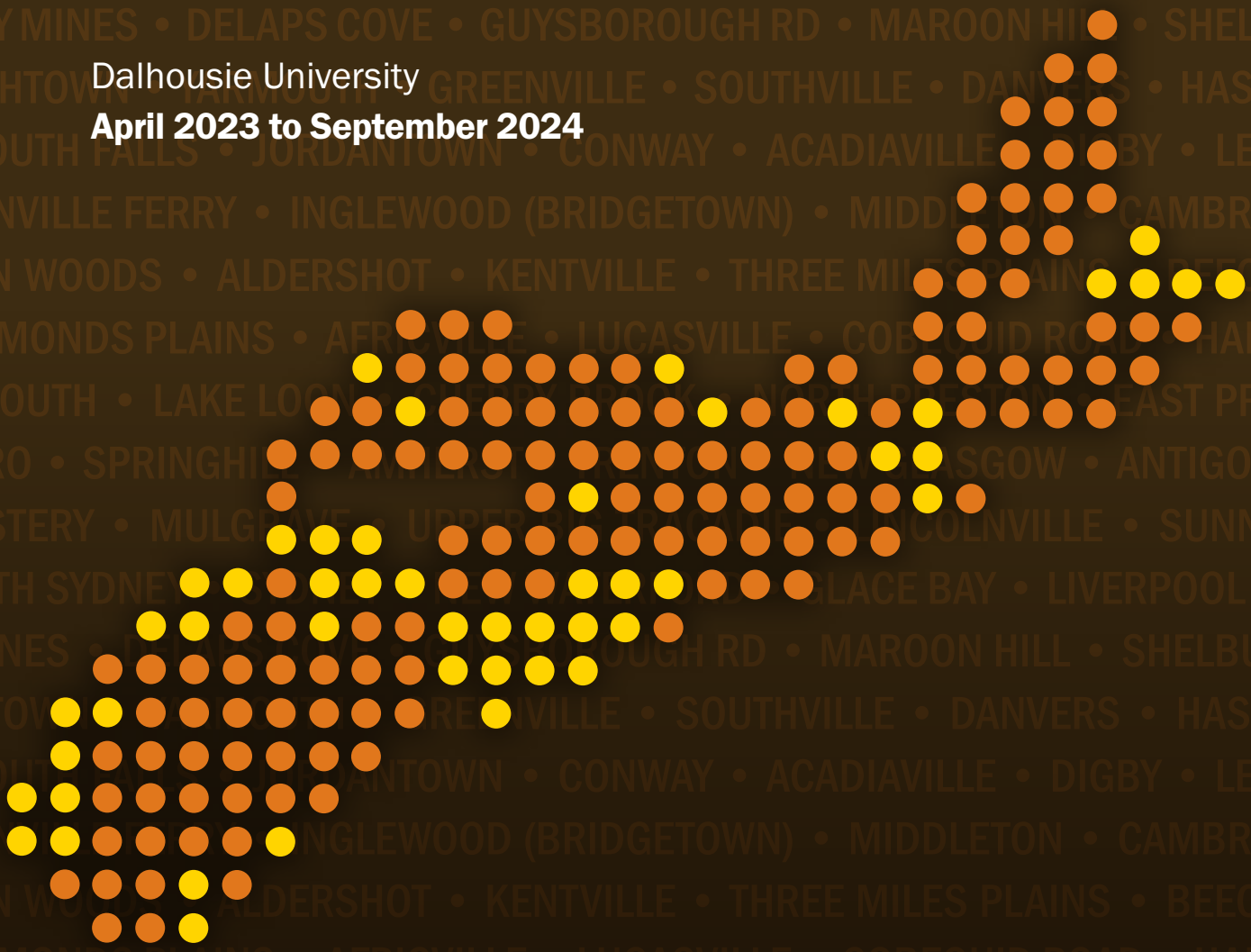


ANNUAL COMMUNITY REPORT

African Nova Scotian Strategy Highlights

Dalhousie University
April 2023 to September 2024





NOTE FROM THE AFRICAN NOVA SCOTIAN STRATEGY CO-CHAIRS

The past year has been a busy one for Dalhousie's African Nova Scotian (ANS) Strategy. From April 2023 to September 2024, there have been many activities across campus, locally and internationally, all aimed at supporting and strengthening the voice of African Nova Scotians at Dalhousie. The following report serves to highlight key milestones, initiatives and celebrations involving students, staff and faculty connected to the 52 land-based African Nova Scotian communities across the province.

