

Advice to Minister
CONFIDENTIAL

BRIEFING NOTE
Office of Equity and Anti-Racism (OEA)

ISSUE: 2SLGBTQIA+ Action Plan

PURPOSE:

- 14(1)

CURRENT STATUS:

- The Equity and Anti-Racism Strategy, released in July 2023, included a commitment for OEA to work with the 2SLGBTQIA+ community throughout 2024 to identify barriers and needs and to develop an action plan.

- 14(1)

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BACKGROUND:

- The 2SLGBTQIA+ community faces significant challenges, including a rise in acts of hate since 2019, gaps in access to appropriate services, and barriers to employment and justice. In Canada, the Federal Government and the Government of Yukon have developed 2SLGBTQIA+ Action Plans.

- According to [Statistics Canada](#), police-reported hate crimes targeting individuals based on sexual orientation increase by over 362% from 2018 (186 incidents) to 2023 (860 incidents).

Advice to Minister
CONFIDENTIAL

- During public engagement to inform the creation of the *Dismantling Racism and Hate Act*, the 2SLGBTQIA+ community emphasized the urgent need for a dedicated government organization to address their needs. OEA was subsequently tasked with this responsibility under the Equity and Anti-Racism Strategy, and to lead the creation of an action plan.
- A "What We Heard" report is a summary of the feedback, insights, and perspectives shared during public or stakeholder engagement sessions. [14(1)]

[14(1)]

[14(1); 17(1)]

[14(1)]

ATTACHMENTS:

- Appendix A: Draft "What We Heard" Engagement Report
- Appendix B: Report of Indigenous Respondent Data from the 2SLGBTQIA+ Action Plan Public Survey from the Nova Scotia Office of Equity and Anti-Racism
- Appendix C: [14(1)]

PREPARED BY: Luke Power, Director of Community Engagement and Evaluation
REVIEWED BY: Christine Gibbons, Executive Director
DATE: April 23, 2025
CONTACT: Christine Gibbons, (902) 266-7748

Withheld Pursuant to Section

14(1)

of Freedom of Information and Protection of Privacy Act

14(1)

DEPARTMENT:

DIVISION:

PRIMARY CONTACT:

Action	
<i>List the proposed action and a detailed description.</i>	
Thematic Area	
14(1)	
Choose an item.	
14(1)	
Timeline for implementation	
14(1)	

14(1)

Page 120 to/à Page 121

Withheld Pursuant to Section

Duplicate

of Freedom of Information and Protection of Privacy Act

Duplicate information on pages 120 to 121. Original information can be found on page 119 within the records package.

Advice to Minister
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BRIEFING NOTE
Office of Equity and Anti-Racism (OEA)

ISSUE: 2SLGBTQIA+ Action Plan

PURPOSE:

- 14(1)
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CURRENT STATUS:

- The Equity and Anti-Racism Strategy, released in July 2023, included a commitment for the Office of Equity and Anti-Racism (OEA) to work with the 2SLGBTQIA+ community throughout 2024 to identify barriers and needs and to develop an action plan.
- Community engagement to inform the action plan was completed from May to August 2024. A public survey and a range of in person and virtual engagement sessions were completed, including in collaboration with community-based organizations who serve the 2SLGBTQIA+ community.

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14(1)

Advice to Minister
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14(1)

- 14(1)

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- According to Statistics Canada, police-reported hate crimes targeting individuals based on sexual orientation increase by over 362% from 2018 (186 incidents) to 2023 (860 incidents).

- During community engagement to inform the creation of the *Dismantling Racism and Hate Act*, the 2SLGBTQIA+ community emphasized the urgent need for a dedicated government organization to address their needs. OEA was subsequently tasked with this responsibility under the Equity and Anti-Racism Strategy, and to lead the creation of an action plan.

