



United Nations  
Educational, Scientific and  
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# The New Glasgow Coalition of Inclusive Communities

Presented by:  
Geralyn MacDonald, Town of New Glasgow

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## Background

In January of 2010 the Town of New Glasgow formally approved a Declaration to join the Canadian Coalition of Municipalities against Racism and Discrimination - part of a larger United Nations Educational, Scientific, and Cultural Organization (UNESCO) initiative

### **NAME CHANGE in May 2019:**

The Canadian Coalition of Municipalities Against Racism and Discrimination is now named **The Coalition of Inclusive Municipalities**. Based on this name change and the standards to be followed, the New Glasgow Race Relations and Anti-Discrimination Committee is now called the **New Glasgow Coalition of Inclusive Communities Committee**.



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In February 2012, Town of New Glasgow Director of Community Development and a Municipal Councillor attended a workshop on *Municipalities Against Racism and Discrimination* hosted by the County of Kings and supported by the Canadian Commission for UNESCO.

Through ongoing communication with the Municipality of Kings County, and the process they took to develop their action plan, Kings County approved the Town of New Glasgow to adopt their framework as part of the Town of New Glasgow's own action plan.



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**In adopting the UNESCO Declaration, the Town of New Glasgow agreed to address the following Canadian Coalition commitments:**

1. Increase vigilance against systemic and individual racism and discrimination;
2. Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination
3. Inform and support individuals who experience racism and discrimination;
4. Involve citizens by giving them a voice in anti-racism initiatives and decision-making;
5. Support measures to promote equity in the labour market;
6. Provide equal opportunities as a municipal employer, service provider and contractor;
7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity housing;



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8. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector and other forms of learning;
9. Promote respect, understanding, and appreciation of cultural diversity and inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality;
10. Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.



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**The Race Relations and Anti-Discrimination Committee – Now called  
The New Glasgow Coalition of Inclusive Communities Committee.**

One of the Town's first commitments was to identify and form a Committee and develop a Terms of Reference to guide its work.

Committee Structure:

Municipal Councillors (Three), Municipal Staff (One), Residents of the Town of New Glasgow (Six Citizen Members) representing our diverse population. Representatives will be considered from the Pictou Host Program at the Pictou County YMCA, African Nova Scotia, LGBTQ, Indigenous Peoples, Persons with Disabilities and members of other traditionally under-represented groups.

The Committee recommends to the Council of the Municipality of the Town of New Glasgow resources, policies, and practices that are consistent with the Canadian Coalition 10 Commitments. The Committee facilitates the achievement of these commitments through the creation and implementation of an Action Plan.



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## **Committee Vision**

*We envision the Town of New Glasgow as a recognized leader in establishing and implementing policies, programs and practices to address racism, discrimination and exclusion.*

## **Committee Mission**

*To determine where and how racism, discrimination and exclusion are manifest in the Town of New Glasgow. To recommend policies, programs and practices designed to address racism, discrimination and exclusion, to monitor the effects of recommendations and to report on changes.*



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## **Developing the Action Plan**

The Town of New Glasgow's Community Economic Development Department held community public sessions for input on all aspects of community economic development. Information for this Action Plan was gathered throughout the planning sessions. The Action Plan provides a road map that identifies areas where work is being done and where gaps exist.

The Town of New Glasgow's Community & Economic Development Plan identified a goal to *Develop a plan of cultural activities and events that is supportive and inclusive of minority groups.*



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The plan was approved by New Glasgow Town Council in September 2013 and was officially launched during New Glasgow Culture Days celebrations on September 27<sup>th</sup>, 2013.

**The Action Plan is organized around Four Strategic Areas:**

Our Welcoming Community

Our Educated Community

Our Engaged Community

Our Committed Community



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## Our Welcoming Community

**Goal:** To create a safe and welcoming community that meets the social, cultural and economic needs of all residents regardless of age, ability, race, ethnicity, religion, gender, language, sexual orientation or socio-economic status.



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## Our Educated Community

**Goal:** To create a community in which residents, employers, and organizations are well informed and have access to information about inclusion and diversity.



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## Our Engaged Community

**Goal:** To encourage shared ownership and community wide engagement and participation in addressing discrimination and racism, and in the promotion of diversity and inclusion



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## Our Committed Community

**Goal:** To demonstrate a commitment to addressing racism and discrimination by investing in sustainable supports for inclusion and diversity work at the municipal level.



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On behalf of the Canadian Commission for UNESCO, I am pleased to support the development of an Action Plan to address racism and discrimination in New Glasgow. The development of an Action Plan is an important step in recognizing the need to address discrimination in your community and mobilizing to generate positive change. The development of an Action Plan opens a dialogue about not only what is currently being done, but what efforts can be implemented to address gaps within the Ten Point framework. It is with great anticipation that the CCU awaits updates on your Action Plan and sharing examples of new initiatives with member cities across Canada.

**Meghan Brooks**



Programme Officer, Social and Human Sciences  
Chargée de programme, Sciences sociales et humaines

Some of the Initiatives include:

Proclamation Signings and Calendar of Events that Celebrate Culture and Diversity.

