



Accessibility Plan 2022



Created By: Accessibility Advisory Committee

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Introduction

In 2017, Nova Scotia passed the Accessibility Act with a goal of becoming a fully accessible Province by the year 2030. Recommendations were made by persons with disabilities, and the Act recognizes accessibility as a human right.

Accessibility Standards are being developed by the Accessibility Directorate, under the Department of Justice around the Built Environment, Education, Goods & Services, Transportation, Employment, as well as Information & Communication.

Once Accessibility Standards are developed, they will first apply to Governments, then public-sector bodies such as libraries and hospitals, and finally private businesses and organizations.

Municipalities are responsible for appointing members to the Accessibility Advisory Committee (AAC). The Municipality of the County of Inverness' AAC consists of two municipal councillors and four members of the community. The majority of the members are individuals who self-identify as having a disability.

The role of the Accessibility Advisory Committee is to create a Municipal Accessibility Plan, review and update the plan every three years or as new accessibility standards are developed. The committee will advise Council on the impact of municipal policies, programs, and services for people with disabilities, while making recommendations to improve accessibility within the municipality.

Welcome

On behalf of the Accessibility Advisory Committee (AAC), I invite you to view our first Accessibility Plan for the Municipality of the County of Inverness.

I grew up in the village of Port Hood and now sit as the Chair of the Municipal AAC. In 2017 I experienced a motor vehicle incident that left me paralyzed and without the use of my legs requiring me to be a full-time wheelchair user. I see the world much differently now and was happy to be able to share my view with others in creating this accessibility plan.

With the Province's goal of becoming fully accessible by the year 2030, I understand the work ahead of us as a County. I am very excited and ready to work together to achieve the goals in this plan.

Aaron MacDonald

*Chair, Accessibility Advisory Committee
Port Hood, Inverness County*



Our Communities

Inverness County is located on Cape Breton Island and borders the Atlantic Ocean and the Bras d'Or Lakes. The Municipality of the County of Inverness covers six municipal districts;

District 1 *Meat Cove/Pleasant Bay/Chéticamp*

District 2 *Grand Étang/Le Moine/The Margarees*

District 3 *Dunvegan/Inverness/Scotsville*

District 4 *Lake Ainslie/Whycocomagh/Orangedale*

District 5 *Mabou/Port Hood*

District 6 *Judique/Creignish/West Bay/Port Hastings*

Historically made up of farming and fishing lands, Inverness County offers a perfect balance of nature, culture, history and community, attracting many visitors to this tourist destination. Our communities offer an exceptionally high quality of life, with an inviting and family-friendly atmosphere.

Inverness County has a rich history of Acadian, Scottish, Irish and Mi'kmaq cultures with several locations and cultural centres showcasing gifted musicians, artists and artisans. Cape Breton Highlands National Park, the world-famous Cabot Trail, many sandy beaches, hiking and cycling trails as well as two world-class golf courses offer year-round outdoor adventure.



Our Vision



The Municipality of the County of Inverness envisions a County that welcomes residents and visitors to enjoy a safe, vibrant, and meaningful experience, no matter their ability. We intend this to be a place where access to any of the built and natural environments, transportation, employment, municipal programs, and services become barrier free for all persons.

The Municipality of the County of Inverness believes in inclusion and is committed to meeting the needs of its residents around accessibility. As a Municipality, we plan to identify, remove, and prevent any barriers that affect a person's full participation in our life and culture in Cape Breton/Unama'ki.

The Accessibility Advisory Committee will encourage organizations, the business community, other services and programs to become fully accessible. We want to ensure that all municipally owned and leased buildings are accessible for all users. We hope to provide education opportunities and build awareness around improving accessibility throughout the Municipality of the County of Inverness.



What We Achieved

- The Municipality of the County of Inverness purchased an accessible stair chair and secured funding for accessibility related improvements.
- The Inverness Growth Management Strategy includes plans to rebuild sidewalks and improve access.
- We held an online community engagement session and launched a survey for residents feedback on what barriers and challenges they face within the Municipality of the County of Inverness.
- The new Recreation & Community Wellness offices underwent renovations to create an accessible washroom facility according to the Canadian Standards Association (CSA-B651) for the Built Environment.
- The Accessibility Advisory Committee Chair completed the credited Rick Hansen Foundation Accessibility Certification (RHAC) training in Fall 2022.
- Full Accessibility Assessment of the Municipal Administration building in Port Hood and the Public Works building in Strathlorne was completed in March 2022.



