



Minutes

Elder Turning Robe blessed the committee and did a smudge. A/Inspector Avril Martin then gave the Land Acknowledgement.

Supt. Asif Rashid spoke to the group to welcome them all to the meeting and gave an overview of how these committees came to be.

Overview of Work to Date:

A/Insp. Martin gave a brief overview of the AR committee. Katy and A/Insp Martin would like to meet each member individually over the next while.

A/Insp. Martin thanked everyone for agreeing to participate in the committee. The journey is expected to be emotional. She then introduced the group that is in the room

Katy gave a brief PowerPoint presentation. It explained the commitments and outcomes of the committee. The Terms of Reference (TOR) were in the onboarding package which will be talked about at the next meeting. The group will all need to sign off on the TOR before it goes forward for approval.

There have been challenges and will be challenges with the strategy. It could be putting members in conflict with others or themselves. Meetings will be held once a month and the committee will develop an anti-racism strategy for the CPS. Committee will be making recommendations. What is working and where do we need to improve. Katy asked that the members be engaged. Ideally members of this committee will be change agents.

A survey was sent out to the committee prior to this meeting. Katy went through the results of the survey with the group. She will share the presentation with the members.

The definitions used were from the Alberta Civil Liberties. In future definitions will be sourced. How will CPS define these moving forward?

Avril gave a brief overview of why we are here. Explained the Notice of Motion passed June 15 and Katy and Avril started Dec. 6. Our Service put out a working definition of systemic racism:

Systemic racism is embedded in policies, procedures, and processes within an institution, based on negative beliefs, attitudes and ideologies towards racialized people that exclude, disadvantage or harm. These are reinforced by systems of power that create inequities, and no individual intent is required.





How does this make the members feel? These are the conversations we need to start having. Important for committee to know that no one will be called a racist and this is a safe space. CPS needs to apply an anti-racism lens to all our policies.

The Anti-Racism work is a portfolio and reports to Supt. Rashid. Sara Winger will manage the portfolio. If the members feel there are things missing from the list, please email Sara.

Taking a project management approach and the outcome will be the strategy. Once the strategy is developed it will become the umbrella for all these pieces of work. The Internal ARAC Committee will work at its own pace to get to the strategy. The EDI lens is a large piece of this work which is being led by HR. How do these two components look?

Other law enforcement agencies are reaching out to CPS. Katy explained how the external members were selected.

Katy explained the City of Calgary's approach with their committee. Katy and Avril meet regularly with the City committee. Minutes and What We Heard report will be available online. There will be no names mentioned in the minutes when questions are asked.

A/Insp. Martin introduced Dr. Darren Lund

Dr. Lund introduced himself and gave some information on how he came into this work. He told the committee to expect and acknowledge emotions. All members are on different points of the journey and it is important to trust each other. He shared some basic diversity terminology.

Supt. Rashid brought up the Thin Blue Line and asked Dr. Lund for his opinion.

Frustration was expressed that at most meetings there does not seem to be a lot of interesting conversations but there is a lot of advice. It would be great to understand how we are contributing to the conversation.

Another member engages in conversation everyday regarding racism, systemic racism and how we can be doing better. These conversations are uncomfortable. There is a struggle when someone says something that needs to be addressed it is taking a moment to understand where they are coming from. Do not attach an emotion to these thoughts to have a meaningful conversation. The believe members of CPS want to talk about this and understand. There are struggles with systemic racism.





It was pointed out that you cannot always change people's opinions. We need to learn together and accept the challenges.

A member commented on having a paramilitary organization. It is black and white as our cars are painted black and white. Oversimplification of problems we face.

Is there a better way of framing the definition of having a discussion? Sometimes the language used is due to the fact we are in a police culture. Perhaps we need to use a softer approach. It is important to have a two-way conversation in a respectful way.

Encourage members to have further conversations on conflict resolution and mediation. There are a lot of good resources in this area.

One member asked if Dr. Lund can talk about the differences about how people learn especially people who are entrenched in their beliefs. He said to watch how people respond and then have a conversation. If suddenly you are yelling at someone most often the response is, I will talk to you when you settle down. Break down people's walls. Find a way to connect with your colleagues.

We don't know how our language affects other people. Change your language and perhaps the other person will see this as a bit of a safer conversation.

Conversations are a great start, but we need real sustainable change.

A member asked how do we get out to the diverse communities? We need to look at different ways to go out and attract people from diverse communities. Also, what are we doing internally for our diverse members. If families are not supportive people from certain communities may not go into jobs like policing.

How are we able to have these conversations and feeling like we are supporting each other? We need to rebrand the police as a helping profession.

We must rethink the way policing operates. Youthlink is a good example of community outreach.

A lot of work can be done around privilege. Dr. Lund thanked Avril and Katy for inviting him today. If anyone has questions for Dr. Lund please email to Katy.





Wrap Up

Katy thanked everyone for their time. Next meeting will be the terms of reference and we will have more breakout sessions.

A/Insp. Martin thanked Dr. Lund for his presentation. She also thanked all the members and looks forward to the next meeting. An agenda will be coming with items and speakers. If there is anything you want to comment on, please send Avril and Katy an email. The meeting adjourned at 3:00 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	5 April 2021
One-on-one meetings	Avril, Katy, and all members	30 April 2021
Engage Calgary templates and facilitation best practices for difficult conversations	Avril, Katy, and Dejana	15 April 2021

