



# Anti-Racism External Committee Meeting

What We Heard Report  
January 12, 2022  
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 tenth meeting with CPS members and the ARAC leads. Members attended virtually. The meeting was a blend of ARAC updates and discussions.

ARAC leads introduced the Committee members to the Policy Development Unit Manager Lori Willocks who provided a brief overview of the structure and mandate of the team.

The leads also advised the group about next steps for developing an anti-racism policy, as well as the CPS Anti-Racism Strategy.

Inspector Nadine Wagner, Chief Crowfoot Learning Centre, presented on the enhanced and renamed *De-escalation and Use of Force (DUOF) Policy*.

## 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
<i>De-escalation and Use of Force (DUOF) Policy</i>	<ul style="list-style-type: none"> <li>• The Service’s former <i>Use of Force Policy</i> has been enhanced and renamed the <i>DUOF Policy</i> to truly reflect what the Service does in every single interaction with the community, as well as best practices.               <ul style="list-style-type: none"> <li>○ An internal CPS Committee has been working for over a year to revise the document.                   <ul style="list-style-type: none"> <li>▪ The internal working group is comprised of sworn and civilian members representing several diverse areas and business units in the CPS, such as the Legal and Regulatory</li> </ul> </li> </ul> </li> </ul>





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	<p>Services Division, Professional Standards Section, Policy Development Unit, and the Learning and Recruitment Division.</p> <ul style="list-style-type: none"> <li>• The policy enhancements are significant and intended to build community trust and confidence.</li> <li>• The improved policy aligns the CPS with current policing standards and training practices that have been implemented in other agencies.             <ul style="list-style-type: none"> <li>○ The policy informs sworn members how to respond to every call for service and reflects the importance of de-escalation techniques as a core component of policing.</li> <li>○ Necessary, Reasonable, Proportionate (NRP) Principles have been included throughout the policy.</li> <li>○ A de-escalation definition has been added, as both a guiding principle and tactic.</li> <li>○ The CPS members communicated the de-escalation and use of force training.                 <ul style="list-style-type: none"> <li>▪ Sworn members are trained from the beginning at recruit class on how to execute authority.                     <ul style="list-style-type: none"> <li>• De-escalating and use of force situations are complex and dynamic.</li> </ul> </li> </ul> </li> </ul> </li> <li>• Officers report use of force incidents through Subject Behaviour/Officer Response (SBOR) reports.             <ul style="list-style-type: none"> <li>○ Officers are required to report any use of force beyond handcuffing and basic physical control techniques.</li> </ul> </li> <li>• The CPS members described examples of 911 calls and how the officers are garnering information prior to arriving on the scene.</li> <li>• The CPS members talked about the different ways the In-Car Video system and Body Worn Cameras are utilized by the Service, for example as a coaching and mentoring tool.</li> </ul>
<b>Question</b>	<b>Action/Answer</b>
What are the biggest changes to the policy?	<ul style="list-style-type: none"> <li>• The previous policy did not include the Statement of Principles (incorporating both the Service’s core values and NRP Principles). Also, adding “de-escalation” to the title and including the definition of what de-escalation is.</li> </ul>
Do police officers receive unconscious/implicit bias training in conjunction with de-	<ul style="list-style-type: none"> <li>• During a de-escalation and use of force incident officers are responding to the behaviours and not race.</li> <li>• The CPS Anti-Racism Strategy will include mandatory anti-racism and Indigenous training for all employees.</li> <li>• The CPS <i>Anti-Racism Policy</i> is being developed.</li> </ul>





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escalation and use of force training?	
When officers are learning de-escalation techniques, do they also receive empathy training?	<ul style="list-style-type: none"><li>• Yes, sworn members receive on-going training to instill and improve emotional intelligence.</li></ul>
Inspector Wagner welcomed the ARAC Committee members to reach to her with any ideas for training and different methods/approaches to communicate internally and externally on the topic.	<ul style="list-style-type: none"><li>• N/A</li></ul>

## 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.

