



Public Submission

City Clerk's Office

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* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name Ghada
* Last name Alatrash
Email galatrash@mtroyla.ca
Phone 5875813730

* Subject To Not Act Against Racism, Is To Put At Risk Our Democracy--published by NATIONAL NEWSWATCH

You may access my article at this link (or read below): <https://www.nationalnewswatch.com/2020/06/03/to-not-act-against-racism-is-to-put-at-risk-our-democracy/#.XwTxPpNKgU0>

Almost a year ago, I wrote an article about my cousin in Syria, a mother who lost two sons over a span of only two years, Farouk and Fidaa Nassif, in a merciless Syrian war. My cousin is still grieving. Despite the reality of war and its savagery, the news hit us like a ton of bricks. More recently, three American mothers are also grieving the loss of their children — the mothers of George Floyd, Ahmaud Arbery and Breonna Taylor. All three women had to witness the murder of their children — and in a place no other than the United States of America.

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

Ahmaud Arbery was not a soldier in a war. He was a 25-year-old young man jogging in Satilla Shores, Georgia. Breonna Taylor was a 26-year-old certified emergency medical technician, killed by plainclothes policemen who raided her Louisville, Kentucky apartment and shot her eight times. Last week, 46 year old George Floyd was killed by a Minneapolis police officer, who pressed his knee into the back of Mr. Floyd's neck, ignoring his victim's increasingly desperate pleas for several minutes, "Please. Please. I can't breathe, officer. I cannot breathe. I cannot breathe."

In this time of pandemic, Arbery, Taylor and Floyd did not die due to COVID-19; they



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were killed by what has been identified in the U.S. as a public health crisis of racism. Today, in a democratic United States of America, "the Land of the Free," Black mothers live under the constant threat of losing their children for no other reason than the color of their skin.

I teach a course that speaks to issues of social justice. In class, we grapple with the reality of racism and its prevalence in North America, where we learn that racism is about racial and cultural prejudice and discrimination that is supported, and legitimized, by institutional power and authority, and one that penetrates all dimensions of life including the political, economic, and social, where there is unequal distribution of privilege and power between Whites and people of Color. For Black people, this reality is the gravest as they have been, and continue to be, disproportionately impacted by racism throughout history and until today. To deny this reality, is to dismiss hundreds of years of history and contemporary race inequity and struggles of Black people, and to participate in the spread of a hi



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* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name	Nathan
* Last name	Hawryluk
Email	nhawryluk@gmail.com
Phone	
* Subject	SPC on Community and Protective Services - Calgary's Commitment to Anti-Racism, CPS2020-0776
* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	Attached is my letter for the SPC on Community and Protective Services - Calgary's Commitment to Anti-Racism, CPS2020-0776. Thanks, Nathan Hawryluk

6 July 2020

SPC on Community and Protective Services, 7 July 2020

Calgary's Commitment to Anti-Racism, CPS2020-0776

Thank you for holding this public hearing on systemic racism in Calgary. I want to encourage Council members to root out racism from the City's processes, laws, and organizational attitudes.

As a white male, I cannot and will not pretend to be an expert on systemic racism. I ask Council to consider the structural inequalities that are part of public hearings' format, which likely have discriminatory effects on Calgarians who are Black, Indigenous or People of Colour.

In theory, anyone can participate in a public hearing. However, in practice, anyone wanting to speak to Council before April 2020 would need to be available on a weekday at 9:30am to sit and wait in the Council Chamber until their agenda item was called. Whether it is intentional or not, as a result of public hearings' format, people with disposable income and free time are more likely to be able to participate in Council meetings than people who are underemployed, work multiple part-time jobs, or have precarious work situations. Given that "visible minorities are concentrated in low level sales and clerical jobs and are over-represented in underemployment figures, part-time and temporary jobs, and ... earn less than other Canadians despite being more highly educated than average," it seems reasonable to conclude that public hearings' format discourages Calgarians who are Black, Indigenous or People of Colour from speaking to Council and shaping public policy.¹

Because people with time and money are better able to tolerate the public hearing process, those attending are often older, richer, and whiter than average Calgarians. For example, while the City does not have race-based data, it recorded the language spoken most often at home in 2016.² From my notes of the SPC on Planning and Urban Development (4 March 2020), every resident who spoke about the Guidebook for Great Communities and identified their communities were from areas where less than 12% of residents primarily speak a language other than English at home. While those people were probably not the only Calgarians interested in Calgary's land use, they were the only ones who were attended that meeting. I suspect that

¹ See "Inequality in Calgary: The Racialization of Poverty" (City of Calgary, Community and Neighbourhood Services, Social Research Unit, 2009), 1.

