



Anti-Racism Action Committee Meeting

What We Heard Report

March 2021

Project overview

To fulfill the Calgary Police Service (CPS) Anti-Racism Action Committee (ARAC) mandate to re-imagine policing in Calgary through the co-development and delivery of a Calgary Police Service Anti-Racism Strategy with our communities and members, ARAC is doing extensive engagement with the community and CPS members to identify strategic goals and outcomes.

The ARAC project team has invited CPS Internal and External Anti-Racism Action Committee members to participate in conversations that will add value and influence decisions made during the development of this strategy.

A key deliverable at the end of each engagement meeting with the CPS ARAC Internal and External Committees will be a What We Heard Report.

Engagement overview

This report is a summary of the Calgary Police Service External Anti-Racism Action Committee meeting on March 10, 2021. This report captures what was shared during the discussions, any actions, recommendations, and next steps.

What we asked

This was the Committee's first meeting with CPS members and the ARAC leads. Members attended in person and virtually. The meeting was a blend of introductions and presentations.

Chief Constable Mark Neufeld and the Deputy Chiefs introduced themselves and welcomed the Committee members. The Executive Leadership Team (ELT) thanked the members for their participation and dedication toward a shared commitment of anti-racism, equity, inclusion, and diversity. ELT talked about the importance of this work and how the Service needs to have a deeper understanding of what is required to have a relationship with all communities. It is a time to listen, to learn, and to act.

What we heard

The 15 Committee members did a round table of introductions. Each shared their experience and motivation for being a member of the Committee. The full biographies of each of the members can be found at <https://newsroom.calgary.ca/calgary-police-service-anti-racism-action-committee-selected/>.

Some of the key themes emerging from the introductions included:

- Committee members reported excitement for the momentum for anti-racism action in Calgary, and they shared a consistent desire to translate the momentum into action.





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- Many members shared that they want the Committee's work to be action orientated, solution focused, and not just another conversation.
- Members reported being proud to be on this transformational journey.
- Participants are proud of CPS for acknowledging the issue and encouraged by the Service's commitment to learn and grow.
- Everyone shared a passion for people, working with the community, local organizations, and driving change to give a voice to those most vulnerable.
- Some members shared lived experiences as a child and expressed the importance of this work, so no child has similar experiences.
- Members talked about the need to address the roots of racism.
- Members discussed the need for action that translates into everyone feeling safe in Calgary and in the presence of police officers.
- Members talked about the need for short, medium and long-term actions.
- Members acknowledged that the work of this Committee will not fix everything, as there is multi-generational work to undo, but it is important to start the work.

Next steps

- What We Heard Report to be approved by the External Anti-Racism Action Committee members.
- Approved report will be posted on the website.





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Summary of Questions, Actions & Recommendations

Question/ Action/ Recommendation	Answer/ Action
Will there be collaboration with the City of Calgary's anti-racism work/ Committee?	Yes, we are looking for alignment to ensure we have no gaps. CPS to update the Committee with what that alignment looks like.
Concerns expressed with the amount of work to do and only meeting once a month.	Agenda item for next meeting.