Photo: L'Arche Cape Breton



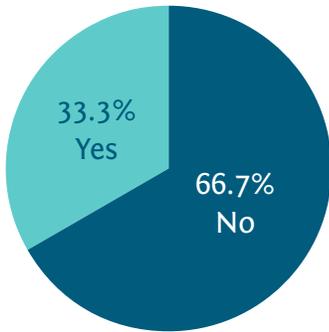
What the Words Mean

- **Accessibility Act (2017):** The provincial law enacted to achieve accessibility by preventing and removing barriers for people with disabilities. The law includes standards, compliance, and enforcement. (www.nslegislature.ca/sites/default/files/legc/statutes/accessibility.pdf)
- **Accessibility Advisory Committee (AAC):** A volunteer committee appointed by a municipality to advise the municipal council on identifying and eliminating barriers to people with disabilities in municipal programs, services, initiatives, and facilities.
- **Accessible:** A barrier-free and inclusive design of products, devices, services, or environments that can be utilized by all people, including those with disabilities.
- **Accessibility Directorate:** An office in the Department of Justice that is responsible for administering the Accessibility Act.
- **Accessible Route:** A path or way that is designed to accommodate persons with disabilities.
- **Accessibility Standards:** Set of Provincial laws that individuals, government, businesses, nonprofits, and public sector organizations must follow in order to become more accessible.
- **ADA:** Americans with Disability Act
- **Adaptable Seating:** A public seat designed to be easily used for side transfer from a wheelchair.
- **Alternative Format:** Information in various formats, such as braille, large print, electronic, or online in an accessible format.
- **Amenity:** A thing that improves a person's convenience or comfort.
- **Amenity Zone:** A specific area that is part of an accessible route that has amenities such as benches, telephones, drinking water, and more.
- **Barrier:** A condition or physical obstacle that prevents persons with disabilities from using or accessing resources or places.
- **Braille:** Reading and writing system for individuals who are visually impaired (Designed by raised dots that can be interpreted by touch).
- **Built Environment:** Human-made buildings and all other built structures: includes roads, parks, canals, bridges, solid waste sites, and others.
- **By-Law:** A law passed by the municipal Council to establish procedures and help manage actions of resident

- **CART:** Communication Access Realtime Translation is live, word transcription that is displayed on a computer or large screen.
- **Colour Contrast:** A significant difference in colour from background to the content on top (*Ex. Dark colour on a light background or light colour on a dark background*).
- **CSA:** Is the Canadian Standards Association, whose B651-18 accessibility standards will be adopted by the Province for accessibility in the built environment.
- **Curb Ramp:** A sloped transition between a vehicular path and a sidewalk.
- **Deaf-blind:** When an individual has both sight and hearing loss.
- **Disability:** The Accessibility Act defines a disability as physical, mental, intellectual, learning or sensory impairment that hinders an individual's full participation in society.
- **Equitable/Equity:** A commitment to fairness. *Equitable* access is not the same as *equal access*. *Equality* means everybody is treated the same, *equity* implies that everyone is treated fairly, based on their needs and abilities.
- **Pedestrian:** A person walking or using an assistive device outside to travel.
- **Plain Language:** Written text that is easy to read and understand that uses everyday language.
- **Request for Proposals:** Specific contracts that are made to attain goods, services or construction. Proposals are awarded to the bidder with the highest score.
- **Request for Quotes:** Used to attain goods or construction where specifications or requirements are well-defined, contract terms are clear, and bidder ranking is often based on lowest price.
- **Residents:** People who live in Inverness County.
- **RHFAC:** Rick Hansen Foundation Accessibility Certification.
- **Tactile Markings:** Graphics or wording that is somewhat raised above the surface.
- **Transfer Space:** An unobstructed space allowing the placement of a wheelchair or other mobile unit that helps a person to transfer to another fixed seating.
- **Universal Design:** The design and composition of any element of our built environment so that it can be accessed, understood and used to the greatest extent possible by all people regardless of their age, size, ability, or disability.
- **Wayfinding:** A standardized process whereby people can understand their location, their intended route, and how to get to their destination.

