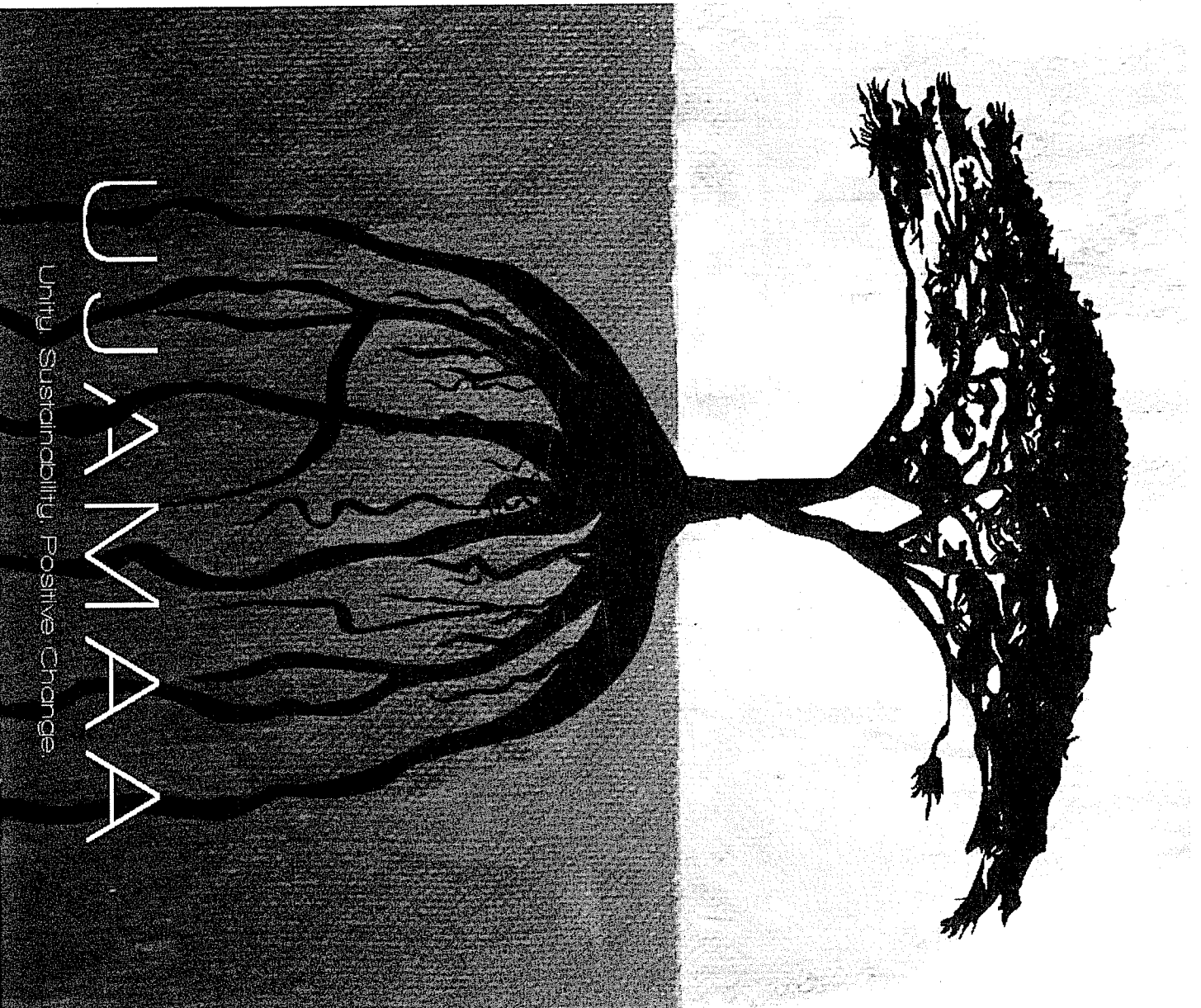


Item # 9.3.1

Presentation



WHAT DOES UJAMAA MEAN?

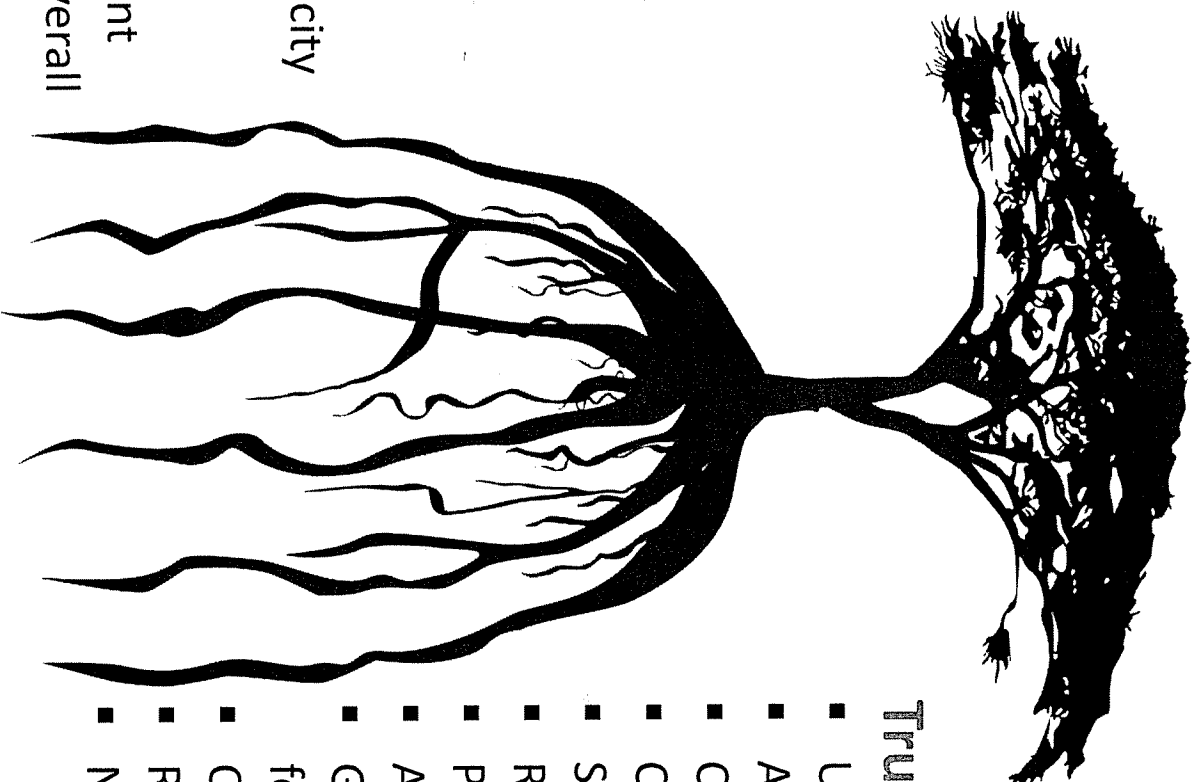
- Ujamaa (*oo-JAH-mah*): from the fourth of seven guiding principles of Kwanzaa
 - cooperative economics emphasizes our collective economic strength and encourages us to meet common needs through mutual support.

Branches

- Outcomes
- Tangible results and success
- Community moving forward in all the strategic areas
- Symposiums, discussions, conversations
- Energy
- Advocacy
- Research
- Policy Implementation

Roots

- Network capacity building
- Leadership/community capacity building
- Information sharing
- Program/project development
- Stimulus for communities overall economic growth



Trunk

- Ujamaa Association
- Afro centric philosophy
- Cohesion
- Coordination
- Synergy
- Research
- Policy development
- Advocacy
- Gap analysis of key focal areas
- Outcome monitoring
- Resource monitoring
- Network maintenance

GUIDING PRINCIPLES

UJAMAA [OO-JAH-MAH] (COOPERATIVE ECONOMICS)

Economic sensibility, responsibility, self sufficiency, group interdependence.

