
Municipal Clerk

MEMORANDUM

TO: Diversity Inclusion and Equity Committee Meeting
FROM: Sharon Bristol
DATE: September 20, 2022
SUBJECT: Declaration of CCM and UNESCO

It was suggested by Councillor Emery at the June meeting that staff should circulate the documents on the Declaration of CCM and the Elimination of Racial Discrimination by UNESCO. Councillor Emery suggested this be reviewed as a starting point in our commitment to move this committee forward in the strategy development. These were circulated for review after the last meeting and are included here in the agenda as open for discussion.

Declaration of the Coalition of Canadian Municipalities of UNESCO anti discrimination and racism

The municipality as a guardian of the public interest Increase vigilance against systemic and individual racism and discrimination.

Sample actions:

- Support or establish, in collaboration with community organizations, a monitoring and rapid response system or network to identify and respond to acts of racism, hate crimes and incidents, including bringing such incidents to the attention of the appropriate authorities.
- Support or establish a mechanism for consultation with a network of groups and individuals involved in the struggle against racism and discrimination (e.g. NGOs, Aboriginal organizations, youth, artists, police services, the judiciary, provincial and territorial human rights commissions *etc.*).
- Report regularly on the incidence of hate crimes and responsive actions taken.

Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination.

Sample actions:

- Make use of existing data and research, or initiate or facilitate appropriate collection and use of data, on incidents of hate activities, racism and discrimination in the community, and share results in a manner that advances human rights.
- Collect and evaluate data and information on racism and discrimination in specific fields of municipal endeavour, such as housing, recreation, culture and other social programs.
- Define achievable objectives and apply common indicators in order to assess incidents and trends in racism and discrimination, such as racial profiling, as well as the impact of municipal policies and programs.

Inform and support individuals who experience racism and discrimination.

Sample actions:

- Use awareness materials and campaigns to inform citizens about their rights and obligations, including available resources and mechanisms for prevention and redress, as well as penalties for racist acts or behaviour and other forms of discrimination.
- Establish or enhance existing complaint mechanisms within the municipality's authority (ombudsperson, anti-discrimination unit, *etc.*) to deal with allegations of systemic and individual acts of racism and discrimination.
- Establish protocols to liaise with organizations such as human rights commissions, legal clinics, and community advocacy or counselling services that can help facilitate prevention, interventions, and remedies for those who experience racism and discrimination.

Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.

Sample actions:

- Consult with local communities to hear concerns and receive input on responsive measures.
- Establish or enhance a comprehensive anti-racism and anti-discrimination vision statement and implement effective policies and procedures (including a complaints mechanism), as well as staff training to help prevent and respond to issues of racism and discrimination in policing services and in the community.
- Implement measures or programs to promote accountability of, and public confidence in, policing services, as well as ensure appropriate representation of Aboriginal and racialized groups in recruitment and at all levels of the organization.

The municipality as an organization in the fulfillment of human rights

Provide equal opportunities as a municipal employer, service provider, and contractor.

Sample actions:

- Develop, implement, promote and enforce anti-racism strategies, policies and procedures, including complaints and dispute resolution mechanisms, within the municipal organization.
- Examine equity at a systemic level, such as auditing different aspects of the municipality's operations, including corporate planning, policy and program development, and procedures and practices with respect to employment, service delivery and contracting, as well as organizational culture; take steps to eliminate barriers; and finally, measure progress.
- Educate and sensitize elected officials and civil servants on mutual respect, citizenship and the obligation to protect and promote human rights.

Support measures to promote equity in the labour market.

Sample actions:

- In partnership with local chambers of commerce, set up a certification program for businesses, organizations, and professional bodies to integrate mechanisms into their own organizations for combating racism and building inclusive and respectful workplaces.
- Facilitate monitoring and removal of systemic barriers that impede fair and equitable access for full participation of Aboriginal and racialized communities in the economic life of the municipality, as well as access to professions and trades for foreign trained professionals.

- Make business licensing renewals conditional upon non-discriminatory policies and practices.

Support measures to challenge racism and discrimination and promote diversity and equal opportunity in housing.

Sample actions:

- Examine housing and urban planning policies and practices and address systemic barriers that have a discriminatory effect on Aboriginal and racialized communities, including the further marginalization of those who are homeless or at risk of homelessness.
- Work with landlords and social housing providers, with the assistance of tenant associations and community organizations, including legal clinics, to adopt equitable policies and practices with respect to qualifying applicants and selecting tenants for market rent units consistent with human rights principles.
- Work with homebuilder, realtor, rental, hotel, tourist and hospitality associations to draw up anti-discrimination codes of practice for their respective industry businesses and organizations.

