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# Monday Memo



NOVA SCOTIA FEDERATION  
OF MUNICIPALITIES

## LUNCH & LEARN SERIES

### **Advancing Diversity, Equity, Inclusion, and Accessibility (DEIA)**

Join us on Wednesday January 14 (12:00 - 1:00 pm) for NSFM's Monthly Lunch & Learn how to tailor your DEIA approach to fit your municipality. This session explores how municipalities can strengthen DEIA initiatives in ways that reflect their unique communities. Led by Shruti Gola Taraschi-Carr, the session highlights key responsibilities under the Nova Scotia Human Rights Act and practical approaches to building on existing DEIA efforts.

**Guest Speakers** Shruti Gola Taraschi-Carr Director, Race Relations, Equity and Inclusion Office of Equity and Anti-Racism and Luke Power Director of Community Engagement & Evaluation Office of Equity and Anti-Racism [Register here](#)

## NEW & NOTEWORTHY

### **Atlantic Urban Forestry Workshop**

Tree Canada, with support from the Canadian Urban Forest Network, is hosting a virtual workshop exclusively for individuals living or working in Atlantic Canada.

**Agenda highlights include:**

- **Building an Urban Forestry Program** – Developing inventories, policies, and workplans (Wolfville, NS)

- **Community-Led Urban Forestry** – Lessons from Truro's Urban Forest Committee on strengthening local engagement (Truro, NS)

### Workshop Details:

Format: Online

Date: January 8

Time: 9:00 am–12:30 pm (AST)

Registration & Workshop Details: [Click Here](#)

## Supporting Municipalities to Address Hate & Harassment

The [Association of Manitoba Municipalities](#) in collaboration with [Strong Cities Network](#) have launched [A Toolkit for Manitoba Municipalities: Addressing Anti-Government Hate and Harassment](#) to support local elected officials and municipal staff across Manitoba as they respond to rising forms of anti-government and anti-establishment hate and harassment.

The toolkit provides 130 concrete and practical recommendations. Topics:

- Causes of Anti-Government Sentiment
- Protecting Candidates for Local Office, Harassment of Municipal Officials
- Online Harassment
- Online Misinformation and Disinformation
- Meeting Disruptions
- Identity-Based Hate

## Fixed-Term Employee Deserved Progressive Discipline

A [New Brunswick court decision](#) found that an employer wrongfully dismissed a volleyball head coach after harassment complaints from players and a team therapist. The court ruled the employer should have used progressive discipline before ending the fixed-term contract. Because the dismissal was unjustified, the employer was ordered to pay the coach the balance of the contract, over \$50,000, plus contributions and costs. Even when misconduct is proven, dismissal for cause must be proportionate. Unless the behaviour is severe enough to destroy trust, employers should first issue formal warnings and allow the employee a chance to improve, especially in fixed-term contracts, where early termination can be costly.

offered at **no-charge** to municipal units in NS. More info: [partnerships@hrcovered.com](mailto:partnerships@hrcovered.com)

## HR Services

[HR Covered](#) is the largest Canadian-owned HR service provider in the country. They offer our municipal units HR experts who help make managing people and processes simple and cover all avenues, at a fraction of the cost. Backed by the extensive experience of certified and qualified HR leaders, HR Covered is the most sought after HR solution in the country. The following service offerings are available **for free** to all municipal units:

- [Register](#) for unlimited access to the HR Hub document library
- [Engaging webinars](#) on various HR related topics
- [Book a meeting](#) to get your **complementary policy manual** created today
- [Program information](#)
- More info: [partnerships@hrcovered.com](mailto:partnerships@hrcovered.com)

HR Covered is a [program partner](#) of NSFM

## NEWS

[Antigonish construction traffic delays affect local businesses](#)

[Canadian homeowners urged to review winter insurance coverage as storm risks rise](#)

[Halifax mayor did not break code of conduct with CAO comments, investigator found](#)

[Halifax mayor says city will do what it can to support Shannon Park development](#)

[Halifax police board says use of force policy must prioritize de-escalation, training](#)

[Investigation launched into allegations of financial irregularities at Halifax Water](#)

[Opinion: Cybercriminals helpfully exposed Nova Scotia Power's weaknesses](#)

[Sewer and water bylaw scrapped by Inverness County](#)

## FUNDING

The NSFAM Funding Database is a centralized resource dedicated to our members to help find municipal funding opportunities. A monthly funding update will also be communicated, outlining deadlines and information sessions. The Municipal Funding Database is now a full Funding Portal. Visit the new portal: [nsfunding.ca](https://nsfunding.ca).

#### A New Funding Opportunity Added to the Portal:

- [Innovative Communities Fund](#): Federal non-repayable contributions for community-based projects across Atlantic Canada that build local economies, strengthen rural infrastructure, and help communities address economic challenges.

**Deadline:** Applications are accepted year-round

#### Now Open:

- [EcoAction Community Program – Stream 2](#) (Freshwater Sustainability and Innovation): Federal funding for projects that pilot innovative/clean-tech solutions, enable circular economy opportunities, or improve freshwater data access and interoperability. Funding is \$25,000–\$200,000 and covers up to 50% of total project costs.