IMANI [EE-MAH-NEE] (FAITH)

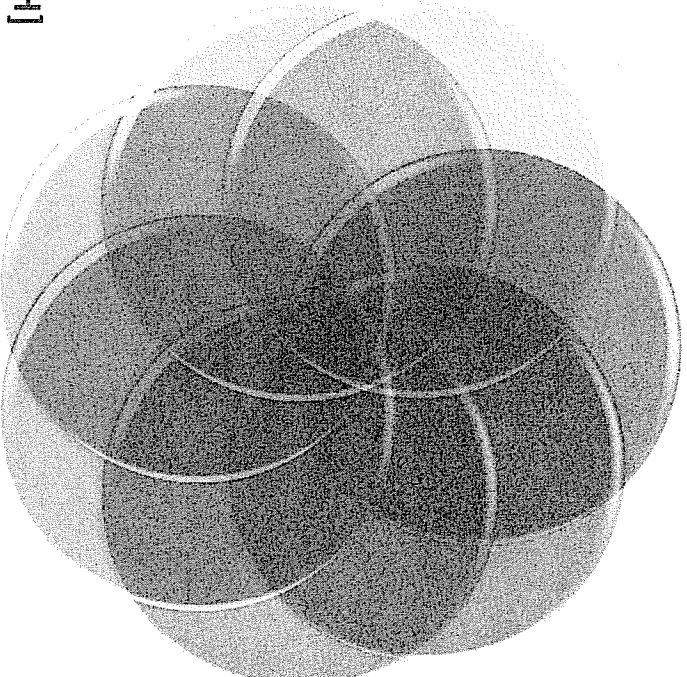
To believe with all our people, our parents, our teachers, our leaders, and the righteousness and victory of our struggle.

KUUMBA [KOO-OOM-BAH] (CREATIVITY)

To do always as much as we can, in the way we can, in order to leave our community more beautiful and beneficial than we inherited it.

NIA [NEE-YAH] (PURPOSE)

To make our collective vocation the building and developing of our community in order to restore our people to their traditional greatness.



KUICHAGULIA [KOO-GEE-CHA-GOO-LEE-YAH] (SELF-DETERMINATION)

To define ourselves, name ourselves, create for ourselves and speak for ourselves instead of being defined, named, created for and spoken for by others.

UJIMA [OO-GEE-MAH] (CREATIVE WORK & RESPONSIBILITY)

To build and maintain our community together and make our sisters' and brothers' problems our problems and solve them together.

UMOA [OO-MO-JAH] ("U-N-I-T-Y")

To strive for and maintain unity in the family, community, nation, race.

UJAMAA
UNITY. SUSTAINABILITY. POSITIVE CHANGE.

AFROCENTRIC PHILOSOPHY

*People of African descent working together to
respect and promote each other and to
celebrate our collective history, identify and
adopt an Africentric world view.*

WHY IS UJAMAA NEEDED?

- Historically, African Nova Scotia (African Nova Scotia) community has been successful implementing projects to address community, economic and social issues

BUT

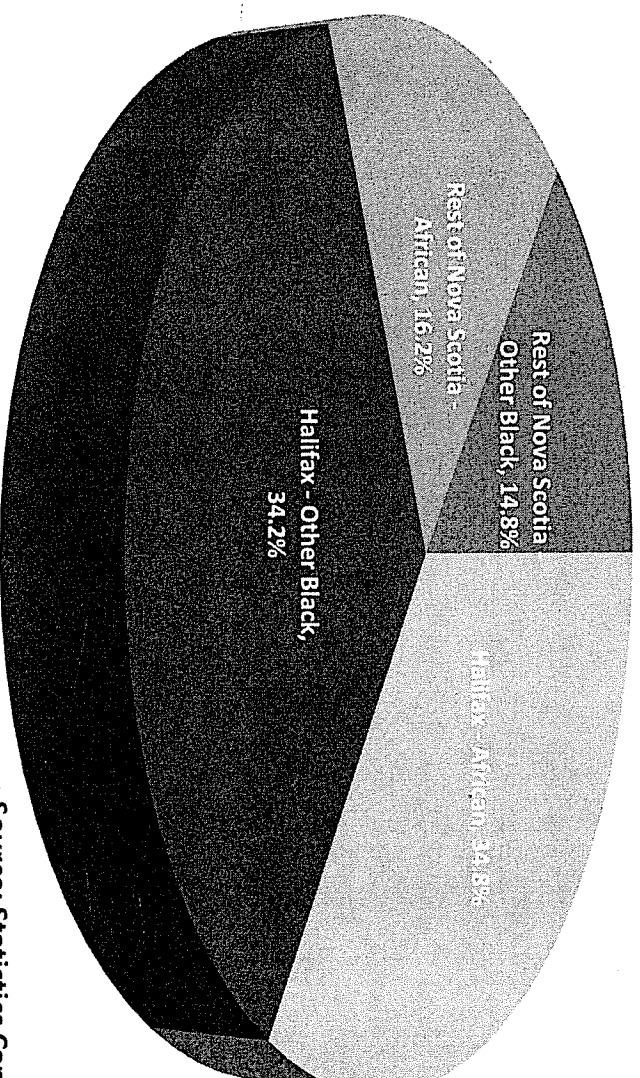
- Long-term sustainability continues to be a challenge



WHY IS UJAMAA NEEDED?

- Only three government initiatives specifically target the needs of African Nova Scotian communities:
 - Black Business Initiative (BBI)
 - Council on African Canadian Education (CACE), and
 - African Canadian Services Division
- African Nova Scotians are virtually absent from government-affiliated volunteer agencies, boards, and commissions.
- Existing statistics state that African Nova Scotian community members:
 - Earn less than average citizens of the province
 - Participate in the labour force less
 - Experience higher levels of unemployment, illiteracy and incarceration than the average citizen
 - Have higher rates of heart disease, cancer, high blood pressure and diabetes
 - Greater numbers live in inadequate housing

BLACK AND AFRICAN NOVA SCOTIAN POPULATION



Source: Statistics Canada Census, 2006

Compared to Average Nova Scotia, African Nova Scotians have:

- Lower participation rates in the economy
- Higher unemployment
- Lower income
- Poorer health outcomes
- Poorer justice outcomes
- Lost potential to Nova Scotia of about \$100 million each year

African Nova Scotian Stats:

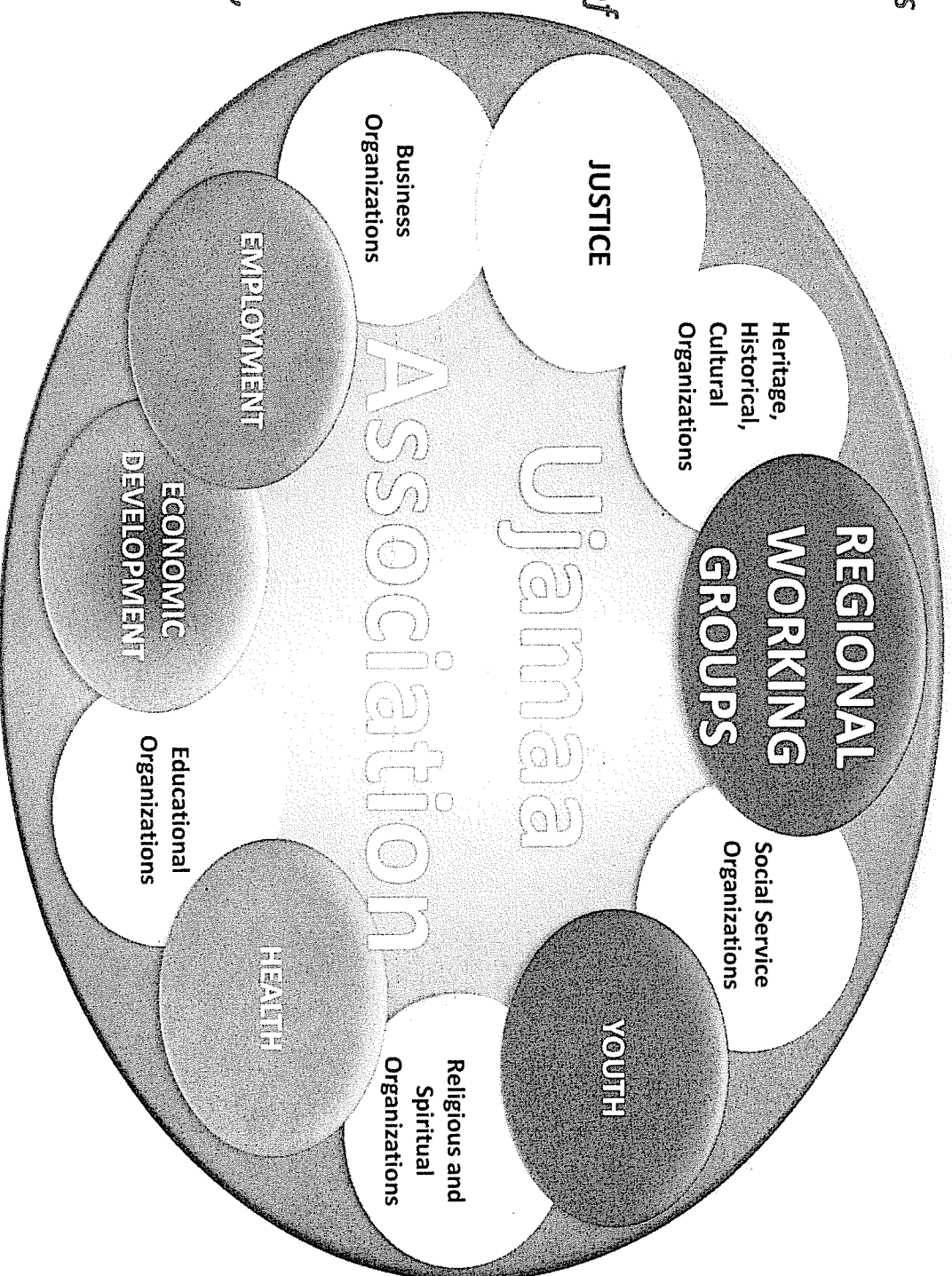
- 9,805 African Nova Scotian and 19,225 Black persons in Nova Scotia in 2006;
- 94% per cent of African Nova Scotians are 64 years of age or younger
- 20 per cent are 14 years of age or younger, compared to 16.2 per cent for the general population of Nova Scotia