As the Co-chairs of the ANS Strategy, we would like to recognize members of the ANS Strategy Advisory Council who have moved on from this work during the past year. We thank Shawna Hoyte and Crystal Watson for their time and dedication to the Advisory Council and its activities. We also want to acknowledge Monique Thomas who served as Interim Director, African Nova Scotian Community Engagement for much of this past year. Monique helped us continue our work of supporting members of our community on and off campus during her time in the role. We also want to highlight and celebrate the two student members of the Advisory Council, Alexandra Randolph and Nathan Barton. It has been a pleasure to work with them and have their student perspectives on the Advisory Council.

Finally, while measurable progress has been made, we acknowledge recommendations yet to be fulfilled; recommendations determined through broad community consultations, an environmental scan of Dalhousie's equity-related policies, reports, and data, and a review of African Nova Scotian history and contemporary educational, legal and other related issues. We continue to plan for an African Nova Scotian Research, Policy and Engagement Centre on campus. We remain committed to sharing the contributions that African Nova Scotians make to this University and to our province more broadly. We also commit to addressing the challenges that African Nova Scotians face, including the harm that comes from people who deny our identity as a distinct people.

Similar to the last report that highlighted our activities throughout the year, each achievement below is linked to one of four pillars in Dalhousie's current strategic plan -Third Century Promise. These achievements reflect work carried out across the university to uplift members of the African Nova Scotian community. We are thankful for the opportunity to pause and reflect on just a few activities that showcase Dalhousie's institutional commitment to African Nova Scotian students, staff, faculty and community.



Michelle Williams



Quenta Adams

PILLAR 1**Exceptional Student Experience: Our Students****SENATOR DONALD OLIVER SCHOLARSHIP**

In October 2023, a new scholarship was launched in honour of Senator Donald Oliver. The scholarship will provide financial support and access to mentoring advice for African Nova Scotian students. Two scholarships valued at \$40,000, renewable over four years, were awarded during the 2024-25 academic year. The scholarship was created with a \$1-million gift from Senator Oliver's friend Wade Dawe. Mr. Dawe points to Senator Oliver's commitment to social justice as Canada's first Black male Senator, and his dedication throughout his career to fighting racism and promoting equality, as reasons for creating a scholarship in his name.

BLACK STUDENT ADVISING CENTRE (BSAC) ANNUAL NETWORKING EVENT

BSAC held their annual networking event with entrepreneur and marketing strategist Ross Simmonds as the keynote in March 2024. The event theme was Building Communities of Connection where students had the opportunity to connect with a diverse group of leaders. After hearing from Simmonds, students were then invited to sit at tables to ask questions of various mentors. Several of the mentors were African Nova Scotian staff, faculty, and professionals. Many students came out for the evening event, making new connections and learning more about professional opportunities available after their time at Dalhousie.

STUDY ABROAD PROGRAM**Historically Black Colleges and Universities – May 2024**

Shortly after the winter semester ended, six African Nova Scotian students traveled to the United States as part of a program funded by Universities Canada. The students visited a total of six colleges and universities including Fayetteville State University, Howard University and North Carolina Agricultural & Technical State University. A highlight of the trip was learning about and meeting members of the Divine Nine, the umbrella organization for historically African American fraternities and sororities. Visiting the National Museum of African American History and Culture in Washington D.C. was another highlight for students.

