



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 Jacey

* Last name Magnussen

Email jacey.magnussen@ucalgary.ca

Phone

* Subject Race and the criminalization of homelessness

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

Please find attached my letter detailing my hopes for how the city can address homelessness, which is a complex issue that involves race, policing, and a lack of adequate services for individuals attempting to exit homelessness.

The City of Calgary needs to cut funding to the Calgary Police Service, which is grossly overfunded in comparison with other sectors. Many other areas of our city need greater funding, including a focus on addressing the systemic racism that exists within CPS. One outcome of the systemic racism present in CPS is the over-policing of the homeless population, which includes an overrepresentation of Indigenous peoples, immigrants, refugees, and people of color.

The criminalization of homelessness means that individuals who are in need of assistance are caught in a cycle of poverty through ticketing, court dates, and a lack of appropriate services needed in order to exit homelessness – including addictions services, mental health services, more transitional housing programs, and greater funding to shelters and safe-injection sites.

Programs need to be developed to respond to non-violent 911 calls – including for individuals who are under the influence of drugs or alcohol, loitering, individuals who are out in the cold, and other 911 calls related to complaints about individuals who appear to be homeless. Armed, uniformed police officers are not the appropriate people to be responding to these incidences. DOAP team is an amazing example of what can be done instead of phoning the police for these issues. More funding should be allocated to programs such as DOAP team, or new programs that emulate the values of organizations like Alpha House, and whose goals are to protect these individuals instead of treating them like criminals.

Poverty and homelessness are not individual failings, but a failing of the system to protect the most vulnerable.

Jacey Magnussen



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* First name	Omatta
* Last name	Udalor
Email	omattaudalor@gmail.com
Phone	4039039038
* Subject	811 (HealthLink) Questionnaire Script

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

The medical script used for medical interviews on health link does not take into account that not everyone is white. Questions like "Is the area red" "Is the patient turning blue" are questions a black or dark skinned individual will be unable to answer due to the fact that these "symptoms" are not physically visible with black, brown or darker skin tones. And with these scripts being unanswered, the medical rep is unable to accurately advice on the situation which then requires either a visit to the clinic or worse the emergency. The script needs to account for all races and not just caucasians.

Also there are racist doctors in our societies. Case in point Silverado Medical Clinic.I reported the incident on the RATE-MY-MD site (twice) and guess what- it was taken down.



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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 Chike

* Last name Chimbodi

Email

Phone 2267005881

* Subject Systemic Racism

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

I am a male from Nigeria. Since the uptick in media coverage on racism, I have done some research. This is because the message and narrative portrayed by the media, has not been one which speaks for me, my family or any of my friends and relatives who were fortunate enough to come Canada. From my research, I noticed one thing - no body can point anything about the beautiful system we have which is systemically racist. People being prejudice, and people being racist - is different than quote unquote "systemic racism". I ask anyone to point a canadian law which is racist. Being poor in Canada is being lazy. No one in my family is as successful as me, because they are all lazy. I think this is a huge waste of taxpayer time and money.



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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 Jasmine

* Last name Jefferies

Email jasmineo.jefferies@gmail.com

Phone

* Subject Acknowledgement of the Past and Present and Creation of New Path for the Future

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

I am a fifth generation of my family born in Canada.
I am a Black Women.
I have earned a degree.
I have owned homes.
I have absolutely experienced witnessed racism administered subtly and overtly. The fear is retaliation for standing up, speaking out.

I have had to bear the weight of self knowledge due to the deliberate lack of balance, accuracy in the education system of the contributions of all people to the foundations of Canada.

I represent all 5 generations who endured violence, aggression, being marginalized, discounted and I want to participate fully in the discussion, the planning, the destruction of the flawed system and to the ultimate creation of programs, systems that address and define a path forward.



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* First name	Vagisha
* Last name	Agrawal
Email	vagisha.agrawal@ucalgary.ca
Phone	5879735515
* Subject	Building an anti-racist city

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

I am not quite sure if building an anti-racist city is at all possible when we have a provincial government that just passed Bill 1-- a colonial, capitalist, catastrophic, and racist bill that blatantly targets Indigenous protesters--alongside a myriad of austerity budget cuts that disproportionately impact BIPOC communities. You cannot have an anti-racist city if you 1) keep increasing CPS and RCMP budgets, 2) have a premier whose speechwriter is a residential school denier, 3) refuse to listen to Indigenous protesters, 4) misguide Calgarian youth into thinking colonialism and racism briefly manifested as residential schools in the past and now we are a post-racial, post-feminist peace-keeping country. Lastly, we can't claim to be an anti-racist society so long as we are a capitalist society because capitalism is an inherently racist ideology. So while I appreciate the City of Calgary's efforts to move in the right direction given public pressure, I hope that we are able to be really honest about the scope, depth, and urgency of these efforts.