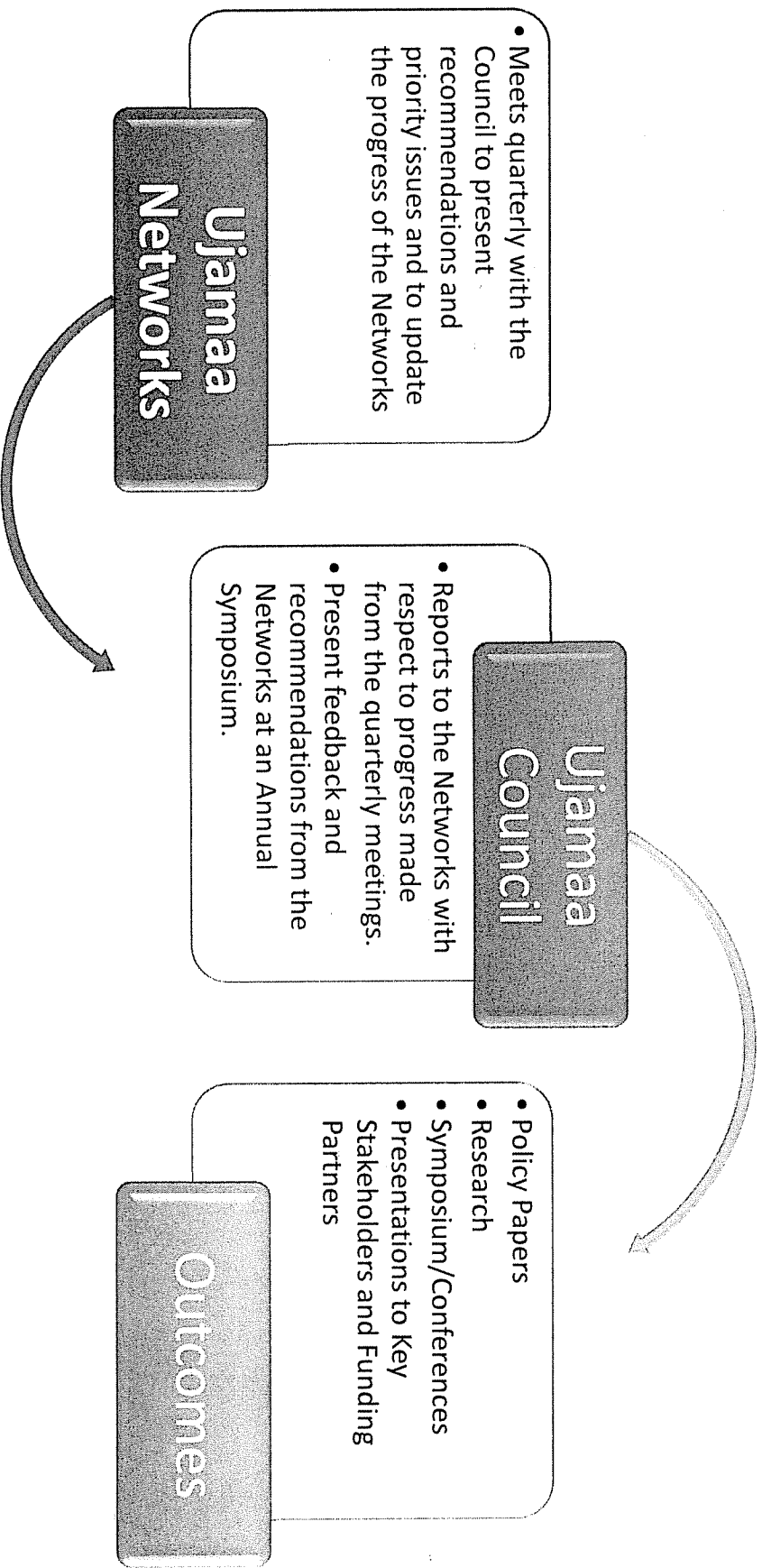
The network model allows for community groups and individuals to fully participate in this process.

The council will support the capacity of these networks, as they become the life blood of the organization.

As the networks build, they also provide membership for the Council.

Also built into these networks is regional representation.





UJAMAA

(Council consist of max of 15 members)

Internal Structure (Proposed)

STAFF RESOURCES (8)

ADVISORY COMMITTEE

Office of African Nova
Scotia Affairs
Greater Halifax
Partnership
Black Cultural Centre
Nova Scotia Community
College
(meets quarterly)

ACCOUNTABILITY/ OUTCOME COMMITTEE

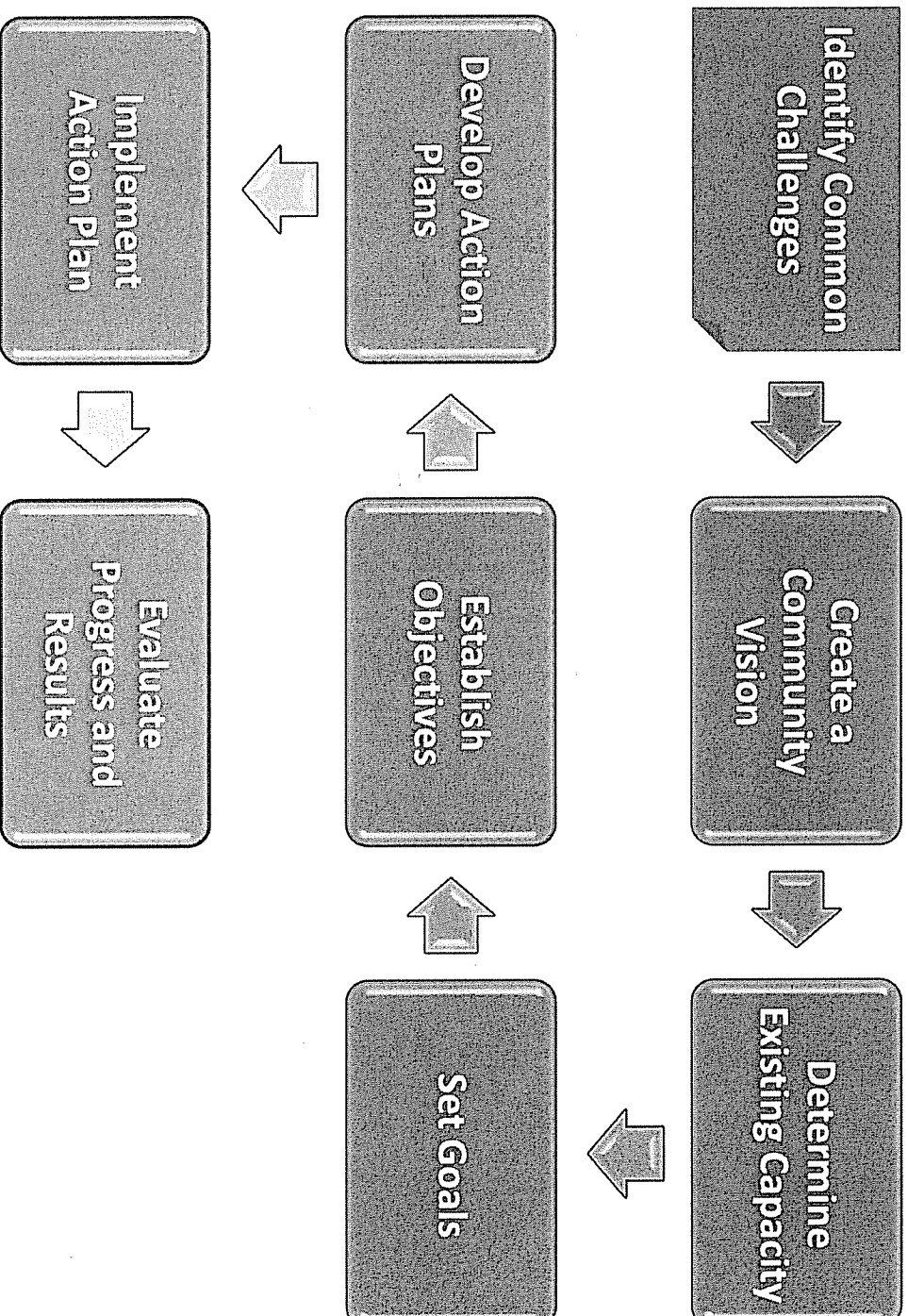
Responsible for
monitoring
deliverables as
defined by outcome
measures

