

Dismantling Systemic Racism, Transforming Lives:

The City of Calgary Anti-Racism Strategic Framework 2023–2027

Commitment

A racially-just Calgary

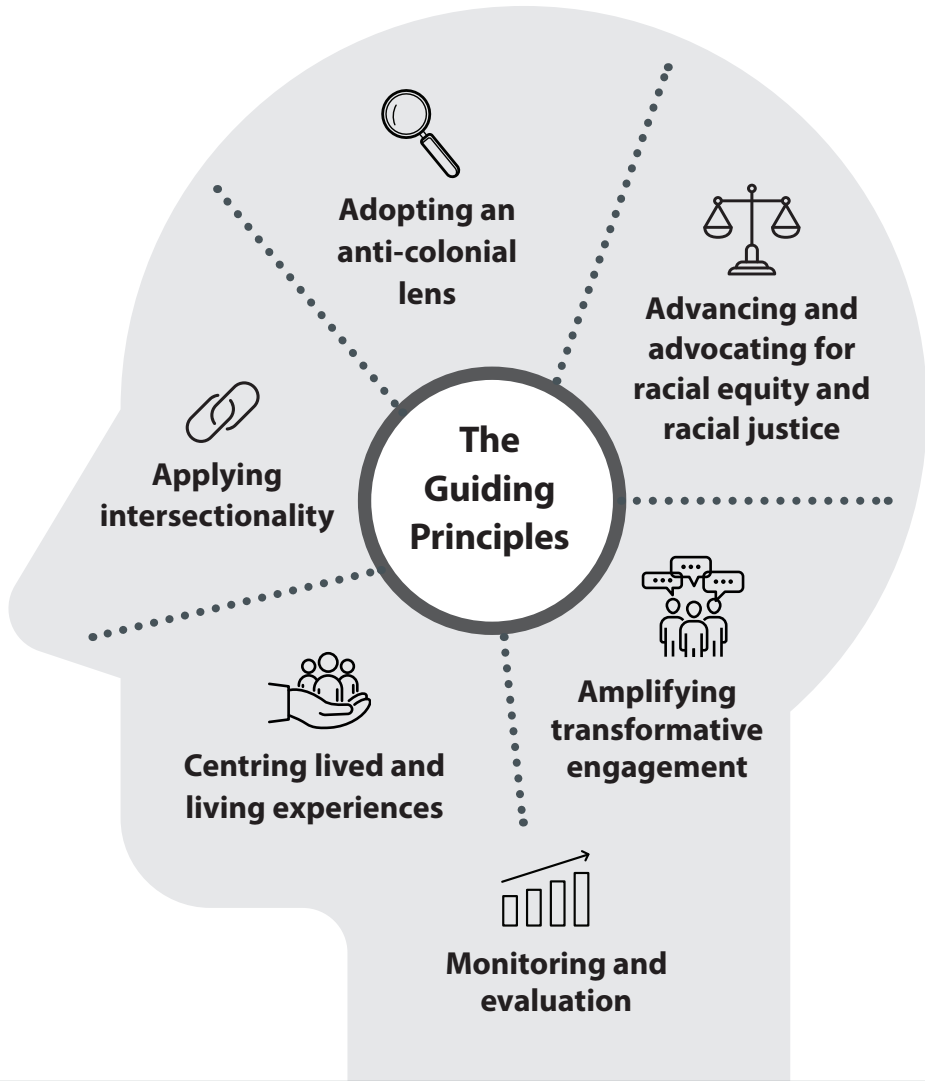
Mission

To take actions to remove systemic racism in Calgary through education, engagement, collaboration, and policy changes.

Audience of Focus

Internal: Employees, City Administrative Leadership, Council

External: Calgarians, Community Members, Community Organizations and Associations, Anti-Racism Action Committee, Elders and Knowledge Keepers.



Systemic Changes that Impact:		FOCUS AREA 1 Develop and Implement Anti-Racism Education and Training
Public Safety, Dignity, Order & Peace for Community and Employees	Community	<ul style="list-style-type: none">Collaborate to create community anti-racism learning opportunitiesEnhance participation in community learning opportunitiesIncrease shared understanding and common language regarding systemic racism and racial discrimination
	Employees	<ul style="list-style-type: none">Develop and implement mandatory anti-racism curriculumCo-create customized anti-racism learning and development resourcesDevelop an accessible anti-racism resource hub
	Public Safety, Dignity, Order & Peace for Community and Employees	<ul style="list-style-type: none">Develop and implement anti-hate learning and development curriculumReview and revise public safety training through an anti-racism lensDevelop community learning for public awareness on impacts of hate activities and racist behaviours
		DESIRED RESULTS: Increased anti-racism awareness, knowledge, and skills



