

The Nova Scotia Home for Colored Children

Restorative Inquiry



**MANDATE & TERMS
OF REFERENCE**



SANKOFA:

“ To reach back and get it ”

Sankofa is a Ghanaian word that translates as “*to reach back and get it.*” The principle of Sankofa is that one should gather the best of what the past has to teach in order to succeed in the future. It is expressed visually as a bird that flies forward while looking backward with an egg in its mouth.

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PREPARED BY:
UJIMA Design Team



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Prepared by: UJIMA Design Team

Tony Smith, *Victims of Institutional Child Exploitation Society (VOICES)*

Gerry Morrison, *VOICES*

Tracey Dorrington-Skinner, *VOICES*

Sylvia Parris, *Nova Scotia Home for Colored Children (NSHCC) Board of Directors*

George Gray, *NSHCC Board / African United Baptist Association*

Carolann Wright-Parks, *Ujamaa / Greater Halifax Partnership*

Tracey Thomas, *Office of African Nova Scotian Affairs*

Gerald Hashey, *Nova Scotia Human Rights Commission*

Stephanie MacInnis-Langley, *Nova Scotia Advisory Council on the Status of Women*

Kenneth Fells, *Black Educators Association*

Mike Dull, *Wagners Law Firm*

Michelle Williams, *Director, Indigenous Black & Mi'kmaq Initiative, Dalhousie University*

David Darrow, *Deputy Minister to the Premier (retired)*

Chad Lucas, *Executive Council Office*

Jennifer Llewellyn, *Viscount Bennett Professor of Law, Schulich School of Law, Dalhousie University (facilitator)*





1. INTRODUCTION

The Government of Nova Scotia committed to a hold a public inquiry into the Nova Scotia Home for Colored Children (NSHCC) as part of a comprehensive response to the history and legacy of the Home and the abuse that occurred within it.

In 2014 the Provincial Government settled a class action lawsuit related to abuse within the NSHCC. The Board of the NSHCC settled claims brought against it as part of the suit at an earlier stage in the process. The former residents of the NSHCC took a restorative approach to the distribution of the settlement funds. The settlement included a common experience payment available to all those who were proven former residents of the NSHCC. It also provided further compensation for those who suffered harms from abuse beyond the common experience. These payments are to be determined through an independent assessment process. Former residents will be supported by facilitators to share their experiences with evaluators who will assess the claim and what, if any, compensation should be provided.

Following the settlement of the class action suit, Premier Stephen McNeil offered an official apology to former residents of the NSHCC on behalf of the Province of Nova Scotia. In the apology, the Premier acknowledged that the experience of the NSHCC was connected to the history of systemic and institutionalized racism against African Nova Scotians indigenous to Nova Scotia. He committed to a public inquiry process that would seek to understand the experience of the NSHCC in the context of systemic and institutionalized racism in Nova Scotia. The purpose of this inquiry is not to assign blame for

past harms but to understand what has happened in the past in order to ensure a better future for African Nova Scotian children and their families and communities.

The Province committed to work collaboratively with former residents, members of the African Nova Scotian community and the NSHCC to design a public inquiry aimed at providing restorative justice. A design team involving representatives from each group began meeting in September 2014. The design process chose the name UJIMA to represent its commitment to the Africentric principle of collective responsibility and work. The UJIMA design group worked through a collaborative, consensus-based process to establish the design and terms of reference for the restorative inquiry. The group consulted broadly with community and government stakeholders and parties with an interest in the process (for example, UJAMAA, Halifax Regional Police, the Human Rights Commission, RCMP, African United Baptist Association of Nova Scotia, Black Educators Association, etc.).

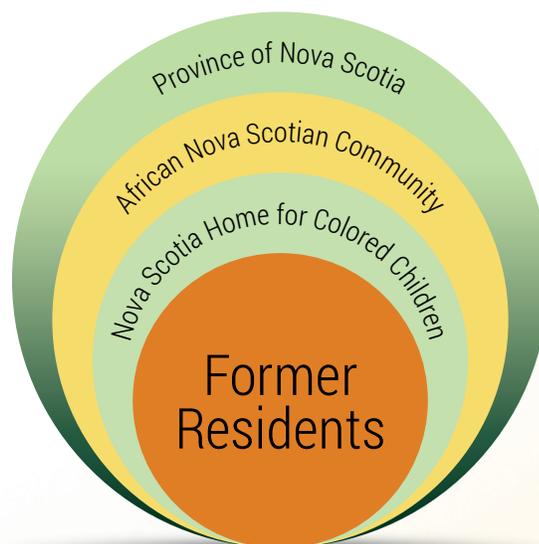
The resulting model for a restorative inquiry differs, in both focus and design, from traditional public inquiry processes. The following terms of reference outline not only the mandate and deliverables but the principles and commitments that will shape and guide this restorative process. These principles reflect the depth and strength of cultural knowledge, traditions and leadership of African Nova Scotians as one of Nova Scotia's founding peoples.