**Deadline:** January 20, 2026

#### FCM Funding Opportunities

FCM has you covered with the right type of project funding. Review the [grant page](#) for funding opportunities available for planning, studies, and pilot projects.

## PROGRAMS

#### NSFM/Canoe Supplier List: Updates

[NSFM/Canoe Procurement Program](#) provides a diverse range of procurement options for our members. View the updated list of [new and approved vendors](#). Approved suppliers are selected through an open RFP process that follows a successful proposal evaluation and contract award. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

The NSFM/Canoe Procurement Program partners with a diverse range of suppliers

[Gordian](#), an approved supplier, is a leading provider of building solutions and construction data. Gordian's [Q4 Construction Data Insights Report](#) reveals the latest shifts in material prices, labour trends, and regional cost dynamics shaping today's built environment. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

### Staples Professional: Office Supply

As a partner of the [NSFM/Canoe Procurement Group](#), Staples Professional is proud to support NSFM members with access to national buying power. We provide solutions across multiple lines of business—including [clearance furniture](#). Our goal is to help municipalities gain more control over their procurement processes while delivering consistent value and support. More info: [brenda.mcquinn@staples.ca](mailto:brenda.mcquinn@staples.ca)

### Insurance Tips: Protect Your Home While Away

Did you know that you can receive exclusive insurance discounts on your **personal home and auto insurance** through BrokerLink's group insurance program? BrokerLink is proud to provide quality insurance products, expertise, and solutions to our sector. Their dedicated group of insurance advisors will compare your coverage options and help get you the most comprehensive coverage at the best value. [More information.](#)

Going away and leaving your house for extended periods of time can be risky, especially if you do not take proper precautions. To keep your home safe and secure and the grinch out while you are away, refer to our guide on [How to Protect Your Home While You are Away.](#)

## NSFM REGIONAL PROFILE

### Cape Breton Regional Municipality Region

The CBRM Region is one of seven regions represented on the NSFM Board. The representative on the Board of Directors for this region is:

- Councillor Gordon MacDonald: [gdmacdonald@cbrm.ns.ca](mailto:gdmacdonald@cbrm.ns.ca)

## Smart Sensors for Safer Communities

In this one-hour webinar presented by the [NSFM/Canoe Procurement Program](#), explore how Liveable Cities' Micro-Sensor technology is helping communities overcome these barriers. The session will discuss how these compact, easy-to-deploy sensors are being used to monitor traffic calming efforts, noise levels, emissions, and road congestion, offering scalable enhancements to existing infrastructure. This session is a chance to learn from real-world applications and connect directly with representatives from program supplier [ATS Traffic](#).

- January 13 @ 1 pm (Atlantic)
- [Register Here](#)

## Responsible Use of AI in Government Operations

In this 90-minute webinar presented by the [NSFM/Canoe Procurement Program](#), you will be introduced to the evolving world of artificial intelligence in government operations. This interactive session explores how AI can streamline procurement processes, enhance transparency, and support ethical decision-making. Through real-world examples and guided demos, participants will learn how to use AI tools responsibly while aligning with public sector values and compliance frameworks.

- January 19 @ 2 pm (Atlantic)
- [Register Here](#)

## 2026 Construction Cost Trends

In 2025 metal costs whiplashed builders, framing lumber rose steadily, while concrete prices remained remarkably stable. What will 2026 construction costs bring? Join our [Gordian](#) experts to get:

- Forecasts on 2026 costs of concrete, lumber, steel, asphalt, and more
- Insights on impacts of tariffs and AI on the construction business
- Effects of projected labor shortages on 2026 projects
- January 22 @ 3 pm (Atlantic)
- [Register here](#)

[Gordian](#) is an approved supplier of the [NSFM/Canoe Procurement Program](#).

## Available

NSFM hosted the Canada–Nova Scotia Offshore Energy Regulator for a virtual information session on the Government of Canada–Nova Scotia Strategic Direction letter for offshore wind. The session supports CNSOER’s Call for Information, which will help inform the offshore wind Call for Bids. Municipalities are encouraged to provide feedback on the considerations outlined in the letter.

The December 17, 2025 recording is now available for those unable to attend live.

[Click here](#)

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## Launching the NS Quality of Life Survey

In February, [Engage Nova Scotia](#) and the [Canadian Index of Wellbeing](#) will be launching the largest Quality of Life population survey in North America. For municipal governments this represents an opportunity to gather data about topics impacting your residents. This 45-minute webinar will provide you with the tools and resources needed to promote survey participation in your region. [Register now and join us to learn more](#) about the survey, our promotional guide, how to host in-community events, and amplifying this important call to action.

### Webinar Dates:

- Wednesday January 21 @ 12:00 Noon
- Wednesday January 21 @ 2:00 pm
- Friday January 23 @ 12 Noon
- Friday January 23 @ 2:00 pm
- More info: [mknezacek@engagenovascotia.ca](mailto:mknezacek@engagenovascotia.ca)

### [Winter Municipal Observer](#)

The magazine for the **Nova Scotia Federation of Municipalities**

### [Fall/Winter Atlantic Municipal Magazine](#)

The magazine for the **Atlantic Region of Municipalities**



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