



# Anti-Racism Internal Committee Meeting

What We Heard Report

September 28, 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 sixth meeting. Members attended in person and virtually. The meeting was a blend of presentations and discussions.

Inspector Shanon Scott and Business Strategist Amory Hamilton-Henry presented on the Equity, Diversity, and Inclusion (EDI) pilot in the Support Section.

Staff Sergeant Ralph Veckenstedt with the Youth Service Section (YSS) talked about the School Resource Officer (SRO) program including the regular activities of the SROs. Business Strategist Jason Archibald provided an update on the evaluation of the SRO program. The update included:

- A high-level presentation on findings and recommendations of the independent Argyle Report which has not been released publicly yet.
- The position of the Service and the consultation plan.
- Next steps, including the development of an action plan, a presentation to the Calgary Police Commission (CPC), and public release of the report at the end of November.

## 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.

Topic	Discussion
EDI Pilot	<ul style="list-style-type: none"> <li>• Committee members heard about the CPS’s pilot of an Equity, Diversity, and Inclusion lens. The lens is designed to help the CPS better assess the potential impact of its work on diverse</li> </ul>





## Anti-Racism Internal Committee Meeting

What We Heard Report

September 28, 2021

ISC: Protected A

populations and consider different perspectives in decision making, planning, communications, and analysis.

- The group talked about the pilot EDI tool and its alignment with the CPS' commitment to anti-racism.
  - The tool is a combination of the diversity wheel and a core process and framework. The process is iterative and ongoing, encouraging self-reflection and organizational (systemic) reflection at every stage.
- This work is being done with an external consultant and the Support Section is one of the piloted areas. The other three (3) pilot areas are Skills and Procedures, Intelligence Evaluation Unit, and Professional Standards Section.
- The EDI tool was utilized in the Support Section to determine ways in which the current recruitment process may be biased and how it can be improved.
- The Committee discussed some barriers to recruitment and approaches to improve diversity within the tactical and canine units.
  - Historically these units have been largely homogenous and lacking diverse representation.
- The group talked about gender inequity and some barriers.
  - The nature of the job and the following requirements for some units may exclude some subgroups:
    - Mandatory commitment to on call 24/7/365; shift work and predominantly night shifts; compulsory speciality training period prior to application; 10-year tenure
    - Physical requirements
  - Other barriers raised included:
    - External commitments such as family caregiving
    - The timing of the application process (e.g. September is a busy month for parents)
- The group discussed opportunities for improvement.
  - Being mindful of posting dates
  - Smaller stature canines
  - Review of the CPS recruitment processes
    - One Committee member said that it is a challenge for units to be diverse because the recruitment





# Anti-Racism Internal Committee Meeting

What We Heard Report

September 28, 2021

ISC: Protected A

	<p>pool is not reflective of the community the Service serves.</p> <ul style="list-style-type: none"> <li>▪ “We need a bigger pool of diverse candidates”.</li> </ul>
Question	
Why did pilot in the Support Section and this presentation focus on gender? Did the pilot identify any barriers for racialized communities?	The Support Section focused on gender because it is the largest inequity within the Section.

Topic	Discussion
SRO Program	<ul style="list-style-type: none"> <li>• The SRO program was initiated in the 1970s to introduce uniformed police officers into the lives of youth and students across the City of Calgary.</li> <li>• The SRO program is housed in the YSS; however, the program intersects with all programming in YSS and the Community Services Section (CSS).</li> <li>• Key points raised included: <ul style="list-style-type: none"> <li>○ Extensive specialized SRO training</li> <li>○ School lockdown procedures</li> <li>○ Front-line patrol support</li> <li>○ More than 65% of Gateway referrals are by SROs</li> <li>○ The vital mentorship role</li> <li>○ School Safety Patrol Program partnership with the Alberta Motor Association</li> <li>○ Educational and awareness initiatives delivered by the SROs (e.g. Party Program, Bullying Ends Here)</li> </ul> </li> <li>• Some Committee members shared positive lived experiences as an SRO.</li> </ul>
Question	
Request for the list and itinerary of SRO training.	Please contact Staff Sergeant Ralph Veckenstedt
Is the SRO evaluation report publicly available?	Additional consultations are required with the SRO partners (including the school boards) prior to the public release the report. The report and findings are scheduled to be presented to the Calgary Police Commission (CPC) on November 30 <sup>th</sup> .
Has there been a discussion surrounding softening the look of an SRO?	Officers in the Multi-Agency School Support Team (MASST) and Youth at Risk Development (YARD) programs do not wear uniforms.





# Anti-Racism Internal Committee Meeting

What We Heard Report

September 28, 2021

ISC: Protected A

	<p>Uniformed officers are a key component of the program; when a young person sees a uniformed officer, we want them to feel safe and know the officer is trustworthy.</p>
<p>Anne Sureshkumar, External ARAC Committee member was asked to comment on the SRO presentation.</p> <p>Anne Sureshkumar with the Calgary Counselling Centre is a Registered Social Worker and the designated therapist assigned to the work of this Committee.</p>	<p>In my understanding, we seem to be missing the bigger picture, this is not about the SRO but the overall experience, which is trauma and how do we add to it, what do we need to change?</p> <p>So, the solution lies in, CPS incorporating a trauma informed approach to service delivery, each officer has an awareness of how trauma works and how everyone has the potential to traumatize and retraumatize another person.</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.