2. MANDATE

The Nova Scotia Home for Colored Children Restorative Inquiry (RI) will:

- a) **EXAMINE** the experience of the Nova Scotia Home for Colored Children (NSHCC) as part of the history and legacy of systemic and institutionalized racism, both historic and current, in Nova Scotia.
- b) **EXAMINE** and seek to understand the experiences of former residents within the NSHCC and the legacy and impact of these experiences for former residents, their families and communities.
- c) **EXAMINE** the experiences of former residents within the NSHCC for what they might reveal about issues of institutionalized child abuse and prevention and protection in future.
- d) **INQUIRE** into how the history and legacy of the NSHCC has impacted not only African Nova Scotian communities but all peoples in Nova Scotia and consider how to address this harmful legacy. It will reveal, reckon with and address this part of the harmful history and legacy of anti-Black racism in the Province of Nova Scotia.
- e) **EMPOWER** those involved in, and affected by, the history and legacy of the NSHCC to learn about what happened and the contexts, causes, circumstances and ongoing legacy of the harms related to the NSHCC.
- f) **EXAMINE** the role and contribution of various systems, sectors and institutions in the harmful history and legacy of the NSHCC, including, for example: education, justice, health and community services.

- g) **ENGAGE** affected parties and all Nova Scotians in collaborative planning and action to address this history and its legacy and create change to secure a better future for African Nova Scotian children and their families and communities.
- h) **EDUCATE** the public about the history and legacy of the NSHCC.
- i) **CONTRIBUTE** to the goal of social change to end the harmful legacy of abuse and ensure the conditions, context and causes that contributed to it are not repeated.
- j) **PUBLICLY SHARE** the truth and understanding established through the RI and the actions taken, planned and recommended to address systemic and institutionalized racism and build more just relationships for the future.
- k) **AFFIRM** and strengthen the cultural knowledge, leadership and health of the African Nova Scotian people and communities as one of Nova Scotia's founding cultures.
- l) **MODEL** a restorative approach to conflict resolution.
- m) **CREATE** agenda and momentum for further learning and action on related issues of systemic racism that are revealed through the process.





3. OBJECTIVES/GOALS

a) Build Just & Respectful Relationships

- Foster relationships of mutual respect, care, acceptance and dignity within and among communities, systems, structures and institutions. Support collective ownership, shared responsibility and collaborative decision-making.

b) Develop Knowledge and Understanding

- Learn what happened, what matters about what happened for the future, who was affected and how, and the contexts, causes and effects of what happened.
- Develop understanding of different experiences, perspectives, worldviews and how they have shaped relationships and lives within African Nova Scotian communities and between African Nova Scotians and non-African Nova Scotians in the context of the history and legacy of the NSHCC.

c) Develop Plans & Take Action

- Toward a better future for African Nova Scotian children, families and communities and all Nova Scotians.

d) Establish Shared Understanding & Seek Just Social Change

- To ensure that such harms never happen again by seeking an end to systemic and institutionalized racism.
- Seek to understand and address the conditions and circumstances that enabled or fostered institutionalized child abuse.



4. GUIDING PRINCIPLES

The RI will take a restorative approach grounded in an Africentric worldview as a basis for its work. The principles that follow elaborate this approach and will guide the RI's work.

The Africentric worldview focuses on “oneness with others” (community). Just relationship with the community is valued. There is a strong belief in the goodness of people and individuals working together. The process is to be reflective of the Africentric values/commitments of:

- **UMOJA** (Unity): To strive for and to maintain unity in the family, community, nation, and race.
- **UJIMA** (Collective Work and Responsibility): To build and maintain our community together and make our brothers' and sisters' problems our problems, and to solve them together.
- **IMANI** (Faith): To believe with all our heart in our people, our parents, our teachers, our leaders, and the righteousness and victory of our struggle.

