



Municipality of the District of Argyle

Item: Equity and Anti-Racism
Plan 2025-2028

Date: March 20, 2025

Our Vision

Argyle is the community of choice to invest, live and play.

Our Identity

*Argyle **invests** time & talent in growth opportunities in fishing, tourism, and renewable energy sectors.*

*Argyle provides affordable taxation while providing safe and **livable** communities and strives to engage and inform our residents on decisions that affect them most.*

*Argyle provides high class, accessible recreational and cultural facilities for health and for **play**.*

Background:

As you are aware, recent legislation in Nova Scotia has called for all municipalities to take proactive measures to address racism and promote equity across all sectors of local government, service delivery, and community engagement. The Municipality of Argyle has a longstanding history of being a community built on shared values of respect, kindness, and mutual support. By developing and implementing an Equity and Anti-Racism Plan, we can continue this tradition while meeting our provincial obligations.

The Key Priorities of this plan are:

1. Equitable Recreation Services
2. Training and Education
3. Policy Review
4. Equitable Hiring Practices

Guiding Principles

1. A commitment to continued learning and actions. Provide training for municipal staff, elected officials to recognize and counteract biases. All employees of the Municipality of Argyle have a knowledge and understanding of racism.
2. Accountability. Develop and share clear goals and actions to address systemic racism within municipal policies and practices

3. Building meaningful partnerships with underrepresented and Under privileged groups
4. A commitment to historical and cultural past and present.

Budget considerations

Training on Anti-Racism for staff and council. Hiring of facilitators for the training.

Recommendation:

Approval of the Equity and Anti-Racism Plan is essential for ensuring compliance with the **Nova Scotia Accessibility Act** and our municipality's ongoing commitment to equitable services and programs. By implementing the proposed plan, we will continue to remove barriers and foster an inclusive environment for all residents and visitors.

Suggested motion:

Move that council approve the Equity and Anti-Racism Plan for 2025 – 2028.