Trip to Ghana – July 2024

This year seven African Nova Scotian students traveled to the Republic of Ghana, the second-most populous country in West Africa. The group visited the Cape Coast slave dungeon, one of about forty "slave castles", or large commercial forts, built on the Gold Coast of Ghana by European traders. Students visited the Assin Manso Slave River site, also known as "the last bath", the place where enslaved people had their last bath on African soil before being marched down to the "slave castles" of Elmina and Cape Coast along the coast. Spending Emancipation Day in Ghana and attending events and celebrations to honour the date in 1834 that slavery and the slave trade was formally abolished in most of the British Empire was a highlight for students.

PILLAR 2**Inclusive Excellence: Our Faculty and Staff**

Melisa Marsman, member of the African Nova Scotian Advisory Council, began in her role as Assistant Professor at the Schulich School of Law in July 2023. She will teach African Nova Scotians and the Law/Critical Race Theory, Business Associations, and Critical Race and Legal Theory. Melisa graduated from the Schulich School of Law in 2005 and was called to the bar in 2006. She has since practiced law in Nova Scotia in a variety of business law areas, as a private practitioner as well as in-house legal counsel for Dalhousie. Melisa has also been instrumental in the development and growth of the Upper Hammonds Plains Community Land Trust.

Dr. Keisha Jefferies, a three-time Dalhousie alum, returned to the university as Assistant Professor and one of Dalhousie's inaugural University Research Chairs - Emerging Scholar. The Emerging Scholar Research Chair targets "early career academics who have demonstrated research excellence and the potential for international recognition in the next five to ten years." In January 2024, Dr. Jefferies taught her first course, Community-Based Research Methodologies for Addressing Health Disparities. Her research focuses on health disparities and their impact in Black communities.

Michelle Williams, Associate Professor, Schulich School of Law and Co-Chair of Dalhousie's African Nova Scotian Strategy, received the Dalhousie President's Award for the Advancement of Equity, Diversity, Inclusion, and Accessibility (in the Individual category) in November 2023.

RETIRED FACILITIES MANAGEMENT STAFF

The ANS Strategy would like to recognize and acknowledge the retirement of three long serving African Nova Scotian Facilities Management staff.

Marty Loppie

Marty (Percy) Loppie began his career in Facilities Management as a custodian. He later worked as a grounds person and then as a vehicle operator. He participates in African drumming, volunteers in his community and is looking forward to spending time with his grandson in retirement. Mr. Loppie is from the North End of Halifax and was the first Black speed skater to represent Nova Scotia at the 1979 Canadian Winter Games in Brandon, Manitoba.

Anthony Jones

Mr. Jones' career at Dalhousie spans more than 30 years. A highlight for him during his time at the university was speaking with students from around the world. He is looking forward to doing more gardening and kayaking in his retirement.

Raymond Bundy

Raymond (Ray) Bundy finished his 34-year career at Dalhousie in March 2024. He is the proud father of 6 children and comes from the community of Cherry Brook. Mr. Bundy enjoys being an active member of his church, spending time with a mentor in East Preston and playing darts on Fridays.

RECRUITMENT AND COMMUNITY ENGAGEMENT WITH HUMAN RESOURCES

The Director of African Nova Scotian Community Engagement partnered with HR's Executive Recruitment & Employment Equity Team to create a Recruitment and Community Engagement Plan that will help Dal HR better connect with internal and external members of the African Nova Scotian community.

A plan that includes key milestones for the 2024/25 academic year is now being actioned. The plan includes hosting a Lunch & Learn for current African Nova Scotian employees this fall, and prospective employees from the community later in winter 2025. The collaboration also involves the creation of a digital and printed pamphlet that outlines the diversity of roles available at Dal, some of the employee benefits and resources along with photos and quotes from current African Nova Scotian employees. The team plans to attend 2 to 3 events taking place in African Nova Scotia communities during the 2024/25 academic year to promote Dalhousie as an employer. This work addresses Priority 2 - Action 2 of Dalhousie's Employment Equity Plan (2022 - 2026).

