



# Anti-Racism Internal Committee Meeting

What We Heard Report

June 22, 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 fourth meeting. Members attended in person and virtually. The meeting was a blend of ARAC updates, discussions, and breakout sessions.

Inspector Avril Martin opened the meeting asking members to reflect on their role on the Committee.

ARAC leads reported that Jonathan Crespo, Nadine Wagner, Scott McCann, Nuun Rayner, Andrew Torry, and Justin Thomson are representing the Internal ARAC Committee on the ARAC Training Sub-Committee in collaboration with External ARAC members.

## What We Asked and What We Heard

The Internal Committee members were asked to provide input on a recommendation from the External ARAC Committee: when asked by a member of the public, and when appropriate, members will provide their Calgary Police Service issued business cards that clearly state their name, rank, and regimental number or in other written form.

Also in small groups, members were asked to review the working definitions for racism, anti-racism, and systemic racism, and apply the definitions to the values identified by the work of the Committees, specifically accountability, transparency, empathy, respect, leadership, and sustainability.

The following tables are 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

June 22, 2021

ISC: Protected A

Topic	Discussion
<p>External ARAC Committee Recommendation – Business Cards</p>	<ul style="list-style-type: none"> <li>• Current policy under our Code of Conduct states that when requested by a member of the public, officers provide their name, rank, and regimental number.               <ul style="list-style-type: none"> <li>○ Some members talked about how they already provide their business cards to the public, as part of their daily duties, and will continue to do so.</li> <li>○ One member said that she was trained to provide her business card during interactions with the public.</li> <li>○ Others reported a concern with the public abusing the information (e.g. contacting the officer about events unrelated to the incident).</li> <li>○ Others talked about a potential increase in Professional Standard Section (PSS) complaints if an officer runs out of cards during a shift.                   <ul style="list-style-type: none"> <li>▪ “Thinking this [recommendation] will result in more PSS complaints is narrowminded of us.”</li> <li>▪ “It is more about accessibility and accountability, not PSS complaints.”</li> <li>▪ One member raised the assumption that if the situation is dynamic that officers will not be required or expected to hand out a card.</li> <li>▪ The front-line will only view this as a link to PSS complaints.</li> <li>▪ It was reported that additional stakeholder consultation may be required.</li> </ul> </li> <li>○ Some reported that an officer’s name is clearly displayed on our uniforms.</li> <li>○ Others talked about how an officer’s name is inconsistent from uniform to uniform, and some reported that the names are hard to read.</li> <li>○ Having the name on the uniform is not sufficient because we are not considering ableism and our uniforms do not include regimental numbers.</li> </ul> </li> <li>• A key point raised was that an officer’s name and regimental provided verbally can sometimes not be retained by some victims, offenders, or witnesses in some incidents (e.g. when emotions are elevated).</li> <li>• Some members of the community are afraid of the police and are unaware that they can request the officer’s name and regimental.</li> </ul>





# Anti-Racism Internal Committee Meeting

What We Heard Report

June 22, 2021

ISC: Protected A

	<ul style="list-style-type: none"> <li>○ One member talked about a communications strategy to inform the public of their rights.</li> <li>● Others talked about ensuring all business cards and name tags include an officer’s regimental.</li> <li>● Some members suggested redesigning a card to include braille, other languages, and/or the phone number to connect with PSS.</li> <li>● Others said: <ul style="list-style-type: none"> <li>○ “An opportunity to change how we implement policy.”</li> <li>○ “A reasonable ask that speaks to transparency and accountability.”</li> <li>○ “This recommendation is a small step to professionalize the Service’s contact with the public.”</li> <li>○ The ask adds “professionalism to our routine calls and a way for the public to follow up with us.”</li> <li>○ “It is a symbolic gesture that we service the community.”</li> <li>○ This ask puts more pressure on the front-line in particular; this recommendation will be carried 100% by patrol.</li> <li>○ This recommendation should be introduced and encouraged as common practice and culture; handing a card out shows respect and allows us to build trust with the public.</li> </ul> </li> </ul>
Question	Answer/ Action
<p>Can we do a survey with the public to ask them how they feel about police serving them without providing an officer’s name and regimental? Can we ask the public for suggestions to make them feel more comfortable interacting with police?</p>	<p>Building on the important work of the Committee, the community/ public engagement will be incorporated in the Anti-Racism Engagement Plan. Planned public participation will be decision-oriented and goal-driven. This engagement process will be directed by identified participation objectives, the public’s role, and the level of engagement/ participation.</p>

## 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.