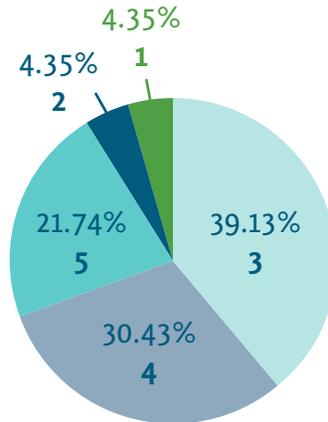
Community Findings

Are there enough accessible parking spaces in the Municipality?

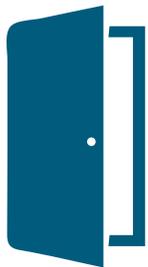
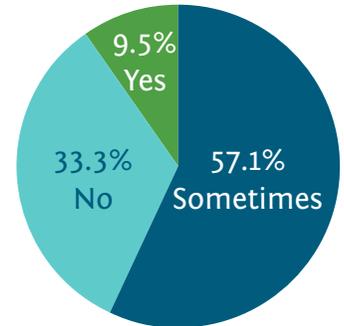


How efficiently can you access goods and services in your community?

Scale: Not at all = 1 to Very Efficiently = 5



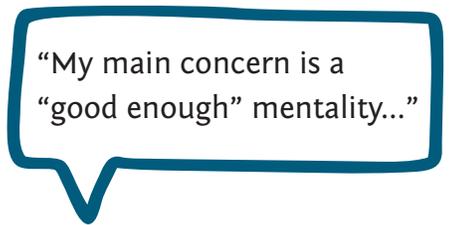
Is signage displayed properly and clearly along residential streets, in community buildings, and at outdoor parks or events throughout the Municipality?



“Many public buildings are technically accessible, in that someone using a

wheelchair can get in the door, but so often that’s where the accessibility ends...”

“Not all buildings are accessible...”



Business owners and organizations who serve the public should be educated around various disabilities and the barriers their businesses unintentionally create.

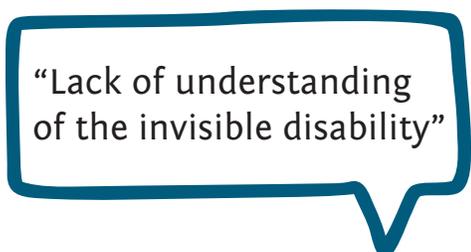


Accessible transportation is also a huge barrier.

Uneven sidewalks...
Parking lots...
Very dangerous.



There is a lack of accessible parking for expecting mothers and new mothers.



One example is when using his service dog to enter a business was told that he couldn’t take the dog into the business, even though it was wearing a service dog vest. He was told to leave & that they didn’t have time to deal with him & the dog (he didn’t have an adult with him).

Inverness county does not have a Seniors Safety Program

Our Accessibility Plan

According to Federal and Provincial Accessibility Requirements and following Nova Scotia's 'Access by Design 2030' timeline, (www.novascotia.ca/accessibility/access-by-design/) the Municipality of the County of Inverness as a prescribed public sector body must aim to meet the following goals included in the plan.



1. Awareness & Capacity Building

Our Goal:

Bringing awareness and understanding around disability and accessibility to communities is an important part of creating an accessible municipality.

Current Situation:

Some people are familiar with organizations such as L'Arche Cape Breton, Mill Road Social Enterprises, Mawita'mk, and other Small Option Group Homes throughout Inverness County. These organizations are examples of leaders for their advocacy work towards inclusion and diversity.



Photo: L'Arche Cape Breton

Our Commitment:

- Host various information sessions, lunch to learn opportunities, and workshops to municipal staff, local businesses, and organizations on accessibility and disability related topics.
- Develop an accessibility awareness campaign to be posted on the municipal website.
- Encourage ongoing learning and training opportunities for municipal staff and accessibility advisory committee members.
- Offer information sessions around the use of service animals and how we can better accommodate them.
- Partner with local schools and provide awareness sessions or activities around accessibility related topics.
- Host annual accessibility awareness events that allow councillors, staff, and residents to participate in when Covid-19 restrictions allow.