The municipality as a community sharing responsibility for respecting and promoting human rights and diversity

Involve citizens by giving them a voice in anti-racism initiatives and decision-making.

Sample actions:

- Take steps to facilitate and increase the representation of Aboriginal and racialized communities on municipal boards, commissions and committees.
- Organize regular community forums in collaboration with existing organizations and mechanisms in order to offer citizens an opportunity to discuss and be heard on issues of racism and discrimination in the municipality, including effectiveness of local policies and programs.
- Empower local NGOs and civil society to share information and take action against racism and discrimination.

Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector, and in other forms of learning.

Sample actions:

- Encourage the development of teaching materials that promote respect for dignity, human rights, intercultural understanding, dialogue and peaceful coexistence.
- Support partnerships between educators and front-line community organizations to reach out to vulnerable youth whose access to education is adversely affected by bullying and violence or discriminatory discipline policies or practices.

- Create a program to recognize schools for their anti-racism and anti-discrimination initiatives.

Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality.

Sample actions:

- Provide equitable support to cultural projects, programs, events and infrastructure so that the cultural diversity and heritage of the community can be preserved and diffused in a fair and representative way.
- Support initiatives that increase expertise and capacity within ethno-cultural organizations to effect change in their communities and enable their members to participate fully in society.
- Promote awareness of the fact that integration of a community's cultural fabric, together with its economic, educational, social and security interests, strengthens and benefits the whole community.

ELIMINATION OF RACIAL DISCRIMINATION, RACIAL HATRED AND RACIAL HATE CRIMES IN THE WORLD OUTLINE Source: 207 EX/Decision 49.Background:

At its 207th session, in decision 207 EX/Decision 49, the Executive Board decided to inscribe this item on the agenda of the 40th session of the General Conference. Purpose: The document underscores that racial discrimination, incitement to racial hatred and racial hate crimes represent a threat for all peoples and the international community. With that in mind, the Director-General is requested to strengthen UNESCO's substantive contribution to the fight against racism, racial discrimination, xenophobia, and related intolerance and to report to the Executive Board, at its 210th session, on the progress made in this matter. Decision required: Paragraph 8.
40 C/81Background

1. Acts of a collective or individual nature defending "the purity or supremacy of one race" are a threat to nations' peace and security.
 2. International law prohibits all crimes committed on the basis of racial discrimination, as well as incitement to hatred on the grounds of race. In the same way, it condemns any doctrine of superiority based on racial differentiation as being scientifically false, morally condemnable and socially unjust and dangerous, as there is no justification for racial discrimination, either in theory or in practice, anywhere.
 3. All propaganda and organizations inspired by ideas or theories based on the superiority of one race or group of persons of a specific colour or ethnic origin, or seeking to justify or promote racial hatred and racial discrimination in any form, should be prohibited and rejected by all States, as they go against the ideals of human society as a whole, including peaceful coexistence.
 4. Given the detrimental effects of such ideologies, the international community has committed to adopting all measures necessary to speedily eliminate racial discrimination, in all its forms and manifestations, and prevent and combat racist doctrines and practices, with a view to promoting understanding and building an international community free from all forms of racial segregation and discrimination.
 5. The United Nations Educational, Scientific and Cultural Organization (UNESCO) was established precisely to reverse the devastating effects of a war that left behind the indelible trace of an ideology of racial superiority. Consequently, Article I of the Organization's Constitution proclaims that "its purpose [...] is to contribute to peace and security by promoting collaboration among the nations through education, science and culture in order to further universal respect for justice, for the rule of law and for the human rights and fundamental freedoms which are affirmed for the peoples of the world, without distinction of race, sex, language or religion, by the Charter of the United Nations".
 6. Today, UNESCO must once again condemn acts such as those committed in Charleston, Charlottesville, Christchurch and El Paso.
 7. UNESCO, the international forum best suited to facing this challenge and defending the right of cultures to coexist in peace on the basis of tolerance, respect and equality, in accordance with its mandate, should therefore: (1) strengthen dialogue between cultures and civilizations as the best guarantee of peace and respect for life; (2) speak out, because no culture can replace another; in our times, we are all called upon to coexist peacefully in a multicultural world, which implies respect and mutual recognition; (3) reject any act of racial discrimination, incitement to racial hatred and/or racial hate crimes as they represent a threat for all peoples and the international community; (4) urge UNESCO's Member States to combat racial discrimination, incitement to racial hatred and/or racial hate crimes by all legal means, by detecting their networks of action and dismantling them; and (5) underline the importance of international cooperation in effectively tackling a challenge of such magnitude.
- Proposed draft resolution

