



# Anti-Racism External Committee Meeting

What We Heard Report

June 9, 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.

## Meeting Summary

This was the Committee's fourth meeting with CPS members and the ARAC leads. Members attended virtually. The meeting was a blend of ARAC updates and discussions.

Inspector Avril Martin opened the meeting acknowledging recent events.

*Our Indigenous and Muslim Communities have relived and experienced historical trauma and tragedy. The recent discoveries of 215 children in Kamloops and the murder of four people in London Ontario have righteously shaken every Canadian. I want to start our meeting today to acknowledge the realities of racism/hate crimes and murders perpetrated here in our country. I want us to stand together in solidarity as the Calgary Police Service Anti-Racism Action Committee to be relentless to say "no", these tragedies are unacceptable, wrong, unjust, and we will work towards healing, real meaningful change and reconciliation in every and any capacity.*

Anne Sureshkumar with the Calgary Counselling Centre was re-introduced to the Committee members. Anne is a Registered Social Worker and the designated therapist assigned to the work of this Committee. She is available to provide support/ counselling to all Committee members for the one-year term.

ARAC leads reported that Adam Massiah and Stephen Shirt are representing the External ARAC Committee on the ARAC Training Sub-Committee in collaboration with Internal ARAC members.

## Committee Co-Chairs Update

ARAC Committee Co-Chairs provided an update on the recommended action items received to date from the Committee members. The Orange Ribbon Campaign was approved by the Committee.





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Committee members were also reminded to provide input by email on the action items/ recommendations that were presented, as well as submit additional recommendations, to be collated and tracked.

The Co-Chairs also talked about how everyone deals with trauma differently. They reminded the members to take care of themselves, and to feel free to exit from a meeting if it becomes overwhelming during a difficult conversation.

## What We Asked and What We Heard

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

Most of the meeting was spent discussing the current state of CPS. More time is needed to discuss what success looks like for the CPS Anti-Racism Strategy, as well as current barriers to the ideal situation and where we need to go.

Topic	Discussion
ARAC Strategic Planning – Current State	<ul style="list-style-type: none"> <li>• Some Committee members provided examples of why and how they think CPS is not viewed as transparent and/or accountable by some community members. For example:               <ul style="list-style-type: none"> <li>○ One Committee member talked about their experience supporting a youth in the criminal justice system, and the frustration with the Body Worn Camera (BWC) video not being released/ shared with the accused.</li> <li>○ Others talked about the length of time that it takes an internal investigation to be completed (e.g. Constable Trevor Lindsay). What is the process?                   <ul style="list-style-type: none"> <li>▪ CPS Committee member reported that the Professional Standards Section (PSS) is scheduled to present to the group in July.</li> </ul> </li> <li>○ Others raised the point that the community observes and thinks that different groups are treated differently by the police during protests (e.g. anti-mask versus Black Lives Matter (BLM) protests).</li> <li>○ A CPS member reported that the CPS Diversity Resource Team (DRT) is heavily involved in local protests. The goal of DRT when they attend these types of events is to ensure the safety of the protestors and their lawful right to protest.</li> </ul> </li> <li>• Transparency and accountability are connected, linked together.</li> </ul>

Leslie MacRae, Director, and Kitt Chanthaboune, Business Strategist, Strategic Planning, Research and Analysis Section spoke on the Community Safety Investment Framework (CSIF), and recent funding





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announcements to advance equitable and effective crisis response systems and develop better ways to support Calgarians in crisis. A total of 24 non-profit and community organizations received \$5.8 million from Council's \$8 million contribution to the framework. The CPS budget reallocation (\$8 million) focused on anti-racism, equity, diversity & inclusion efforts, enhancing proven crisis response and partnerships; CPS has reallocated \$5.2 million for 2021 and \$4.5 million for 2022, for a total commitment of \$9.7 million.