2. Built Environment

Our Goal:

Municipally owned and leased buildings, sidewalks, streets, and public spaces will provide a safe, inclusive, and accessible environment for all persons.

Current Situation:

The Municipality of the County of Inverness currently owns:

The Port Hood Administrative Building
(375 Main Street, Port Hood)

Strathlorne Recycling Facility
(15109 Route 19, Strathlorne)

Kenloch Transfer Station
(420 West Lake Ainslie Rd)

The Port Hood Resource Centre
(214 Main Street, Port Hood)

NS Community Services Building
(86 High Road, Port Hood)

Various sidewalks and few roads

Our Commitment:

- Create an accessible map of the Municipal Administration building, that includes accessible routes, locations of elevators, washrooms, and other accessibility related features.
- Ensure that all new municipally owned buildings constructed meet the Rick Hansen Foundation (RHF) Accessibility Certified level and advocate for RHF Accessibility Certified Gold.
- Ensure all renovations to municipally owned buildings are completed according to the Canadian Standards Association (CSA) B651-18, Accessible Design for the Built Environment.
- Advocate for curb cut and sidewalk repairs to be done to the standard outlined in Canadian Standards Association (CSA) B651-18, Accessible Design for the Built Environment.
- Encourage outdoor park and trails development associations to meet the standards outlined in Canadian Standards Association (CSA) B651-18, Accessible Design for the Built Environment.
- Advocate to increase the amount of accessible parking spaces in populated areas of community centres, hospitals, and schools.

- Advocate for expectant mothers and mothers with young children to have designated parking areas in populated areas of community centres, hospitals, grocery stores, and schools.
- Advocate to the Province for accessible crosswalks and curb cuts where applicable in pedestrian populated areas near parks, playgrounds, and schools.
- Continue to prioritize snow and ice removal from municipal sidewalks and designated public bus stops.
- Encourage recreation facilities and accessible beaches to have accessible change rooms that meet the Canadian Standards Association (CSA) B651-18, Accessible Design for the Built Environment.
- Work with the municipality's building inspector to provide training and familiarization around the Rick Hansen Foundation Accessibility Certification training, before the Built Environment Standards are implemented.
- All municipal Request for Proposal's (RFPs) and Request for Quote's (RFQs) must include the Interim Guidelines for Outdoor and Indoor Accessible Spaces provided by the Accessibility Directorate, until the Built Environment Standards are completed.
- Encourage all municipally funded initiatives and projects to be looked at through an accessibility lens and offer an opportunity for the Accessibility Advisory Committee to provide recommendations on projects if the group is interested.

