



Anti-Racism External Committee Meeting

What We Heard Report

November 10, 2021

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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 eighth meeting with CPS members and the ARAC leads. Members attended virtually. The meeting was a blend of ARAC updates and discussions.

ARAC leads shared the results of an environmental scan of promising practices for anti-racism strategies completed by Dr. Patrina Duhaney, Assistant Professor and Co-chair-Anti-Black Racism Task Force for the Faculty of Social Work, University of Calgary.

Dr. Duhaney’s research is informed by critical race feminism and focuses on race, crime, and criminalization. In particular, she examines Black women’s experiences of intimate partner violence (IPV) and with the police. She has over 14 years of experience working with various marginalized populations, including women and children exposed to IPV, youth in conflict with the law, children, youth and adults with multiple disabilities, and young parents.

Committee members were also invited to attend a virtual CPS Information Summit on November 18, 2021 with presentation topics including hates crimes, extremism, bullying, online exploitation and current trends/risks to children, and an update on the work of ARAC.

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
Planning Introduction	<ul style="list-style-type: none"> Committee members reported priority action items for the group to focus on for the remainder of the 2021 calendar year and into 2022.





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	<ul style="list-style-type: none"> • Key consideration points raised during the prioritization discussion included: <ul style="list-style-type: none"> ○ The Committee’s first year term coming to an end in March 2022. ○ The importance of focusing on action items that are attainable in the short time frame. ○ Informative presentations by the CPS on key areas/topics, such as the complaint process, Info Posts, race-based data, and hate crimes have served as a foundation to guide this conversation.
<p>Planning Session</p>	<ul style="list-style-type: none"> • The Process: <ul style="list-style-type: none"> ○ All ARAC members were provided an opportunity to identify their top priorities during a roundtable. ○ All ARAC members voted on their top action items to be completed by March 2022. • The Results: <ul style="list-style-type: none"> ○ Committee members reported a total of 12 priority areas. <ol style="list-style-type: none"> 1. Six (6) members voted for developing a Service-wide anti-racism policy. <ul style="list-style-type: none"> ▪ A document to address potential internal CPS issues such as microaggressions and language. ▪ Policies provide guidelines that resonate with members the CPS. ▪ The CPS does not have an anti-racism policy, the Service has a Respectful Workplace policy. ▪ Time constraints may be a challenge to complete the totality of this task. ▪ There can be gaps between policy and practice. ▪ Officers need to be trained for policy to ensure compliance. 2. Three (3) members voted on the importance of focusing on language and communication. <ul style="list-style-type: none"> ▪ Often the first point of contact; officers interact/communicate daily with citizens. ▪ Develop an agreement on common language and a guide on the use of language. ▪ Respectful communications include racial awareness and racial sensitivity. ▪ Review both internal and external communications (e.g. social media). ▪ The importance of separating the language of anti-racism and Equity, Diversity, and Inclusion (EDI). 3. Six (6) members voted on concentrating efforts on an internal audit/evaluation. <ul style="list-style-type: none"> ▪ What would be included in the scope of an internal audit/evaluation.





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	<ul style="list-style-type: none"> ▪ A fidelity review comparing policies and procedures to goals (current versus future ideal state). ▪ Review of each area independently from different perspectives including the Indigenous and Black communities. All communities such as the Indigenous community cannot be lumped into one category labelled diverse; we need to acknowledge the Indigenous history differently from other marginalized communities. ▪ An internal evaluation from the top down with an anti-racism lens that incorporates policies, procedures, leadership, etc. ▪ The findings would guide the Committee's recommendations. ▪ Huge process that needs to be fundamentally completed for sustainable change; outsource this task to multiple organizations and consultants with different perspectives, education, cultural background, lived experiences, etc., and not solely one entity. <p>4. One (1) member voted for action on the Missing and Murdered Indigenous Women and Girls (MMIWG) calls to action.</p> <ul style="list-style-type: none"> ○ Other members discussed focusing Committee efforts on the following: <ul style="list-style-type: none"> 5. Accountability 6. Equitable service delivery 7. Closure of ARAC recommendations to date 8. An Indigenous approach must be different because Indigenous is different than diversity. 9. Leadership from the CPS with other justice institutions including the Crown and Corrections. For example, alternative responses for citizens breaching court conditions suffering with addictions. Currently, there is no discretion rather, it is a blanket condition that does not account, especially for, Indigenous peoples suffering from addictions. 10. The establishment of sub-committees to support the work (e.g. policy sub-committee). • Some action items reported are currently underway in the CPS and the Committee members will support these work areas leading the development and implementation, specifically:
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	<p>11. Training and communications including cultural humility training</p> <p>12. Race-based data ensuring a bottom-up approach that involves community leaders and community-led initiatives</p> <ul style="list-style-type: none"> • The Vote: <ul style="list-style-type: none"> ○ The vote was split between the anti-racism policy and the anti-racism audit. The External ARAC Co-Chair Inspector Avril Martin spoke about time constraints as well as internal projects currently underway within the CPS. • End Result: <ul style="list-style-type: none"> ○ The group agreed to concentrate their efforts on developing the components of an anti-racism policy.
Recommendation	Action / Next Steps
<p>The development of an anti-racism policy for the CPS.</p>	<p>The External ARAC will contribute to the development of an anti-racism policy for the CPS by identifying the core policy components, as approved by this Committee.</p> <p>Next steps include:</p> <ol style="list-style-type: none"> 1. Inspector Avril Martin to engage the Policy Development Section by November 2021 (<i>completed</i>). 2. External ARAC members to review existing CPS policies <i>Respectful Workplace</i> and <i>Code of Conduct and Discipline</i> by December 2021 (<i>in progress</i>). 3. Dr. Duhaney to be contacted by Katy Doucette to identify best practices based on her research in December 2021 (<i>in progress</i>). 4. External ARAC policy scoping meeting to be held in December 2021. 5. Internal ARAC policy discussion to be held in December. 6. Superboard policy discussion scheduled for December 6, 2021. 7. Policy components identified including best practices, research requirements, and Subject Matter Expert (SME) engagement options in January / February 2022. 8. Policy Development Section invited to attend External ARAC meeting in January / February 2022. <p>Deadline: March 2022.</p>

Next Steps

- What We Heard Report to be approved by the External Anti-Racism Action Committee Co-Chairs.





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- Approved report will be distributed to External ARAC Committee members.
- Approved report will be posted online by the Strategic Communications Section.

