

Anti-Racism Strategic Plan 2024 Impact Report



Inspiring
change
together.

Land acknowledgement

The city of Calgary, where the Bow and Elbow rivers meet, was historically a place of confluence where the sharing of resources, ideas and opportunities naturally come together. Long before Scottish settlers named it Calgary, the original Indigenous Nations of this area had their own names for the land. In the Blackfoot language, it is called Moh-kins-tsis. The Îethka Nakoda Wicastabi. First Nations refer this place as Wicispa Oyade and the people of the Tsuut'ina nation call it Guts-ists-I. The Métis call the Calgary area Otos-kwunee.

We would like to take this opportunity to appreciate and acknowledge that we are gathered on the ancestral and traditional territory of the Blackfoot Confederacy, made up of the Siksika, Piikani, Amskaapiikani and Kainai First Nations; the Îethka Nakoda Wicastabi First Nations, comprised of the Chiniki, Bearspaw, and Goodstoney First Nations; and the Tsuut'ina First Nation. The city of Calgary is also homeland to the historic Northwest Métis and to the Otipemisiwak Métis Government, Métis Nation Battle River Territory. We acknowledge all Indigenous people who have made Calgary their home.





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Introduction

In 2023, The City of Calgary launched its first Anti-Racism Strategic Plan. It was the result of three days of public hearings and three years of community and employee engagement where about 7,000 people shared their experiences, which led to our commitment and journey to becoming an anti-racist organization and city.

From launching our Anti-Racism 101 training to analyzing and recommending change to more than 70 City policies with an anti-racism lens, we are well on our way. Several well-attended engagement events celebrated the diversity of City employees and the communities they serve and provided a forum for learning, collaboration, and critical thought.

We are also driving strategic change across City business units and in the communities where we work. Employees across the organization are taking the initiative to advance anti-racism, by launching Anti-Racism Book Clubs, co-facilitating anti-racism training, or by becoming Anti-Racism Champions within their work area to identify and action anti-racism change. We are working alongside our community partners to reach more Calgarians with anti-racism resources and establish reciprocal relationship with Indigenous, Black, and diverse Racialized communities. Together, we are taking action to eradicate systemic racism and racial discrimination in Calgary.

We are pleased to provide this 2024 annual report, which highlights the accomplishments and initiatives that advanced the implementation of the Anti-Racism Strategic Plan. This report also highlights the opportunities ahead to advance this essential work.

Thank you for embarking on the journey to becoming an anti-racist organization and community.

2024 at a glance

4,100+

of City of Calgary staff completed the new Anti-Racism 101 e-training



20

Community organizations engaged in the Anti-Racism Strategy



70+

Internal documents were analyzed, and recommendations were made using an anti-racism lens



4,000+

Community members attended our workshops



~2,200

Employees completed in-person anti-racism training



28

Business units completed Anti-Racism Strategic Plan implementation workshops



98%

of participants in employee engagement sessions reported that these events broadened their understanding of colonization and slavery in Canada, as well as their lasting intergenerational impacts



800+

Employees attended anti-racism engagement events



Racial Justice Conference

The City of Calgary hosted the first Racial Justice Conference to engage in critical conversations and deepen understanding of systemic racism



Learning and growing



Anti-Racism 101

Strategic Action: Develop and implement mandatory anti-racist curriculum

After months of collaboration with subject matter experts across the organization, the Anti-Racism Program Team launched the Anti-Racism 101 e-learning modules for employees and leaders. The required training addresses the first focus area of The City's Anti-Racism Strategic Plan by supporting all employees to learn, unlearn and relearn about systemic racism and racial discrimination to understand its pervasiveness and its impact on the lives of Indigenous, Black, and diverse Racialized Peoples.

This required five-module course begins by defining key concepts, then explores the historical and ongoing impacts of colonial systems on Indigenous Peoples and the Trans-Atlantic Slave Trade on Black communities, as well as the experiences of other historically oppressed groups. The course culminates in practical strategies for addressing racial microaggressions, bias, and stereotypes in daily life. Learners gain a deeper understanding of the historical and systemic nature of racism and racial discrimination, equipping them with the tools to identify and confront these issues in their personal and professional spheres. Learners are better prepared to foster inclusive environments that challenge stereotypes and promote anti-racism, as well as deliver accessible and racially equitable programs and services. The course empowers employees to recognize and disrupt everyday microaggressions and biases, fostering a culture of accountability and transformative change within the organization and the community.



Promoting education and awareness

Strategic Action: Co-create customized anti-racism learning and development resources

The City's Anti-Racism Program hosted two employee-focused engagements in 2024, recognizing Asian Heritage Month and Emancipation Day.