The following principles elaborate the restorative approach that is to guide the work of the RI:

- RELATIONSHIP & COMMUNITY-FOCUSED:** Focuses on relationships and not only the individual level. Looks at the interconnectedness of people and issues.
- JUSTICE-SEEKING:** Takes as its aim fostering “just” relationships – those reflecting the core commitments of equal respect, care, acceptance and dignity.



- c) **STRENGTHS-BASED:** Recognizes African Nova Scotians as a strong and dignified people in their own right, not defined by marginalization or comparisons but as a founding culture in Nova Scotia. The process should profile and strengthen the leadership of African Nova Scotians indigenous to this province and build stronger community relationships with other peoples, systems and institutions in Nova Scotia.
- d) **DO NO HARM AND SUPPORT HEALING:** Former NSHCC residents' needs and experiences will be central in the process. The RI will take a trauma-informed approach that contributes to healing and well-being while avoiding further harm. The process should seek to "do no further harm" to those involved and their relationships.
- e) **COMPREHENSIVE/HOLISTIC:** Attend not only to particular incidents and issues but also to their causes, contexts and implications. Examine the experience of the NSHCC as part of the legacy of systemic and institutionalized racism, both historic and current.
- f) **CONTEXTUALLY GROUNDED:** Responsive to the needs of parties within the process. Processes will be flexible and responsive, guided by principles and adaptive to the needs of the parties and the context.
- g) **INCLUSIVE, PARTICIPATORY AND ACCESSIBLE:** Processes should include the particular people, groups and communities relevant to the issue(s). They must be concerned to include those affected or who can affect the outcome of a situation. Inclusion must be meaningful and make a difference to the process and its outcome. It must involve engaged and active participation within collaborative processes. The RI must foster collective ownership and shared responsibility and decision-making. While not every process will be held in public or open to everyone who wishes to participate, every process will consider how to ensure the knowledge and learning gained therein is accessible to the broader public. The overall work of the RI must be done in the public interest and for public benefit.
- h) **ACTION AND CHANGE-ORIENTED:** Oriented to meaningful, sustainable social change to achieve justice in and through the relationships, systems and institutions that affect the well-being of African Nova Scotian families and communities, in order to improve relationships and understanding throughout Nova Scotia.

5. PROCESS ELEMENTS AND STRUCTURE

The RI process involves three stages of activity (after the preparation phase is completed):

GATHERING KNOWLEDGE

ANALYZING (MAKING SENSE OF) KNOWLEDGE

OUTCOME – ACTING ON KNOWLEDGE

Stages are not necessarily distinct or linear. One need not end before the next begins, and work within different stages will occur throughout the process.

The RI process also involves three elements of work related to its overall objectives:

RELATIONSHIP BUILDING

LEARNING AND UNDERSTANDING

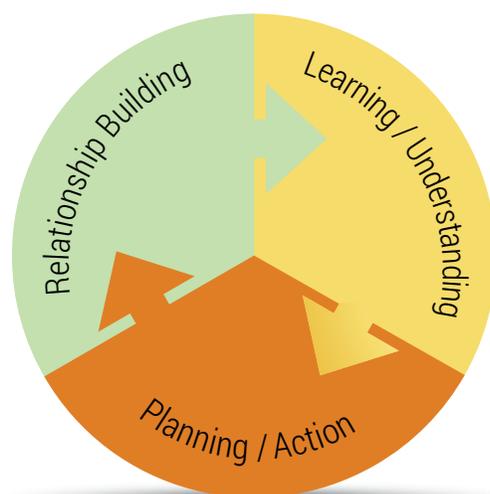
PLANNING AND ACTION

Objectives will be pursued at each stage of the process, although relationship-building is likely to be more foundational and emphasized during the early stages of the RI process, learning and understanding will be emphasized during the second stage of the RI process focused on analysis of knowledge gathered, and planning and action are likely to be more centrally pursued at the outcome stage of the process.