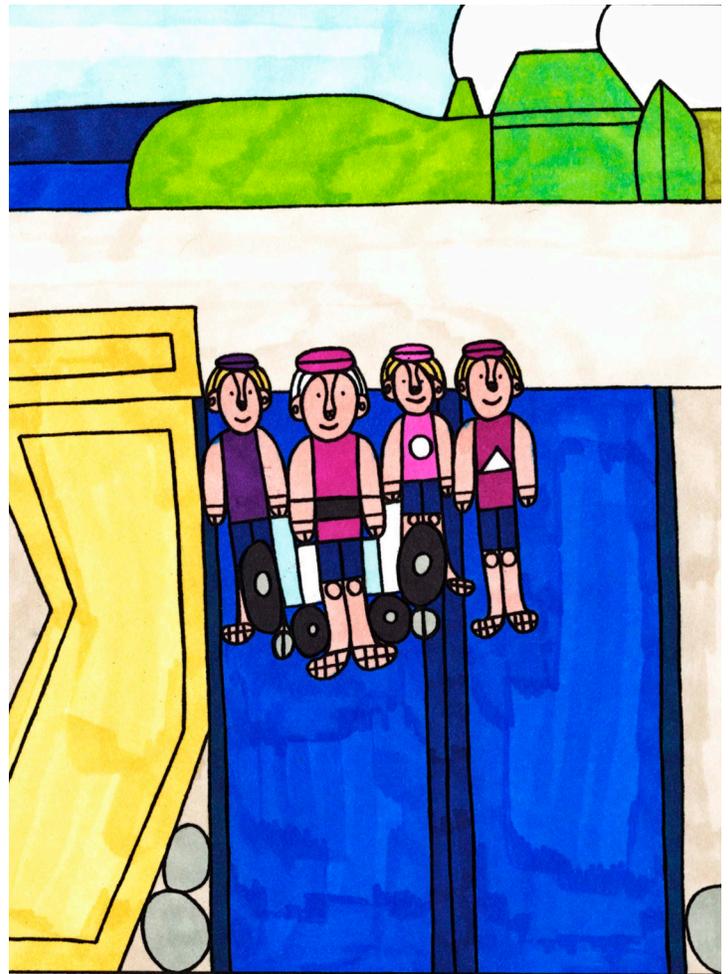


Photo: L'Arche Cape Breton

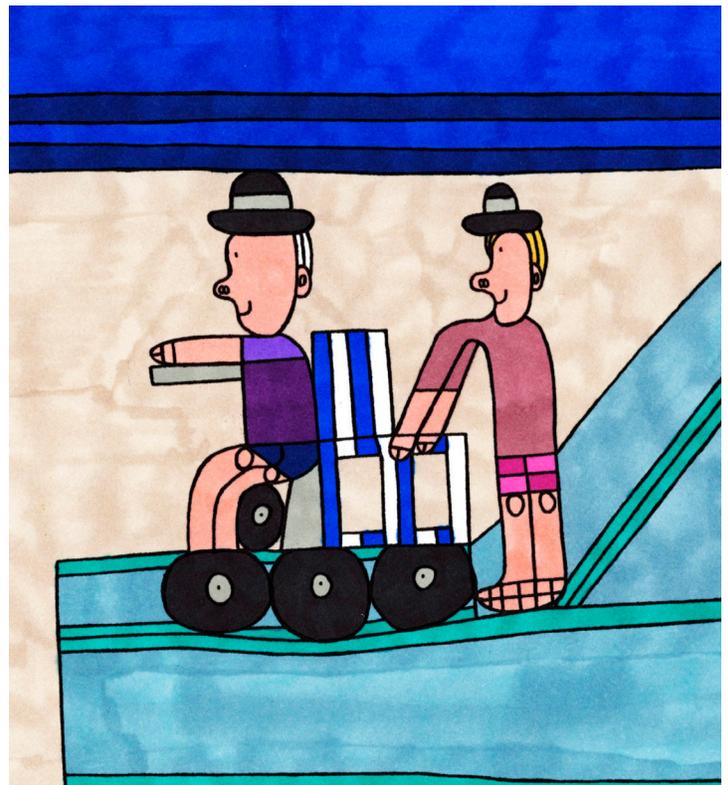


Photo: L'Arche Cape Breton

3. Goods & Services

Our Goal:

The Municipality of the County of Inverness provides equitable access to municipal goods and services.

Current Situation:

The Municipality of the County of Inverness manages and oversees multiple services offered under the various departments including; water and waste management, recreation, tourism, tax and finance, infrastructure, and emergency services.

Our Commitment:

- Enhance services and events provided by the municipality and its service contractors by making them more accessible to persons with disabilities by accommodating service animals and personal support people.
- Partner with the local business community and other stakeholders within the Municipality of the County of Inverness on initiatives to improve public access.
- Create and implement an Inclusive Customer Service Policy.
- All public service counters will have a dropped area with knee clearance, according to CSA-B651 Accessibility Standards for the Built Environment.
- Work with the recreation department to provide adaptable programs and rental equipment for all people no matter their age or ability, and promote these additions annually.
- Assist the recreation department to develop a Sensory Loan Program.
- Offer Accessible Customer Service training to frontline staff who serve the public directly within the Municipality of the County of Inverness.
- Establish an accommodation fund to be used for accessibility related accommodations (*ASL, CART, Assistive devices, alternative text*).
- Ensure all new goods and services offered through the municipality are developed through an “accessibility lens” to make sure they are inclusive to all persons. This can be ensured by having members of the AAC review the work.
- Provide information to the public and advocate for adaptive equipment such as; mobi mats at the beach.

4. Transportation

Our Goal:

Active transportation such as pedestrian routes throughout communities, as well as motorized means of public transportation must be accessible and inclusive to all persons no matter their age or ability.