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Jul 1, 2020

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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	Larissa
* Last name	Knibbs
Email	larissa.knibbs@gmail.com
Phone	403-863-0405
* Subject	Anti-Racism Public Consultation

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	I would like this document to be added to the voices to be heard on July 7 at the public consultation on systemic racism through the meeting of the Standing Policy Committee on Community and Protective Services.
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Dear City Council,

I wish to raise my voice as a born and raised Calgarian and as a new and learning ally to the BIPOC persons of our city. I must admit that I have not been a very politically active person in the past and I have come to learn that this is part of the privilege of my skin color and my social-economic class because the laws and services such as education and law enforcement often naturally work in my and my families favor. I want to start using my privilege and voice to stand by those who have been poorly represented and supported in our city and country.

So here I am. My name is Larissa Knibbs. I am a white woman, married to a white man, with 3 white children. We have lived in multiple areas of the city from bankview, to parkdale, in bowness and now live in Beddington. I work as a Registered Nurse at the Alberta Children's Hospital in the Emergency Department. I would say in my experience that there are a number of barriers to health and safety that exist for BIPOC persons in our city, most prevalently with our Indigenous populations. And I have unfortunately witnessed treatment of BIPOC patients that has been less dignified, less patient, and more forceful by both CPS and EMS. From what I have seen and heard from many frontline workers there are existing biases that affect the responses that are elicited towards BIPOC persons in our communities when they are using services such as CPS, EMS and ERs. Racism is here. It's living in our city. In our schools, in our hospitals, in our policing and prison systems. It will be complicated to root out racism in our services and it's overwhelming to consider where or even how to start. Being a new learner to this topic I am hesitant to make demands about how to proceed next but I see our education system as a natural jumping point. We should begin to correct what and how we are teaching about Canada's history. Hiding behind the mask of Canadian kindness and politeness is not serving us. We need to be real about how our country came to be and who suffered most for it. Let our children learn and be our teachers too.

Thank you for beginning the work by listening in this meeting and I will continue to work personally and politically in the work that moves us from listening to doing because I want to live in a city where everyone feels valued, respected, and safe.



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* First name	Sajjad
* Last name	Fazel
Email	sfazel3@uwo.ca
Phone	2269984098
* Subject	Anti-Racism Public Consultation

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

It is important to understand first and foremost that systemic racism exists within our society and in Calgary. However, there are many within our community who deny it, perhaps, because they're privileged and have not experienced it or are deliberately ignoring it for fear of their own insecurities. In order to address systemic racism, we first have to recognize that it exists. There are several steps the city of Calgary can take in addressing systemic racism including reviewing the use of force and de-escalating training programs at the Calgary police.

In addition, providing Indigenous cultural training programs in collaboration with indigenous groups is vital. The city can also work with the Calgary police in ensuring that people of colour and racialized minorities can easily report cases of racial abuse. These are some of the many ideas that the council will receive during this consultation. The talking point shouldn't be whether any action will be taken but rather when will action be taken. Anti-racism has been given a lot of lip service in the past month, it's time for city councillors and Calgarians alike to turn words into action.

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Unrestricted

Jul 1, 2020

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* First name	Mel
* Last name	Kuechler
Email	[REDACTED]
Phone	[REDACTED]
* Subject	Anti-racism public consultations
* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	Outlined personal experiences and list of things we should try to address either as a city or in partnership with the province (i.e Labour)

City of Calgary: Anti-Racism Public Consultations

July 1, 2020

Suggestions are a result of personal experience with racism and systemic racism for entire life. I am also Canadian, born in Alberta. Experiences include but not limited to:

- Racism from teachers in school
- Being attacked or confronted for being Asian in public places
- Being asked to go back to my own country while out in public places
- Being accosted and asked where I am from in random public places
- Being touched or having my hair randomly touched by people
- Not being allowed to take the exact same training programs at work that my white male peers have been allowed to take
- Not being allowed to be promoted to more challenging roles when I find a way to get trained and succeed on my own while white male peers can
- Being paid \$30,000 LESS than my white male peers even if I graduated before them
- Being treated like I am less skilled or knowledgeable than white male peers in interviews when I have clearly gone through more training, acquired more skills and obtained a diverse set of experiences in comparison to the white male or white female applying for same roles
- Being bullied at work for performing
- Being told to not work as hard
- Having my scientific recommendations ignored by majority of white male peers (& woman of color leader with internalized sexism/racism) all who have ZERO experience in my skillset, in work where lives could be at risk
- Being characterized as not a leader when too soft spoken/gentle or characterized as non-collaborative or aggressive when I speak up or provide information people don't like
- Being physically pushed in front of large group meeting by older white male peer and everyone thinking it's ok and funny that I am Interrupted and forced back to my seat
- In panel Interview, had one white male interviewer lay his head down on his arm on the table while I'm being interviewed & Panel challenging me why I don't have a second degree (not essential for the role, nor was it asked for, had a certificate) for the role in addition to my current degree (for the role), systemic racism is at play here
- White Feminism/White Saviors: muting/ignoring my voice when it comes to addressing systemic racism
- Note: APEGA will never enforce any sort of equity in business as it states it is a regulatory body, not an advocacy group
- Financial struggles due to lack of proper pay entire career where there is no way to go for impartial HR pay advice, or financial planning advice

Recommendations:

- CCTV in parks & public spaces that STORE FOOTAGE FOR AT LEAST 3 months

- Change labour laws for businesses
- Roll out interview and candidates selection strategies b/c Calgary is notorious for saying they will only hire the best Candidate but their candidates are predominantly white men, men or white women
- Fair and purposeful selection and support for BIPOCs for interviews and fair selection for hire.
- Subsidized business training programs for BIPOC professionals to reach positions of influence/leadership (with proven examples of successful work ethic and list of achievements. BIPOC self achieve a lot, despite challenges from systemic racism but those achievements are always ignored or weighted against privileged whites who get support to gain those achievements)
- Allow for anonymous whistleblowing of all business in Calgary that support systemic racist behavior where evidence of lack (barriers) of career development or solid business recommendations are dismissed from BIPOC in support of white leadership with little to no experience (B/C HR supports CEOs, leaders & boards vs. Creating safe and healthy workplaces)
- Whistleblowing for racist/sexist behaviors in all local businesses (B/C HR supports CEOs, leaders & boards vs. Creating safe and healthy workplaces)
- Well communicated Anti Racism resources when in business and STEM for BIPOCs to make sure we get paid fairly and can deal with this at work
- Anti Racism messages around the city: See something, say something messaging to all people to step in when racist behavior occurs
- BIPOC representation in Media & boards
- More Indigenous celebrations and awareness activities
- Increase Indigenous art Through out the City
- More programs/museums (permanent) displays of racialized history. Educate the population. Too many white people benefiting from the system do not think racism is real.
- Diverse/inclusive advertising
- Marketing/advertising regulations so BIPOCs are not always displayed negatively on advertising (ie Alcohol poster (ALGC) with pregnant black woman all over the city, % of that poster all over the city is more than the white woman)
- Stop Cultural Appropriated businesses by allowing for anonymous whistleblowing (people profiting from appropriation needs to stop)
- Have local website displaying counts and details of complaints to businesses for racist complaints and cultural appropriation
- Almost All the Oil & Gas Businesses in Calgary have ZERO Indigenous Representation or Indigenous Leaders LEADING the Indigenous/Investor Relation programs in companies, their reason, Indigenous don't want the jobs. This is a Lie. They choose white people to do these racialized role where if there is an Indigenous person, they are doing administrative work or a treated as a token team member
- Community after school programs to help marginalized or at risk youth, esp young ladies get community support

- Community support groups for mothers
- More social worker funding, growth, and program development for communities needing it
- More BIPOC in STEM marketing and support. We exist but leave due to the intense systemic racism and burdens we have to carry in business with little reward
- Programs to teach, support BIPOCs to address inequity in communities and workplace
- Fair pay check and impartial resources to help BIPOCs get fair pay in their jobs
- Subsidized housing and transportation for BIPOCs attempting to work and finish school/post secondary on their own in areas close to transportation
- Financial Planners, available to all people who need support in managing their money for Bill's, save gas and how to maximize financial opportunities or programs to help move forward financially
- Education - Learn all of Canadian History properly
- Provide Subsidized counseling for BIPOC when it comes to systemic racism & overt racism; many are now having to relive/revisit life pain due to all the emotional and psychological labour required just to survive the system and be vulnerable to help push change
- Push to have majority of programs lead by BIPOCs unless white voices are well educated and demonstrate real allyship to BIPOCs in the Anti-racism space. Some white allies struggle with white feminist or white savior behavior which drives their perceived solutions for addressing racism without actually understanding or listening to racialized voices.



