



- Striving to Build African Nova Scotian Health Professionals for the Future** - Many African Nova Scotian youth are now more aware of the variety of health professions as a result of attending one of two events organized by Capital Health staff and two Community Health Boards (Halifax and Southeastern). More than 150 students in grades nine to 12 heard from African Nova Scotian health professionals currently working at Capital Health, the IWK Health Centre and other community organizations as they shared their passion and experience. Bruce English, Capital Health's director of People Services, and Arlene MacAskill, Strategic Recruitment Consultant at the IWK, also shared information about working in the health system. In a quick survey taken at the end of both events, of the participants who responded, 61 per cent said yes, they would consider a career in health as a result of the events, and 34 per cent said maybe. Funding and support came from many organizations, including the African Canadian Services Division of the Nova Scotia Department of Education, African Nova Scotian Affairs, Black Educators Association, Schools Plus, Health Association of African Canadians, and Dalhousie University's Global Health Office.


- A new Community Health and Wellness centre opened in East Preston** this fall. Residents of East Preston, North Preston, Cherry Brook and Lake Loon can now access programs and services at the new location (1900 Highway 7, Suite 201, East Preston) or at the North Preston location (44 Simmonds Road, North Preston). There will continue to be ongoing community engagement to identify the health needs of the communities to inform program and service delivery.
- Awareness and uptake of interpretation increasing** – Interpretation Services held 20 information sessions with live demonstrations of the Language Line telephone interpretation service this year, contributing to greater understanding of the service. We are working to reach as many departments as possible and will continue to hold information sessions. We are also focused on translating patient information pamphlets. In 2013, we translated 30 patient pamphlets into French and Arabic.
- [PrideHealth Directory of Health and Wellness Providers](#)** - This directory features listings of health and wellness programs and services as well as individual service providers that have committed to providing competent and welcoming care for gay, lesbian, bisexual, transgender, intersex and queer (GLBTIQ) people. It is designed to facilitate and improve access to health and wellness services in Nova Scotia by providing a central source of information.
- What you don't know can hurt me: The faces of gender** - PrideHealth has created a [video](#) for health care providers featuring trans\* people talking about their lives to help increase knowledge and understanding of gender identity and the realities of living with gender dysphoria. This video offers a window into the experiences of a diverse group of trans\* people. They invite us consider the

assumptions and beliefs we may hold about gender identity and the barriers this can create for accessing health care. You can find the video on [YouTube](#).

*Trans\* is an umbrella term that refers to identities within the gender identity spectrum.*

- **Capital Health’s tobacco reduction policy now includes an exception for Aboriginal smudging** for healing purposes. Smudging is done indoors at the Halifax Infirmary site of the QEII with special preparations and support from Spiritual Care staff. At other hospitals, smudging is done outdoors due to limitations of air circulation. Stipulating this standard in policy is a step forward in creating inclusive health care.
- **Changes to application processes support diversity** – Applicants for Capital Health jobs can now self-identify in our e-recruit system if they are a member of one of the following four priority groups: Aboriginal, African Nova Scotian, recent immigrants/refugees or people with disabilities. This change is in alignment with our employment equity plan, which focuses on removing barriers to employment for diverse communities.

In addition, competency in languages other than English will now be identified as “an asset” and included in job postings.

- **A community health co-ordinator has been assigned to work part-time with four communities:** African Nova Scotians, Aboriginal, people with disabilities, and recent immigrants/refugees. This work is part of Capital Health’s citizen engagement strategy.
- **Capital Health’s second annual diversity calendar** has just been released. If you haven’t yet received a copy and would like to order one, please contact Anne Feltham at [anne.feltham@cdha.nshealth.ca](mailto:anne.feltham@cdha.nshealth.ca) or 473-3865.