Research

Advocacy

Policy

INTEGRATED, UNIFIED APPROACH TO COMMUNITY ECONOMIC DEVELOPMENT



BUILDING BLOCKS FOR BUILDING CAPACITY

Organizational
Commitment to
Public Policy

Nurture Relationship
with Government
Agencies and Policy
makers

Collect Disaggregated
Data and Conduct
Community Based
Research

Establish Decision
Making Structures

Deliver
Communications and
Media Skills

Foster Community
Leadership Among
Group Members

Mentor Group
Members

Develop Policy
Agenda

Continuously Assess
Progress

RECOMMENDATIONS FROM THE NETWORK SESSIONS

CULTURAL:

- Engage regional working groups to ensure needs of various communities are addressed and met
- Develop programs that fit the needs of the community
- Offer cultural development programs for youth
- Develop policy to increase support for cultural institutions in the African Nova Scotia community

HOUSING:

- Conduct a land inventory
- Develop a provincial strategy
- Research and evaluate affordable housing opportunities in the African Nova Scotia community
- Research and evaluate home ownership (for data purposes)

HEALTH:

- Train more continuing care workers
- Increase and provide broader access to mental health services
- Increase youth aptitude in math and sciences to increase opportunities in the health professions
- Research possibility of holistic health services and centers for the African Nova Scotia communities

YOUTH:

- Engage cultural mentors
- Train and build access to skilled child and youth care workers with a deep respect for Africentric principles
- Create more Drop-in Centres
- Increase the number of Black community officers, in partnership with RCMP

RECOMMENDATIONS FROM THE NETWORK SESSIONS

JUSTICE:

- Create mobile legal clinic
- Increase the number of court support workers
- Expand curriculum for community legal advocate training
- Develop policy re: issue of sentencing inequities
- Ensure access to legal information
- Train 30 Corrections Officers over the next two years to work in Corrections Facilitates
- Extend the existing crime prevention models being delivered by the Community Justice Society into other African Nova Scotian communities across the province
- Increase dollars for prevention programs, provided by organizations like the Community Justice Society.

EMPLOYMENT:

- Engage government in discussions on the present criteria for EI and Income Assistant, the present criteria excludes the majority of the African Nova Scotian community whom are unemployed.
- Evaluate and improve present Life skills and transition to employment programs
- Create a data base for stats on employment in the African Nova Scotia community: Where we are where we are not
- Create a strategy for hiring, and retention
- Evaluate existing best practices in equity hiring programs. Devise a strategy for these programs to be rolled out province wide.
- Develop a Cultural Competency program (equity) for employers, to support African Nova Scotia members that are presently employed, and as incentive for employers who hire members of African Nova Scotian community

RECOMMENDATIONS FROM THE NETWORK SESSIONS

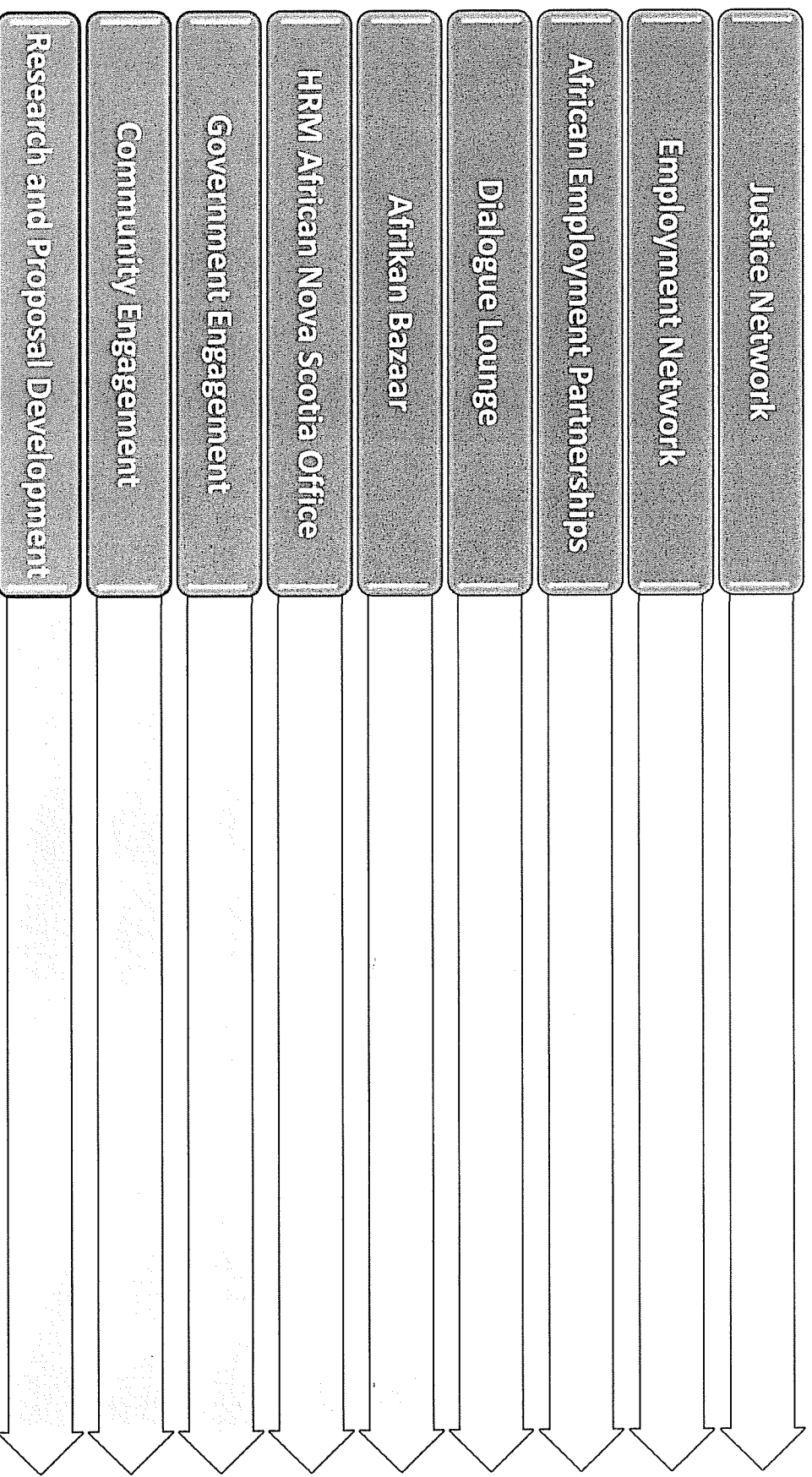
ECONOMICS:

- Create comprehensive evaluation of community land holdings in African Nova Scotia communities that can have a major impact on sustainable development.
- Engage planning department within municipalities and the province in conversations, about land use, “Community Streetscapes”, beautification, and development, to have a community centered approach to building our communities
- Create a clear and comprehensive municipal planning and development policies related the African Nova Scotian communities
- Create a Talent Strategy (how we retain youth with post secondary education) with a specific focus on the African Nova Scotian community

EDUCATION:

- Partner with Africentric Learning Institute (ALI), on community initiatives.
- Create a mechanism to measure, what success looks like in the African Nova Scotia community with respect to education
- Increase support for and education of parents
- Create opportunities for community dialogue with all intuitions and agencies that are responsible for education in the province