- Different objectives will be more or less prominent at different points in the process. The three objectives will not always receive equal focus but they are equally important to the success of the process.
- Objectives are interdependent, which is why they are all part of the same circle. For example:
 - healthy/strong relationships depend upon understanding
 - learning requires relationships in which people can trust and question
 - planning and action are most successful when based on learning
 - action requires relationships to make effective change
- This interconnection is sometimes cyclical in its flow but not always. The focus will not necessarily move from one to another in a linear process to get to

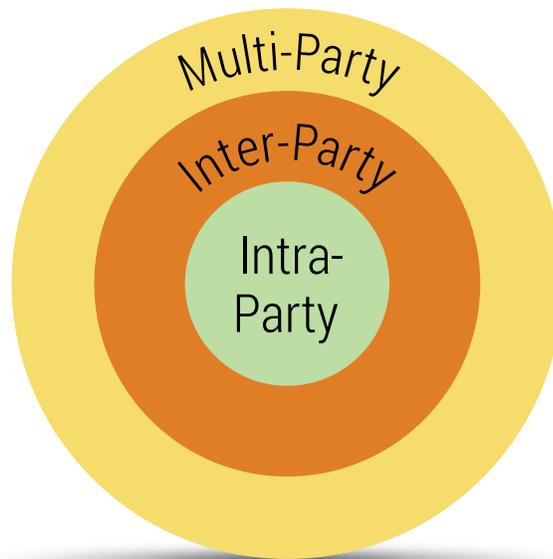
planning and action. In fact, one of the criteria against which plans and action must be assessed is by their contribution to healthy relationships. There must be an ongoing commitment to learn and reflect upon plans and actions to see if they had and/or are having the intended impact.



Scope & Approach of Restorative Inquiry Process

- As the process proceeds, each part of the work will involve meetings with a different scope of participants, from individual parties through to multi-party processes.
- These meetings will also vary in terms of their focus on the three elements of the work – relationship building, learning and understanding, and planning and action.
- Processes must be designed and facilitated flexibly – guided by the overall principles and utilizing the elements of the process to bring together different groups at different times and for different reasons. The process must be responsive to the needs of participants and the nature of the issues at stake.

- The process will need to operate at various levels and scopes (from more narrowly focused, single-party processes to broadly focused, multi-party processes) in order to build and prepare relationships between and among the parties so they can participate together in the work of learning, planning and action. The RI process will use intra-party circles (meetings for individual groups) during the preparation phase and on an ongoing basis. For example, former residents will meet together throughout the process to share knowledge and experience and for support. Similarly, members of government may meet among themselves in order to consider past and current events before meeting with former residents to hear about their experiences, and/or representatives of the African Nova Scotian community on an issue of mutual concern.



Knowledge Sharing and Communication

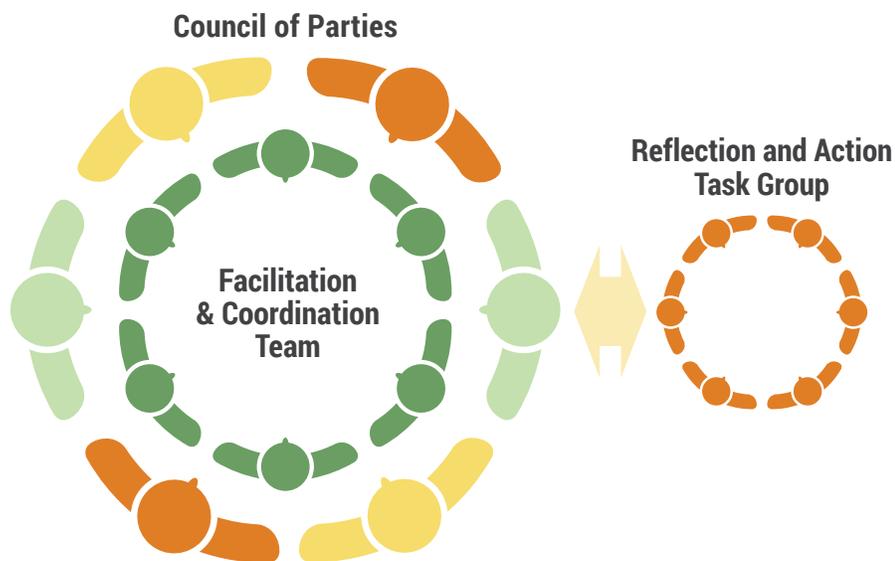
- The process will make use of smaller and larger-scope gatherings as a means of communication and inclusion. It will not be possible to have everyone from each party involved in all the broader circles. Intra-party gatherings will serve an important role ensuring that learning, planning and action undertaken by representatives of parties are shared back with their community/group/organization.

