



Internal Anti-Racism Committee Meeting

May 25, 2021

Meeting Minutes

Land Acknowledgement

Police Act Submission on Sexual and Gender-based Harassment

Acting Manager Kim Assailly, Human Resources Planning Section, Bureau of People & Organizational Development, and Lana Wells, Associate Professor in the Faculty of Social Work, from the University of Calgary (UCalgary), presented on the joint submission to the Police Act on sexual harassment in the workplace.

In partnership with researchers from UCalgary, the CPS is developing a submission to the Government of Alberta on reforming the Police Act to better respond to sexual and gender-based harassment in the workplace that is below the criminal threshold (harassment that does not trigger a 46.1 notification).

This submission is currently being drafted and engagement with the internal Anti-racism Action Committee is a key component in understanding a diversity of perspectives and experiences on this issue. Although this initiative is grounded in gender equity principles, it is a priority to have an intersectional approach that is inclusive of all identity factors.

Committee members were invited to review the backgrounder, to be provided, and provide feedback my email.

The presentation was followed by a brief Q & A.

Exploring Racial Bias Presentation

External ARAC Co-Chair Shuana Porter presented to the Internal ARAC members on the topic of exploring unconscious bias. Ms. Porter presented on the breaking down bias and shared her lived experience as a newcomer in Canada. Presentation topics included:

- The definitions of bias and racism,
- The difference between implicit and explicit bias,
- Examples of racial compliments,
- Priming and associations in racial bias,
- Structural racism, and
- The difference between bias and racism.





The presentation was followed by a brief Q & A with the group.

Meeting Adjourned at 18:30

