

Embodying the Nguzo Saba

The Nguzo Saba, a set of seven principles rooted in African heritage, serves as the compass guiding the impactful work of African Nova Scotian Student Support Workers (ANSSSWs). These dedicated professionals weave these principles into the fabric of their daily interactions, creating a nurturing environment where student well-being and success flourish.



Umoja (Unity)

- **Creating Safe and Welcoming Spaces:** ANSSSWs foster unity among students by creating safe and welcoming environments that promote participation and engagement, encouraging collaboration to solve problems and achieve goals together, thus building a sense of togetherness and belonging within the school community.
- **Inclusiveness:** Inclusiveness is a key aspect of unity and by promoting inclusiveness, ANSSSW's work to create a cohesive and supportive environment for all students of African ancestry where their contributions are recognized and appreciated. ANSSSWs ensure that support services are accessible and tailored to meet the diverse needs of students, promoting equity in educational opportunities.



Kujichagulia (Self-determination)

- **Empowering Individuals:** ANSSSWs encourage self-confidence, self-esteem, and self-determination in students. By promoting continuous learning and growth within the school and community, they cultivate a culture where students feel empowered to take charge of their own success.



Ujima (Collective Work and Responsibility)

- **Collaboration:** ANSSSWs recognize their responsibility to support students and actively promote collaboration among students. By encouraging teamwork, problem-solving skills, and effective communication, they create an environment where students work together for common goals. Whether it's group projects, study sessions, or community initiatives, ANSSSWs emphasize that collective effort leads to success.



Ujamaa (Cooperative Economics)

- **Building and Maintaining Relationships:** ANSSSWs cultivate connections with community, collaborating with Black community members and organizations to gather resources, share knowledge, and create an environment where students thrive academically and personally.



Nia (Purpose)

- **Community Empowerment:** ANSSSWs stay informed about educational issues specific to students of African ancestry and use this knowledge to develop purpose-driven educational strategies and programs that empower students and promote their academic success.



Kuumba (Creativity)

- **Innovative Solutions:** ANSSSWs approach challenges with creativity. They apply problem-solving skills to find innovative solutions tailored to the unique needs of the students they support. Whether it's finding new ways to engage students, addressing academic challenges, or enhancing well-being, ANSSSWs infuse their work with creativity.
- **Continuous Improvement:** Creativity isn't a one-time act—it's a commitment to ongoing improvement. ANSSSWs foster innovation by constantly refining their support services. They seek feedback, explore fresh approaches, and adapt to changing circumstances. In doing so, they contribute to leaving the community more beautiful and beneficial than they inherited it.



Imani (Faith)

- **Ethical Leadership:** ANSSSWs lead by example, demonstrating integrity and accountability. Their actions inspire faith and trust among students and colleagues. They create a foundation of trust and mutual rapport that supports student well-being and success.

Together, these principles form the heartbeat of African Nova Scotian Student Support Workers' commitment to student excellence.

References

Lateef, Husain, and Elizabeth K. Anthony. 2018. "Frameworks for African-centered youth development: A critical comparison of the Nguzo Saba and the five Cs." *Journal of Ethnic & Cultural Diversity in Social Work*, 29(4): 270–285. <https://doi.org/10.1080/15313204.2018.1449690>.

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