- Representatives from different parties who participate in different parts of the process will play an important role in sharing of knowledge within and from the process.
- Representatives also play an essential role in achieving the objectives of relationship-building and planning and action within the process. In order to fulfill these roles, representatives from parties must be empowered to engage fully in collaborative decision-making. As much as possible, decision-makers from various stakeholders and parties need to be directly engaged and involved in the RI. This is one of the key roles, for example, of the Reflection and Action Task Group in the RI structure. As much as possible, participants should not be required to go back to the intra-party level as a control mechanism over decision-making.

6. STRUCTURE AND GOVERNANCE

There will be established a Council of Parties; an Inquiry Facilitation and Coordination Team; and a Reflection and Action Task Group to discharge the duties, powers and functions of the Restorative Inquiry. The membership, duties, functions and powers of each body are detailed below.

Process Structure - Facilitation/Governance



These entities will be selected and appointed on the recommendation of UJIMA, the process design team, which will be authorized to serve as an Interim Council of Parties until the Restorative Inquiry is established and operating. The Interim Council of Parties will be responsible for the preparation phase of the RI including duties and functions contemplated within these terms of reference.

These include, but are not limited to:

- Creating detailed position descriptions for RI staff
- Advertising for, recruiting and hiring RI staff
- Establishing salary levels for RI staff (within parameters of established budget)
- Advertising, recruiting and recommending appointment of Council of Parties (members of the Interim Council of Parties are eligible for appointment to the permanent Council of Parties)
- Establishing honorarium/stipend amounts for appointed positions (within parameters of established budget)
- Planning and implementing initial education and training for RI staff and appointed members
- Outreach and education in preparation for the start of the RI
 - Coordination with settlement process including with facilitators, settlement administrators and health supports
 - Coordination with VOICES' background research initiative for RI
 - Work with RI Coordinator/Director, once hired, to acquire office space and set up.

Membership, Duties, Functions & Powers

(1) Council of Parties

A) MEMBERSHIP:

- Co-chairs: One of the two VOICES representatives plus one other member of the Council selected by other Council members.
- VOICES (2 members)

- Government (Direct Appointee and Report to Premier)
- Government (appointed with input from African Nova Scotian Affairs)
- NSHCC Board – current member or appointee
- ANS Community members (2 members)
- ANS Community member – youth/young adult
- Coordinator/Director RI
- Provincially or Federally appointed Judge
- Outside Legal Counsel (advisory, pro-bono, honorarium – non-voting)
- Restorative Process Expert/Advisor (advisory – non-voting)

B) MEMBERSHIP TERMS:

- Members of the Council of Parties to be appointed by Governor in Council as “commissioners” pursuant to the *Public Inquiries Act*. The Council of Parties is to function collectively as a collaborative commission to lead the Inquiry.
- Individuals are to be appointed according to the membership parameters in s.1(a) on the advice of the Interim Council of Parties and/or Council of Parties once established.
- Membership agreement/terms to be developed by the Interim Council of Parties. It will set out expectations and conditions of appointment and replacement procedures should a member be unable to fulfil duties and responsibilities.
- The Council of Parties will have two co-chairs who will guide and facilitate its work. One of the co-chairs will be selected from the VOICES representation on the Council. The other co-chair will be selected by the Council of Parties once constituted. Provisions for the

terms and renewal of the chair position will be provided by the interim Council within the terms of membership and reference for the Council.

- Government representatives and those otherwise funded in connection with the RI will not be remunerated. Otherwise, members will be paid a standard honorarium/stipend to be determined in advance by the Interim Council of Parties during the preparation phase of the RI.

C) DUTIES AND FUNCTIONS:

- Overall governance, decision-making and advisory body for the Restorative Inquiry. Support/Oversight for the process to ensure it is working according to guiding principles and consistent with the mandate, objectives and principles.
- Supported by and supports the facilitation and coordination team.
- Ensure leadership, legitimacy, public profile and accessibility of RI.
- Subject to these terms of reference, members have the duties, powers and functions accorded commissioners under the *Public Inquiries Act* including the power to summon witnesses or evidence in accordance with the principles and parameters set out below in subsection d(ii).

D) INVITING & SUPPORTING PARTICIPATION: INQUIRY POWERS AND AUTHORITIES

i. Statement of Commitment

Parties to the process will sign a voluntary “Statement of Commitment” (see Appendix) as a public proclamation of their support and commitment. This commitment is not legally binding but is the primary informal mechanism the RI will rely upon to secure and ensure full participation. Parties will commit to encourage and instruct staff and/or members to participate fully

and to provide any and all documentation in support of the RI. Every effort will be made before exercising formal powers of the Restorative Inquiry to request collaboration and cooperation from parties according to their statement of commitment to the process.