Ujamaa On-going Activities 2011



UJAMAA COUNCIL - 2011

Dr. Burnley "Rocky" Jones, Joan Jones
Chair

Lillian Searl

Carm Robertson

Malik Adams

Darlene Lawrence

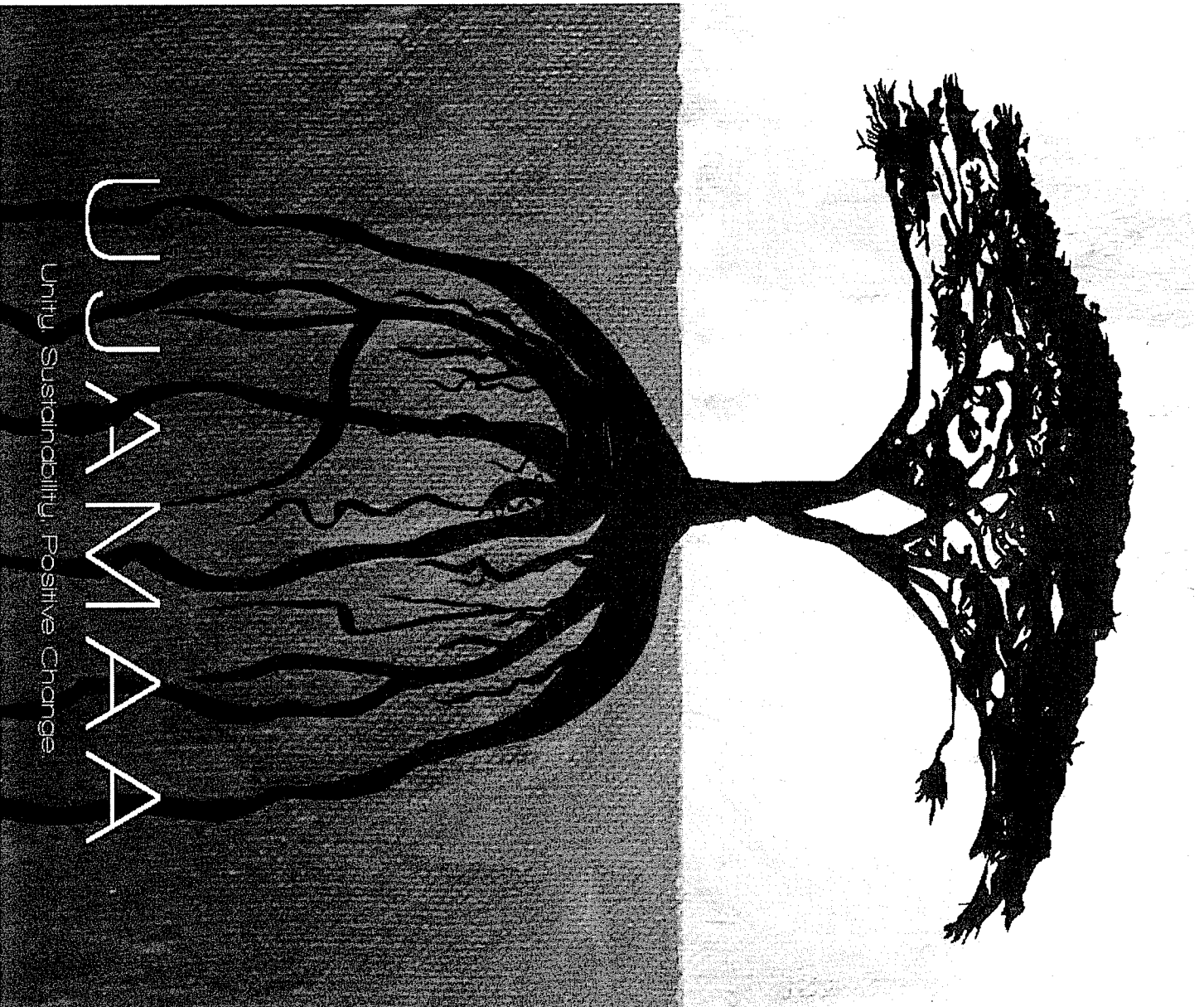
Roberta Morrison

Evan Williams

Dr. Wayne Adams

George Gray

Irvine Carvery



**Economic Data
for the
African Nova
Scotian
Community**

AFRICAN NOVA SCOTIAN COMMUNITY PROFILES

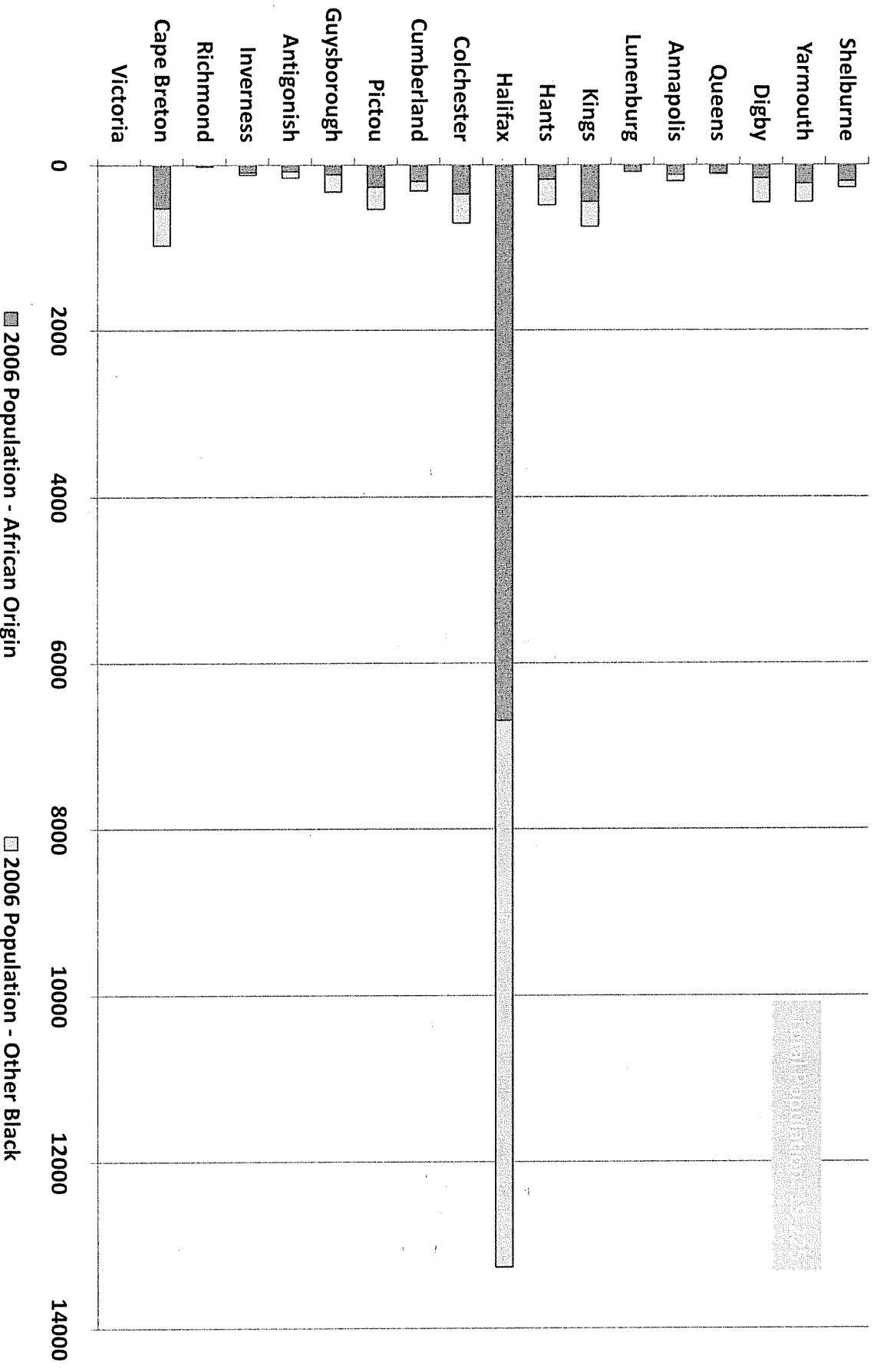
Community	2006 Population - African Origin	2006 Population - Black	2006 Population Total	% African Origin / Total	2006 Median Personal Income	2006 Median Family Income	Employment Rate
Preston	908	1632	2360	38.5%	\$19,553	\$45,821	51.6%
Halifax Needham	1172	2162	19821	5.9%	\$23,398	\$51,669	63.8%
North Dartmouth	464	887	18354	2.5%	\$25,899	\$54,994	61.3%
East Dartmouth	450	934	22240	2.0%	\$32,147	\$71,770	65.5%
Timberlea	164	359	9089	1.8%	\$33,177	\$70,289	76.8%
Waverley	37	38	2364	1.6%	\$38,263	\$87,873	68.6%
Hammonds Plains	158	542	10295	1.5%	\$39,281	\$95,076	76.7%
South Dartmouth	321	753	24741	1.3%	\$29,464	\$63,380	60.7%
South Sackville	340	599	27502	1.2%	\$28,593	\$65,864	69.3%
North Sackville	45	60	4985	0.9%	\$35,412	\$73,035	75.7%
Halifax Citadel	132	340	19114	0.7%	\$27,471	\$91,861	61.4%
Halifax Chebucto	112	535	18509	0.6%	\$26,876	\$74,675	65.2%

