



# Anti-Racism Internal Committee Meeting

Meeting Minutes

April 27, 2021

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This is the second meeting of the Internal committee. A/Insp. Martin gave the land acknowledgement. Today's agenda will be fast paced and dynamic. There will be break out sessions in the last half of the meeting where groups will go through a case study.

A/Insp. Martin thanked everyone for participating in the scheduled one on one meetings. These meetings have provided some thoughtful comments and some great ideas. Through these meetings, objectives (for the committee) were asked for and will be put forward. Today the Committee will be learning the four levels of racism.

Some deliverables were around defining definitions and terms. A/Insp. Martin is part of the AACP AR Committee where they are working on the definitions and she will bring back info from the AACP committee. We acknowledge that racism is wrong however it is not only a CPS problem. It is everyone's problem. EDI piece will be intertwined with our AR work. Our focus at this Committee will be on the AR piece.

The speaker series that we have during the meetings will be recorded and sent out to the Committee.

Meeting minutes went out for last month's meeting. Also is on Teams under the file section. "What we Heard" reports are also there.

Tarjinder gave an update on the website. Go to my CPS homepage and you will see the navigation bar on the left-hand side. "Our commitment to Anti Racism". This takes you to the internal site and here you will find links to the external website. Some working definitions are on the website. Any APMS or messages sent regarding City Council's work and community will be populated here. If anyone has any questions or comments please send Tarjinder an email.

A vote was sent out regarding the multi-faith calendar. Some comments were that more options were needed. Bob Fenton will be undertaking this work and if anyone wants to help Bob please contact Katy Doucette.

## Terms of Reference

Katy sent out and updated draft TOR yesterday. The AR strategy main deliverable of the committee.

One of the key measures of success for the Committee is that Committee members keep coming back. What is the percentage of recommendations approved by ELT? How many are they approving? Ensure the Committee have the tools to have the

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dialogue. Success criteria and evaluation documents are being developed for ARAC. A baseline document will be sent to members about where they are in terms of awareness, conversations, and comfort level of the conversations. Then the same question will be sent out again in six months. Are we on the right path? Would like everyone on the Committee to sign off on the TOR document. Logistics are being worked out on how this will be done.

The External Committee recently had their second meeting where two presentations were given. One from Cst. Collins on Hate Crimes and one by RSM Juska on the Thin Blue Line. These were polarizing conversations and were respectful and emotional. "What we Heard" reports will be put on the internal website.

### Sub-Committee Training

Sub-committee working groups will be starting with the first one on (diversity) training for the membership. If anyone is interested in participating, please contact Katy. Members can let her know. The sub-committee will be eight members in total which will include both internal and external ARAC members.

### Anne – Presentation

Anne our Trauma Specialist is assigned to both internal and external ARACs. Anne gave a presentation which will be recorded and sent out to the Committee. Any discussion arising from the presentation will not be recorded.

### Break Out Session

The group then went into a break-out session to work on the case study.

#### Next steps include:

Action Item	Responsible	Deadline
Sign Terms of Reference	All members	20 May 2021
Meeting Minutes & What We Heard report out to all members	Linda Shorter, Tamara Assen and Katy Doucette	10 May 2021
Additional data on case studies	Avril and Katy	15 May 2021
Request for Interest for Sub-Committees	Katy	10 May 2021

