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| <p>MANDATE:</p> | <p>The Anti-Racism Action Committee will advise Council on the development and lead the implementation of a community-based anti-racism strategy. The Committee will identify systemic barriers to accessing City of Calgary programs and services and recommend actions to address, and identify opportunities to work with community partners and organizations on actions to address structural racism on a community-wide level.</p> <p>The Anti-Racism Action Committee will be responsible for:</p> <ol style="list-style-type: none"> 1. Advising on the development and leading the implementation of a community-based anti-racism strategy; 2. Identifying systemic barriers to accessing City of Calgary programs and services; 3. Identifying language barriers in accessing information regarding City of Calgary programs and services; 4. Identifying opportunities to work with community partners and organizations on actions to address structural racism on a community-wide level; 5. Engaging with community stakeholders (including other Council Advisory Committees) on systemic racism and consulting on actions that could be undertaken; 6. Reporting back to Council through regular updates to the Standing Policy Committee on Community and Protective Services, including upon completion of significant milestones, such as Community Consultation; Strategy Development; and Implementation Plan. |
| <p>COMPOSITION:</p> | <p>11 Calgarians with expertise in challenging structural racism and/or community organizing</p> <p>Up to 2 Members of The City of Calgary Administrative Leadership Team (non-voting)</p> |
| | <p>Ideal candidates will:</p> <ul style="list-style-type: none"> • Leverage lived experience of racism and/or professional / academic / cultural expertise in anti-racism work; • Demonstrate the ability to develop and maintain strong collaborative relationships; • Understand the range of human and civil rights issues and the historical origins of systemic racism; • Be open to supporting people and communities towards meaningful, positive change; • Preferably have personal and/or professional community connections that can inform the Committee's work; and • Preferably be experienced in supporting or leading anti-racism initiatives. |
| <p>TERM:</p> | <p>Committee members are appointed for a two (2) year term or until the adoption of the Anti-Racism Strategy by Council.</p> |
| <p>TERM EXPIRY MONTH:</p> | <p>October</p> |
| <p>MEETINGS:</p> | <p>To be announced</p> |
| <p>QUORUM:</p> | <p>Greater than 50 per cent of voting members.</p> |



Anti-Racism Action Committee

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| RESOURCE STAFF: | Dubetz, Jeannie (403-268-4658) Squair, Leanne (403-268-1352) |
| ADMINISTRATIVE CONTACT: | {Vacant} |
| REPORTS TO: | Council through the Standing Policy Committee on Community and Protective Services |

| <i>Member</i> | <i>Role</i> | <i>Appointed on</i> | <i>Expiry Year</i> |
|---------------------|----------------------------------|---------------------|--------------------|
| Nellie Alcaraz | Public Member | 2020 | 2022 |
| Sonia Aujla-Bhullar | Public Member (Co-Chair) | 2020 | 2022 |
| Francis Boakye | Public Member | 2020 | 2022 |
| Eileen Clearsky | Public Member | 2020 | 2022 |
| Nyall DaBreo | Public Member (Co-Chair) | 2020 | 2022 |
| Sajjad Fazel | Public Member | 2020 | 2022 |
| Christine Giancarlo | Public Member | 2020 | 2022 |
| Kari Giddings | Public Member | 2020 | 2022 |
| Lisa Libin | Public Member | 2020 | 2022 |
| Rishi Nagar | Public Member | 2020 | 2022 |
| Anne-Marie Pham | Public Member | 2020 | 2022 |
| Jan Bradley | City Administration (non-voting) | 2020 | 2022 |
| Stuart Dalgleish | City Administration (non-voting) | 2020 | 2022 |

Authority

| | <i>Description</i> | <i>Decision</i> |
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| 1. | 2020 June 15, C2020-0715 | Council directed the establishment of an Anti-Racism Action Committee to be appointed at its Organizational Meeting in 2020 October. |

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| 2. | 2020 July 20, C2020-0776 | (1) Approve the Anti-Racism Action Committee Terms of Reference as amended; and (2) Direct the Anti-Racism Action Committee to provide a progress update to the Standing Policy Committee on Community and Protective Services no later than Q2 2021. |
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