Systemic Changes that Impact:		FOCUS AREA 2 Promote and Integrate Disaggregated Race-based Data
Public Safety, Dignity, Order & Peace for Community and Employees	Community	<ul style="list-style-type: none">Develop a disaggregated race-based data strategyCollect and use disaggregated race-based data for City programs and servicesDevelop a data-sharing strategy with external partners
	Employees	<ul style="list-style-type: none">Develop a disaggregated race-based data framework/guidelinePromote a practice of race-based data collection and sharingProvide consultation on the process of utilizing race-based data in the organization
	Public Safety, Dignity, Order & Peace for Community and Employees	<ul style="list-style-type: none">Collect disaggregated race-based data on hate activities in public spacesIncorporate disaggregated race-based data analysis in public safety service deliveryCreate disaggregated race-based data framework/guideline for public safety service delivery
		DESIRED RESULTS: Disaggregated race-based data for evidence-based decision making



Systemic Changes that Impact:		FOCUS AREA 5 Create Anti-Racist Safe Spaces and Processes
Public Safety, Dignity, Order & Peace for Community and Employees	Community	<ul style="list-style-type: none">Support community organizations that promote racism-free communitiesDevelop an anti-racist community investment accountability frameworkAdopt a community organization network approach that promotes transformative engagement
	Employees	<ul style="list-style-type: none">Create an anti-racism policy and statementCreate anti-racism psychologically safe processes and spacesEnsure racially-informed trauma and mental health resources are available
	Public Safety, Dignity, Order & Peace for Community and Employees	<ul style="list-style-type: none">Develop analytical procedures to create racially equitable public spaces designsCreate practices and guidelines to enhance racially responsive officer-citizen interactionsCreate an anti-hate response model to combat hate and provide supports for victims of hate
		DESIRED RESULTS: Anti-racist safe spaces and processes



Systemic Changes that Impact:		FOCUS AREA 3 Increase Representation of Indigenous, Black and Diverse Racialized Peoples in Positions of Leadership
Public Safety, Dignity, Order & Peace for Community and Employees	Community	<ul style="list-style-type: none">Enhance the visibility of the Anti-Racism Action Committee and other interested parties focusing on racial justiceDevelop a community point of connection that showcases the leadership of Indigenous, Black, and diverse Racialized PeoplesEstablish and sustain reciprocal relationships with Indigenous, Black, and diverse Racialized community leaders
	Employees	<ul style="list-style-type: none">Support and co-develop racially equitable talent management practicesIncrease leadership mentorship opportunities for Indigenous, Black, and diverse Racialized employees to advance in positions of leadershipUtilize disaggregated race-based data to inform hiring and promotion into positions of leadership
	Public Safety, Dignity, Order & Peace for Community and Employees	<ul style="list-style-type: none">Champion the recruitment and retention of Indigenous, Black and diverse Racialized Peoples in public safety senior management positionsEnsure Indigenous, Black, and diverse Racialized Peoples have leadership roles in the Anti-hate Working GroupUse disaggregated race-based data to monitor and track racially diverse representation in public safety senior leadership positions
		DESIRED RESULTS: Increased representation of Indigenous, Black, and diverse Racialized Peoples in leadership roles in positions of leaderships.



Systemic Changes that Impact:		FOCUS AREA 4 Develop, Promote and Deliver Racially Equitable Programs, Services, Policies, and Systems
Public Safety, Dignity, Order & Peace for Community and Employees	Community	<ul style="list-style-type: none">Co-develop and implement accountability frameworks for City services with interested partiesCo-create and pilot 311 anti-racism service requestsIncrease awareness of City services and community opportunities through non-traditional approaches and integrate more language translation
	Employees	<ul style="list-style-type: none">Conduct a City of Calgary racial equity assessment of programs, services, policies, strategies, and processesDevelop an anti-racism policy review tool and processDevelop and integrate a racial equity impact assessment tool
	Public Safety, Dignity, Order & Peace for Community and Employees	<ul style="list-style-type: none">Co-develop public safety service delivery that promotes public order, public peace, and public dignityCreate practices and guidelines to support racially equitable and fair protection for public safety enforcers, first responders, social service providers and members of the publicCo-design policies, bylaws, and procedures that promote hate-free environments
		DESIRED RESULTS: Racially equitable programs, services, policies, and systems