SENIOR LEADERS RETREAT

On March 5, 2024, the African Nova Scotian Strategy hosted the second Senior Leaders Retreat in collaboration with the President's Office. The session, opened with a prayer by Rev. Dr. Lennett Anderson, a member of the African Nova Scotian Strategy Advisory Council. The group then delved into discussions about African Nova Scotians as a distinct people, followed by a lecture delivered by honorary Advisory Council member Dr. George Elliott Clarke.

An update on the African Nova Scotian Strategy was then provided, which linked to Dalhousie's Third Century Promise Strategic Plan and the 1989 Breaking Barriers Report.

Senior leaders from across campus shared initiatives they championed to advance the African Nova Scotian Strategy in the areas of research, athletics, communications, ancillary services and at the faculty level.

BRAD BARTON RECEIVES HONOURARY DEGREE

Dr. Brad Barton received an honorary Doctor of Laws during the 2023 Spring Convocation. Dr. Barton began teaching in North Preston directly after graduating from high school. He then went on to complete his teaching certification, embarking on a career that includes teaching at the elementary, junior high and high school levels. Dr. Barton has also held senior administrative roles within the Nova Scotia education system.

In addition to his vast career, Dr. Barton was a volleyball coach, official and administrator. He has officiated at two Olympic Games, a PanAm Games, a World Championships and three World Student Games. Born and raised in Jordantown, Digby County, Dr. Barton has received numerous awards, including the Queen Elizabeth II Diamond Jubilee Medal, the Order of Nova Scotia and induction into the Nova Scotia Sport Hall of Fame.

TRURO CAMPUS COMMUNITY DAY

The Director of African Nova Scotian Engagement invited members of the Black Student Support Network (BSSN) to attend the Truro Campus Community Day in July 2024. BSSN members set up a table under the large tent on the lawn in front of Cumming Hall and spoke with Community Day guests about the programs, pathways and services that support African Nova Scotian and other Black students at Dalhousie.

As all of these employees are currently based in Halifax, they also took the opportunity to explore the Truro campus and get to know their Truro colleagues. This exchange of information and engagement helped Truro faculty and staff, along with Truro residents visiting for Community Day, learn more about all that Dal has to offer when it comes to supporting African Nova Scotian students and students of African descent at Dal.



PILLAR 3
High-Impact Research:
Our Researchers

AFRICAN NOVA SCOTIAN RESEARCH ETHICS FRAMEWORK & PROTOCOL

During the second phase of developing the African Nova Scotian Research Ethics Framework and Protocol (Research Framework), lead researchers Michelle Williams, Dr. Barb Hamilton-Hinch and Research Assistant Wayne Desmond returned to African Nova Scotian rural communities that were initially consulted on the need for a Research Ethics Framework and Protocol. These follow-up discussions took place during spring of 2024 and involved sharing input gathered during initial consultations and getting feedback on themes identified for the Research Framework.

The Research Framework will increase the holistic nature of research, protect from and reduce research trauma and fatigue in the African Nova Scotian community, and enable a multidirectional flow of knowledge and experience, shifting researchers from a perspective of privilege entering marginalized communities to a position of equity.

RESEARCH ROUND TABLE

In April 2024, the African Nova Scotian Strategy hosted a Research Roundtable, led by Professor Michelle Williams. The gathering included members of the Dalhousie community, researchers working in government and African Nova Scotian community-based organizations. Attendees received an update on the status of the Research Ethics Protocol and had the opportunity to share information on research projects and initiatives currently being worked on.

Special guest Dr. Merle Bowen from the University of Illinois Urbana-Champaign Department of African American Studies, gave a presentation on “Conducting Culturally Sensitive Surveys/Research in Quilombo Communities”. Dr. Bowen’s research focuses on the importance of land and labor to the struggle for Black freedom and self-realization.

Dr. Bowen’s involvement was supported through a Dalhousie Global Research Seed Fund (GRSF) grant to support an emerging partnership between Prof. Merle Bowen and the Department of African American Studies, University of Illinois-Urbana Champaign and the African Nova Scotian community-based research linked to Dalhousie’s African Nova Scotian Strategy and the African Nova Scotian Law Research Cluster at the Schulich School of Law. Prof. Bowen’s work aligns with the African Nova Scotian Research Ethics project and Prof. Melisa Marsman’s work on African Nova Scotian land allocation and title.