- OEA established a Working Group with representatives from 14 departments across the provincial government [14(1)]

[14(1)]

- A "What We Heard" report is a summary of the feedback, insights, and perspectives shared during public or stakeholder engagement sessions. [14(1)]

[14(1)]

[14(1); 17(1)]

[14(1)]

ATTACHMENTS:

- Appendix A: Draft "What We Heard" Engagement Report
- Appendix B: Report of Indigenous Respondent Data from the 2SLGBTQIA+ Action Plan Public Survey from the Nova Scotia Office of Equity and Anti-Racism

PREPARED BY: Miranda Romkey, Senior Policy Analyst
REVIEWED BY: Luke Power, Director of Community Engagement and Evaluation
DATE: January 27, 2025
CONTACT: Christine Gibbons, (902) 266-7748

Page 125 to/à Page 240

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Duplicate record on pages 125 to 152. Original record can be found on pages 3 to 30 within the records package.

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14(1)

of Freedom of Information and Protection of Privacy Act

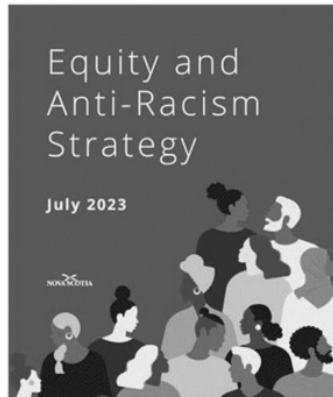
Objective	
<ul style="list-style-type: none"> To provide background for and an overview of the work completed to date on the 2SLGBTQIA+ Action Plan. 	<ul style="list-style-type: none"> 14(1)
	<ul style="list-style-type: none">

- Departments:
 1. Municipal Affairs and Housing
 2. Office of Addictions and Mental Health
 3. Status of Women
 4. Department of Community Services
 5. Seniors and Long-Term Care
 6. Department of Justice
 7. Health and Wellness
 8. Labour, Skills and Immigration
 9. Advanced Education
 10. Education and Early Childhood Development
 11. Communities, Culture, Tourism and Heritage
 12. Communications Nova Scotia
 13. Service Nova Scotia

14. Public Service Commission

14(1)

2SLGBTQIA+ Action Plan



Strategy Commitment

"Office of Equity and Anti-Racism (OEA) will be assigned as the lead within government tasked to work with the 2SLGBTQIA+ community to address their needs. OEA will work with community over the next year to develop an action plan to address needs identified by the community."

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2SLGBTQIA+ Action Plan

- Conducted research into key issues facing community.
- Developed Interdepartmental Working Group.
 - Representatives from 14 departments
 - 14(1)

- The 2SLGBTQIA+ community faces significant challenges, including a rise in acts of hate since 2019, gaps in access to appropriate services, and barriers to employment and justice. In Canada, the Federal Government and the Government of Yukon have developed 2SLGBTQIA+ Action Plans.
- According to Statistics Canada, police-reported hate crimes targeting individuals based on sexual orientation increase by over 362% from 2018 (186 incidents) to 2023 (860 incidents).

Duplicate

Duplicate information on page 245.
Original information can be found on
pages 242 to 243 within the records
package.

Page 246

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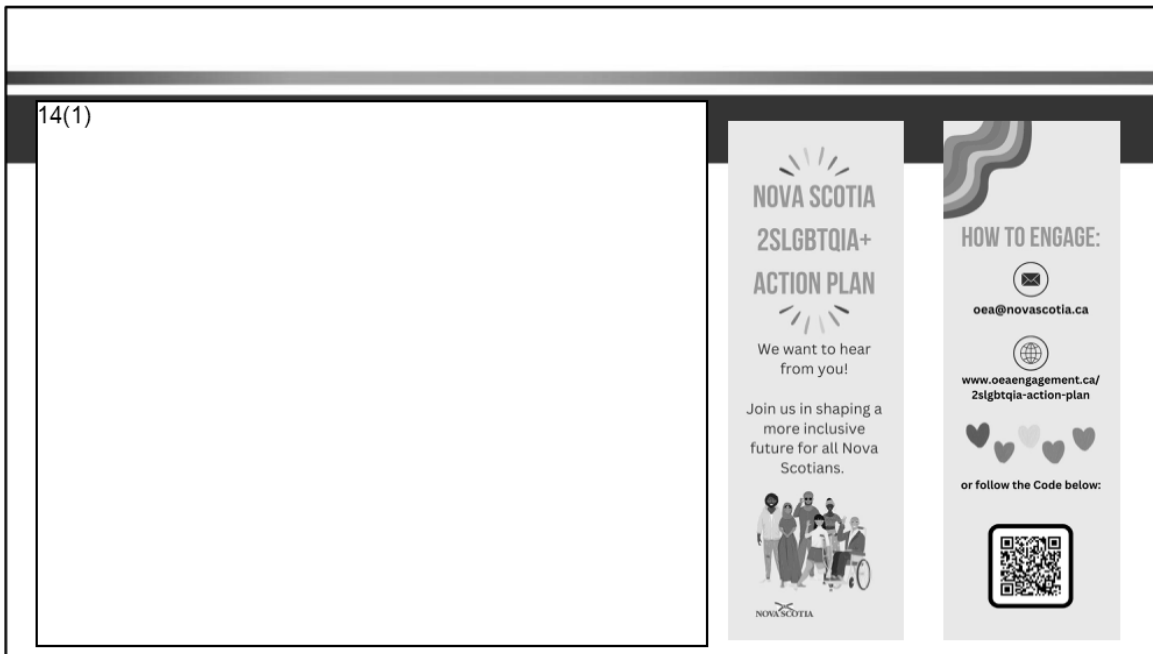
Duplicate information on page 246. Original information can be found on pages 242 to 243 within the records package.

