

Attendance:

Anne Bishop, Community Member, Co-Chair
Domenic Padula, Community Member, Co-Chair
Charlotte Paul, Glooscap Representative
David Ferguson, RCMP Representative
Ian Shaw, Community Member
Jamie Patterson, Community Member
Karrie-Ann Wilkie, Community Health Board Representative
Heather Kidd, West Hants Middle School Liaison
Donna MacMillan, Avon View High School Liaison
Mark Phillips, CAO
Sarah Taylor, WHRM Employee
Kevin Waters, WHRM Employee
Vanessa Lake, WHRM Employee

Regrets:

Jessie Drysdale, WHRM Employee
Jim Ivey, Councillor, District 11
Ripley Brown-Fogarty, Community Member
Abraham Zebian, Mayor
Deanna Snair, WHRM Employee
Chris Burns, WHRM Employee
Jenny LaPierre, WHRM Employee

- 1. Call to Order** – At 6:04pm, Domenic called the meeting to order. He noted that this is the last meeting of the current group. The Committee will re-form following the election to continue helping WHRM become a more equitable, diverse, and accepting place.
- 2. Land Acknowledgment** – Domenic acknowledged that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People, and acknowledged the history and contributions of the black communities of Nova Scotia.
- 3. Attendance** – For the benefit of new members, the Committee introduced themselves and their association (ex. committee member, WHRM staff, community liaison).

4. Approval of Agenda, Including Additions or Deletions – Moved by Jamie Patterson and seconded by Anne Bishop that the agenda be approved as circulated. Motion carried.

5. Declaration(s) of Conflict of Interest – No conflicts were declared.

6. Announcements

- Karrie-Ann distributed informative cards to the Committee which contained questions to ask your Mayoral and Councillor candidates about the accessibility and affordability of health services in WHRM. These questions are based on information gathered from creating the Health Plan.
- Kevin said that the updated Active Transportation plan will be put to Council for approval soon. There will be an upcoming public engagement session.
- Domenic announced that POSSE had been awarded 3 years of funding for a non-armed crisis intervention pilot project, the first of its kind in the province. The service will be 24/7 and assist those with mental health and other sensitive issues. Dave commented that this is great not only for helping the vulnerable and those in need, but it will alleviate the RCMP workload. This is a great step forward for the community.
- Mark said that the Association of Municipal Administrators NS (AMANS) had a conference a few weeks ago to speak on the de-institutionalization process, and how municipalities can best serve and accommodate these individuals. These individuals are not currently present in the community, and counselors/aids will be available to help them integrate, but it will require compassion, understanding, and acceptance from the population at large, as well. A committee will be formed to update the plan, and Mark will look into inviting them to present to this Committee. This information has been shared with the minutes.

7. Approval of Previous Meeting Minutes – It was noted that the last meeting (Sept. 9) did not have quorum, and no official minutes could be recorded, nor could the July 8 minutes be approved. Moved by Anne Bishop and seconded by Domenic Padula that the minutes from July 8, 2024, be approved as circulated. Motion carried.

8. Unfinished Business

- Committee Membership – The deadline to apply is October 18. Current members are encouraged to re-offer and tell their friends who may be interested. More applications are needed at this time to fill the roster.
- Election Update – Domenic spoke to all the candidates about diversity, homelessness, and other equity issues, and encouraged all Committee members to do the same. Mark noted that the new Council orientation will include a Diversity lens. There will be more strategic messaging and consultation regarding equity issues. They will be reminding Councillors that they have a role to play as an ally rather than a bystander. There will be

training for taking a stance and speaking up when injustice or prejudice occurs in their presence or community.

