



## AMHERST TOWN COUNCIL

RFD# 2025021

Date: March 24, 2025

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**TO:** Mayor Rob Small and Members of Council

**SUBMITTED BY:** Sharon Bristol Director, Community Living

**DATE:** March 24, 2025

**SUBJECT:** Accessibility, Inclusion, Diversity, and Equity Strategic Plan

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**ORIGIN:** The Town of Amherst is required to update its Accessibility and Inclusion, Diversity and Equity Strategic Plan by April 1, 2025.

**LEGISLATIVE AUTHORITY:** MGA 47 (1) The council shall make decisions in the exercise of its powers and duties by resolution, by policy or by by-law.

**RECOMMENDATION:** That Council approve the 2025 Accessibility, Inclusion, Diversity and Equity (AIDE) Strategic Plan.

**BACKGROUND:** Municipalities and other prescribed public sector bodies, through the Accessibility Act of NS 2017 and the NS Dismantling Racism and Hate Act 2022 are required to develop and update their strategic plans by April 1, 2025. The Town of Amherst approved an Accessibility Strategic Plan in 2022 and the Inclusion, Diversity and Equity Strategic Plan in 2023. Both plans are required to be updated and approved by Council and forwarded to the Province by April 1, 2025.

**DISCUSSION:** Staff have been working on the development of the joint Accessibility, Inclusion, Diversity and Equity Strategic Plan since May 2024. A joint social equity workshop was held in May of 2024 where mutual concerns were expressed for underserved and underrepresented groups. Since that time staff have attended several workshops, zoom calls and a provincial conference in November to inform on best practices when developing the new joint plans. Both committees and the public have been actively involved in community outreach to gather information to formulate the new Strategic Plan, its goals and objectives. The existing Strategic Plans have been reviewed, successes articulated and advice given on what is still required. Staff have been seeking collaboration from community allies and members of the public which has allowed us to inform on the future plan for our community.

**FINANCIAL IMPLICATIONS:** None.

**SOCIAL JUSTICE IMPLICATIONS:** The community, through the AIDE Committee, will have continued input into the development of policy and procedures related to Accessibility, Inclusion, Diversity and Equity.





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**ENVIRONMENTAL IMPLICATIONS:** None with approving the new combined Strategic Plan.

**COMMUNITY ENGAGEMENT:** Continued engagement with our community at large to ensure everyone has input into AIDE practises conducted in the town.

**ALTERNATIVES:**

- 1 Send back to committee for further assessment
- 2 Defer to next month

Neither of these alternatives are being recommended as the new Plan has to be submitted to the Province by April 1<sup>st</sup>.

**ATTACHMENTS:** AIDE Strategic Plan 2025

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Report prepared by: Sharon Bristol  
Report and Financial approved by:

