



External Anti-Racism Committee Meeting

May 12, 2021

Meeting Minutes

Land Acknowledgement

A/Insp. Martin welcomed everyone to the meeting. She explained that a video would be shown on the meaning of the land acknowledgement. A/Insp. Martin thanked Kim for introducing the video.

A/Insp. Martin advised the group that the agenda would be changed to have the Open Forum first to follow up with the Thin Blue Line (TBL), protests, and arrests over the weekend.

RSM Travis Juska attended the meeting. He told the Committee that he has met with community groups and the CPS Advisory Board and there has been some very positive feedback.

Eddie would like to have an update from the RSM on the TBL.

Since last meeting there have been several discussions both internally and externally. RSM Juska will compile the information and will send his recommendations to DC McLellan who will take the recommendations forward to the CPS ELT. He expects this to be in two weeks time.

Adam asked about the TBL being worn even though members are not allowed. Is something protecting them when they go against policy? Avril explained the procedure that discipline will be brought down.

DC McLellan said there is a lot of passion around this symbol. This is about education, training, and awareness. Automatically it would not go to discipline. It is a very passionate topic.

Shu asked the committee if they feel like they know what the next steps are. Adam is curious as to the other diversity boards said. He is not sure if that can be shared due to confidentiality.

RSM Juska informed the Committee that every single group he met with was supportive of the initiative moving forward if there is proper education around the symbol.

Support was for moving forward and beneficial to add items from different communities that are represented.

One ARAC member said that not all the committee's voices were heard and thought there would be a follow up meeting. The RSM is very happy to have more discussion with the group.

A question was asked about the arrest of the young black boy. It was very surprising. What went through the officer's mind? A/Insp. Martin said there was a follow up meeting with the boy and his family to understand the extent of the officer's actions. It was a challenging, honest, and respectful discussion. It was indeed a traumatic situation for the young boy and his family. The officer had a chance to speak and





explain what went on. There was a conversation between the officer and the boy after the arrest. It was open for dialogue. Help was offered to the family to help reconcile.

Adam initiated the meeting with the family as he reached out to them through social media. He felt that 90% of the meeting was positive. Resources and a camp at YouthLink were offered for the young boy and his brother. Adam feels there should still be growth on the part of the officer. He explained that when young black men and women are approached by the law, they experience a feeling of fight or flight. Although the conversation was difficult, the family is very thankful to the CPS ELT for lending their ears and insights.

A/Insp Martin is hopeful that the family will take CPS up on the offer of help and the YouthLink camp.

Shu is proud that Adam reached out to the young boy and his family. Having a young black man reach out to this young boy is very impactful and is something they do not see very often in the community. Shu realizes that the CPS ELT is committed to anti-racism however when incidents such as these happen it looks like they are going one step forward and two steps back. What A/Insp Martin, ELT and Adam did was very good getting this meeting put together with the young boy and his family. It is a hope that things get to the place where officers understand their unconscious bias. There is still a way to go with the frontline officers.

A/Insp. Martin thanked Shu for her tremendous support. It was nice to have Shu and Adam speak to how it affected the black community.

Kim thought it was positive how it was handled in the aftermath. She thanked Adam for initiating the meeting. What concerns her is what happens in these types of situations that are not caught on video. How are these people supported? What can be put in place and provide resources in the incidents that are not made public. What recommendations can be put forward to CPS to make this work.

A/Insp. Martin agreed with Kim. The young boy's mom wanted to know what went on with her son. The key take away was to follow up with the parents or guardians. A/Insp Martin said these one-off situations will happen but we how we respond will be important.

Restorative process should be continued. Situations continue to happen, and it would be interesting to find out what has been learned by this incident. The parental authority in these situations need to be informed.

A/Insp. Martin said that lessons like this are what is being taken on and receiving feedback from everybody involved to do our jobs better.

When Shu spoke with Kim, they were very big on what are the measurables that can be talked about. If a call is received what are the questions being asked. What is the nature of the offence, who are you looking for? If there are weapons, then can understand that police need to prepare themselves. If a non-violent situation what can be done to arrest. What can be put in place in these situations.





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Police need to understand the accountability piece. What will happen to the officer now? One comment was said during the TBL presentation that police officers would still wear it even if it wasn't approved.

A/Insp Martin discussed the training police are given. She feels it would be important for the Committee to review the Use of force training and make recommendations and bring it back to a meeting.

Some Committee members are unaware of how things are done at CPS. As a civilian they do not necessarily know the process. How is this incident funnelled through the lens where the officer understood why this happened? Would like to see where this incident fell on the scenario spectrum. Committee members expressed their appreciation with the various emails coming out regarding the public notices that are coming out as it relates to some rallies and protests.

A/Insp. Martin explained that a training sub committee will be formed by the ARAC both internal and external and Advisory Boards. Process will happen as this committee is just being formed.

What is the process? What are the regulations behind the scenes? In the future can a system be created where situations like this can be diffused and deescalate situations like this. Does the ARAC have the permission to contact people such as the young boy. A/Insp. Martin explained that we cannot do this without the ARAC support. We do expect the committee to provide the tutelage to help their community members. She wants the ARAC to feel empowered.

Shu asked for clarification what happens to the people in the middle of the night where it is just them and the officer.

Tyson has done work in restorative justice and had officers come and talk about how they felt after experiencing incidents. It was refreshing to hear from the officers and how they felt.

Insp. Voros said one of the key messages of the Diversity Unit is to reach out and try and do some reconciliation. They would like to engage Districts.

The co-chairs would like to discuss things with just the Committee members and not the CPS members. They would like to implement this at every meeting. It is important for them to focus on action items.

Tamara asked if anyone has feedback regarding the What We Heard report please send to Katy and Avril.

Shu and Kim want the Committee to think of one to five things that they want to see change. DC McLellan suggested this be done in a strategic planning session.

Katy Doucette spoke about doing strategic planning. She would like to put this on the agenda for next month.

What are the performance issues CPS is committed to through the Calgary Police Commission?





Shu still feels it is important that the Committee have their say in what they would like to see. They want to hear the Committee's voice to make sure everyone feels heard.

Rebecca Davidson gave a presentation on the Race Based Data.

Outstanding Committee Business:

Kim is not quite sure where the TOR are at currently. Katy sent the committee an updated TOR last week. She is not sure if there was time to review or if there were any additional questions. Katy asked the committee if they had a chance to look at the updated version. It is the hope that the document would be signed off by all the committee members.

Shu asked if anyone wanted to share their recommendations for the terms of reference.

Everyone provided feedback to Katy. It was sent to CPS Legal for review. She can forward all the emails and feedback. Shu did not think it was necessary. Are the committee's recommendations reflected in the updated document?

There was some discussion around comments on the Professional Standards. CPS has a civilian oversight body which is the CPC.

Kim had a question around accountability. She would like feedback from ELT on the committee's recommendations and what is the action that will happen. Katy explained the process of the recommendations. It could take a bit of time. Katy also explained the structure of what happens with recommendations which are listed in the TOR. If decisions are approved what are the timelines, if decisions are not approved what were the reasons.

DC McLellan asked for patience. She expects everyone to hold the police team accountable and commits to give thorough explanations when recommendations are not approved.

Someone asked if they could send more feedback on the TOR to the Co-Chairs. What is the deadline for the TOR to be signed just in case the Committee wants one more look at the TOR? The hope is that by the next meeting the document could be signed off. Shu asked that everyone have their additional feedback to Katy by Friday.

Lissy does not feel like she knows what the consequences were for the officer in the case of the young boy. How are we going to continue if this officer is going to pose risk to the community? A/Insp. Martin said there is no official discipline as he was lawfully placed, and his actions were lawful. His supervisor was present at the meeting. Lessons were taken away by the constable. A/Insp. Martin spoke with him after the fact. DC McLellan added that these videos are not easy to watch. Based on members training, they have encountered ten-year old's who have weapons. The officer did everything right with the training that members receive. It is a learning opportunity. More about empathy and understanding. DC McLellan is looking forward to recommendations about use of force training which is crucial for people to understand.





If it is okay why was an apology given?

Will this committee be able to recommend other ways of training? Is there room to change those procedures.

Is there any reflection by the officer did he speak with the other officers?

DC McLellan was asked about training and why it never treats black people equally? This part of the training is unacceptable.

Stephen said it took courage for the young boy to sit at the table with the police officer.

A/Insp. Martin interjected to explain the whole context of the incident.

DC McLellan said there is an opportunity to reflect. Is this an opportunity to discuss training, yes, it is? Use of Force is talked about all the time at the ELT. Training is fluid. A lot of the police training comes from national and international agencies. DC McLellan would be happy to have the information on Adanech's call to police.

This incident with the young boy still may go to PSS. They have a one year to file a complaint. After strategic planning piece is complete there needs to be conversations around training and use of force.

CPS members left the meeting at 5:58 p.m.