Other large Communities	2006 Population - African Origin	2006 Population - Black	2006 Population Total	% African Origin / Total	2006 Median Personal Income	2006 Median Family Income	Employment Rate
Spryfield	411	685	10582	3.9%	\$22,541	\$46,789	56.6%
Cole Harbour	558	1138	25934	2.2%	\$32,549	\$75,499	72.2%
Fairview	262	428	14478	1.8%	\$24,832	\$53,145	57.7%
Clayton Park	340	741	30911	1.1%	\$30,666	\$68,928	65.9%
HRM	6885	13265	372855	1.8%	\$28,526	\$66,867	65.7%
Guysborough	61	232	1909	3.2%	\$18,959	\$41,459	46.6%
Shelburn	93	193	3603	2.6%	\$18,855	\$42,836	51.9%
Digby	67	125	3832	1.7%	\$20,078	\$41,298	51.7%
Yarmouth	126	297	8204	1.5%	\$19,376	\$41,579	49.9%
Weymouth	26	130	2559	1.0%	\$18,876	\$39,936	48.7%
Amherst	109	123	13147	0.8%	\$22,186	\$48,864	55.9%
Antigonish	30	91	4982	0.6%	\$22,039	\$58,066	54.3%
Nova Scotia	9805	19225	903090	1.1%	\$24,030	\$55,412	58%

Source: Nova Scotia Community Counts

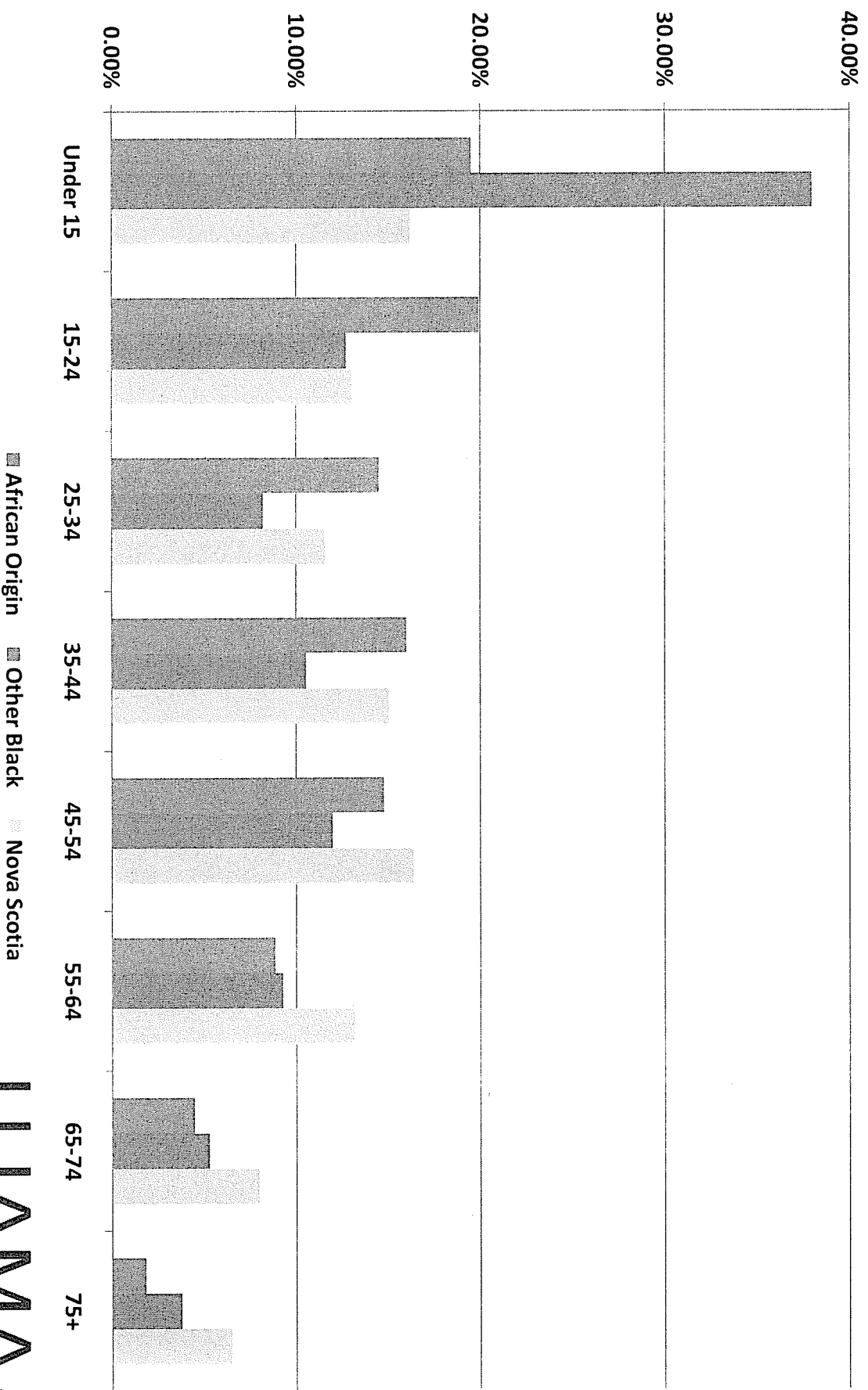
Distribution of Black and African Nova Scotian Population by County

(Source: Statistics Canada Census)



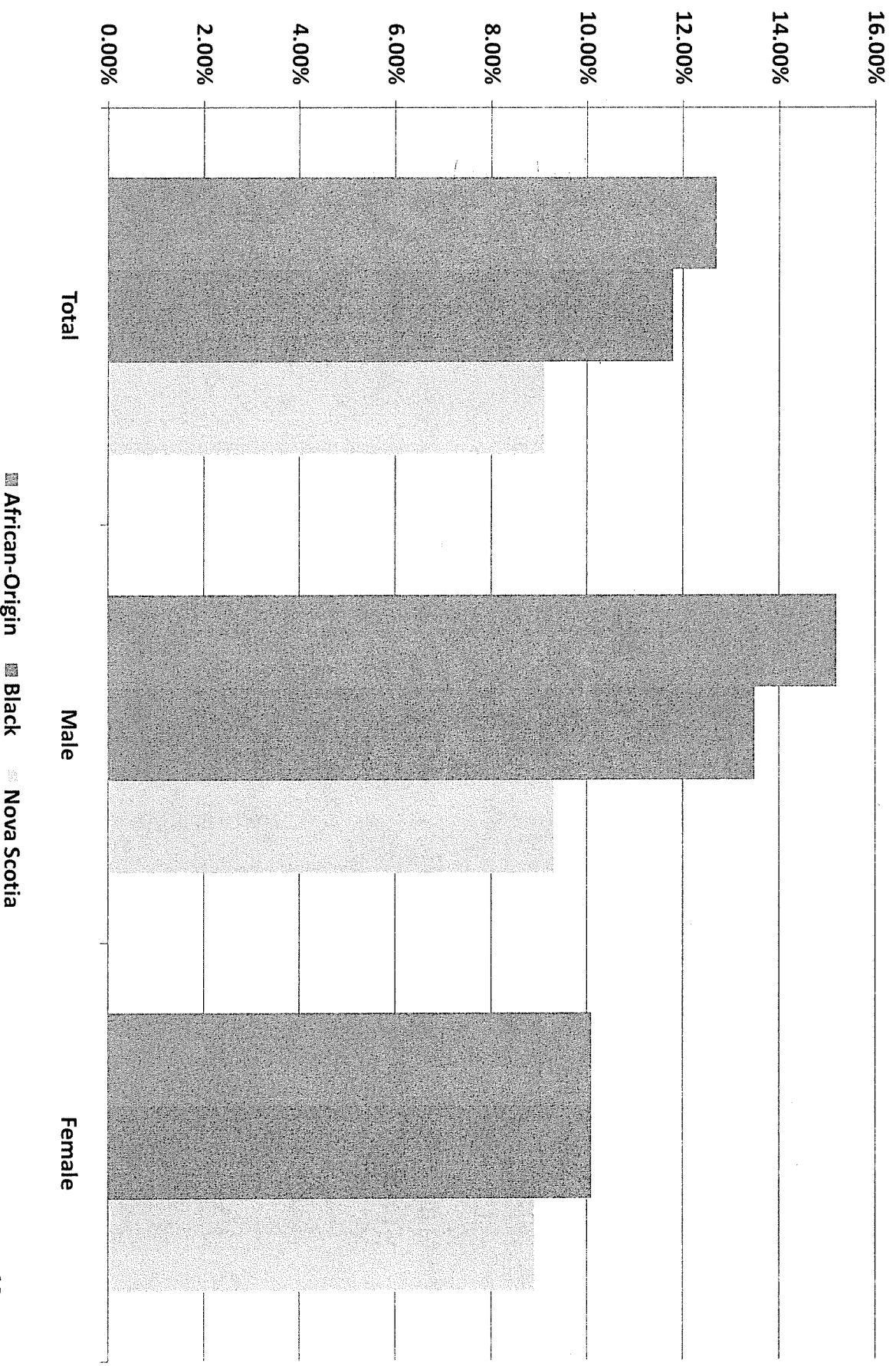
Age Distribution of African-Origin, Black and Total Population of Nova Scotia, 2006