On May 23, 2024, Dr. Bowen visited the African Nova Scotian community of Upper Hammonds Plains to discuss her work in Brazil and identify commonalities with African Nova Scotian communities: See “Making Global Connections Through African Nova Scotian Research.” Later in June, she partnered in visits to Guysborough to further our respective projects.

AFRICAN NOVA SCOTIANS AND THE LAW SEMINAR PRESENTATIONS

November 22 and 29, 2023

Dalhousie faculty and staff along with representatives from the African Nova Scotian Justice Institute, Nova Scotia Human Rights Commission, Cultural Clinical Consultants and representatives from various provincial government departments were invited to attend



the annual African Nova Scotians and the Law Seminar presentations. Students presented their research papers and received questions from engaged attendees. They shared valuable insights and led discussions that sparked opportunities for future research and collaboration.

Students in the course received a number of awards for their research:

- Eni Oguntona's paper entitled, "Rated PG for Parental Guidance: A Legal Analysis of Nova Scotia's Breach of Fiduciary Duty to African Nova Scotian Students," was selected to be presented at the 17th annual Canadian Law Student Conference at the University of Windsor.
- Lorenz Cromwell's paper entitled, "Under the Eyes of the Oppressors: The Use of Space as a Legal Tool of Oppression against African Nova Scotians" shared the J.S.D. Tory Prize; and received the 2024 Nova Scotia Barristers' Society (NSBS) Race and the Law Paper Prize; and
- Marcellus Cogswell-Wright's paper entitled, "Dispossession, Discrimination and Disparity: Unearthing the Racial Disparities in Nova Scotia's Real Estate Law" was runner-up for the 2024 Nova Scotia Barristers' Society (NSBS) Race and the Law Paper Prize.

This is the ninth year that Professor Michelle Williams has taught the course at the Schulich School of Law.

PILLAR 4
Civic University with Global Impact: Our Communities

DAL BOOKSTORE COLLABORATIONS WITH AFRICAN NOVA SCOTIAN BUSINESSES

Dal Bookstore continues to sell tREv merchandise now with a special tREv x Dal collection. The clothing and accessory brand was founded by former Dalhousie student Trevor Silver in 2017. The brand tREv is an acronym for the words trust, respect, education, and value.

During African Heritage Month 2024, Dal Bookstore featured the Homegrown Luminance campaign which highlighted merchandise from tREv, Natural Butter Bar and Heart to Art by Martia, all African Nova Scotian businesses.

COLLABORATIONS WITH THE DALHOUSIE ART GALLERY

Black Cultural Centre African Heritage Month Gala, February 2024

The African Nova Scotian Strategy supported the event with the purchase of a corporate table. Tickets were given to African Nova Scotian Strategy Advisory Council members and other community members. The gala celebrated and honoured the Black presence in Arts & Culture in Nova Scotia and Canada.

Secret Codes Exhibit, Summer 2023

The African Nova Scotian Strategy participated in the launch of The Secret Codes: African Nova Scotian Quilts exhibit. The Exhibit explored the unique tradition and evolution of quilt making in Nova Scotia's Black communities over the past

century. Visitors learned about the ways that quilts have functioned as decorative blankets, as coded communication for people escaping slavery, as documentary records of community and family history, as a celebration of Black women and Black culture, and as a foundation for other art forms.

As We Rise & Family Matters Exhibits, Winter 2024

The As We Rise exhibit is a curation of Dr. Ken Montague's collection, featuring more than 100 photographic works by over 75 Black artists originally compiled for a book styled to resemble a family photo album. The Family Matters collection, drawn from the work of Halifax-based photographer Allen D. Crooks, aims to be representative of the local African Nova Scotian community. The African Nova Scotian Strategy had the honour of participating in the launch of both exhibits.