These parties extend beyond the direct parties represented on the Council of Parties to include those institutions and organizations affected by or with responsibility for addressing issues related to the NSHCC. For example, parties may include but are not limited to:

- Provincial Government
- NSHCC Board
- VOICES
- RCMP/Halifax Regional Police
- African United Baptist Association (AUBA)
- UJAMAA
- Halifax Regional Municipality
- Nova Scotia Human Rights Commission

ii. Power to Summon Witnesses and Evidence

PURPOSE

- To compel evidence (documents, other information)
- To compel people to attend

PROCESS

Exercise of power to summon witnesses and evidence must reflect restorative principles to the extent possible:

1. Only exercised as last resort – The Council of Parties will utilize all existing relationships and connections to seek voluntary

participation. It will issue summons only in situations where it is not otherwise possible to gain information or participation from individuals and/or organizations. Recognizing there may be situations and circumstances in which individuals and/or organizations will not be permitted or do not feel authorized to participate without external authority compelling them to do so, summons could provide such external permission.

2. Issuing of summons must be approved by the Council of Parties after review and advice by the appointed judicial member of the Council of Parties. The Council must be informed by RI staff as to the reason for the request and efforts already taken to secure voluntary participation or obtain information. The Council of Parties must consider further possibilities to secure voluntary participation and satisfy themselves that the information or participation is sufficiently important to the success of the process and there are no alternative means of obtaining it.
3. Support and preparation will be provided by RI staff for those summoned to ensure it is possible to participate according to a restorative approach. RI staff will contact those who receive a summons to explain the nature of the process and the reason for the summons. A support person will be assigned to facilitate an individual's participation where a summons has been issued. The support person will provide information, orientation and accompaniment through the process according to the wishes of the individual.
4. In cases where a summons has been issued, the RI will maintain a non-adversarial approach consistent with the principles of the RI to the extent possible.

iii. Immunities

PURPOSE:

- To protect against civil or criminal liability for those sharing experiences of harm within the RI.
- To facilitate participation for those individuals and organizations important to the success of the RI who may be (or fear they may be) exposed to criminal or civil liability by participating.

PROCESS:

1. Participants in the RI processes will serve as witnesses in the Inquiry.
2. The parameters of immunity are established in the *Public Inquiries Act* (as proposed by current legislation amending the Act) and by section 13 of the *Charter of Rights and Freedoms*.

iv. Information Sharing

NAMES AND OTHER INFORMATION

1. It is important for former residents and others in the process to be able to speak openly and honestly with one another about their experiences and knowledge of what happened within the NSHCC and related issues.
2. Participants should be able to use names where necessary within the process and with due care not to use the process to cause harm to others. RI facilitators will regularly remind participants of the principles guiding the process.
3. The RI Council of Parties and staff will not share names of those alleged to have caused harm in any of its public communication of what has been learned.

4. Information discovered and/or revealed with respect to harms not contemplated within the NSHCC settlement can be shared with authorities if, in the view of the Council of Parties:
- It is an issue beyond the scope or capacity of the inquiry process to address
 - It is a matter that involves the threat of further or future harm
 - Such a referral is consistent with the restorative goals of the process.

(2) Facilitation and Coordination Team

A) MEMBERSHIP

RI Full-Time Staff (or equivalent)

- RI Coordinator/Director (overall responsibility and authority for administration and operations. Oversight and supervision of all RI staff. Provide advice to and take direction from the Council of Parties.)
- Facilitation Lead (coordinating facilitators)
- Briefer/navigator (full-time – not a member of coordination lead team but works for facilitation lead)
- Process Facilitators (combination full- and part-time resource – equivalent of three full-time positions, not part of coordination lead team, report to Facilitation Lead and Knowledge Lead)
- Knowledge Lead (collecting and analyzing information from facilitators for decisions and action, commission and conduct/coordinate research in support of the RI mandate with the advice of a Research Committee drawn from government and community experts).

- Health Support Lead (ensuring former residents and others are cared for, in consistency with the principled commitment to be trauma-informed and do no further harm, supported and advised by a Health Support Committee drawn from government and community partners/ experts in the field).
- Community Lead (presenting community values, priorities, engaging community, etc.)
- Operations Lead (Budget, venues, catering, physical resources, human resources)
- Communications Lead (Internal and external communication, news releases, social media, public awareness, etc.)

