



Village of Greenwood
P.O. Box 1068
Greenwood, N.S.
B0P 1N0

Equity, Inclusion and Belonging Plan

The “Dismantling Racism and Hate Act” recognized that systemic hate, inequity and racism can be caused by government and public bodies through policies, practices and procedures that appear neutral but have the effect of disadvantaging underrepresented and underserved groups. The Village of Greenwood has a role in supporting a more inclusive and equitable Nova Scotia. This policy outlines the village’s commitment to meet the requirement to produce a plan to this effect.

Our Village Commitments and Actions

1. The Village of Greenwood adopted a policy in July 2024 and will continue reviewing and adding internal policies, bylaws, and practices to identify and eliminate barriers to inclusion. This will help ensure that they support an inclusive and welcoming community for everyone that calls Greenwood home, as well as those who visit.
2. The Village will continue to seek and create more inclusive engagement, specifically with underserved and underrepresented communities. This includes continuing to:
 1. Build stronger partnerships with organizations in the Village and surrounding area;
 2. Host events that promote inclusion and belonging to the broader Village; and
 3. Engage Village members to understand lived experience and any barriers they may face.
3. Staff and commissioners will be offered diversity, equity and inclusion training on topics such as unconscious bias and accessibility.

Accountability

The Village will actively share updates on the commitment and actions made in this plan through Village meetings and in other public settings. As required under regulations, this plan will be updated in 2028.