Emancipation Day Event, August 2024

The African Nova Scotian Strategy collaborated with the Dalhousie Art Gallery, the Art Gallery of Nova Scotia and the Halifax Public Libraries to host Freedom Narratives: Emancipation Day Art Celebration. The event, open to the public and held at the Central Library, showcased an array of spoken word performances, film screenings, and art presentations, each reflecting the rich cultural heritage and resilient spirit of the African Nova Scotian community and beyond.

CONTINUED PARTNERSHIP WITH ST. JOSEPH'S-ALEXANDER MCKAY ELEMENTARY SCHOOL

St. Joseph's-Alexander McKay Elementary (SJAM) students continue making use of Dalhousie spaces for athletics, assemblies and activities while the school is temporarily located just a few blocks from the Studley campus.

In May, Monique Thomas, Acting Director of African Nova Scotian Community Engagement, was the lead organizer for the second Community Day at SJAM. Aramark provided a delicious lunch for students and Faculties of Science and Computer Science as well as Imhotep's Legacy Academy, facilitated hands-on activities for students. Members of the Dal Tigers basketball teams joined the students on the court and the kids were sent home with a Dal-SJAM colouring activity, designed by Dalhousie's Communications, Marketing and Creative Services team.

The Dalhousie-SJAM partnership will continue as the school awaits its new building, scheduled to open in September of 2025. Aramark has committed to an annual Community Day for the school, even after the school community moves into its new building in the North End of Halifax.

RENEWED WEB PRESENCE

As part of the initial phase of Dalhousie's website renewal, the African Nova Scotian Strategy is now positioned online within the "About" section of dal.ca for easier access. The African Nova Scotian connections web page provides visitors with information about the African Nova Scotian acknowledgment, Advisory Council and Strategy. Upcoming and recent events can also be viewed on the page with resources spotlighted as well.

NEW AFRICAN NOVA SCOTIAN STRATEGY OFFICE SPACE

The new African Nova Scotian Strategy office space, located on the third floor of the Henry Hicks building, has been a great place for meetings with internal and external partners. The African Nova Scotian Strategy Advisory Council met in the new office for the first time in June 2024. The space will be host to many gatherings and groups during the next year.

HASSETT • WEYMOUTH FALLS • JORDANTOWN • CONWAY • ACADIAVILLE • DIGBY
LEQUILLE • GRANVILLE FERRY • INGLEWOOD (BRIDGETOWN) • MIDDLETON
CAMBRIDGE • GIBSON WOODS • ALDERSHOT • KENTVILLE • THREE MILES PLAINS
BEECHVILLE • HAMMONDS PLAINS • AFRICVILLE • LUCASVILLE • COBEQUID ROAD



WEYMOUTH FALLS • JORDANTOWN • CONWAY • ACADIAVILLE • DIGBY • LEQUILLE
GRANVILLE FERRY • INGLEWOOD (BRIDGETOWN) • MIDDLETON • CAMBRIDGE
GIBSON WOODS • ALDERSHOT • KENTVILLE • THREE MILES PLAINS • BEECHVILLE
HAMMONDS PLAINS • AFRICVILLE • LUCASVILLE • COBEQUID ROAD • HALIFAX



AFRICAN NOVA SCOTIAN FLAG
CREATED BY WENDIE L. WILSON

WARTMOUTH • LAKE LOON • ... WITH PRESTON • EAST PRESTON
TRURO • SPRINGHILL • AM... NEW GLASGOW • ANTIGONISH
MONASTERY • MULGRAVE • UPPER BIG TRACADIE • LINCOLNVILLE • SUNNYVILLE
NORTH SYDNEY • SYDNEY • NEW WATERFORD • GLACE BAY • LIVERPOOL • SYDNEY
EY MINES • DELAPS COVE • GUYSBOROUGH RD • MAROON HILL • SHELBURNE
RIRCHTOWN • YARMOUTH • GREENVILLE • SOUTHVILLE • DANVERS • HASSETT