Current Situation:

Two public transportation companies serve the communities within the Municipality of the County of Inverness; Strait Area Transit and La Coopérative de Transport de Chéticamp. Inverness County residents have access to walking, hiking, biking, and motorized trails, as well as many sidewalks and walking loops that allow for active transportation.

Our Commitment:

- Ensure that all persons have equitable access to publicly funded or regulated transportation services.
- Help advocate for accessibility related improvements for public transit companies.
- When undergoing construction, advocate for all designated transit stops to be designed to meet or exceed Canadian Standards Association (CSA) Standard B651-18, Accessible Design for the Built Environment.
- Ensure that no resident is denied transit or taxi service because of a disability.
- Ensure that no resident is charged an additional fee for transit or taxi service because of a disability (Ex. no one is charged a fee to store their mobility aids or assistive devices).
- Invite public transport operators and drivers to participate in any accessibility related training opportunities.
- Explore having an *Accessibility Advisory Committee* representative on the local transit authority board or on an Active Transportation committee.
- Encourage recreational services, programs, and businesses to offer alternative accommodations for individuals with mobility disabilities. (Ex. Accessible golf carts, adaptive hiking equipment, hand-cycles, etc.)
- Encourage all newly developed walking and biking paths to be developed using the Canadian Standards Association (CSA) Standard B651-18, Accessible Design for the Built Environment.

5. Employment

Our Goal:

The Municipality of the County of Inverness commits to providing equitable and fair employment opportunities. We aim to create more accessible employment practices and workplaces for new and existing employees of all abilities.

Current Situation:

The Municipality of the County of Inverness has six members of Council and employs 75 staff members. Each new hire is onboarded by their management and human resources team and they review policies, manuals, complete any training that may be required, fill-out payroll forms, and receive assistive devices that enable them to succeed at their job (Ex. Phone, Laptop, or Vehicle).

Our Commitment:

- Offer accommodations to employees of all ages and abilities, if needed. This includes providing assistive devices that accommodate a disability (Ex. Screen readers for visually impaired, or speech recognition software).
- Adopt accessibility and inclusion related training into the new employee's training manual.
- All existing staff receive education based training on accessibility, inclusion, and diversity.
- Municipal staff are provided with business cards that include Braille.
- Implement a "No Scent" policy within the municipality that involves using scent-free products in the workplace.
- Continue to share ongoing accessibility related training opportunities with staff.
- Ensure Human Resource Generalist or a member of the management team are available to review policies, manuals, and benefit plans with new and existing staff if requested.

6. Information & Communication

Our Goal:

Information and communication will be easily accessed for all persons within the Municipality of the County of Inverness in a format that is best suitable for the individual.

Current Situation:

Key information and communication is made public on the municipal website, social media, printed in local newspapers, and broadcasted over local radio.

Municipal staff support individuals in accessing information over the phone.

Our Commitment:

- Online communication will be provided in accessible formats and will support the use of assistive technology on any electronic devices, including; computer, tablet, and smartphones.
- Communication posted on social media and the municipal website will include *alternative text (ALT)* for image descriptions.
- Developed municipal video content and online public meetings will include closed captioning options.
- Sign language translation or Communication Access Realtime Translation (CART), will be made available to residents who request this in advance for special events or meetings.
- Municipal advertisements, surveys, and other public content should be designed using an accessibility lens and written in plain language.
- Printed documents or brochures are provided to individuals in an accessible format such as; braille or large print, upon request.
- The accessibility plan must be made into an accessible format upon request. Accessible formats must be provided in a timely manner and without extra cost to the individual making the request.
- Evacuation plans in municipally owned buildings are displayed at an accessible height and in size 14 font, according to Canadian Standards Association (CSA) B651-18 Accessible Design for the Built Environment.
- All signage in municipally owned buildings should comply with Canadian Standards Association (CSA) Standard B651-18, Accessible Design for the Built Environment.

- Ensure emergency-management and building evacuation plans are reviewed under the lens of accessibility.
- Implement personal emergency evacuation plans for municipal staff and elected officials with disabilities.
- Create and implement public awareness sessions, both online and in-person. Ensure they are developed through an accessibility lens and are presented widely and in smaller focus groups.
- Adopt accessibility and inclusion related training into the new employee's training manual.