² <https://maps.calgary.ca/language/>

trend extends to many, if not most, public hearings which over-represent people like me who have the family support and other resources necessary to attend meetings that can stretch for hours and sometimes days.

What can be done to remove the discrimination that is built into our public hearings and make public hearing more accessible to all Calgarians?

The recent change to scheduled agenda items and participating by phone seems like a good first step. It is unfortunate we required a pandemic to create that process. If we can meet in person again, please continue to allow people to choose to participate by phone. I think it would be good for someone to be able to fit their public hearing participation into a 15-minute break at work. I hope the proposed Anti-Racism Action Committee will determine what specific steps would be required to make that possible.

Dave Meslin, in *Teardown: Rebuilding Democracy from the Ground Up*, suggests governments could be more accessible by creating a department of user design like businesses have. He suggests public hearings could be more accessible by providing childcare and translation services, holding evening meetings, and allowing food in the Council Chamber. In the last few years, Council showed it could provide childcare for a day of budget deliberations, some Councillors have translated for individuals presenting to Council, and public hearings held in the evening have been well attended. Consistently making those services available would make public hearings more accessible. Yes, there would be logistical and budgetary questions to provide those services, but that is likely part of committing to being anti-racist. A quick, cheap change would be allowing food in Council Chambers. Requiring people to spend all day in Council and make them leave their food at the table outside of the Chamber or buy lunch downtown discourages participating in public hearings. Even if there is a valid reason to forbid people from eating in Council Chambers, why not let their food sit in their bags?

These are a few ways that Council can root out racism from our public hearing process. If I, as a privileged person, can point out this problem in our public hearings, I am certain someone with different lived experience would have more applicable suggestions. I encourage Council to create the proposed Anti-Racism Action Committee. I hope the Committee will look at public hearings and listen more to suggestions on improving them from Calgarians who are Black, Indigenous, or People of Colour than from me.

Thank you,
Nathan Hawryluk



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* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name Rohadi

* Last name Nagassar

Email

Phone

* Subject Response to City anti-racism public consultations

As a Calgarian who's lived in this city, on Treaty 7 land, for nearly 40 years, I've watched and experienced how much we've changed. Calgary's is unique, as it every city, although we have a distinct impression of being a "world class" city. Our demographics are unique to us, and one reason why matters of racism and racialized systems are rarely at the forefront of mainstream media or daily conversations. That's shifting now as we centre marginalized voices and seek to, improve policy work to both eliminate racist policy, and implementing newer, more equitable ones. It's an important function for our city to move forward as we grow. It's important for us to not merely have conversations about the best course of action to 'preserve' a way of life some have grown used to, but to seek how we can build resilient and healthy communities for all. That will take a few things.

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

One, we must acknowledge as demographics shift there is an underlying pressure where various institutions where systemic racism is hidden rears its ugly head. We see it at greater frequency in larger cities where white people are no longer the majority. Toronto is an example. Calgary seems quiet in comparison, but will we face the same tension as our ethnic minorities increase? We should anticipate so given we're all in the same country, one rooted in founding ideals rooted in land theft and colonization. By addressing realities and ways to dismantle systemic racism in our institutions today we can focus on a more equitable city for tomorrow.

Second, relationships ultimately form our understanding of each other, and whether or

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not as a whole this city will treat racism as a fundamental problem worth dismantling. White supremacy, systemic racism, whiteness, all synonyms to deeply ingrained cultural assumptions that form our thinking. In this way, racism itself is endemic--it's in everything, as well as systemic--rooted throughout our systems and institutions. Building communities that accommodate and encourage resiliency with one another will help build our empathy with minority groups not like the majority culture.

