

**Community Services Report to
SPC on Community and Protective Services
2020 July 07**

**ISC: UNRESTRICTED
CPS2020-0776**

Update on Calgary's Commitment to Anti-Racism

EXECUTIVE SUMMARY

Council has directed a Special Meeting of the Standing Policy Committee (SPC) on Community and Protective Services in response to citizen requests to hold a public consultation on systemic racism, to include presentations from an expert panel and opportunities for public submissions. Council has also directed the establishment of an Action Committee to provide advice to Council and Administration on how to develop and advance an Anti-Racism Strategy, and has authorized up to \$250,000 to support collaborative, community-based initiatives to address systemic racism. This report proposes Terms of Reference for the Action Committee (Attachment 1) and for the capacity-building funding opportunity (Attachment 2).

ADMINISTRATION RECOMMENDATION:

That the Standing Policy Committee on Community and Protective Services recommend that Council:

1. Approve the Anti-Racism Action Committee Terms of Reference (Attachment 1);
2. Direct that a "What We Heard" report from the public consultation (2020 July 07) be provided to support the development of the Anti-Racism Strategy;
3. Direct the Anti-Racism Action Committee to provide a progress update to the Standing Policy Committee on Community and Protective Services no later than Q3 2021; and
4. Approve the Anti-Racism Capacity Building Fund Terms of Reference (Attachment 2).

PREVIOUS COUNCIL DIRECTION / POLICY

On 2020 June 15, Council approved Notice of Motion C2020-0715 resolving, among other actions, to:

- establish an Anti-Racism Action Committee that is diverse, inclusive and a reflection of Calgary's residents, to be appointed at Council's Organizational Meeting in October 2020; and
- hold a public consultation on systemic racism through a meeting of the SPC on Community and Protective Services which would include presentations from an expert panel and opportunities for public submissions.

Through a motion arising Council authorized up to \$250,000 from the Family and Community Support Services Stabilization Fund for the purpose of funding collaborative, community-based capacity-building initiatives that work to address systemic racism and support long-term policy and systems reform in Calgary, and directed that Administration bring an update on this to the Special Meeting of the SPC on Community and Protective Services (2020 July 07) as a part of the work arising from the Notice of Motion, Calgary's Commitment to Anti-Racism.

BACKGROUND

As stated in the Notice of Motion (C2020-0715) "the recent protests as part of the Black Lives Matter movement have articulated the clear and compelling reasons to redouble our efforts to achieve structural adjustments to existing inequalities within our City and our society by listening to and learning from those who have been impacted by systemic racism". In an effort to address and demonstrate The City's commitment to listening and learning from Calgarians, Council directed Administration to organize presentations from an expert panel and provide an

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opportunity for public submissions at a Special Meeting of the SPC on Community and Protective Services.

In addition, and in recognition of the need to invest in community-based organizations to advance systemic change, Council authorized up to \$250,000 to build the capacity of community-based organizations working to undo systemic racism and support long-term policy and systems reform in Calgary (Attachment 2).

INVESTIGATION: ALTERNATIVES AND ANALYSIS

To advance the establishment of the Anti-Racism Action Committee, Administration conducted a review of relevant existing committee Terms of Reference including options for composition, governance structures and term lengths. Attachment 1 outlines proposed Terms of Reference for the Action Committee. The Action Committee is being proposed as a time-bound committee that will be in place for up to two years or until the Anti-Racism Strategy and implementation plan are approved by Council. If necessary the Action Committee has the ability to extend the term, revise the Terms of Reference (with Council's approval) and recommend options for future governance including but not limited to the continuation of the Action Committee.

To support the future work of the Action Committee, a "What We Heard" report, based on feedback and learnings from the Special Meeting of the SPC on Community and Protective Services, will be prepared and provided for review and consideration.

In order to guide the capacity building investments, Administration has drafted the Anti-Racism Capacity Building Fund Terms of Reference (Attachment 2). The terms of reference are based on funding best-practice including consultation with funders who have previous experience in supporting community-based, capacity-building initiatives or supporting anti-racism initiatives. Administration has received commitment from some funding partners to support the call for funding proposals, contribute to the capacity-building fund and/or participate in the funding proposal adjudication process.

Stakeholder Engagement, Research and Communication

Recommendations were developed through the following:

- Engagement with community stakeholders including: Action Dignity, Calgary Arts Development Authority, Calgary Mosaic Foundation, Canadian Heritage, Community Wise, The Calgary Foundation and United Way of Calgary and Area.
- Discussions with the Social Wellbeing Advisory Committee regarding the composition of the expert panel and general perspectives, expertise and experience required for anti-racism work
- Internal engagement with representatives including the Indigenous Relations Office, City Clerks and Human Resources.

Strategic Alignment

The report recommendations align with the following City priorities, strategies and results:

- Citizen Priorities: a prosperous city; a city of inspiring neighbourhoods; and a well-run city.
- Quality of Life Results: Calgary is an inclusive city; Calgary is a city of safe and vibrant neighbourhoods; and Calgary is a healthy and equitable city.

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- Council Policies and Strategies: Social Wellbeing Policy; Welcoming Communities Policy; Calgary Local Immigration Partnership; Indigenous Policy; White Goose Flying; Resilient Calgary Strategy; and the Gender Equity, Diversity and Inclusion Strategy.

Social, Environmental, Economic (External)

Social: The Action Committee will identify and address systemic racism within The City and advance anti-racism initiatives at the community level, furthering the four principles of the Social Wellbeing Policy: equity, prevention, truth and reconciliation, and culture. Supporting community-based organizations to address racism through capacity-building funds facilitates grassroots collaboration for greater impact.

Environmental: The work of the Action Committee will align with The City's environmental priorities and principles.

Economic: Racism has a significant economic impact on Calgarians and on The City. By working to identify and address systemic barriers and increase inclusion and equity in City service delivery, all Calgarians benefit. Council's investment of \$250,000 will leverage an additional \$350,000 from other funding partners for wider reach and impact.

Financial Capacity

Current and Future Operating Budget:

Administration is determining the resource implications of the Anti-Racism Notion of Motion. Some strategies outlined in One Calgary will be re-prioritized and may result in delays and adjustments.

The funds recommended for capacity-building initiatives have no impact on the current or future operating budget as they will be drawn from the FCSS Stabilization Reserve.

Current and Future Capital Budget:

There is no anticipated impact on current capital budgets from undertaking the proposed recommendations.

Risk Assessment

Risk	Mitigation
The Action Committee Terms of Reference may not have the right composition of members and/or committee responsibilities.	The Action Committee will be encouraged to revise its Terms of Reference with Council approval and adjust the Committee's composition as appropriate.
The Action Committee lacks transparency and does not engage appropriately with Calgarians and City staff.	The Action Committee will be encouraged to develop a comprehensive engagement and communication strategy that ensures broad engagement of City staff and Calgarians, with emphasis on hearing the concerns and voices of Black, Indigenous and People of Colour.

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The Action Committee does not create a safe environment that encourages open and generative discussions.	The Action Committee will be assisted by City Administration and outside resources, as appropriate, to support the development of safe and inclusive environments and activities that encourage open and generative dialogue.
Resourcing is adequate to advance the development and implementation of the Anti-Racism Strategy.	Resourcing from existing projects may be required to be reallocated to accommodate this work which may affect The City's ability to complete specific strategies outlined in One Calgary.

REASON(S) FOR RECOMMENDATION(S):

Approval of the Action Committee's Terms of Reference will allow Administration to meet recruitment timelines for the Organizational Meeting in October 2020. The Action Committee will leverage diverse community perspectives and expertise on anti-racism, diversity and inclusion which will result in improved services to Calgarians. The "What We Heard" report from the 2020 July 07 panel and public submissions will help to inform the Action Committee on the development and implementation of the Anti-Racism Strategy.

Approval of the recommendation to return in Q3 2021 will provide the Action Committee adequate time to achieve significant milestones in the development of the Anti-Racism Strategy before delivering its first update report to the SPC on Community and Protective Services.

Approval of the Anti-Racism Capacity Building Fund Terms of Reference ensures that members of Council are apprised of the parameters associated with the collaborative, community-based anti-racism funding opportunity.

ATTACHMENT(S)

1. Anti-Racism Action Committee Terms of Reference
2. Anti-Racism Capacity Building Fund Terms of Reference
3. Public Submissions