8. In light of the above, the General Conference may wish to adopt a resolution along the following lines: The General Conference, Recalling 207 EX/Decision 49, Having examined document 40 C/81, 40 C/81 – page 2 Reiterating its full confidence in humanity and in the capacity of all Member States to contribute to making the principles of the Charter of the United Nations and of the UNESCO Constitution a reality, Placing the utmost importance on the promotion of policies and programmes for the preservation of peace, intercultural dialogue and the fight against racism and xenophobia, as well as respect for human rights and gender equality through international cooperation, Considering that racial discrimination, incitement to racial hatred and racial hate crimes represent a threat for all peoples and the international community, Bearing in mind that international law condemns any doctrine of superiority based on racial differentiation as being scientifically false, morally condemnable and socially unjust and dangerous, as there is no justification for racial discrimination, either in practice or in theory, anywhere,

Recalling the International Convention on the Elimination of All Forms of Racial Discrimination as well as the Durban Declaration and Programme of Action, Also recalling the relevant provisions of the Durban Declaration and Programme of Action adopted by the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance on 8 September 2001, in particular paragraph 2 of the Declaration and paragraph 86 of the Programme of Action, as well as the relevant provisions of the outcome document of the Durban Review Conference of 24 April 2009, in particular paragraphs 11 and 54 (United Nations General Assembly resolution 70/139), Affirming that no culture can replace another and that, in our times, we are all called upon to coexist peacefully in a multicultural world, which implies respect and mutual recognition,

Recognizing that UNESCO, in accordance with its mandate, is the United Nations organization best placed to promote the spirit of coexistence, dialogue within and between cultures and civilizations and the culture of peace,

Further recalling that it is in the minds of men and women that the defences of peace must be constructed, 1. Urges UNESCO's Member States to reject any act of racial discrimination, incitement to racial hatred and/or racial hate crimes, and to combat them by all legal means, by detecting their networks of action and dismantling them; 2. Reiterates that incitement to racial hatred and racial hate crimes of any type represents a threat for all peoples and the international community; 3. Underlines the importance of international cooperation in effectively tackling a challenge as widespread as racial discrimination; 4. Requests the Director-General to redouble her efforts to establish an extensive, active, generalized dialogue between cultures and civilizations; 5. Also requests the Director-General to strengthen UNESCO's substantive contribution to the fight against racism, racial discrimination, xenophobia, and related intolerance including incitement to racial hatred and racial hate crimes; 6.

Further requests the Director-General to report to the Executive Board, at its 210th session, on the progress made in this matter.

MEMO

TO: Inclusion, Diversity & Equity Committee
FROM: Kim Jones, Municipal Clerk/Director
DATE: September 20, 2022
RE: **Update Lord Amherst Drive**

With Council's decision to follow the Committee's recommendation to change the name of Lord Amherst Drive to Ancestral Drive, the name change is scheduled to take effect on Tuesday, January 3, 2023.

Per the town's Name Changing Procedure, notices of the change have been sent to Business and property owners on the subject street along with first responders (local fire, police, RCMP), Canada Post, the Nova Scotia Civic Addressing system (911 system) and other service providers.

In addition to the standard street name signs being changed, additional ground signs to better identify Ancestral Drive are planned for the intersection at South Albion Street. As a result the new name will feature prominently as the first street intersection one encounters when entering Amherst from Exit 2.

MEMO

TO: Inclusion, Diversity & Equity Committee
FROM: Kim Jones, Municipal Clerk/Director
DATE: September 20, 2022
RE: **Update flagpoles**

We have begun the process of installation of 2 new flagpoles at the location in front of the YMCA.

Due to supply issues, the poles were fabricated in house by town staff. They are to be operational by September 30 for National Truth and Reconciliation Day.

A flag raising ceremony is being planned for that morning. The Every Child Matters flag will be raised for the week, and the Mi'kmag flag will also be raised and will permanently fly at this location along the federal, provincial and municipal flags.