- Asian Heritage Month was an opportunity for conversation on the rise of anti-Asian racism and allyship. The Anti-Racism Program in partnership with the Arts and Culture division coordinated employee screenings of the film *What Flowers they Bloom* along with a panel discussion with City and community leaders. Asian Heritage Month also provided an opportunity to amplify community events, highlights, and workshops.
- Emancipation Day provided a platform for members of Council, Administration, and community leaders to commemorate the end of slavery in Canada. The Anti-Racism team organized a panel discussion and presentation on the impacts of colonization and the Trans-Atlantic Slave Trade on Indigenous and Black Canadian history. Attendees honored these experiences and reaffirmed our corporate commitment to dismantling systemic racism.
- The City of Calgary's Anti-Racism Program also presented at the annual Diversity in Leadership Conference. It offers valuable leadership development, cross-departmental and cross-corporate exposure, and the chance to support essential Diversity, Equity, Inclusion, and Belonging initiatives for Community Services as a department and its employees. The session focused on the importance of racial equity in public safety, emphasizing that safety is not limited to enforcement but also includes building trust, fostering inclusion, and ensuring fair access to services for all Calgarians. This session reinforced The City's commitment to inclusive public safety strategies that prioritize racial equity.





Calgary's first Racial Justice Conference

Strategic Action: Collaborate to create community anti-racism learning opportunities

The City of Calgary hosted the Racial Justice Conference in March 2024. This two-day conference brought together over 1,000 people and provided an opportunity for participants to engage in critical conversations and deepen their understanding of systemic racism and its impact on Indigenous, Black, and diverse Racialized Peoples. With over 90 speakers and 32 breakout sessions, the conference provided the attendees with the knowledge and skills to go beyond dialogue to actionable anti-racist actions.



Creating a racially-just Calgary



Building inclusive neighborhoods

Strategic Action: Develop a community point of connection that highlights the leadership of Indigenous, Black, and diverse Racialized Peoples

Through the Community Social Work Program, The City promotes leadership among residents, with the goal of creating healthier and more inclusive and participatory neighborhoods. In 2024, the Program launched an anti-racism stream to its Neighbourhood Grants program, that is established to encourage residents to act towards building inclusive neighborhoods. The anti-racism grant stream supports efforts that seek to eliminate racism and discrimination at the neighborhood level, build understanding and unity, as well as creating opportunities for Indigenous, Black, and diverse Racialized people to build safer spaces and enhance their leadership skills.

Sharing community voices

Strategic Action: Enhance the visibility of the Anti-Racism Action Committee and other interested parties focusing on racial justice

The City of Calgary's Anti-Racism Action Committee (ARAC) is one of Calgary City Council's committees. ARAC monitors emerging community opportunities; identifies systemic barriers to accessing City of Calgary programs and services; and recommends opportunities to work with community partners and organizations to address structural racism. This ensures that the community is always reflected in the work of eliminating racial discrimination in The City's programs, services, policies, and systems.

In 2024, ARAC continued its vital community engagement work by participating in local events, connecting with community members and members of Council. The City of Calgary's ARAC initiated a community storytelling project to raise awareness of continued experiences of racial discrimination within Calgary, and to identify emerging issues to work and collaborate with communities to fight racism. The youth-focused collaboration with the Racial Justice Conference enabled the younger generation to engage in the work of anti-racism.





Expanding community learning

Strategic Action: Collaborate to create community anti-racism learning opportunities

The Anti-Racism Program collaborated with community-based programs and organizations to bring three workshops to residents who were interested in learning more about how to talk to their children about racism and discrimination. In surveys conducted after the workshops, participants overwhelmingly said they appreciated the content on how to better address racist incidents that their children may have experienced.

The Anti-Racism Program works with the Calgary Public Library to launch Diversity Storytime in 2024, aimed to promote anti-racism and inclusion through storytelling sessions within the community. It features stories, songs, a land acknowledgement, activities, and a book display that promoted anti-racism among parents and children alike.

Answering the call to action: Looking ahead to 2025 and beyond

2025 marks the midpoint in the execution of Dismantling Systemic Racism, Transforming Lives: The City of Calgary Anti-Racism Plan 2023-2027. We have made significant strides towards improving the lives of Indigenous, Black and diverse Racialized employees within The City and in the community. But there is more work to do.

Systemic racism continues to impact Calgarians, including City employees, in areas such as public safety, community wellbeing and other essential services. The Anti-Racism Program will also aim to expand the community outreach and work alongside local organizations to support their own anti-racism initiatives.

The City's Anti-Racism Strategic Plan concludes with a powerful call to action: "Now is the time for The City of Calgary to put into action the promise of dismantling systemic racism." NOW is indeed the time!



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