

HVC, Equity and Inclusion Plan, March 11/26

Meanings: Equity means fairness, justice and impartial treatment.
Ableism is prejudice, discrimination or social bias against people with disabilities. People with disabilities can include people with physical disabilities. Intellectual, behavioural and mental health disabilities and other medical complexities. Ableism can be reflected in actions, words, behaviours and access issues. N.S. highest in Canada at 37.9%, 2 of 5 having at least one disability. Ableism comes from lack of understanding and action.

The Village of Hebbville as well as all Villages and Municipalities of Nova Scotia are adopting an Equity, Inclusion and Belonging Plan, this follows the “ Dismantling Racism and Hate Act”

The village commission needs to show commitments, actions and accountability as required under regulations.. This plan will be updated in 2028.

Commitments:

The Hebbville Village Commission will adopt a policy to comply with the Approved Regulations: Equity and Anti-Racism Plans for Municipalities and Villages.

The Village Commission will commit to reviewing internal policies, bylaws and practices to identify and eliminate barriers to inclusion.

Actions:

Commissioners and staff will complete diversity, equity and inclusion training on topics such as unconscious bias and accessibility. Where possible, members of the public will be encouraged to complete training along Commissioners and staff.

Accountability:

The Commission will actively share updates on the commitment and action made in this plan through Commission meetings, Gazettes and in other public settings. As required under regulations, this plan will be updated in 2028.

“ What training folks would like to see.”:

Systemic hate, inequity, racism, unconscious bias. Ableism, accessibility, social prejudice and discrimination

Lem Hebb, HVC clerk
March 10/26