



Equity and Inclusion Plan 2025-2027

VILLAGE OF BADDECK

Reviewed and approved by the commission of the Village of Baddeck on 2025-04-09

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1. Acknowledgement

The Village of Baddeck Commission would like to begin its Equity and Inclusion Plan by acknowledging that the Village of Baddeck is in Mi'kma'ki, the traditional (or ancestral) territory of the Mi'kmaq people.

2. Introduction

This Equity and Anti-Racism plan for the Village of Baddeck is community-focused, inclusive, and enforceable anti-racism plan. The key goals of this plan are to raise awareness about racism, eliminate racial prejudice, and create an inclusive environment that encourages cultural diversity, understanding, and equality.

Baddeck is a village located on the northern shore of Bras d'Or Lake in Victoria County, Cape Breton Island, Nova Scotia. As of the 2021 Census, Baddeck had a population of 818 residents living in 368 of its 415 total private dwellings.

Historically, the area was first occupied by the Mi'kmaq people and later settled by United Empire Loyalists and Scottish Gaels in the late 18th and early 19th centuries. The name "Baddeck" is believed to derive from the Mi'kmaq term "Abadek," meaning "place with an island near," referring to Kidston Island just offshore.

Regarding underrepresented and underserved communities in Baddeck, specific demographic data is limited. However, broader regional initiatives indicate a focus on inclusivity. For example, Build Nova Scotia's Diversity, Equity, and Inclusion program collaborates with underrepresented groups—including African Nova Scotians, Indigenous peoples, other racialized communities, women, people with disabilities, and newcomers—to ensure their participation and benefit from large-scale construction projects. While this program is currently active in Cape Breton, there are plans to expand it to infrastructure projects across the province.

Additionally, the Municipality of Victoria County, encompassing Baddeck, is known for its rich mix of cultures, including Mi'kmaq, Scottish, and Irish heritage. This cultural diversity contributes to the area's unique community fabric.

In summary, while Baddeck's small population may limit the presence of larger underrepresented groups, regional efforts in Cape Breton aim to promote inclusivity and support for all community members.

This plan for the Village of Baddeck is prepared to meet requirements under the Dismantling Racism and Hate Act Regulations to address systemic hate, inequity and racism by April 1, 2025.

3. Objective & Vision

Objective:

To create an inclusive and diverse community in Baddeck, where residents and visitors of everyone’s backgrounds feel respected, valued, and safe.

Everyone includes all under-represented and under-served groups –

- Mi’kmaw and Persons of Indigenous Descent
- African Nova Scotians and Persons of African Descent
- 2SLGBTQIA+ Community
- Gender Communities
- Newcomers (Immigrants and Refugees)
- Faith-based Communities
- Persons with Disabilities

Vision:

To eliminate systemic inequities and create a model of equity and inclusion, where residents and visitors are aware of the importance of diversity, and discrimination in any form is not tolerated.

4. Leadership & Governance

- **Establish an Equity and Inclusion Committee**
The Village of Baddeck has established an Accessibility Advisory Committee (AAC) and this plan and its evaluation will be folded into the AAC. The meeting agenda will have a separate item to discuss Equity and Inclusion topics, and it will lead the development, implementation, and enforcement of the plan.
- **Anti-Racism Champion**
Appoint a community member on the committee or leader as an "Anti-Racism Champion" responsible for overseeing the plan’s progress, monitoring issues related to racism, and ensuring accountability.
- **Policy Development**
Establish formal policies that incorporate anti-racism into all aspects of the village’s public life, such as hiring, education, and public services.

5. Education & Awareness

- **Building Awareness**

The Village of Baddeck will focus on awareness building on its staff and establish a policy around Equity and Inclusion in its employee handbook.

6. Community Involvement

- **Local Initiatives and Events**

Support community events such as cultural festivals, art exhibitions, and concerts that celebrate the diversity of the community. This promotes positive racial and cultural exchanges.

- Example: "Unity in Diversity" cultural day to showcase different cuisines, arts, and traditions.

- **Support for Local underserved and underrepresented communities**

Assist in establishing support systems, such as a network group and mentorship programs, for minority groups that may experience discrimination.

- **Inclusive Volunteer Opportunities**

Encourage volunteers from all backgrounds to work together on projects that benefit the community. Build inter-racial relationships through shared goals and activities.

7. Reporting & Accountability

- **Anonymous Reporting System**

Develop an anonymous and easily accessible online or in-person system for reporting incidents of racism or discrimination. Provide clear instructions on how complaints will be processed, investigated, and resolved.

- **Community Feedback Mechanisms**

Regularly ask residents for feedback on the state of racial equity and inclusion. Monitor and adjust the plan based on these inputs.

8. Business and Employment Practices

- **Inclusive Hiring Practices**
Encourage local businesses to adopt inclusive hiring practices, such as diversifying the workforce and offering equal opportunities for people of all racial backgrounds.

9. Media and Communication

- **Promote Inclusive Media**
Ensure that local media outlets reflect the diversity of the community by providing equal representation of racial minorities in their reporting and content. Encourage positive portrayals of different racial groups in local publications and on social media.

10. Long-Term Sustainability

- **Ongoing Monitoring and Evaluation**
Develop a system of regular monitoring to track progress on the anti-racism initiatives within the organization.
- **Funding and Resources**
Secure funding for anti-racism programs through grants, local government budgets, and partnerships with non-profit organizations. Use funds for training, events, and other initiatives that promote diversity.
- **Building Partnerships**
Work closely with provincial and national anti-racism organizations to align efforts and access resources. This helps ensure that Baddeck remains proactive in addressing racism and promoting diversity.

11. Evaluation and Review

- **Annual Review**
The Equity and Inclusion Committee will review the effectiveness of the plan annually to ensure continuous improvement.
- **Transparent Reporting**
Publish an annual report summarizing the work done in the previous year and plans for the future. This should be made accessible to all residents.

12. Conclusion

This Anti-Racism Plan is designed to promote equality, diversity, and community cohesion in Baddeck. By fostering inclusive practices, holding individuals and businesses accountable, and ensuring that the whole community is involved in the process, this plan can help create a more equitable and just society for all residents. It is a collaborative effort that requires everyone's participation, from local leadership to everyday citizens, in order to truly make a lasting impact.