Page 247 to/à Page 249

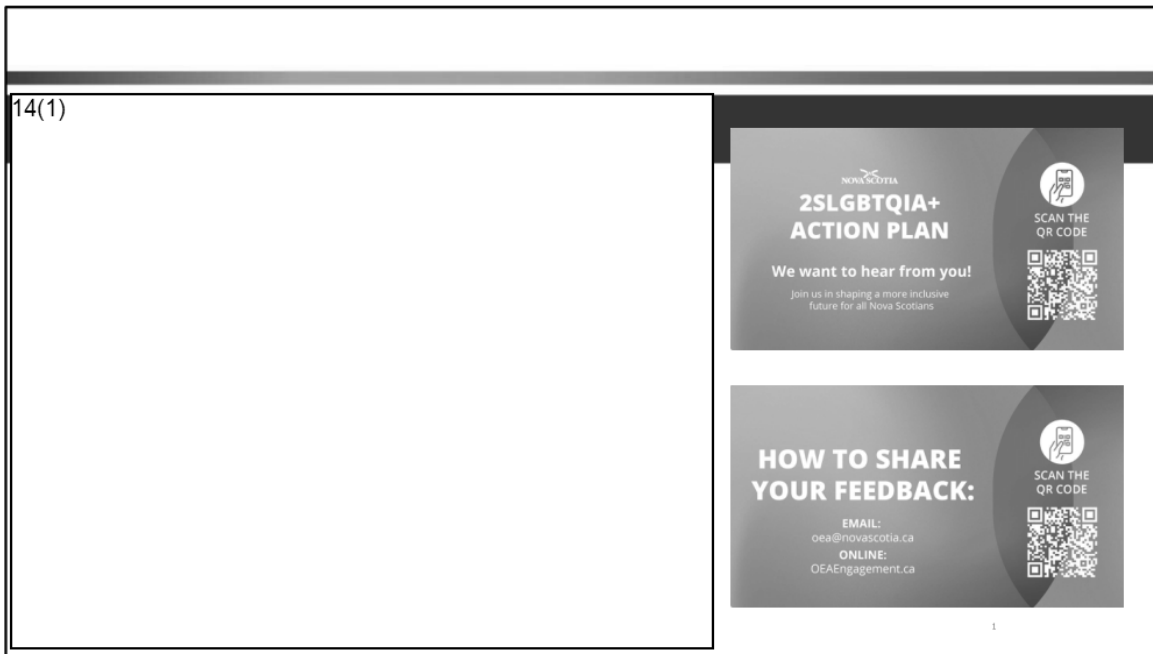
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Note: Graphics here represent bookmarks we had printed and distributed to bookstores, community centres and libraries.



Note: Graphics here represent graphics which were displayed at Access Nova Scotia sites across the province.

Page 252 to/à Page 253

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Page 254

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Duplicate information on page 254. Original information can be found on page 2 (second bullet point from the top) within the records package.

Page 255 to/à Page 261

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