Lastly, we must turn the listening and learning into action. It's one thing to offer platitudes, but it's quite another to build a more equitable system. Equity and justice should be the main pursuits in public policy making, which means the policy makers themselves need to develop not mere awareness of racist issues, but how to form appropriate policy that g

Recommendations - City of Calgary Anti-Racism Public Consultation

Recommendations:

1. Future community engagement frameworks need to recognize that the majority of the community feedback you are seeking does not have the privilege of stepping out of work, or their personal lives to contribute to this conversation.
 - Leveraging online surveys, video submissions, audio recording submissions (oral), in-person engagements in local communities with established community organizations that have established trust and represent racialized communities etc.
 - Advise your members to be mindful of their influence and total talk time – i.e., Teresa's comments while well-meaning – did not positively resonate with attendees who have been waiting to share their thoughts in a time-consuming event.
2. **LARGE FLAG:** Hire support/trauma counsellor on-site for future consultations. From a moralistic, risk mitigation and liability standpoint - this is a must. (A third-party EDI expert would have been able to advise you accordingly)
 - If an individual went to this event and placed further harm to themselves or others as a result of hearing some sensitive and traumatic issues – there would be a liability to the consultation group as individuals and an organization (CoC).
 - Potential outcomes that could occur without a trauma counsellor present would only further a potentially inaccurate view of the CoC's commitment to supporting racialized communities
3. Third-party analysis that has a specialty of EDI and anti-racism to support and provide risk mitigation expertise to the City and AR Council work
 - Given what I saw today, it was an incredible effort, but unfortunately, the intent was misaligned with the impact
 - People left the discussion further enraged vs. informed
4. Quarterly anti-racism, unconscious biases and inclusion training for the City of Calgary and associated groups
5. Developing a City of Calgary Anti-Racism Policy internally and for all CoC mandated organizations
 - Training is only as impactful as the processes and policies in place to reinforce training
 - Set clear expectations for anti-racist and inclusive behaviour internally and within CoC funded organizations
6. Data reporting on racism experienced in the community
 - Creating a benchmark of systemic racism faced by Calgary citizens and City of Calgary public-funded organizations
 - Providing bi-annual reporting to the community and council



Recommendations - City of Calgary Anti-Racism Public Consultation

- What gets measured gets done

7. Championing existing businesses and organizations that have been championing anti-racism and equity work that are representative of racialized communities

8. Like other municipalities, allocate appropriate funding that creates long-term racism to BUSINESSES AND NON-PROFITS to create an impact at a pace that is aligned with racialized community members' needs. I appreciate this is new information and initiatives are new to some City leaders, but there are established leaders in this field locally that can be leveraged to expedite and inform the process

9. Proactive leadership representation that aligned with the 36.2% of Alberta's racialized communities

10. Hire PERMANENT Anti-racism staff (3-4 team members) and executive leader (Director and above) to oversee efforts; please realize a volunteer group won't be able to create the momentum and change needed

- Example City of Toronto

11. Update performance metrics to include EDI measures for Coc leaders, teammates and partners

- Performance metrics are great incentives for reinforcing what acceptable and promotable behaviour is within an organization

For further clarity, please contact Elise Ahenkorah, owner of inclusion FACTOR at elise@inclusionfactor.ca

About inclusion FACTOR

We create data-driven strategies to build inclusive workplaces and communities for public and private sector-based clients across North America and the UK.

inclusion FACTOR has been recognized by the Canadian Centre for Diversity and Inclusion for our practical and wide-reaching EDI projects and solutions.

www.inclusionfactor.ca



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* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name Tara

* Last name Yoo

Email tara.yoo@outlook.com

Phone

* Subject Proactive Anti-Racism: The Consideration of Mental Health for Immigrant Children

In response to Calgary's Commitment to Anti-Racism, I would like to start a conversation about the consideration of mental health for immigrant children in Canada. In doing so, I hope that this might inspire a more proactive approach to provide practical assistance to children and adolescents who are struggling to form a healthy sense of cultural identity.

Every day, immigrant children and adolescents are faced with the unique struggle of living in cultural tension between their ethnicity and nationality. [Additionally, perhaps a third culture pertaining to their gender and/or orientation]. Some practical examples of this cultural tension are shame vs. guilt behavior *meaning: who you are versus what you do*, disciplinary methods (from home or school), value placed in academia, value placed in skills training, food preferences, social groups, extra curricular activities, etc... In school, we are taught from a young age that the United States is a cultural melting pot that values assimilation and Canada is a cultural mosaic that values diversity. However, how have we been encouraging this diversity amongst bicultural immigrant children?