MEMORANDUM

TO: Diversity Inclusion and Equity Committee Meeting
FROM: Sharon Bristol
DATE: September 20, 2022
SUBJECT: Future Meetings Schedule

It was suggested by Councillor Davidson that the committee look at setting the schedule for future meetings. The following meeting times are open for review:

October 18, 2022 6 p.m.

November 15, 2022 6 p.m.

December 20, 2022 6 p.m.

MEMORANDUM

TO: Diversity Inclusion and Equity Committee Meeting
FROM: Sharon Bristol
DATE: September 20, 2022
SUBJECT: Diversity Strategy

Over the period of July and August staff have been reviewing other Municipal strategic plans to identify key concepts and best practices surrounding diversity, equity and inclusivity. Information has been extracted from these plans in addition to the goals set out by the terms of reference for this committee. The enclosed draft strategy has been developed for the committee to review and discuss at this meeting.

Town of Amherst – Equity, Diversity and Inclusion (working document)

Land Acknowledgement

It is important to acknowledge that the Town of Amherst is located on the unceded ancestral territory of the Mi'kma'ki. These territories are covered by the “Treaties of Peace and Friendship” which Mi'kmaq people first signed with the British Crown in 1726. We are all Treaty people and these treaties are still applicable today. The Treaties did not deal with surrender of land and resources but in fact recognized Mi'kmaq title and established the rules for what was to be the ongoing relationship between nations.

Acknowledgement of Historical Black/African NS communities. The Black African Nova Scotia Community have had a vibrant presence in the Town of Amherst. We honor these historical communities across Nova Scotia who have been here well over 400 years.

Message from the Mayor/Chair

Our combined vision

The Town of Amherst's vision is to be a healthy, prosperous, inclusive and environmentally sustainable community in which people of all ages, abilities, genders and cultures are engaged and proud to live, work and play. We are committed to ensuring that all citizens have the equitable opportunity to contribute and be valued. We believe in supporting diversity, inclusion and dignity for all citizens of our community. We further seek to understand how we can be more responsive to the needs of the underrepresented groups of our community. We recognize that we need to create a space that is safe for their voices to be heard thus creating a community that is balanced, equitable and committed to ongoing review of our vision's objectives.

With the guidance of the Town of Amherst Diversity and Equity committee we will commit to doing the necessary work, by fostering strong relationships with underrepresented groups, gathering feedback, researching and revising relevant policies, creating actionable, achievable goals and adequately resourcing the work.

Our shared objectives

- Develop and/or revise policies that create a diverse municipal workforce
- Recommend opportunities for training to staff and Council to assist in the creation of a culturally competent, safe workplace for all
- Ensure compliance with the Nova Scotia Human Rights Act
- Inclusion of marginalized groups in the recruitment of committee memberships, subcommittee participation and community engagement
- Ensure that Municipal services are equitable and accessible to all
- Commit to the ongoing promotion and celebration of cultural diversity in our community

Role of the Diversity Committee

To assist, research, promote and recommend to Council on all matters that relate to equity, diversity and Inclusion. The committee will, in the first two years, develop a working strategy by which these actions can be reviewed, discussed and implemented. The committee will be comprised of a diverse cross section of our community and will strive to create a safe space where all voices can be heard. The committee will encourage all of our citizens to participate fully in the development of the action plan of this strategy.

Our Approach (Customized to us) This is just a suggestion

- Development of terms of reference August 2021
- Recruitment of Diversity and Inclusion Committee August 2021-May 2022
- Develop working document based on the shared objectives May 2022-October 2022
- Community Consultation – meetings with organizations or programs that support the youth, seniors, persons with disabilities, women, immigrants, and newcomers, Mi'kmaq and the Indigenous community, Black and Historic African Nova Scotian communities, 2SLGBTQ+. October 2022-March 2023
- Development of strategy and metrics based on feedback from the community and D and I committee March 2023

Our Lenses

The committee will actively seek input and include all voices and identities, actively seeking out those who are typically excluded. Always being cognizant of the need for reconciliation and acknowledgement of the centuries long displacement and systemic radicalization impacting persons of indigenous and African NS descent. Understanding the discrimination and bias towards individuals who belong to the 2SLGBTQ+ community, we will aim to create policy, procedures, employment opportunities and programs that ensure equitable access for everyone.

