

CALGARY POLICE SERVICE | ANTI-RACISM ACTION COMMITTEE



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ANTI-RACISM ACTION COMMITTEE (ARAC) MARCH 10, 2021 MINUTES

Elder Blessing & Prayer:

Chief Yellow Old Woman attended the meeting to give a blessing and prayer. After the blessing A/Insp. Martin did the land acknowledgement.

CPS ANTI-RACISM OVERVIEW & WELCOME

Katy Doucette and A/Insp. Martin introduced themselves and welcomed everyone to the meeting. They also acknowledged the other members from the Calgary Police Service (CPS) Who will be involved with the Committee.

Katy shared a PowerPoint presentation on the Overview of ARAC. Katy explained CPS core values. These core values will be part of this Committee's work and conversation going forward. There are already strong partnerships in place at CPS. ARAC is to ensure the work underway is what we want to achieve.

A/Insp. Martin explained how ARAC members were chosen and spoke about the criteria and weighted criteria which were used for the selection process.

The key component of the Anti-Racism Strategy is engagement. What does that look like within the CPS? In addition to our external members we will also have an internal committee. This committee will be comprised of both sworn and civilian CPS members.

Recommendations made by ARAC will be reviewed by our Advisory Boards along with Project Managers. These recommendations will be amended by A/Insp. Martin and Katy and brought back to the Committee for a vote and then will be taken to ELT. Meeting minutes and a "What We Heard" report will be reviewed by the Co-Chairs. Once these have been approved, they will be posted publicly.

At this time, A/Insp. Martin introduced Anne Sureshkumar, a Trauma Specialist on contract from the Calgary Counselling Centre. Anne will be attending all ARAC meetings.

CHIEF MARK NEUFELD – WELCOME

Chief Mark Neufeld welcomed everyone and thanked them for being a part of our Committee.

CPS EXECUTIVE LEADERSHIP TEAM (ELT)

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Deputy Chief Paul Cook, Deputy Chief Raj Gill and Deputy Chief Chad Tawfik all introduced themselves to the Committee and thanked them for their participation.

ARAC MEMBERSHIP INTRODUCTIONS

All the ARAC members introduced themselves and told their stories. After they were finished, Deputy Chief Katie McLellan spoke and thanked them for sharing their stories and being part of ARAC.

OVERVIEW ON CPS FUNDING – Supt. Asif Rashid & Insp Bev Voros

Supt. Rashid and Insp. Voros gave the Committee an overview on Community Safety Investment Framework (CSIF) and CPS Reallocation. They gave a brief explanation on CSIF and how the \$10 million will be spent. They explained that they will be looking proposals for funding both internally and externally. Currently there are 40 to 50 proposals with CPS and their partners. A team was put together to inventory these proposals. CPS Diversity Advisory Boards created action plans for proposals they submitted. The next step will be a call for external proposals. Insp. Voros asked if anyone on the Committee had any ideas for proposals to email Katy Doucette. Communication will come out from our City partners for calls for external proposals.

Insp. Voros spoke about the Diversity Advisory Boards. The Advisory Boards communicate back to the community on CPS progress. Recently a Super Board was created which is made up of all the Chairs from the Diversity Advisory Boards. A question was asked if we have any documentation of the results that have come from the boards? Insp. Voros said that there is and explained that action items have come from each of our advisory boards.

Supt. Rashid told the Committee that a new Youth Advisory Board is being set up. This board will consist 11-13 young people. Approximately eighty young people have applied.

Supt. Rashid told the Committee that based on feedback from members, there is now a revised Confidentiality Agreement. This will be sent to ARAC and will also be sent to the Advisory Boards.

BEST PRACTICES ON PERSONAL SAFETY

Darren Balsom from the CPS Behavioral Unit gave a presentation to the Committee on the best practices and personal safety. Committee members could be contacted by members of the public regarding their role on the Committee.

It is important that the Committee is safe and feels safe. If anyone has any concerns, please contact A/Insp Martin or Katy.

WRAP UP

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The meeting will be working meeting. A request will be put out for agenda items and once the agenda is confirmed materials will be sent out prior to the meeting.

At the start of the next meeting there will be a selection for two co-chairs. This process will most likely to be self-nomination as most of the Committee members are not familiar with one another. A vote will be taken to select the co-chairs. Once co-chairs are identified they will be approving minutes and will have a lot of say over the agenda items. There will be a bit more work for the co-chairs.

Katy will be sending out the draft Terms of Reference (TOR). There will be a fair amount of time spent on the TOR. The Committee will also be sent the Project Charter. if you have proposals Katy will be sending out a reminder. The revised confidentiality agreement will also be sent out.

Deputy McLellan had a brief Q & A with the group.

The question was asked about the presentations. Are they able to be shared with the committee? DC McLellan said if the documents remain within the committee then the presentations may be shared.

A question was asked about the Superboard. It was just created in the fall and it is the Chairs of all the Advisory Boards. On a quarterly basis the Superboards are brought together. DC McLellan would like to introduce the ARAC committee to the Superboard.

A question was asked if there will be alignment with the City of Calgary AR committee. DC McLellan informed the group that yes there would be alignment between the two committees.

A/Insp. Martin asked if 3:00 p.m. is good with everyone. We can adapt or change accordingly. There was a concern expressed with the amount of work to be done and only meeting once a month. Katy explained that this will be brought up in the terms of reference.

Meeting adjourned at 6:00 p.m.