Top Priorities

- Municipal website to become fully accessible and compliant with other Canadian accessibility laws such as; AODA, which are based on the Web Content Accessibility Guidelines.
- Communication posted on social media and the municipal website will include alternative text (ALT) for image descriptions.
- Host annual accessibility awareness events that allow councillors, staff, and residents to participate in when Covid restrictions allow.
- Have municipal management staff complete the online NS Human Rights Commission course on *Working with Abilities*.
- All municipal events and meetings hosted online or in-person follow Provincial accessible event planning guidelines, under the Accessibility Directorate.
- Extend educational opportunities to the local business community on how to become more accessible to customers.
- All municipal RFPs & RFQ's include the Interim Guidelines for Outdoor and Indoor Accessible Spaces, until the Built Environments Standards are completed.
- Encourage all municipally funded initiatives and projects to consider accessibility and offer the Accessibility Advisory Committee an opportunity to provide feedback if the project group is interested.



Responsibilities

The Municipality of the County of Inverness' Council is responsible for adopting and overseeing the Municipality's Accessibility Plan.

The Chief Administration Officer is responsible for implementing the plan and overseeing the work of the Accessibility Coordinator and the Accessibility Advisory Committee.

The Accessibility Coordinator is responsible for receiving and responding to public concerns, feedback, and suggestions, while bringing these forward to the Accessibility Advisory Committee.

The Accessibility Advisory Committee is responsible for providing advice, solutions, and recommendations to Council, while guiding the Accessibility Coordinator in creating the Municipal Accessibility Plan.

Responding to Public Feedback:

Anyone can lodge a complaint, ask a question, or give feedback about accessibility in the Municipality of the County of Inverness. Inquiries should be directed to the Chief Administrative Officer and the Accessibility Coordinator, and a response will be given within a reasonable amount of time.

The Accessibility Coordinator will keep a record of all complaints, questions, and feedback given and provide an update to the Accessibility Advisory Committee during monthly meetings. These updates will be reviewed by the Accessibility Advisory Committee and may impact future revisions to the Accessibility Plan.

Anyone can ask a question, submit a complaint or offer suggestions to the Accessibility Coordinator who will consult with the responsible staff and respond within a reasonable time. Appeals can be made to the Accessibility Advisory Committee first and to Council second if any response, or lack thereof, is unsatisfactory.



Implementation, Monitoring & Evaluating the Plan

The Accessibility Advisory Committee will be responsible for providing Council with an Accessibility Report Card by March 31st of each year. This report card will track and report on the progress made towards the goals set out in this plan, while making recommendations to improve this plan. The Accessibility Report Cards will be made public and posted to our municipal website: www.invernesscounty.ca

The Accessibility Advisory Committee will review new directives, guidelines, and updates from the Accessibility Directorate serving under the Department of Justice, as Accessibility Standards are developed and implemented, while updating the Accessibility Plan, as needed.

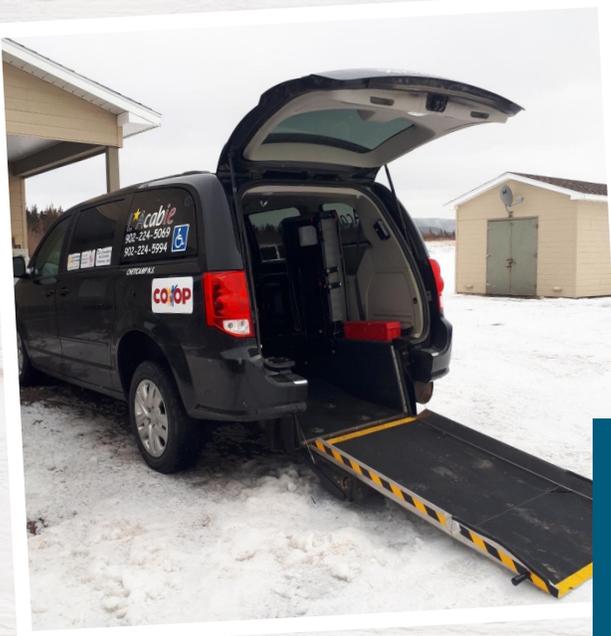
Timeline of the Plan

All items listed under the “Top Priorities” section shall be completed one year from October 2022. Other commitments will be implemented overtime to be achieved by 2030 or as new Accessibility Standards come into effect.