Shared Objectives (input from D&I committee)

1. Evaluate and make recommendations help to create a diverse municipal workforce

Action items

2. Engage the citizens of the community through public consultation (ways to be determined)

Action Items

3. Recommend opportunities for training to staff and Council to assist in the creation of a culturally competent, safe workplace for all

Action Items

4. Ensure compliance with the Nova Scotia Human Rights Act

Action Items

5. Inclusion of marginalized groups in the recruitment of committee memberships, subcommittee participation and community engagement

Action items

6. Ensure that Municipal services are equitable and accessible to all

Action Items

7. Commit to the ongoing promotion and celebration of cultural diversity in our community

Action Items

Glossary of Terms

A Glossary of terms has been developed in an effort to promote understanding and clarify the terms that are contained in the strategy. It is recognized and understood that these definitions may change over time but will form a foundation for understanding in the current document.

Aboriginal People: This is the overall term used in Canada's 1982 Constitution Act to refer to first nations, Inuit and Metis people. The word recognizes the fact that the Aboriginal peoples are the original peoples of Canada (Alberta Urban Municipalities Association 2014). Increasingly this term is being used only to refer to Indigenous peoples in a legal context and not making casual references

Accessibility: Accessibility involves removing the barriers faced by individuals with a variety of disabilities (which can include but not limited to physical, sensory, cognitive, learning, mental health) and the various barriers (including attitudinal and systemic) that impede an individual's ability to participate in social, cultural, political and economic life. Disabilities can be temporary or permanent. As we age our abilities change and therefore an accessible society is one designed to include everyone and be fluid over time.

African Canadians: People of African descent in Canada, who are citizens or permanent residents (used as an umbrella term for all peoples of African descent in Canada)

African Nova Scotians: Honoring specifically African Nova Scotia Communities across the Province who have been here well over 400 years. *Distinct from African Canadians or other people of Africa who now reside in Noa Scotia. Many of these communities self-identify as Indigenous African Nova Scotian.

Ally: A person who supports an individual or group to be treated equitably and fairly. This often grows out of the self-awareness of inequities or privileges experienced. Action is taken individually or collectively to create conditions that enable everyone to have equal access to resources and benefit (city for all women initiative 2015)

Belonging: A sense of belonging is the feeling of being connected and accepted by one's family and community. It is a critical component of human and community development and lends itself to feeling like one can participate and relate to the group or community.

Colonialism (Colonization): The practice of domination, which involves the subjugation of one people to another. Settler colonialism-such as the case in Canada- is the unique process where the colonizing population does not leave the territory, asserts ongoing sovereignty to the land, actively seeks to assimilate the indigenous populations and extinguish their cultures, traditions and ties to the land (Government of Canada 2019). In Canada this means that Western European derived ways of being believing, knowing and doing are implicitly and explicitly presented as the standard or norm and other ways of being, knowing, believing and doing are implicitly or explicitly presented as "other" alternative, or less worthy.

Cultural Humility: A practice of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another's experience (Canadian Institute of Planners 2019)

Cultural Competency: A comprehensive collection of behavior, attitudes, practices and policies that creates an inclusive environment for people of diverse backgrounds. Culturally competent organizations have the awareness, knowledge base and learned skills to effectively and sensitively work and provide services to people of diverse backgrounds (Portland Metropolitan Region 2016)

Cultural Safety: An outcome based on respectful engagement that recognizes and strives to address powerful differentials that can be present in planning systems, e.g., between decision-makers or experts and marginalized people. It means all people feel respected and safe when they participate in planning processes (Canadian Institute of Planners 2019)

Decolonization: In Canada, decolonization is usually discussed in terms of the relationship between Indigenous and Non-indigenous peoples. It is related to indigenous resurgence (Indigenous people reclaiming and restoring their culture, land, language, relationships, health etc. both independent of and with the support of non-indigenous people). Decolonization is also associated with other relationships between groups of people within Canada and in other countries and contexts around the world, and for some, is linked to broader principles of inclusion and equity. Decolonization is a process, not a product, and it involves undoing or removing of colonial elements of society.