- Internal Education
 - i. Kairos Blanket Exercise – Mark noted that this will be a part of the new Council’s orientation. The Committee had requested to participate and WHRM Staff will be in contact with details. Domenic added that POSSE is planning an exercise, and those interested can reach out for details.
 - ii. African-Nova Scotian History Presentation – Anne has arranged for Sheldon States to give a presentation to the Committee, likely some time in December.
- Letters
 - i. To the Province asking for land that could be used as for trailers – The Committee would like to send a letter to the Province asking for any local land assets they could make available for people who are going to spend the winter in travel trailers, and for them to be allowed to park for an extended period of time without being fined.
 - ii. In support of funding for renovating the Community Centre kitchen – Domenic will be meeting with Kevin Bennett from Community Development regarding the plan. Mark noted that the entire Community Centre is being renovated. Kevin Bennett has an idea in mind for the kitchen and is in full support of improving food production. While a grant would be very helpful, the timeframe is quite short with March 2025 as the deadline. Domenic commented that EverWind (developers for a proposed wind farm in Vaughan) have offered to contribute \$20k to the community. Kevin Waters invited Domenic to the Accessibility Advisory Committee to discuss accessible design for the kitchen.
- Update on closing the comment sections on Municipal social media – Effective November 1, WHRM will be closing the comment sections on all social media pages. Responding to and monitoring the comments, particularly the hateful ones, is a huge time commitment and mentally draining for staff. The intent isn’t to close the comments forever, but to pull back for a while. Mark acknowledged the perceived lack of engagement and transparency but noted that there are still other forms of engagement. Heather commented on the toxic nature of social media and respected the decision. If comments cannot be made respectfully, then there will be no comments. Kevin was in attendance when the decision was made and added that WHRM has reached the maximum number of blocked words for their pages. Hopefully, when comments are reopened, there will be a change in attitude and/or operations.
- Update on renaming Clifton House and Haliburton Place – Following the reaction to Thomas Chandler Haliburton’s support of and wealth gained from slavery, his opinions on black and indigenous peoples as well as women, the community has decided to change the name of the Haliburton House to the Clifton House Museum. The Haliburton

Place long-term care ward at the hospital will be renamed as well. Karrie-Ann informed the Committee that the new name will be the Mayflower Meadow, chosen by former D.I. Committee member Jenna Warren-Mayer. The Committee discussed how this was not meant to erase history, but to provide context and to balance the good and the bad. An education piece on this topic should be released to the public. The Committee also noted the issues of naming things after specific people and the ever-changing social environment. What is acceptable today may not be seen as favourably in the future, as we have seen time and time again.

- i. Kevin noted that there is a plaque at the Community Centre which celebrates Haliburton. Many Committee members were not aware of this. They discussed ways to add context to this plaque, too, rather than remove it completely. Anne volunteered to research ways to do this. She also noted that the History Canada plaques are being rewritten with consultation from local communities.
- Update on development of Equity, Anti-racism and Accessibility plan – The Request for Proposals had been put out, and WHRM received 11 proposals. At the Committee of the Whole (COTW) meeting on Tuesday (Oct. 8), Council will decide on the final consultant and discuss moving forward. Sarah said each firm has great experience and were all good candidates.

9. New Business

- Domenic attended the Truth and Reconciliation Day event in Sipekne'katik. Though West Hants put out messages on social media, a formal event was not held. This is an area where WHRM can improve. Holding an event or ceremony would make it more meaningful than just another day off.
- Anne asked who reviews the applications. Mark replied that they are reviewed by staff and recommended to Council, who make the final decision. The application deadline was set to line up with the next scheduled Council meeting, but due to the election and formation of the new Council, the new Committee may not be formalized until the end of November. Because it will be a whole new Committee, they felt the first meeting in December should be a briefing/introduction, and Anne will speak with Sheldon to see if he can reschedule to January. As for the planned Kairos Blanket Exercise with Council, current Committee members may still be invited to join in. It would be beneficial for Council to have a diverse group to interact with.
- Heather provided some information on how West Hants Middle School is fostering a more inclusive community within their school. Vibe Check bracelets were handed out to each student. VIBE is an acronym for Value Inclusivity Belonging and Equity. It is a visual reminder to spread good vibes. The school is incorporating new modules and educational pieces, and a new Code of Conduct is in the works. A student's studies must not take priority over their safety. The school equity committees truly appreciate the

letter of support. Anne noted that while they haven't heard anything back, the budget for this year was already set, so there may be more information next year.