Community Highlights

The Inverness Development Association in partnership with the Inverness County Accessibility Committee made Inverness Beach the most accessible beach in Atlantic Canada.



La Coopérative de Transport de Chéticamp, better known as L'Acabie, is a community based, charitable, transportation organization offering accessible and affordable transportation to its residents.



The accessible fishing dock at the Provincial Park in Lake O'Law provides persons with mobility disabilities access to the fishing platforms, picnic area, parking, and accessible washrooms.

Photo: Pat Wall

Helpful Resources:

Funding & Grants:

Nova Scotia Business ACCESS-Ability Grant Program - Businesses can apply for a cost-shared grant to make accessibility-related improvements.

<https://cch.novascotia.ca/business-access-ability-grant-program>

Nova Scotia Community ACCESS-Ability Program - Can be used by Registered non-profit society/cooperative in good standing, Federally incorporated non-profit organization, Nova Scotian Mi'kmaw Councils, and Municipalities for accessibility focused initiatives and improvements.

<https://cch.novascotia.ca/investing-our-future/community-funding-and-awards/community-access-ability-program>

Information:

CSA B651-18 - Accessible Design for the Built Environment:

www.csagroup.org/wp-content/uploads/B651-18_EN_Errata_.pdf

Nova Scotia Accessibility Directorate -

“The Government of Nova Scotia’s Accessibility Directorate is responsible for administering the Accessibility Act and advancing disability issues within government.”

[Accessibility Directorate - Government of Nova Scotia, Canada](http://www.novascotia.ca/accessibility/)

Rick Hansen Foundation

www.rickhansen.com

Inverness Literary Council - “The Adult Learning Program (ALP) is an outcomes-based education program for adults in Nova Scotia...training (including post-secondary education), and high school completion or equivalency...

Free Instruction for adults; Computer instruction/essential skills training; Prepare to write your GED.”

www.invernesslit.com

ReachAbility Association - ReachAbility provides supportive and accessible programs for individuals facing barriers and advocates for a more equitable and inclusive workforce.

www.reachability.org

Appendices

Committee Members:

Aaron MacDonald, *Chair*, Three Year Term

Damien Cheaveau, *Member*, Two Year Term

Matthew Rankin, *Member*, Three Year Term

Mary Anderson, *Member*, Three Year Term

Bonny MacIsaac, *Warden*, Two Year Term

Blair Phillips, *Councillor*, Two Year Term

Ex-Officio Members:

Tom Livingston, *Chair*, Two Year Term

Staff Members:

Keith MacDonald, *Chief Administration Officer*

Charlotte MacDonald, *Manager of Recreation
& Community Wellness*

Maggie MacDonald,
Accessibility & Seniors' Safety Coordinator

Phone: (902)258-7960

E-mail: maggie.macdonald@invernesscounty.ca

Special Acknowledgement



We would like to acknowledge Warden Laurie Cranton, who passed away during the development of this plan. Warden Cranton served as a municipal elected official on this committee, as well as the Provincial Accessibility Advisory Board, and other accessibility committees in the County.

Warden Cranton was an inspirational leader, passionate accessibility advocate, and a kind friend and colleague to all. To the accessibility advisory committee, Warden Cranton brought a wealth of knowledge, new ideas, and a strong understanding of what it takes to move accessibility forward in our communities.

We feel privileged to be able to share Warden Cranton's ideas and goals in this accessibility plan and look forward to implementing them and creating a more inclusive Inverness County that Warden Cranton envisioned.

Indigenous Land Acknowledgement

We would like to acknowledge that Inverness County is located on the ancestral and unceded territory of the Mi'kmaq people in Unama'ki. Unama'ki is the Mi'kmaw word for Cape Breton Island, which also means "Land of Fog". This territory is protected by the Treaties of Peace and Friendship, signed in 1752 between the Mi'kmaq, Maliseet, Passamaquoddy and the British Crown.

We recognize the harmful impacts of colonization on Indigenous Peoples and commit to working in partnership with Mi'kmaw communities in the spirit and practice of reconciliation. This means we aim to continue to educate ourselves, build partnerships, and create a more inclusive and understanding place.