



Anti-Racism External Committee Meeting

Meeting Minutes

July 2021

ISC: Protected A

External ARAC July 14, 2021 Minutes

Inspector Martin gave the land acknowledgement.

Setting conversations for where we are at. What baselines have been established. Want to accomplish deliverables. This will be internal, external and sub committee. Knowing that processes and systems may be a roadblock.

Update from Avril:

Orange Ribbon campaign – officers were given the opportunity to wear the orange ribbons. Consulted with local indigenous communities. Will wear until October 2021. Overwhelming support for the ribbon and the ribbons are sold out here at CPS. We are honored to be wearing the orange ribbon.

Card – Code of Conduct – officers to provide name and regimental in a legible fashion. As a result of this discussion the recommendation will be put forward to ELT/SLT for approval.

CSIF – robust conversation around this funding. Dir. MacRae will provided an update of the application from the Immigrant Outreach Society. The application was declined from CSIF because it was a new program. It was redirected to the Change Can't Wait initiative through Mental Health and Addiction. This proposal was awarded \$87,000 through this fund.

Dir. MacRae is willing to go through other applications if anyone has any questions regarding these issues.

A committee member from this community was aware of this update and thanked Dir. MacRae.

There has been a lot of discussion around the Thin Blue Line recommendation. More consultation will be happening. The report will not go to ELT until September 2021.

The ARAC training sub-committee completed its first meeting. The sub-committee adopted thirteen provincial recommendations. They are consistent themes around training, recruitment, and complaints.

The sub-committee is working with CCLC on curriculum and HR and Recruitment to include these objectives. Second meeting will take place next week and Insp. Martin will report back to the committee after that meeting.

Insp. Martin turned over the floor to the Chair regarding the processes and timelines that hinder our objectives.





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First crucial sign of change is to show that things are flexible. Change way we go about things. People on the committee are feeling that there has been meeting after meeting and with the strong verbal commitment from the City and CPS. Systemic racism cannot be dismantled by systemic policy processes. Who oversees these barriers? Something must drastically change. We will not have anything to show for the work after one year. Shu would like to meet with however is in power. Things like the Thin Blue Line why is there a lag. There is a list of action items that go up the chain and get stopped there. Committee members are a bit burned out because it seems like it is going nowhere.

A few committee members agreed with the Chair's comments.

One member was thinking about the committee and what the CPS is saying they want. Money needs to be put into the work. It was suggested that the CPS hire someone who has access to more of the internal CPS things to really pull it apart and that is when the committee should come in when that happens. The committee feels they get nowhere as they have no real power. Money needs to be tied into this to look at what is happening internally at the CPS.

Insp. Martin said that we are in the process of hiring an internal liaison consultant to be a connection to have a deeper look into policies and processes of the CPS. More information will be brought to the committee in September for their review and discussion. She does not think that we are wasting anyone's time. Our organization has been examined and now is the time to move from the learning stage to the action stage. This will be echoed through the CPC as well.

One committee member asked about the TBL being postponed until September. DC McLellan addressed how committed the CPS leadership team is to this and explained it will take time to change our policies. It is important to work together with the committee to lay the foundation and give them the information about our Service. People are getting impatient. There must be an understanding before we can make recommendations and action them. If the committee wants to create a list of action items and have the CPS look at them then by all means that can be done.

With respect to the Thin Blue Line, since the presentation other community partners have reached out as they would like to have the presentation to be able to express their opinions. The CPC does not sit in July and August so that is the reason it has been put forward to September. DC has had three separate meetings with the President of CPA on the card alone. It is not easy to put something on the table and make the change. Need to look at the benefits and cons of the idea.

Anti Racism is discussed every day. It is important that people know that the work is being done.





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The Chair understands that the line of bureaucracy is there and is also part of the problem. Trying to develop a lens that has not been developed. Good ideas are being brought forward.

Another committee member knew there would be bureaucracy but did not realize how entrenched. If something is recommended will it get done? Whether three years down the road? The committee is learning how the process works as well. Understands that things are around trust.

Insp. Martin really appreciated these comments. The CPS is committed to looking at all the consistent themes of these areas.

All the action items 83% fit into one of the three categories we have landed on. Start small and expand out. These are areas that the Service is committed to implementing.

The Chair wanted to remind the committee if they want to update their action items or add action items please send them to her ASAP. Spoke about a second meeting. A doodle poll will be sent out about times. She would like to do a one on one with everyone.

Insp. Martin and Mgr. Doucette want to have one on ones with the committee members. That is a goal for them to reach out for the one on ones.

Amory Hamilton-Henry – Bureau of People & Organizational Development

She gave an overview of the EDI program. The CPS working with an external consultant.

EDI tool has been developed and we are piloting. Understand the diversities of people and their levels. Help to give a different perspective. Three components: think, engage, and act equitably. PSS is one of the pilot groups. Their pilot is looking at how do we ensure all Calgarians (racialized, marginalized) are comfortable coming forward with a complaint. Not everyone understands or know how to file a complaint.

PSS – Scott Boyd and Jason Walker

35% of external ARAC action items speak to accountability. They will talk about the process and timelines of complaints.

They gave a presentation and then a question and answer period.

One committee member asked if a copy of the presentation could be forwarded to the committee. Supt. Boyd sent it to Insp. Martin, and she will send it out.

This committee member had several questions and concerns regarding the PSS process. Supt. Boyd explained some of the outcomes of punitive action when an officer is found guilty.





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The province of Alberta sets the guidelines through the Police Act.

Another committee member spoke about victims and offenders bring forward complaints and right away they say call my lawyer. Can there be a card on the processor how can the process be communicated. How can we help citizens who are marginalized address their concerns? People who are consistently in trouble with the law but can have their voice heard.

If an officer is treating someone in a bad manner, the offender still has rights and freedoms and are entitled to the protections under the Police Act.

The fact that the committee is unable to see the document of recommendations for the police act speaks to the bureaucracy that Shu spoke to earlier. Why can't they not share it and why it is considered inappropriate to share it with the committee.

Supt. Scott Boyd is happy to share the themes, but the document is written by a lawyer or a large group of lawyers, so it adheres to client privilege. This is a document that the Government of Alberta asked the Chief to write and it is to be shared with the Ministry. We must respect the original origins of the document. The CPS is one of the few agencies taking a step forward in transparency. The CPS posts all dispositions that have gone to court.

DC McLellan made some comments prior to the committee going offline. Need to hear the action items and what they want to move forward. One on One meetings will be held, and the DC will also be in those meetings.