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

In consideration of these continued conversations about anti-racism, I would like to ask the City of Calgary to consider the following questions as we develop strategies on how to engage this issue:

1. In the CBE, is there any curriculum that mentions bi-culturalism and includes

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a language for this specific people group that has more than one cultural identity? (What does it mean to be a proud __ (Asian-Canadian) __? What are some traits from both cultures that you identify with?)

2. Are there any resources available for children and adolescents if and/when they struggle with opposing cultural ideologies and need private counselling? (For example: conflicting religious views between parents and children, shame versus guilt discipline (ie: you are a bad daughter vs. you did a bad thing), future career choices and its impact on their family's approval/disapproval).

3. In the CBE, is there education on the importance of preserving diverse languages, cultures, and traditions within Canada? (Many immigrant children forget their mother tongue or have no interest in learning for fear and shame that it separates them from their peer group)

Lastly, I would like ask how I can help support anti-racism in a more practical way? I look forward to becoming more involved in my city!



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* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name J

* Last name Stewart

Email jlstewart@stfx.ca

Phone 9024354586

* Subject Symposium on anti-racism

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

I hope that the city will look at the structural barriers to having people who do not experience white privilege in positions of power and influence. I hope that the desire to have a public response and not look like you're getting it wrong is less of a driver of the steps that you take now than a desire to have the structure and the makeup of counsel of the CPS and of public service in Calgary look dramatically different in terms of who's at the table making decisions and whose voices are being listened to. I hope that the city looks at the disproportionate impact of this panel on people of color and considers advice from panelists who have already spoken like having trauma counselors available or breaking this time down into smaller chunks with more specific experiences being highlighted so that they don't all get blurred together and the experiences of people getting lost.



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* First name	Allison
* Last name	Dunne
Email	lycosses@gmail.com
Phone	4039269226
* Subject	Anti Racism Advocacy

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	I believe creating and funding our next chapter of living is crucial for the health of Black, Indigenous and racialized Calgarians. Uplifting groups that are police alternatives, community groups that are fostering futures for young Black and Indigenous youth and expanding their capacities with millions of dollars.
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* First name	Scott
* Last name	Finney
Email	mrscottfinney@gmail.com
Phone	4037088564
* Subject	Calgary's commitment to Anti Racism

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

I want to start off by thanking city council for granting citizens an opportunity to discuss and brainstorm solutions to combat racial inequality in Calgary and Canada. It has been brought to my attention that the City of Calgary has made a commitment to educating city councillors about racism, and its sinister consequences. As part of this effort, and as a school teacher, I wanted to recommend a few possible books for members of council to read. The four books I want to recommend are: They Call Me George: The Untold Story of Black Train Porters and the Birth of Modern Canada(Cecil Foster),None is too Many: Canada and the Jews of Europe 1933-1948(Irving Abella and Harold Troper), Viola Desmond's Canada, and The Anatomy of Racial Inequality (Glenn Loury). Thank you!



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* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name Craig
* Last name Toulon
Email catcarpinc@gmail.com
Phone 403 567 0843
* Subject Systemic racism

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)
Our situation needs to be explained its impossible to write our case down within 2500 characters
Can I meet with somebody that is not from the police force who would be willing to hear our story
I'm in the media so a google search will disclose who I am
Thank you guys for taking the time to listen to people's complaints about systemic racism but I also feel I was subjected to this and this is why I'm in the situation I'm in 4 years later I'm still unable to work and I'm sick to my core 24 hrs a day ptsd has taken my life away and my family need me
Our experience is real and it's crippling



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* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name Victoria

* Last name Zimba

Email victoria_zimba@yahoo.ca

Phone 4039237109

* Subject Racism Encounters

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

Attached is a PDF of a Letter to the Clerks Office

I am a mother of 4, I came to Canada in 2004, was in Toronto for two year before coming to Calgary to join my husband who had found a job in Calgary. When he came to Calgary, I was living in Toronto to finish my Dental Assisting program. When I came to Calgary, there were not a lot of black people in the southwest and I remember some people were surprised to see us when we went shopping. Getting a greeting in return was a problem as well. I moved here with my 3 kids in 2006 and started looking for a job in the Dental field. I applied to a lot of dental offices and no one hired me. The excuse i was given was that I did not have enough dental experience but in some cases I was also asked to produce my qualifications, asked how many years I have been in Canada, illegal question like if I was married and had kids. I am sure they never asked oher people the same questions. One Dentist came up to the front desk, looked at me and walked away, I never saw him again.