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Race Relations & Anti-Discrimination Committee - 2019 Dates

**JANUARY:**

January 21-Martin Luther King Day

**FEBRUARY:** African Heritage Month

February 4-African Heritage Month Proclamation Signing

February 18-Nova Scotia Heritage Day

**MARCH:**

March 8-International Women's Day

March 21- International Day for the Elimination of Racial Discrimination

**APRIL:**

April 24- Human Values Day

April 28- International Day of Mourning

**MAY:** Asian and South Asian Heritage Month, Gaelic Awareness Month  
Gaelic Awareness Month Proclamation Signing

May 8- Marathon of Respect & Equality (MORE) Run throughout Pictou County

May 16 - International Day of Living Together in Peace

May 21- World Day for Cultural Diversity for Dialogue and Development

**JUNE:** National Aboriginal History Month

June 10 - PRIDE Flag Raising

June 21 - National Indigenous Peoples Day

June 27 - Canadian Multiculturalism Day

June 30 - Town of New Glasgow Pre-Canada Day Celebrations- celebrating all inclusive

**JULY:**

July 1-7 - Pride Week

July 18 - Nelson Mandela International Day

**AUGUST:**

August 9 - International Day of the World's Indigenous Peoples

August 19 - World Humanitarian Day

**SEPTEMBER:**

September 7 - Fusion Festival - Pictou County Multicultural Association

September 21 - International Day of Peace

September 27, 28, 29 -New Glasgow Culture Days

**OCTOBER:**

October 1 - International Day of Older Persons

October 15- International Day of Pregnancy and Infant Loss Awareness Day

**NOVEMBER:**

November 12-19 - Transgender Awareness Week

November 25- International Day for Elimination of Violence Against Women

**DECEMBER:**

December 3 - International Day of Persons with Disabilities

December 10 - Human Rights Day



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- Partner, host and support the Black Gala Homecoming event every 5 years.
- Maintenance and promotion of the Africentric Park in New Glasgow. The park was created to commemorate the past, focus on the present and provide a foundation for the cultural future of Nova Scotians of African descent.
- Hosted an evening vigil in support of our Muslim community members after the tragic shooting of Muslims in a mosque in Quebec City.
- Hosted a Walk for Human Values Day where local elementary school children and committee members walked in harmony.
- Following the **Nova Scotia's Accessibility Act** for Town owned infrastructure.
- Raised the issue and supported the re-naming of non-gender specific washrooms at Town owned facilities.
- Painted PRIDE Rainbow colors in Glasgow Square cross-walk.
- Support and host PRIDE WEEK flag raising, events and celebrations.
- Supporting, Acknowledging and Celebrating African Heritage Month annually.
- Partnering with local organizations in celebrating 'International Women's Day'.
- Celebration, recognition and support for the annual Multicultural Fusion Festival and in partnership with the Multicultural Association of Pictou County.
- Recognition, promotion and support for annual Culture Days.

- The Town was one of the first in Nova Scotia to develop an Age Friendly Action Plan that helps create an environment that is inclusive, welcoming and beneficial to all ages.
- Historic paintings displayed in New Glasgow Town Hall include civil rights activist Dr. Carrie Best and Race Against Racism (Marathon of Respect and Equality) founder Henderson Paris.
- Hosted an Islam 101 learning session by past committee member and presenter Deanna Mohamed to help raise awareness and dispel stereotypes about Muslims and Islam during the recognition of March 21<sup>st</sup> as the International Day of the Elimination of Racial Discrimination.
- Hosted an Asian History Month learning and celebration session by Yan Ding.
- Hosted a learning and awareness session about LGBTQ rights and Gay and Straight Alliances by past committee member Gerard Veldhoven.
- Supported the initiatives of the Safe Harbour Group in welcoming and settling Syrian newcomers to the Town. (Committee created and donated to the welcome baskets).
- Celebrate National Indigenous People's Day with a flag raising with Pictou Landing First Nation Chief Andrea Paul.
- Offer inclusive programming including NSCAD art sessions for the visually impaired.
- **The Town of New Glasgow is an equal opportunity employer.**



- Marathon of Respect & Equality (MORE) —established by Henderson Paris was established as a way to promote equality In Pictou County.
- Annual Tribute Concert in honour and memory of Viola Desmond - a fantastic celebration of song and dance with attendees coming from across the province in recognition of Viola's bravery and courage to stand up for her rights in New Glasgow!
- The Committee also initiated talks with the current owner of the Roseland Theatre to ensure Viola Desmond is highlighted and recognized in the buildings' re-development.
- The Town, with the support of the committee, approved the naming of the side street of where the former Roseland Theatre is located to be called 'Viola's Way.' The sign was unveiled in a community celebration in July 2018.
- Hosted the launch of the Viola Desmond story and arranged for her sister Wanda Robson to be a guest speaker at Glasgow Square.
- Celebrated and recognized local black businessman, Sparky Paris, on Business Wall of Fame.

Most recently the Town of New Glasgow supported and participated in the 'Black Lives Matter' peaceful protests. The Town also approved 'Black Lives Matter' to be painted on a portion of the main street in downtown New Glasgow.



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## Updating the Action Plan and Terms of Reference

Since January 2020, the Town has revised the Terms of Reference for membership to include people within Pictou County.

Each advocacy group can have more than one member at the table to facilitate a more inclusive discussion, avoid tokenism and allow for equal voices at the table.

The 2013 Action Plan will be updated this year through facilitation and community consultations.

The recent events of 'Black Lives Matter' have fueled in depth conversation on race, discrimination and the history in New Glasgow. There will be continued resource sharing of information and personal stories.

Thank You!

Questions  
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