(Source: Statistics Canada Census)



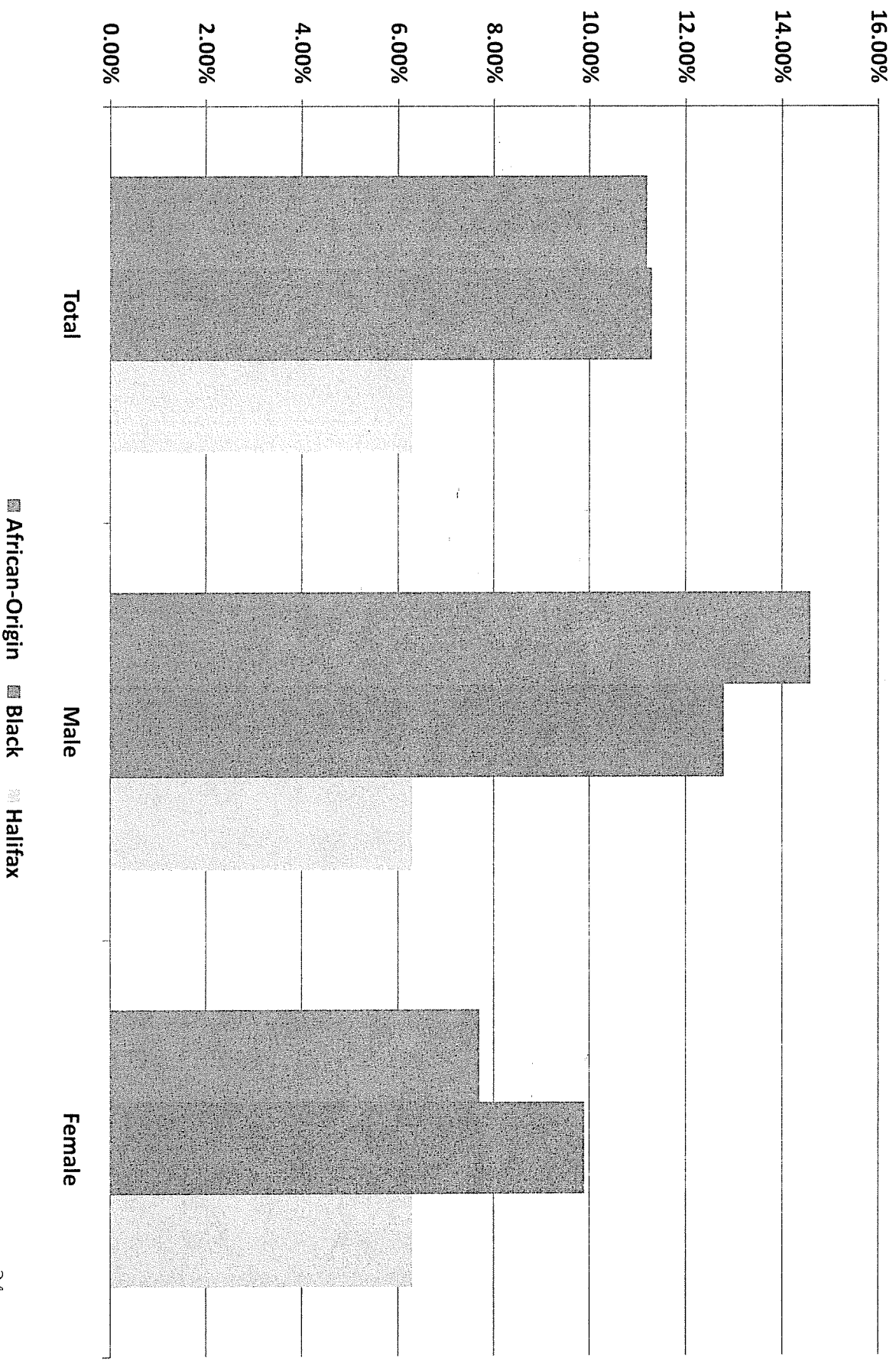
Unemployment Rates, Nova Scotia, 2006

(Source: Statistics Canada Census)



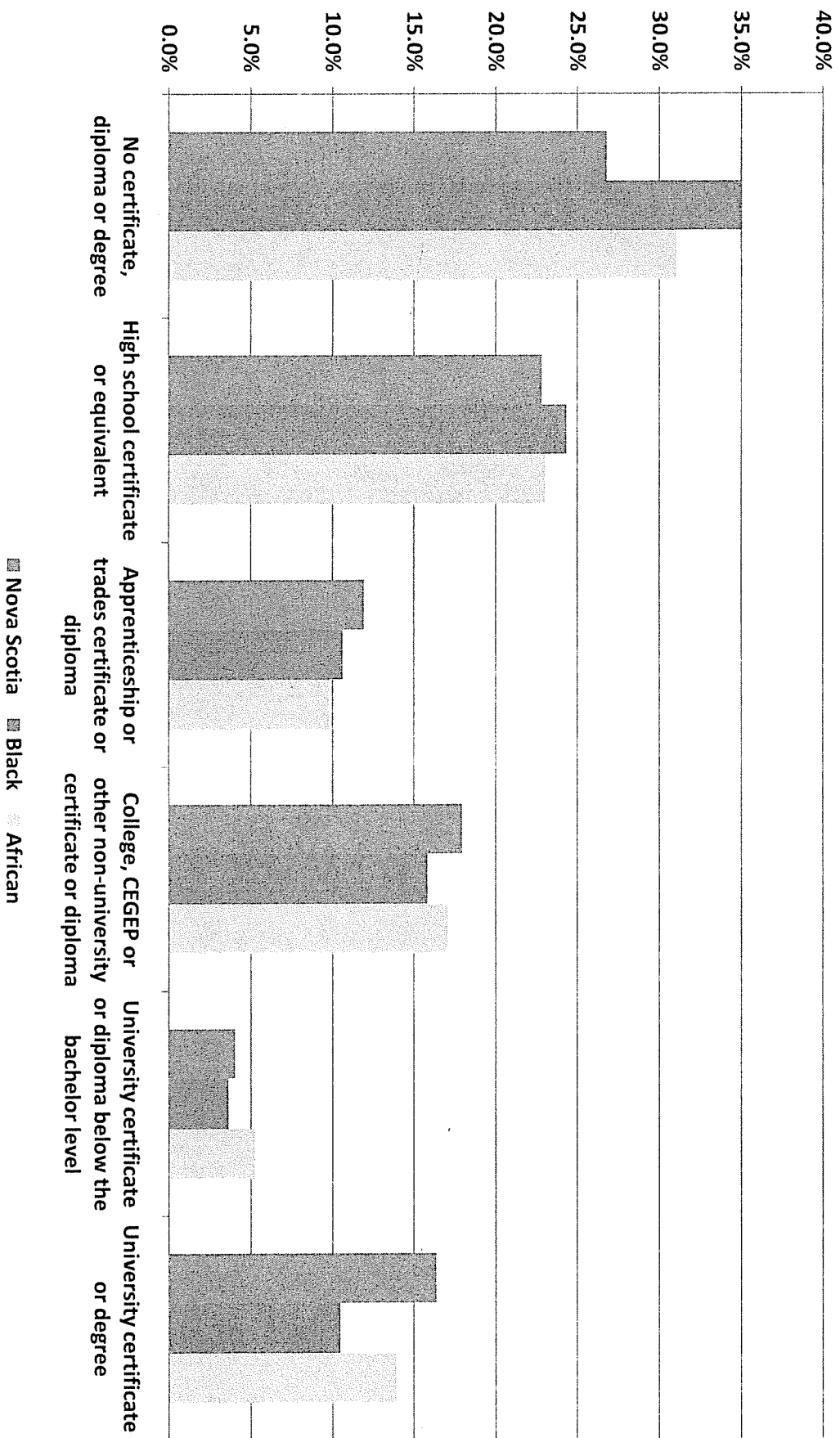
Unemployment Rates, Halifax, 2006

(Source: Statistics Canada Census)