Diversity: Vancouver's A Healthy City for All (2014) describes diversity as a term that is often confused for race or culture when in fact it should be used to consider the number of interlocking ways that people are disadvantaged and mistreated, and thus how people from various and marginalized groups or communities feel comfortable, safe and able to access their community spaces and institutions (City of Vancouver, 2014)

Equity: Fairness, impartiality, even-handedness. A distinct process of recognizing differences within groups of individuals and using this understanding to achieve substantive equity in all aspects of a person's life (Government of Canada, 2019)

Inclusion: Acknowledging and valuing people's differences so as to enrich social planning, decision making and quality of life for everyone. In an inclusive Municipality, we each have a sense of belonging, acceptance, and are recognized as valued, contributing members of society. Real inclusion takes place when those already included in the mainstreams learn from those who are excluded and initiate change (City for All Women Institute, 2015)

Institutional Racism: Policies, practices and procedures that work better for white people than people of colour, often intentionally or inadvertently (National League of Cities, 2017)

Intersectionality: The intersection, or crossover, of our many identities affect how each of us experiences the Municipality. The intersections occur within a context of connected systems and structures of power (e.g., laws, policies, state governments, other political and economic unions, religious institutions and media (City for all Women, 2015)

LGBTQ+ or 2SLGBTQIIAA: Acronyms used to encompass most or all members of a sexually-gender-diverse communities. LGBTQ+ (Lesbian, Gay, Bisexual, Trans, Queer, +) or 2SLGBTQIIAA (Two Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Intersex, Asexual, Ally) are typically used interchangeably. Members of these community's experience overt and systemic discrimination.

Mi'kmaq: Mi'kmaq (Mi'kmaw, Micmac, or L'nu, "the people" in Mi'kmaq) are indigenous peoples are among the original inhabitants of Atlantic Canada, and the original people within the **Town of Amherst**.....

Marginalization: Refers to a long-term, structural process of systemic discrimination that creates a class of disadvantaged minorities. These groups become permanently confined to the margins of society; their status is continually reproduced because of various dimensions of exclusion, particularly in the labor market, but also from full and meaningful participation in society (Province of Ontario, 2017)

Peace and Friendship treaties: On the East Coast, Peace and Friendship Treaties were signed with the Mi'kmaq, Maliseet, and Passamaquoddy prior to 1779. Treaties were solemn agreements that set out long term promises, mutual obligations and benefits to both parties. The British crown first began entering into treaties to end the hostility and encourage cooperation between British and First Nations. As the British and French competed for control of North America, treaties were also strategic alliances which could make the difference between success and failure for European powers (Government of Canada, 2021)

Privilege: The experience of freedoms, rights, benefits, advantages, access and or opportunities afforded to members of a dominant group in a society or in a given context (City of All Women Institute, 2015)

Race: A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly colour), ancestral heritage, ethnic classification, and the social, economic and political needs of a society at a given period of time. Racial categories subsume ethnic groups (Portland Metropolitan Region, 2017)

Racialization: A process of delineation of group boundaries and of allocation of persons within these boundaries by primary reference to (supposedly) inherent and/or biological (usually phenotypical) characteristics (Province of Ontario, 2017)

Racial Equity: Closing the gap so that race does not predict one's success, while also improving outcomes for all (National League of Cities, 2017)

Reparations: Governments have a duty to acknowledge and address widespread or systemic human rights violations, in cases where the government caused the violations or did not seriously try to prevent them. Reparations initiatives seek to address the harms caused by these violations. They can take the form of compensating for the losses suffered, which helps overcome some of the consequences of abuse. They can also be future oriented-providing rehabilitation and a better life to victims-and to help change the underlying causes of abuse. Reparations publicly affirm that victims are rights-holders entitled to redress.

(<https://www.racialequitytool.org/glossary>)

Social participation: Involvement in meaningful activities that increase one's sense of belonging and well-being.

Structural, Institutional or systemic racism: When institutions or systems create or maintain racial inequity, often as a result of hidden institutional biases in policies, practices and procedures that privilege some groups and disadvantage others (Province of Ontario, 2017)

Systemic Barriers: Obstacles that exclude groups or communities of people from participation in and the benefits of social, economic, and political life. They may be hidden or unintentional but are built into the way society works. Existing policies, practices and procedures, as well as assumptions and stereotypes reinforce them (City for All Women Initiative, 2015)

Truth and Reconciliation: The concept of reconciliation is about speaking the truths of the past and acknowledgement of the harm that has been inflicted on Indigenous Communities in Canada, including residential schools. It is about, atonement for the causes, and action to change behaviors that continue to marginalize indigenous people. Reconciliations about establishing and maintaining a mutually respectful relationship between Aboriginal and Non-Aboriginal peoples in this country (Truth and Reconciliation Commission, 2015)