B) MEMBERSHIP TERMS

Specific position descriptions and terms will be established by the Interim Council of Parties during the preparation phase of the RI.

C) DUTIES & FUNCTIONS

- Coordination and Facilitation team is responsible to:
 - fulfill the mandate of the RI in day to day operations in accordance with the directions set by the Council of Parties
 - guide, plan, direct and execute meetings and/or circles processes.
 - ensure that the right parties, stakeholders and individuals are included within the processes.
 - collect and share knowledge between participants and with other RI bodies and provide education to participants and the public
 - prepare and support participants and ensure health supports
- The facilitation and coordination team will work and govern itself through a collaborative and coordinated team approach versus a hierarchical reporting structure.

- The Coordinator/Director is responsible for the operation and implementation of the RI and has the overall responsibility to supervise staff and ensure the staff team works well and fulfills responsibilities. This position serves as liaison to the Council of Parties, bringing concerns with staffing and other administrative and/or operational issues to their attention for decision as needed.
- The facilitation and coordination team (in conjunction with the Council of Parties) will ensure and support the following process supports:
 - Facilitators – to plan and guide gatherings
 - Briefers/Navigators – prepare people to understand the process, provide contact and information
 - Knowledge Gatherers – record and report back major learnings and recommendations from circle gatherings (this could be the task of one of the process facilitators, meaning generally processes would need two facilitators present – one serving as facilitator and the other gathering knowledge.) A standard guide for what and how to record will be developed by the RI facilitation and coordination team. Where possible, information gathering should be shared/checked with the other facilitator and where appropriate with participants.
 - Health Supports – beyond the individual service support provided by the staff lead, there will need to be dedicated resources (not within the RI or full time) that can be called upon to be present during processes. This may be provided through special arrangement with Mobile Response or Health and Wellness in order to develop a roster to ensure support is available with a certain amount of notice for processes. This resource will be built upon the existing arrangements set up in support of the NSHCC settlement process and in consultation with the Health Supports Advisory Committee.

- Community of Support for former residents – funded through RI and led by VOICES, the Community of Support will operate independently of the RI but in collaboration with the RI, to ensure former residents are supported to remain at the centre of the process and maintain good communication throughout the RI.

(3) Reflection and Action Task Group

A) MEMBERSHIP

- Co-Chairs: Premier’s Direct Representative/Liaison to Inquiry & Community/External Representative (independent of government)
- Deputy Minister (DM) Community Services
- DM Justice
- DM Health and Wellness
- DM Education and Early Childhood Development
- DM ANSA/Communities, Culture and Heritage
- VOICES Representative
- Chair/Representative from Council of Parties
- Knowledge Lead of RI
- Coordinator/Director of RI
- Academic or Expert Advisor

B) MEMBERSHIP TERMS

- Appointed by Governor in Council
- Members employed by Government or staff to the RI will not be remunerated; others are to be provided a standard honorarium/stipend.

C) DUTIES AND FUNCTIONS

- Work in collaboration with Council of Parties to facilitate and ensure active and full involvement and engagement of public and government institutions with the RI.
- Consider findings and recommendations throughout the RI process and make plans for appropriate action and implementation in conjunction with the planning and action stages of the RI.
- Submit a report to be tabled in the Nova Scotia Legislature annually for three years from the start of the RI on government participation and action to report progress on advancing objectives/goals and impact of the RI.



7. OUTCOMES

The RI is an action-oriented process. It is designed to enable and encourage concrete action toward the achievement of its objectives during the process. The RI is expected to produce more than a traditional inquiry report and recommendations at its conclusion. In support of all of its activities and actions the RI will undertake and support research of the highest standards related to its mandate. The RI will report regularly during and at the conclusion of its mandate regarding the learning and actions achieved and plans and recommendations for work that should continue and be undertaken in future to realize its objectives and goals. It is expected that the RI will make significant and substantial contributions toward:

- Truth and understanding of what happened with the NSHCC, including the context, causes, impact, and legacy of harms.
- Addressing the needs of and supporting healing for former residents.
- Public recognition and acknowledgment of historic and current systemic and institutionalized anti-Black racism in Nova Scotia through the lens of the NSHCC experience.
- Modelling ways of confronting and addressing instances and issues of racism in Nova Scotia in the future.
- Eliminating racism existing at individual, institutional and systemic levels in Nova Scotia.
- Supporting reconciliation and fostering just relationships within the African Nova Scotian community and between African Nova Scotians and other Nova Scotians.
- Better relationships and ways of working between African Nova Scotian communities and Government founded on mutual respect and understanding.