I later chose to attend the Calgary Dental Association workshops in 2007 and 2008, and one speaker surprised me at one of them. He was talking about infectious diseases and in the process started talking about continents where infection was more pronounced. He then gave an example of some countries in China and Africa and said that these people travel there and come back with infection so please when they come looking for jobs don't allow them to get in because they can slow your business. I was like wow! that's strange and painful, I felt so uncomfortable and among the audience I was one of the only 3 black women there, I thought this was very unfair as people shouldn't research as a reason to deny us jobs. When coming to Canada Black people also have to go through medical exams with Canadian Doctors and obviously if we were found sick we would not be given status to come here to contribute to the economy.

During my job search I saw a trend of asking question around qualifications, family and unfortunately another Dentist said he would ask the front desk person if she is comfortable for me to work there and will get back to me and he never did.

After the last Dental workshop I attended, I was put off and I decided to stop looking for dental jobs in Calgary because, at the time, in Toronto It was not unusual to see a black person working in a dental office, I don't know about the situation in Calgary now, but back then , it was uncommon to see one working in a dental office. At least I know some people who ended up like me with no dental job. My plan was to study Dental hygiene later but with the market trends at the time it seemed impossible for me, as a black person to find a job due to the idea that hiring me would result in a loss of clients. I then decided to stay home to raise my kids because there was no point of paying for childcare when you can not find a job.

Later I worked in retail for a short time. Even there I encountered racism at two locations with two managers. I then decided to go back to school again to pursue a different career and graduated in 2018. I got a substitute teacher position and was discriminated against at one

location where I worked for over a year. One Manager said to me, he would not hire me unless I prove that I can do the job and that I did not have the physicality to work with special needs kids meanwhile there were a lot of small bodied people around who where working and I saw a lot more people being hired and later leaving. I was lucky to get hired somewhere else and I left that location but because of the Covid 19 was laid off, and don't know if we will be called back. At the end of the day I am paying for two school loans, one of which makes me feel a waste of time and money. I am thinking of doing my degree but I am already looking at my age and the school debt I have to pay back. It is costly for me and my family. I do not feel I have arrived as far as my career is concerned.

Overall systemic racism is so real and it is so sad. It is a problem not only for the black community but for all people of color.



Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through www.calgary.ca/ph. Comments that are disrespectful or do not contain required information may not be included.

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* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name	Viviana
* Last name	Reinberg
Email	vivireinberg@hotmail.com
Phone	403 510-3558
* Subject	consultation on systemic racism

I'm grateful that you are finally acknowledging the state of systemic racism in our city. The systemic nature of racism means that racism is imbedded in social systems so we all learn messages about the value of people based on racial lines from a very young age. We are all immersed in racism and Calgary is no different from other cities. What makes Calgary different now is that we are finally naming the racism and beginning to deal with it.

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

I am Latin immigrant and Canadian citizen and I'm a social worker by profession. Calgary is my home and this is where I completed my education and have worked for 40 years now. I identify as a person of colour although my colour of skin is light enough to have been able to pass as white, particularly when I was younger. I feel it's important to say this because I have also experienced racism based on my colour of skin/accent/ country of origin. My first experience of racism was at high school when the school counsellor suggested that instead of considering university education, I look into something more appropriate to my language skills (I had been three years in Canada by then and my accent was still thick). If I had listened to her, I would have never gone into social work and then received a Master's degree. You may think that was a long time ago but then something similar happened when my daughter was in junior high and we had just returned to Canada from living abroad for three years, therefore my daughter was still learning the English language. At a reading event, one of her school teachers suggested that she choose a different book than the one she wanted me to buy her because "that was more in alignment with her English level". Again, this sug-

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gesting the limited mental capacity based on language skill and country of origin.

These are just one of the many micro aggressions I have experienced in different settings. It's not unusual that I leave an encounter wondering if the person on the other end had treated me the same way had I been a white, articulate male dressed in a suit. I also have the situation of my best friends' son who has been harassed by the police just because of his appearance and colour of skin.

Through my line of work, I get to hear many stories of people of colour, blacks, immigrants, Indigenous people who have experienced racism in different ways and forms. I have had the opportunity to do needs assessments and when I pose the questions of "what things can be improved upon"