- Ian said that the school environment is different nowadays but commented that some areas still need to change their way of thinking. Some students need to be informed because they do not know any better or different. Teachers are always educating their students on how to “Be A Good Human.” Heather commented that the parent piece is still a struggle. Teachers have to convince the parents that they are not trying to “indoctrinate” their children but asking them to follow the school’s guidelines. Many students aren’t aware of just how extensive “equity” is. It includes *everyone*, not just a certain group.
- Donna provided some updates on Avon View. Actions in the past had to be mostly reactive following serious events, but they are planning to be more pro-active in the future. Staff have met with African Canadian students to hear their voices directly. There is now a Native advisor at both Avon View and West Hants. Staff hope to have a wide range of representation on the student council including indigenous students, who are underrepresented in the school system. Staff are also working on communication and educational pieces for parents, and the staff who have to communicate with those parents. The Four Pillars from the book, *Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools* by Glenn Singleton are referenced. Staff and students alike are being encouraged to not just be a bystander.
- Schools are looking at provide more diverse food options, both to educate and to make international students feel more welcome.
- Mark suggested incorporating municipal staff into the professional development days with school staff. It could be beneficial for both parties. The schools are doing great with their equity and inclusion work and municipal staff could learn from them.
- Kevin suggested holding an event or at least recognizing the International Day for People With Disabilities on December 3 within schools. Heather commented that WHMS is notoriously inaccessible.

10. Next Meeting Date / Adjournment – The next meeting date was chosen as the first Monday in December. If any changes are made, the Committee (new or old) will be notified. With no further business, the meeting adjourned at 7:17pm.

Human Rights Remedy Update

from the Department of Community Services' (DCS) Disability Support Program (DSP)



What is the Disability Support Program?

The Disability Support Program (DSP) is responsible for providing support and services to individuals with disabilities in Nova Scotia. DSP is known for managing small option homes, group homes, and other support services aimed at enhancing the quality of life for persons with disabilities.

Regional Hub Service Delivery Model

DSP is transitioning to a Regional Hub model for service delivery. The goal is to engage with people with disabilities and their families at their local community level. This way we can create inclusive opportunities and services that support their idea of a good life in community. Each region will use their hub to encourage collaboration with services and community partners to provide streamlined and personalized supports.



Institutional Closures

DSP is moving away from large residential settings of more than four beds, and focusing on community-based support with flexible, individualized funding. Transition planning will begin in Fall 2024, with moving likely taking place in the New Year, allowing everyone to move to community at their own pace. Regional Closure Teams will work alongside facility leaders to coordinate closure and family members for transition efforts.

Community Collaboration

The shift towards community-based living includes inclusive collaboration with municipal services, such as police, recreation providers, and community organizations, to better serve and include persons with disabilities.

Cultural Change

This cultural change emphasizes inclusion and community integration, ensuring that municipalities are well-prepared to support individuals transitioning from institutional settings.

Regional Advisory Committees

Regional Advisory Committees will be created and connected to the Regional Hubs. These committees will have diverse representation, including community members, persons with disabilities, and other stakeholders, to provide guidance and support.

Learn More Here

Municipalities and communities with institutions within their region are invited to schedule in-person town hall meetings with the Department of Community Services (DSP). For scheduling and further information, please contact dsp-engagements@novascotia.ca or visit our website at www.dsp-transformation.ca

Facilities & Communities

Below is a list of Adult Residential Centres (RRCs), Regional Rehabilitation Centres (RRCs), and Residential Care Facilities (RCF) that are scheduled to close over the coming 5 years as a result of the Remedy.

Western

ARC, RRC, or RCF	Community
Maison au Coucher du Soleil	Saulnierville
Liberty Lodge (Prospect)	Morristown
Liberty Lodge (Foster)	Berwick
New Vision Special Care Homes	Berwick
Avonview Rest Home	Windsor
Atlantic Heights	Sackeport
Kings Regional Rehabilitation Center	Waterville
Mountains and Meadows	Bridgetown
Balsam (Riverview Enhanced Living)	Dayspring

Eastern

ARC, RRC, or RCF	Community
Stevens Rest Home	North Sydney
New Dawn Guest Home	Sydney
Terrace Manor	Glouce Bay
Breton Ability Center (BAC)	Sydney River

Central

ARC, RRC, or RCF	Community
Oxford Manor	Halifax
Haven Manor	Halifax
Lynden Rest Home	Halifax
Twin Cities Villa	Dartmouth
Woodside Manor	Dartmouth
Nantucket Homes	Dartmouth
Harbour Glen Manor	Dartmouth
Southwood Villa	Dartmouth
Quest	Lower Sackville

Northern

ARC, RRC, or RCF	Community
Four Seasons Manor	Oxford
Shady Rest RCF	Oxford
Riverview Home Corporation	Stellarton
Sunset ARC	Pugwash