



Anti-Racism Internal Committee Meeting

What We Heard Report

August 24, 2021

ISC: Protected A

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.

Meeting Summary

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

Inspector Avril Martin and Manger Katy Doucette talked about the changes to the work of the Internal ARAC Committee moving forward.

- The Committee will be split into two smaller groups creating a more inviting environment to share experiences and have meaningful discussions.
- The Anti-Racism Speaker's Series produced by ARAC will be recorded and available to all CPS members on the CPS Newsroom under Our Commitment to Anti-Racism.
- The ARAC leads and Committee members will no longer direct the delivery of CPS services but provide an engagement platform to ensure an anti-racism lens is considered in decision making, as well as make recommendations to CPS work areas to address systemic racism.
- The Committee will work with employees, academia, government, and the community to identify and problem-solve systemic barriers in the CPS.

What We Asked and What We Heard

The Internal Committee members were asked to provide input into the CPS Chaplaincy Program. Regimental Sergeant Major (RSM) Travis Juska presented on the current state of the program, as well as recommendations to create a more inclusive program based on feedback from consultations with the community and CPS employees (sworn and civilian).

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





Anti-Racism Internal Committee Meeting

What We Heard Report

August 24, 2021

ISC: Protected A

Topic	Discussion
Chaplaincy Program	<ul style="list-style-type: none"> • The current Chaplaincy Program provides specialized emotional, mental (non-clinical), and spiritual support to all CPS employees and their families. <ul style="list-style-type: none"> ○ The program functions on a present, proactive, and responsive basis by providing 24/7 support, at no cost. ○ Services/supports provided by a group of volunteer Chaplains can include, but are not limited to: <ul style="list-style-type: none"> ▪ One-on-one conversations during life transitions and personal emotional, relational, and spiritual challenges. ▪ Marriage and family counselling. ▪ On-scene support. ○ Chaplains are trained to serve the wide diversity of faith and non-religious traditions represented by CPS employees. • The transition of the Chaplaincy Program from the Psychological Therapies Section to the RSM has created an opportunity for a review of the program’s current state, as well as a conversation about how the program can be better. • The program is one of many support services/mechanisms offered to CPS employees. <ul style="list-style-type: none"> ○ “A great resource and many appreciate the guidance of the Chaplains.” ○ The Chaplains “have formed relationships with people in their workplace.” ○ The CPS Chaplains understand policing, the duties of the job, and the police culture as oppose to alternative community faith-based services that may not have this understanding and knowledge. An analogy was provided comparing support from colleagues versus friends outside of policing. ○ A few members shared lived experiences working with the program. <ul style="list-style-type: none"> ▪ “I have used the support of the Chaplains in the wake of the last several CPS members that have passed away. In all cases religion wasn’t part of the conversation but the fact that they knew me, knew my friend that had passed and had an





Anti-Racism Internal Committee Meeting

What We Heard Report

August 24, 2021

ISC: Protected A

	<p>understanding of our chosen profession was invaluable.”</p> <ul style="list-style-type: none">○ The group discussed how faith is not a requirement to access and participate in the program.○ One member reported that all Chaplains are required to sign a Statement of Affirmation prior to volunteering.● The group talked about renaming the program, and alternatives to the word Chaplain.<ul style="list-style-type: none">○ Some members suggested the word “counsellor.”<ul style="list-style-type: none">▪ A key point raised about utilizing the word “counsellor” is that the word implies a different designation.○ The word “Chaplaincy” has historically been a common term in policing.○ CPS is not the only law enforcement agency revisiting the terminology.● The group discussed the main purpose/function of the Arthur Duncan Memorial Hall, as well as redesigning the space to be more inclusive.<ul style="list-style-type: none">○ It was reported that the main purpose/function of the space is to Honour the Fallen, as well as provide respite to officers.○ “To make the space inclusive, it needs to be stripped of the current religious undertone.”● Some members discussed creating another space that is neutral and plain, a “blank canvas” with no markings or decorations.<ul style="list-style-type: none">○ A space for all employees to access for meditation, prayer, and/or any spiritual activity.○ A space that is not attached to any religion.○ A nondenominational room that can be multipurpose.● Some members talked about the responsibility of government organizations to be non-denominational.<ul style="list-style-type: none">○ “We have a responsibility to provide neutral and unbiased support.”○ “CPS should not provide a service that cannot support everyone.”● Others talked about the value of the program, but the need for a communications strategy with key messages.<ul style="list-style-type: none">○ The Chaplaincy Program is one component of a multi-layer support system.
--	---





Anti-Racism Internal Committee Meeting

What We Heard Report

August 24, 2021

ISC: Protected A

	<ul style="list-style-type: none"> ○ CPS does not endorse one specific religion. ○ Acknowledge the role of organized religion in systemic racism. ● Others said: <ul style="list-style-type: none"> ○ “While the [Chaplains] are valuable and volunteers, there is still a cost in monetary and in terms of optics for connections to organized religion.” ○ “We also need to be careful not to alienate those who adhere to an organized religion as they are also a large part of the community we serve.” ○ “If we are providing [a service] to one group, we need to balance that out for all members and staff.” ○ “Conversations are not easy when religion is added to the discussion.”
Question	
<p>What is the mandate of the Chaplaincy Program? How do we define Chaplaincy?</p>	<p>Mandate of Chaplaincy - CPS has a multi-dimensional support for the wellness of its members of which the Chaplaincy Program is an integral component. CPS Chaplains are religiously neutral, providing specialized emotional, mental (non-clinical), and spiritual support to all CPS employees and their families.</p> <p>Definition of Chaplaincy - Chaplain is seen as a law enforcement person with a passionate interest in, and the specialized training for client care in the world of law enforcement.</p>
<p>I think it's important to make places safe for all people through inclusion of all faith practices. Would it be wrong for each individual chaplain to publicly provide their faith base so that people who might be triggered by a conversation with them can choose another to confide in?</p>	<p>To be taken into consideration.</p>
<p>Can we survey the CPS membership to capture how they use the current Chaplaincy program?</p>	<p>Potential engagement opportunity to be considered.</p>
<p>Not a quick solution and will take time, regardless of the result.</p>	<p>RSM Juska is available for further discussion, and please feel free to email him any additional thoughts and feedback about the Chaplaincy Program.</p>





Anti-Racism Internal Committee Meeting

What We Heard Report

August 24, 2021

ISC: Protected A

Next Steps

- The next Anti-Racism Speaker's Series title, The Journey of Becoming (an Anti-Racism Leader), will take place virtually over two sessions on August 26th and September 1st, 2021. Guest speakers, Dr. Khwezi Mbolekwa and Lorelei Higgins, will present an interactive conversation about what systemic racism is, why this work is so hard, and how we can support each other in the journey of discovery.
- 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.