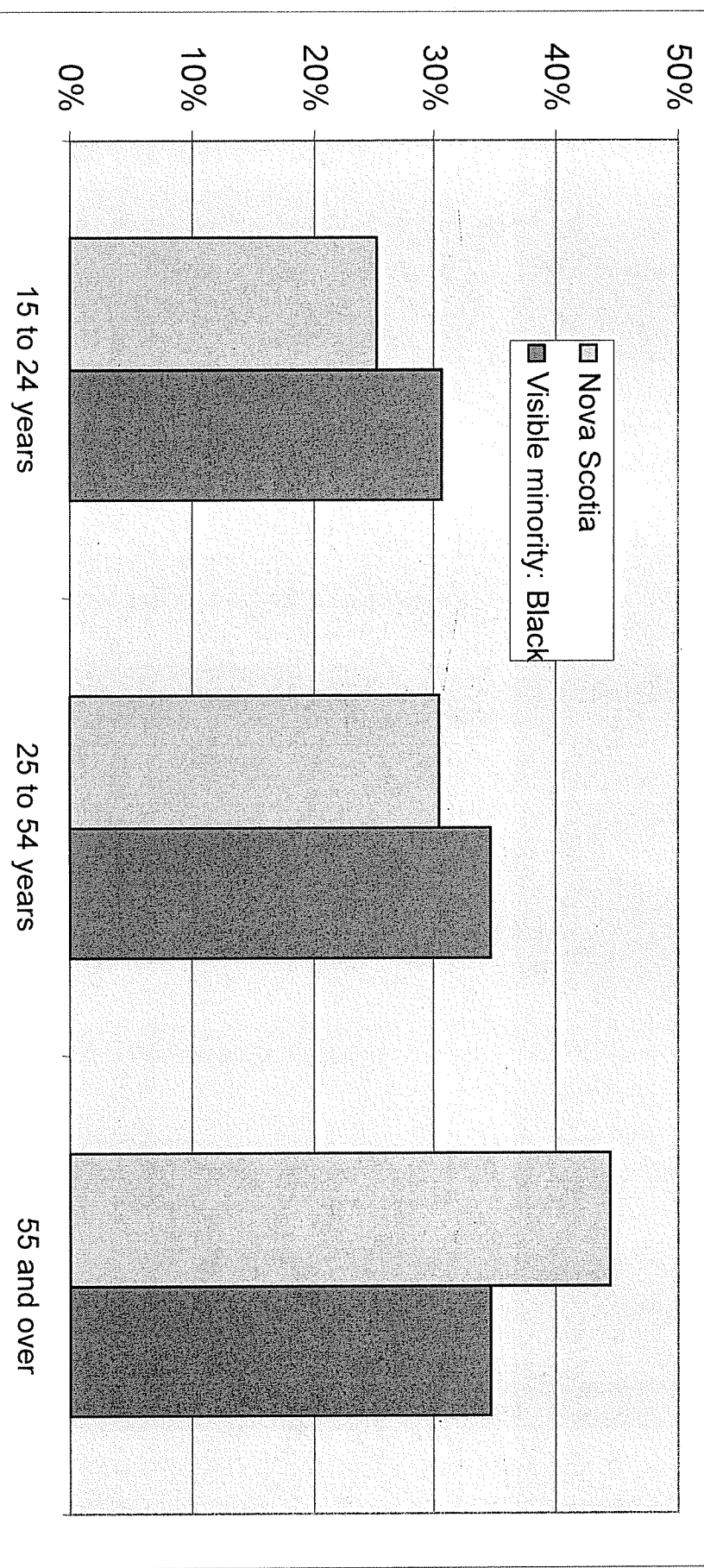


Educational Attainment of African-Origin, Black and Nova Scotia Population (15+), 2006

(Source: Statistics Canada Census)

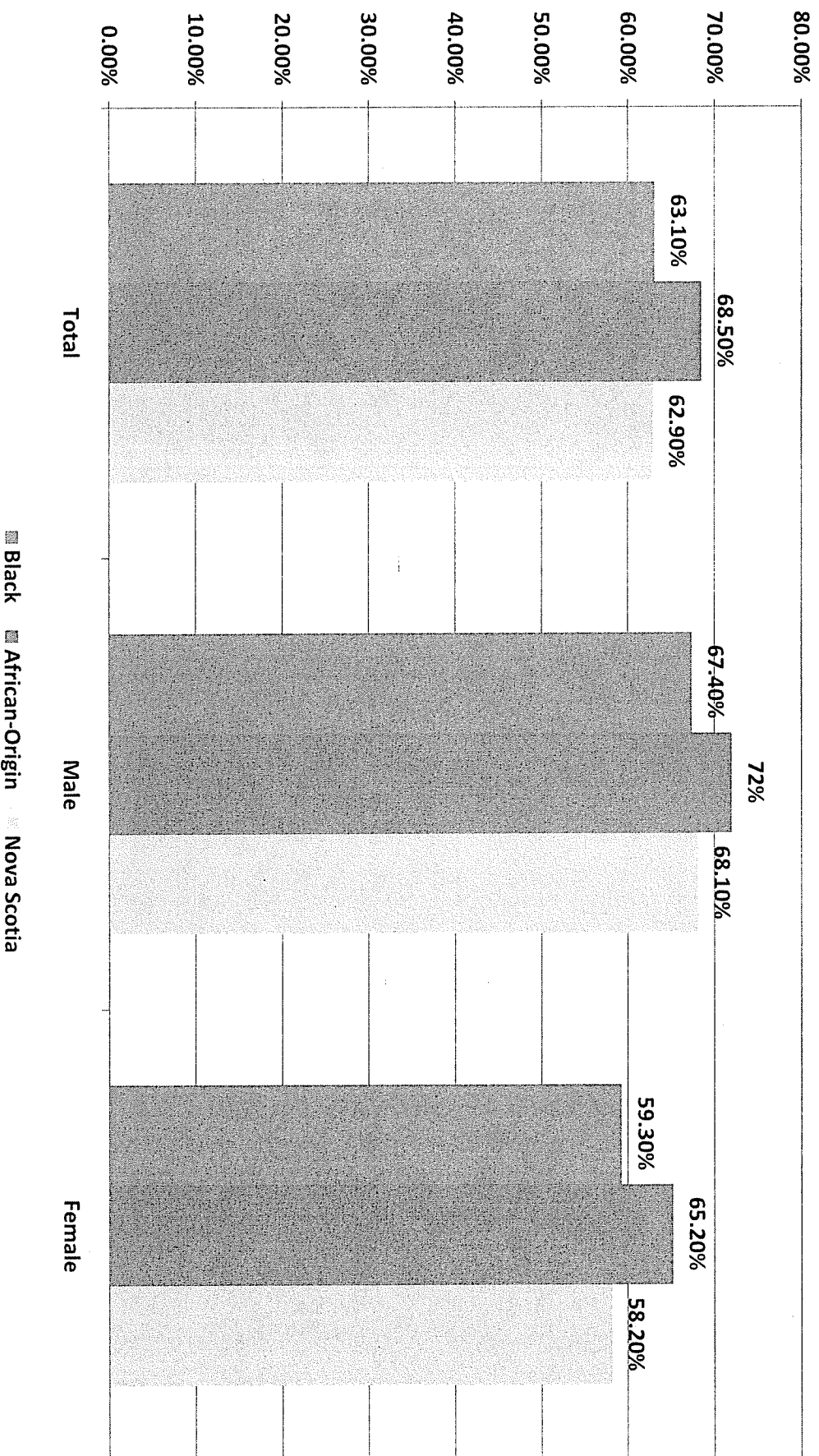


Distribution of the Black and Total Population by Education - No certificate diploma or degree Nova Scotia Census 2006



Participation Rates (15+ Years) for Black, African-Origin and Nova Scotia Population, 2006

(Source: Statistics Canada Census)



Percentage of Population (15+) with Employment Income, Nova Scotia Census 2006

