



# Anti-Racism External Committee Meeting

What We Heard Report

July 14, 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 with CPS members and the ARAC leads. Members attended virtually. The meeting was a blend of ARAC updates and a presentation from the Professional Standards Section (PSS).

ARAC leads updated the members on items from the previous meetings, specifically the timeline for the report on the Thin Blue Line (TBL) to be presented to the Executive Leadership Team (ELT) in September. The Anti-Racism Strategy will also be presented to the Calgary Police Commission (CPC) on September 28, 2021.

## What We Asked and What We Heard

Most of the meeting was spent learning about the work of PSS. A copy of the power point presentation was shared with Committee members.

Topic	Discussion
Professional Standards Section (PSS)	<p>PSS presented on the Section’s business revitalization that includes enhancing the intake backgrounding process (e.g. a team collaborative approach at the file review stage), civilianizing some positions, the risk triage procedure (e.g. how the team prioritizes complaints, based on 27 risk factors), and the work of the Quality and Assurance (QA) team.</p> <p>Committee members heard about the CPS’s pilot of an equity, diversity, and inclusion (EDI) lens. The lens is designed to help the CPS better assess the potential impact of its work on our diverse population and consider different perspectives in decision making, planning, communications, and analysis. This pilot</p>





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	<p>is being done with an external consultant and includes four (4) CPS work units; PSS is one of the selected Sections.</p> <p>The EDI pilot in PSS is focusing on:</p> <ul style="list-style-type: none"> <li>• Gathering race-based data,</li> <li>• Intake liaising with the Diversity Resource Team (DRT) to ensure they are aware of the PSS process, and</li> <li>• Reporting the data monthly to the CPC.</li> </ul>
Question	Answer/ Action
<p>What is the internal review process and the role of the Alberta Serious Incident Response Team (ASIRT)?</p> <p>What is the current backlog of files and how long does an investigation take?</p>	<p>ASIRT investigates events when there has been:</p> <ul style="list-style-type: none"> <li>• A serious injury to or death of a person which may have resulted from police action.</li> <li>• A complaint alleging police actions of a serious or sensitive nature.</li> </ul> <p>Private citizens are unable to approach ASIRT directly to file a complaint; submissions to ASIRT are actioned by the Chief.</p> <p>The <i>Police Act</i><sup>1</sup> outlines the scope and limitations of the Chief, in response to internal disciplinary options. For example, under the <i>Police Act</i>, there is no mechanism to terminate a police officer for misconduct without an investigation and subsequent hearing.</p> <p>The CPS has submitted recommendations to the province as part of the review of the Act. The PSS team can share themes of the document, but the Service is unable to share the entire document because it has legal privilege and was written for the Minister, not the community, and the organization is obligated to respect the origin.</p> <p>PSS Sworn members reported that timing to get a response regarding a complaint is the number one frustration expressed from police officers, as well as the community.</p> <p>In 2020, PSS worked diligently to improve its processes to resolve complaints efficiently and effectively, share this information with stakeholders, and better support frontline officers and PSS staff.</p> <p>PSS launched its Community Accountability website<sup>2</sup> in 2020. Information is posted</p>

<sup>1</sup> See <https://open.alberta.ca/publications/p17>

<sup>2</sup> See <https://www.calgary.ca/cps/public-services/community-accountability.html>





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	<p>on officer use of force, misconduct concerns, formal discipline, police reform, and other issues. In addition, PSS improved the complaint process specifically by implementing a distributed responsibility initiative which empowers command teams, Service-wide, to address minor misconduct, and formalizing quarterly file reviews.</p> <p>On June 29, 2021, the CPS presented the 2020 PSS Annual Report<sup>3</sup> to the CPC.</p>
<p>Can a complaint against an officer can still be filed, even if the citizen has been or is in trouble with the law?</p>	<p>If an officer has done something wrong (e.g. treating people in a biased manner), regardless of the situation (e.g. serious incidents), citizens have rights under the <i>Police Act</i> that must be adhered to; a citizen's guilt does not justify inappropriateness by an officer.</p> <p>PSS will investigate any/all allegations of officer misconduct, regardless of any criminal background of the individual filing the complaint.</p>

## Next Steps

- What We Heard Report to be approved by the External Anti-Racism Action Committee Co-Chairs.
- Approved report will be distributed to External ARAC Committee members.
- Approved report will be posted online by the Strategic Communications Section.

<sup>3</sup> For the 2020 PSS Annual Report, CPC meeting minutes, see <https://www.calgarypolicecommission.ca/public-meetings/>

