



**HALIFAX**

# **Dismantling Racism and Hate Update**

2025-04-29

# Background

- Nova Scotia passed the Dismantling Racism and Hate Act (Bill No. 96) in April 2022.
- HRM as a prescribed public body is required to develop a formal Plan.

# Purpose

- To develop and implement a strategy that will support the municipality in addressing systemic racism, hate, and inequity across HRM policies, practices, and services.
- To bring together the multiple plans into a more comprehensive strategy
- To continue to have an Accessibility Strategy as prescribed by the province

# Essential Elements of the Plan

- Leadership & Commitment
- Policy and Structural Change
- Community Engagement
- Integration and Accountability

# Approach and Next Steps

- In support of the D&I Audit (December 2024) develop an action plan that will encompass existing strategies and plans into the Dismantling Racism and Hate Strategy
- Engage both internally and externally on the development of the strategy
- Develop Action-Oriented & Measurable outcomes
- Return to Council for approval of the new strategy

*Thank  
You*



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