

**Report of Recipient's Progress
on Economic Development Assistance Agreement**

Province of Nova Scotia

*(subsection 5(2) of the Accountability in Economic Development Assistance Act, and
the Accountability in Economic Development Assistance Regulations)*

Under the Act, the Minister is responsible for publishing a report that documents the progress made by a recipient of economic development assistance in meeting the targets or timelines defined in their economic development assistance agreement. Progress must be published on a 6-month cycle and is summarized below for the reporting period for this report, as specified in Part 2 of this form.

Part 1 – Recipient Company Details

Company	Black Business Consulting
Fund name	Invest Nova Scotia Fund
Type of assistance	Non-repayable contribution
Agreement date	July 13, 2020
Agreement business activities	<p>Two-year project to build and pilot a diversity employment network (DEN) program to improve unemployment, under-employment, low income and poverty within the African NS community. The initiative consists of four components:</p> <ol style="list-style-type: none"> 1. A holistic talent recruitment and matching solution for individuals. The objective is to connect qualified talent sourcing beyond the realms of traditional search and select, therefore acquiring a niche skilled network. BBC will leverage various partnerships to recruit candidates as well as opportunities with corporations and other organizations. 2. Through consulting services, BBC will enable employers to gauge the diversity readiness of their organization as well as provide solutions to improve and better foster diverse workforces. This would ensure a welcoming atmosphere for diversity and inclusion. 3. For the candidates, mentorship and interview skill building will be incorporated to prepare prospective candidates that are either starting new careers or those that are already working and are looking to advance their careers. 4. BBC is creating a platform to recruit diverse individuals to boards of directors of organizations. Partnering with other organizations to create opportunities for inclusive governance and strengthen board capacity by matching qualified candidates from groups historically underrepresented in governance to not-for-profit and public sector boards.

Part 2 – Reporting Period for this report

A recipient of economic development assistance from the Province of Nova Scotia is required by law to submit a report every 6 months on their progress in meeting the targets or timelines defined in their agreement with the Province. The reporting period for this report is indicated

below.

Reporting Period	Due Date	Year
[X] October 2021-March 2022	May 1	2022

Part 3 – Progress of Recipient for Reporting Period

The following table summarizes the recipient’s progress report to the Minister for the reporting period for this report, as specified in Part 2. The information contained in this Table was submitted by the recipient and the recipient is responsible for its accuracy.

Table 2

Targets / Timelines	Progress made during Reporting Period	Comments
<p>Delivery of pilot of DEN initiative</p>	<p>ServiceNow 39 participants</p> <p>CAPM 33 participants</p> <p>African Heritage Month</p> <p>Event 1: 112 registered and 56 attended</p> <p>Event 2: 63 registered and 39 attended</p>	<p>Much of this quarter was devoted to DEN Training Cohorts.</p> <p>ServiceNow</p> <p>Cohort #1 ServiceNow concluded in January 2022. Second ServiceNow Cohort started early February with 21 participants. All ServiceNow participants were prepared for certification examination post training. By March 31, 2022, some attempted the exam without success and are being helped for reseat. Most exams are planned for April 2022. In preparation for successful completion, list of organization in the ServiceNow space was made and effort to connect started. Once we have success candidates, Meet & Greet will be arranged for employers to meet with the candidates. Between the two cohorts, there are 39 candidates. There are 88 people on the waiting list.</p> <p>CAPM</p> <p>The second cohort of CAPM started late February overlapping the first cohort. Certification examination is planned for both cohorts after the March 31, 2022. There are 33 participants in both cohorts. There are 10 people on the waiting list.</p> <p>African Heritage Month</p> <p>DEN did an outreach into the business community with 2 events to discuss DEI issues, targeting organizational officers looking to launch or fine-tun DEI projects but do not know how to start or even how to describe the goals they hope to achieve. 63</p> <p>The session on February 14, 2022, The Future of Diversity, Equity and Inclusion: Building a Meaningful Approach that’s Actionable and Sustainable was an interactive panel discussion with some DEI experts as they explain how they have been moving past the rhetoric of “Best Practices” to build Meaningful DEI approaches that are both Actionable and Sustainable. There were four panelists;</p> <p>Dr Leeno Karumanchery</p> <p>Dr Lisa Toppin – Global Head of D+I, Illumina</p> <p>Eldridge Sneed-Alexander – Cultural Transformation Leader DEI (JEDI) Strategist, Guardian Life Insurance of America</p> <p>Lisa Moore – Head of JEDI, Inclusive Cultural Transformation - Guardian Life Insurance of America.</p> <p>Registered: 112</p> <p>Attended: 56</p>

Continued		<p>The second session, A New Approach to DEI: How Science, Data and Rigor can make Inclusion and Equity a Reality in Organizational Life was on February 23, 2022. The key objectives of this keynote were to increase participant understanding of the science underpinning systemic oppression as well as providing a real approach to drive DEI engagements that are purposeful, meaningful and organizationally relevant. The keynote by Dr Karumanchery explored</p> <ul style="list-style-type: none"> ● How social oppressive systems are maintained, reproduced and supported with very little conscious awareness ● How these systems flow through society and into organizational lives; and ● How organizations can leverage science, data and metrics to build high performance cultures where all people can reach their potential. <p>Registered: 63 Attended: 39</p> <p>DEN Creative Design Based on changes noticed that organizations are creating DEI roles, DEN has to change the way we can be effective and sustainable at the same time. To do this, we are working with Saint Mary's University Entrepreneurial Centre to lead DEN through a strategy process that will identify new opportunities. This started in March 7, 2022.</p>
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Part 4 – Status of agreement with recipient at end of this reporting period

The status of the agreement between the recipient and the Province, as determined by the Minister, is:

- Open - undisbursed
- Open – partially disbursed
- Open – fully disbursed

- Completed
- Cancelled / Withdrawn

Amount disbursed: \$655,778

Comments (if applicable)