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* First name MEL

* Last name KUECHLER

Email Mkuech@shaw.ca

Phone 4036198566

* Subject Anti-racism Public Consultations

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

Additional information. This just happened today. Speaking up, supporting BIPOC education, experiences, stories and having an opinion triggers white people to attack us.

City Of Calgary: Anti-racism Public Consultations pt. II comments
July 1, 2020

Extremely real experience due to recent awareness of Indigenous issues and BLM:

Systemic Racism, and racism is real. People, typically white, do not experience this. I have simply been sharing articles on BLM, Covid (ie wear a mask), Indigenous education and other race related issues on my Facebook and IG. The posts I repost tend to be in circulation already. I even posted in the City's public consultations which is helpful for some people.

Since the BLM protests I have been challenged by white men who get upset at my posts. Today, I shared a really good map of all the Residential Schools in Canada. It was a great tool to see the history and how they were scattered across Canada. This led to me being accosted, now, on FB, by a wealthy white man, a ex-peer, I used to work at the same company with for only about 4 years. Me sharing information on residential schools triggered him to tell me, a woman of color, I needed to be grateful because I got to have a job 6 years ago at some company. Also, although people thought I was being paid like everyone else, I wasn't, I discovered being paid quite a bit less from my peers. Apparently sharing BIPOC information means I am somehow ungrateful. I was born here, I worked full time and put myself through university, I pay my taxes, and I get to experience white people telling me how I should feel. In case this may seem like I am lying, I'm not. I'm including screenshots of the comments so the City can see what I go through.

This is how I am treated when I have an opinion. Whether it is on race or science, apparently I'm not supposed to have an opinion and just be a model minority. We can't make a better City to combat the technological challenges we are struggling with if we are reluctant to break down the systemic mindset and barriers silencing voices and opinions from those BIPOC educated in the field.



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* First name	Abdul
* Last name	Musah Sidibe
Email	abdulsidibe@yahoo.ca
Phone	4034006500
* Subject	Policing In Calgary

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

As a victim of police violence, I want the city to take steps to prevent violence against Calgary's civilian population by the police force of the city. The City of Calgary should takes to ensure the Calgary Police Service(CPS) does not use deadly force on people who are unarmed and the city should impress on the province to make access police incident report public. The city should make all effort to prevent contact between the police force and people who are mentally ill. This is very essential in the post covid era. On Covid, we should mandate the wearing of mask.



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* First name	Stephanie
* Last name	Solomon
Email	solomonstephanie.ss@gmail.com
Phone	4034813245
* Subject	Public Consultations on Racism
* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	I am attaching my letter regarding the consultation.

Hello,

My name is Stephanie Solomon and I am writing city council regarding the Public Inquiry on Racism. I am a black person who has lived in Calgary almost all my life. Calgary is generally a safe place to live, but there is still problem when it comes to systemic racism. The reality is some of the people enacting racist acts do not know what racism is even to spot it. When they are called on it, they are shocked and reply, "that is not what I meant" or, "I don't mean you". This atmosphere makes racism harder to confront, and I have often had to decide what battles do I have to engage in – especially because of the colour of my skin tagging me as an "angry black woman."

Here is an example: I was in Walmart looking at a container of raspberries to see if any had gone moldy. An older white lady came up to me and said, "you are not supposed to open those". I told her I was just looking to see if any went bad. She went on to say, "you are not supposed to eat those", and then walked away. I felt *singled out*, because I looked and saw other people doing the same thing. I also felt what can I do? I don't want to make a scene and she is old. My not wanting to make a scene, is why that lady could go away feeling like she did something okay.

Another example: I went to a Stampede breakfast and stood in line with my friend who happened to be Asian. A white lady told me I needed to get in line. I realized *she did not think I was with the Asians I was standing beside* - like black people cannot have Asian friends? She thought I was budging. That made we want to say something, but I just stayed in place and talked to my friends so others could see I was with them. Again, I was singled out for the colour of my skin. Again, I did not want to make a scene and be tagged as the, "angry black woman".

People need to know clearly what the systemic part of racism is, especially white people given their majority status, in order to see it and stop it. Calgary is safer than other places, but that does not make it easy. Thank you for letting me speak, but please do not let it stand there. Do something tangible with policy, education, policing, and understanding, or this consultation becomes the tokenism that city council is trying to avoid.

Stephanie Solomon

<http://www.aclrc.com/liberal-racism> a definition of Liberal Racism