- Recognition and affirmation of the significance and strength of African Nova Scotian culture, communities and leadership as a founding people of Nova Scotia.

All outcomes will be pursued and shared according to the guiding principles. In particular they must be:

- Accessible
- Inclusive and participatory
- Comprehensive and holistic
- Knowledge and Evidence Based
- Future Oriented
- Action Oriented and aimed at supporting social change

As indicated, the RI process is expected to have impacts and produce outcomes throughout its mandate. Outcomes will not be produced only at the end of the process. The RI is intended to produce a basis of knowledge and understanding that is lasting and reliable to serve as a basis for future action. To do so, the process must:

- Engage the public by communicating and sharing its work throughout the process.
- Share knowledge in a way that is accessible and can be used and mobilized for action by government and community.

Regular reporting on activities, outcomes and impacts related to the mandate and objectives of the RI process will be provided throughout the process and by all of the parties to the RI process.

- The Coordination and Facilitation Team is expected to provide monthly updates on activities, actions, outcomes and impacts to the Council of Parties.
- The Council of Parties will provide a quarterly report on activities, actions, outcomes and impacts to all parties, stakeholders and the public.

- The Reflection and Action Task Group will provide annual reports to be tabled in the Nova Scotia Legislature about government participation and progress toward the objectives and goals of the RI. This report will include detailed information about issues identified through the RI and actions taken or proposed within the government’s responsibilities and means to address (or contribute to addressing) these issues. It will also share information on the impact of engagement and work within the RI on relationships with community and within government.
- The Coordination and Facilitation Team, in collaboration with the Council of Parties, will prepare a public final report of activities, actions, outcomes and impacts, along with recommendations and an action/implementation plan for further work toward achieving the objectives of the RI at the end of the RI mandate. This report will be grounded in the research and knowledge generated and/or collected through the Inquiry. This report will be submitted to government for submission to the Legislature.



8. INFRASTRUCTURE

- The RI will be based in Halifax but will hold processes and events throughout the Province as appropriate to ensure access for former residents and African Nova Scotian communities.
- The RI will make use of technology where possible to enable former residents living outside Nova Scotia to connect with the RI.
- The RI will make use of community meeting space where possible and will work collaboratively with parties to the process to secure appropriate and accessible space depending upon the parties involved in a particular process.
- The RI will require office infrastructure that allows for flexibility to accord with its principled commitments to an accessible, trauma-aware and supportive process. This will require office space with flexible meeting space for circle gatherings and private briefing rooms.

9. TIMELINE

Preparation Stage of Restorative Inquiry (June-September 2015)

- Primary Research Project
- Integration with IAP process
- Appointment of Council of Parties
- Selection process for Coordination and Facilitation Team
- Selection of support staff
- Education/training for parties and all staff

Duration of Restorative Inquiry

- A maximum of 30 months (estimated October 2015-March 2018)

APPENDIX

Nova Scotia Home for Colored Children Restorative Inquiry

Statement of Commitment

The Nova Scotia Home for Colored Children Restorative Inquiry will reveal and address part of the harmful legacy of racism in Nova Scotia by examining the Home and the experiences of former residents, as well as the impact on their families and communities.

As we enter the Restorative Inquiry as supportive partners joining in the journey to light, we commit to building strong, healthy, respectful relationships that will help us plan and act together for a more just and equitable future.

We commit to participate in the Nova Scotia Home for Colored Children Restorative Inquiry as full partners. We acknowledge our collective responsibility for the process and its outcomes.

We recognize that the harms suffered by former residents of the Nova Scotia Home for Colored Children have affected them, their families and their communities for generations.

We commit to seek a common understanding of the abuses that happened at the Nova Scotia Home for Colored Children, including the context and conditions that allowed them to happen, and why this matters for all of us.

We welcome this opportunity to examine how broader systemic issues have affected and continue to affect Nova Scotian communities—especially African Nova Scotian communities.

We commit to be open and transparent as we examine our past in order to seek a better future together. We commit to supporting this work with our time, resources and energy to the best of our abilities.

We commit our best efforts to do no further harm and leave no one behind. We acknowledge that we must find better ways of working together.