Topic	Discussion
CSIF & CPS Reallocation of Funding	<ul style="list-style-type: none"> <li>The group discussed CSIF and the CPS reallocation funding, including successful and unsuccessful applicants, as well as the criteria.</li> <li>Some Committee members reported frustration that no black-led organizations received funding.</li> <li>Others talked about the systemic barriers and challenges for small grassroots organizations to secure funding.</li> </ul>
Question	Answer/ Action
Why didn't any grassroots or black-led organizations receive funding?	The funding project team reported the criteria and how each application was assessed and scored. CPS adheres to the City of Calgary funding policy and procedures; successful applicants must be a registered non-profit organization legally operating in Calgary.
What was the criteria for the CPS reallocation funding?	<p>Four focus areas were identified to meet this commitment:</p> <ul style="list-style-type: none"> <li>Undertake transformational culture change to address systemic racism, discrimination, and marginalization.</li> <li>Advance equity, diversity, and inclusion.</li> <li>Reduce demand for patrol officers and improve call response with the goal of better outcomes for citizens in crisis.</li> <li>Enhance service delivery through partnerships.</li> </ul>
Why did unsuccessful organizations not receive feedback from the administrator on their funding application?	<p>The project funding team thanked the member for the comment and reported that the Service will explore incorporating a feedback component into the process.</p> <p>Committee members were asked to forward a list of funding proposals that were unsuccessful, and the team will inquire into the status and follow-up with the Committee.</p> <p>Update: Applications that did not fit the criteria for CSIF or the reallocation fund were redirected to Change Can't Wait, a stream of the Community Action on Mental Health &amp; Addiction Investment Framework; some of the redirected proposals were successful under this funding stream.</p>
When CPS reviews and amends the organization's	There is not another call planned at this time for 2021.





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What We Heard Report

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<p>funding allocation processes, will there be another call for proposals this fiscal year?</p>	
<p>Under the CPS reallocation funding, how will the budget for the Anti-Racism Action Committee be spent?</p>	<p>ARAC leads reported on the budget line items for the successful funding application.</p> <p>Over \$500,000 secured to support community outreach and engagement, a trauma specialist, Anti-Racism change management, training, and marketing, as well as a Communications Specialist Support.</p>
<p>Was the funding one-time seed money, or will CPS be reallocating budget every year?</p>	<p>The funding allocated was in this budget cycle for 2021 and 2022; the CPS and the City of Calgary's new budget cycle begins 2023. Reallocation beyond 2022 will be dependent on the current research project on the Calgary's crisis response system, as well as the evaluation of funded initiatives.</p>

Topic	Discussion
<p>How will this Committee make systemic change and what does the work look like?</p>	<ul style="list-style-type: none"> <li>• Committee members discussed their commitment to the community and the work of the External ARAC Committee.               <ul style="list-style-type: none"> <li>○ Some members reported the need for more in-depth conversations.</li> <li>○ A key point raised during the discussion was the need for more time together as a Committee to achieve desired outcomes.</li> <li>○ Some members reported extending the one-year Committee term commitment.</li> <li>○ Some members talked about meeting more than once a month.</li> <li>○ Others talked about opportunities to communicate between Committee meetings.</li> </ul> </li> <li>• The important work of the Committee is a journey and not a sprint.</li> <li>• This type of work gains momentum over time.</li> <li>• The Committee discussed some of the action items/ recommendations collated and presented by the Co-Chairs.               <ul style="list-style-type: none"> <li>○ Some members want to implement a short-term tangible deliverable/ action that will contribute to racialized individuals feeling safer today with police.</li> <li>○ One Committee member proposed prioritizing the following recommendation: when officers are asked by a member of the public, and when appropriate, members will provide their Calgary Police Service</li> </ul> </li> </ul>





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	<p>issued business cards that clearly state their name, rank, and regimental number or in other written form.</p> <ul style="list-style-type: none"> <li>○ Some members talked about the challenges for marginalized individuals to retain a police officer's name and regimental when provided verbally during an interaction.</li> <li>○ The Committee discussed how this ask is a reasonable deliverable that could be implemented quickly and contribute to some community members feeling safer. <ul style="list-style-type: none"> <li>▪ CPS Sworn Committee members reported that this recommendation will be presented to the Internal ARAC Committee for input.</li> </ul> </li> </ul>
Question	Answer/Action
<p>How can the External ARAC Committee communicate information and recommendations with the Executive Leadership Team (ELT) quicker?</p>	<p>ARAC leads will seek a solution and report back to the Committee.</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.

