



ARAC External April 14, 2021 Minutes

The meeting started with A/Insp. Avril Martin giving the land acknowledgement. A/Insp. Martin welcomed Tara Ernst, President - Beyond the Blue who attended the meeting as a guest.

A/Insp Martin and Katy brought up the need to select co-chairs for the Committee. In the Terms of Reference there was a section on the duties of the co-chairs. The co-chairs are representatives of the Committee and speak for all members of the Committee. Co-chairs will spend a lot of time with A/Insp. Martin and Katy. The selection of the co-chairs will be like the City of Calgary process. Katy went down the list and asked each member if they were interested in putting their names forward for one of the co-chair positions. Shu, Kim, and Rishi all agreed to put their names forward. Each candidate was given the opportunity to speak for a couple of minutes on why they were interested in the position. The group was asked to email Katy with their two selections and the results would be shared at the end of the meeting.

For future meetings, the minutes approval & "What We Heard" report will be approved by the co-chairs.

A/Insp. Martin and Katy thanked everyone for providing feedback on the Terms of Reference. This will be followed up soon with the co-chair's involvement. Some of the suggestions for the Terms of Reference were that members would like to meet more often. This will be done through sub-committee work. The Committee will be asked to put up their hands for the sub-committee meetings. The first sub-committee will be on training. It will be a combination between the Internal and External ARAC groups.

As we are waiting to get the website up and running. Katy has uploaded files on an MS Teams channel. There is a tab at the top of the page where everyone can access this folder. Katy will send an email with instructions how to use the MS Teams channel.

A/Insp. Martin introduced Cst. Craig Collins who spoke about Hate Crimes and protests.

Regimental Sergeant Major Travis Juska was introduced by A/Insp. Avril Martin to talk about the Thin Blue Line.

After RSM Juska finished his presentation, a lengthy discussion took place regarding the Thin Blue Line. This conversation was ongoing for the rest of the meeting and could have gone further. At this point it was decided that another meeting should be





Anti-Racism Internal Committee Meeting

Meeting Minutes

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scheduled to finish this discussion and give everyone the opportunity to share their thoughts.

Katy announced the outcome of the co-chairs. Shu and Kim were selected.

Meeting adjourned at 6:10 p.m.

Next steps include:

Action Item	Responsible	Deadline
Meeting Minutes & What We Heard report out to all members	Linda Shorter, Tamara Assen and Katy Doucette	30 April 2021
Separate meeting with new Co-Chairs	Katy Doucette	23 April 2021

