



MUNICIPALITY OF THE COUNTY OF KINGS

Brittany Mastroianni, Diversity & Outreach Specialist



PREJUDICE

is an emotional commitment to

IGNORANCE.



Nathan Rutstein.

ACTION PLAN
for the elimination of
RACISM & DISCRIMINATION

BACKGROUND

08

The *County of Kings Race Relations and Anti-Discrimination Committee* is formed.

The Municipality joins the *Coalition of Inclusive Municipalities*.

12

Council adopts *Action Plan for the Elimination of Racism and Discrimination*.

Creates *Diversity & Outreach Specialist* position.

We envision the Municipality of the County of Kings as a recognized leader in establishing and implementing policies, programs and practices to eliminate racism, discrimination and exclusion.

To determine where and how racism, discrimination and exclusion are manifest in the Municipality of the County of Kings.

To recommend policies, programs and practices designed to eliminate racism, discrimination and exclusion, to monitor the effects of recommendations and to report on changes.

VISION & MISSION

Diversity Kings County



STRATEGIC AREAS



OUR WELCOMING COMMUNITY

OUR EDUCATED COMMUNITY

OUR ENGAGED COMMUNITY

OUR COMMITTED COMMUNITY

FOCUS ON CELEBRATION

Initially an annual celebration focused on cultural diversity.

2018 saw a shift from a single broad celebration to more focused opportunities for celebration like African Heritage Month, International Women's Day, Ramadan, Pride Mi'kmaq History Month, an inclusive holiday season and beyond.

SOME CRITIQUES

01

Early focus on "food, fun, & fashion"

02

Inadequate financial resources

03

Inadequate staff resources

THE NEED FOR AN UPDATE

01

When we know better, we do better:

- TRC Calls to Action
- MMIWAG Calls to Justice
- Immigration
- ...

02

Required shift from a focus on diversity and inclusion to equity and justice.

NEXT STEPS

- Update existing Action Plan.
- Continue engagement with Diversity Committee & Community.
- Greater emphasis on employee engagement & learning opportunities.
- Comprehensive review of HR Policies with a focus on workplace culture.
- Ongoing learning for all - including elected officials.

Why you?

Because there is no one better.

Why now?

Because tomorrow isn't soon enough.

Donna Brazile