



Anti-Racism Internal Committee Meeting

What We Heard Report

May 2021

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Project overview

To fulfill the Calgary Police Service (CPS) Anti-Racism Action Committee (ARAC) mandate to re-imagine policing in Calgary through the co-development and delivery of a Calgary Police Service Anti-Racism Strategy with our communities and members, ARAC is doing extensive engagement with the community and CPS members to identify strategic goals and outcomes.

The ARAC project team has invited CPS Internal and External Anti-Racism Action Committee members to participate in conversations that will add value and influence decisions made during the development of this strategy.

A key deliverable at the end of each engagement meeting with the CPS ARAC Internal and External Committees will be a What We Heard Report.

Engagement meeting overview

This report is a summary of the Calgary Police Service Internal Anti-Racism Action Committee meeting on May 25, 2021. This report captures what was shared during the discussions, actions, questions, recommendations, and next steps.

What we asked

This was the Committee's third meeting. Members attended in person and virtually. The meeting was a blend of ARAC updates, discussions, and presentations.

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

External ARAC Co-Chair Shuana Porter presented to the Internal ARAC members on the topic of exploring unconscious bias. Ms. Porter spoke of the black community's relationship with the police both historically and current state, specifically here in Calgary and ways the CPS can reconcile and strengthen this relationship. She presented on the breaking down bias and shared her lived experience as a newcomer in Canada.

The recording of our Speaker Series presentation by Shuana Porter on exploring unconscious bias can be found here: <https://youtu.be/ihnCMIM2oOo>





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What we heard

The following tables are a summary of the topics and key discussion points raised during that topic by the Committee.

Topic	Discussion
<p>Calgary Police Service and University of Calgary Police Act Submission on Sexual and Gender-based Harassment</p>	<ul style="list-style-type: none"> • 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). • Committee members were invited to provide feedback and suggestions, and were specifically asked to reflect on the following questions: <ul style="list-style-type: none"> ○ What are the key factors/barriers to member’s reporting sexual and/or gender harassment? ○ What do you think are the unique barriers for diverse members in disclosing sexual and/or gender harassment in the workplace? ○ What would you recommend be put in place to better support responding to and supporting diverse members through the process at CPS?

Topic	Discussion
<p>Exploring unconscious bias</p>	<ul style="list-style-type: none"> • Topic discussions included: <ul style="list-style-type: none"> ○ 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. • Some Committee members reported their biases about police officers prior to employment with the CPS. • The group talked about different sectors (e.g. health, education, law enforcement) and how biases can impact an individual’s work in specific roles (e.g. authoritative position). • There was a discussion about the difference between bias and racism, and the theory of superiority. • One member reported that today’s discussion reminded him of the poem “The White Man’s Burden” by Rudyard Kipling. The





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	poem examines the superiority where it is the white man's burden to civilize perceived inferior races, and how the superiority complex is an integral part of the work of this Committee.
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Next steps

- What We Heard report to be approved by the Co-Chairs of the Internal Anti-Racism Action Committee.
- Approved report will be distributed to Internal ARAC committee members.
- Approved report will be posted online by the Strategic Communications Section.
- Listen to next months Speaker Series presentation prior to attending the next monthly ARAC meeting.





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Summary of Questions, Actions & Recommendations

Question/ Recommendation	Answer/ Action
Feedback requested on the draft Police Act submission on sexual and gender-based harassment in the workplace.	Please submit feedback and suggestions to Acting Manager Kim Assailly, Human Resources Planning Section, Bureau of People & Organizational Development, and Lana Wells from the UCalgary, by email prior to the planned submission date June 12, 2021. The final submission will be circulated back to the Committee in late June.
Are CPS employees with lived experience, who are not on this Committee, able to provide feedback for the Police Act submission?	The project team recommended incorporating the feedback of employees outside of the group into the Committee member's response.
The External ARAC Co-Chair was asked about her hopes and expectations for the collaborative work of the Internal and External Committees.	As members of the ARAC Committee we have a responsibility to make and help facilitate change. It is a person's actions that will make the change and change depends on everyone. If we all do what we need to do, Calgary can become a leader of change.
Recommended reading.	The poem "The White Man's Burden" by Rudyard Kipling.
With the given in adult education that it is difficult to train someone who is not motivated to learn; how do we train or have these conversations with members who may be resistant to change?	Everyone has biases and racial biases. If an individual is unable to manage their racial bias and not operate in racism, then that individual should not be a police officer. When someone operates with racial bias then it is racism. If someone is resistant to listening, training, and changing, the CPS should not hire or employ that individual.
When we encounter someone who ran from the police and want to tell their story, is there anything that we can do or put into place to facilitate them telling their story?	Words and language have power; they can create trust or mistrust. The word story implies a fictional narrative, a tale. Creating a safe space to speak freely will contribute to someone letting their guard down.
Exploring unconscious bias presentation time limits.	Ms. Shuana Porter is available to continue the discussion. Please email Ms. Porter directly or the





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	ARAC leads with additional questions, comments, or feedback.
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