



# Anti-Racism External Committee Meeting

What We Heard Report

December 8, 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 ninth meeting with CPS members and the ARAC leads. Members attended virtually. The meeting was a blend of ARAC updates and discussions.

ARAC leads updated the Committee on the status of the amendment of the CPS Code of Conduct policy for a sworn member to identify themselves during interactions with the public. The Policy will be formally amended to read:

*When requested by a member of the public, and when appropriate, provide their Calgary Police Service issued business card that contains their surname, rank, and regimental number (or in other written form). This excludes when members have provided other documentation with this information.*

An All Personnel Memo is scheduled for December 14<sup>th</sup> to update membership.

A Change Management Specialist is also currently being recruited to support the work of the Internal and External ARACs. In addition, the ARAC leads attended a planning session for CPS Advisory Boards/Circle on December 6<sup>th</sup>, 2021 where they talked about the work of the Committee.

## What We Asked and What We Heard

The following table is a summary of the topics and key discussion points raised by the Committee.

Topic	Discussion
Work of the Committee	<ul style="list-style-type: none"> <li>Committee members reflected on the work of the Committee in 2021 and raised key points for 2022.</li> </ul>





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	<ul style="list-style-type: none"><li>○ Members reported being proud to be on this transformational journey.</li><li>○ Committee members said that they are pleased with the group's effort to maintain a unified commitment to the work of contributing to creating an anti-racist police agency in Calgary.</li><li>○ Some members expressed a feeling of disappointment for not accomplishing more as a Committee.</li><li>○ Others reminded the group and talked about how changing systems is a long-term process.</li><li>○ The group reported looking forward to building on the progress achieved in 2021.</li><li>○ Members talked about continuing to develop personal connections and building trust as a group through smaller face to face engagements and in-person Committee meetings in 2022.</li><li>○ One member raised a key point that COVID-19 has impacted the pace the Committee's work.</li><li>○ Committee members complimented and expressed gratitude to the External ARAC Co-Chair for her dedication, passion, and leadership.</li><li>○ Members recognized Inspector Martin and the CPS ARAC project team for their work to create a safe space for difficult conversations.</li></ul>
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## 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.

