



## Public Submission

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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	Adrienne
* Last name	Williams
Email	adriannewi@gmail.com
Phone	5879993780
* Subject	Systemic Racism in Calgary

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

Calgary is my birthplace and although it is a relatively safe place there have been jarring incidents of covert and overt racism that will not allow me to call this place home. If I told you every encounter that I have experienced due to me being a black woman this would become a novel so I will only share with you two experiences of many that I have experienced though my 36 years of life on this earth.

I used to show houses for Calgary Housing rental properties and upon leaving the neighborhood of Queensland I was going through a playground zone 5km faster than I should have been. I was abruptly jarred out of my mistake with being screamed at from a man calling me a "stupid black bitch and a nigger". Needless to say I was so shaken by the incident not because it had not happened before but because my daughter was in the car with me. I tried to keep it together but I began crying uncontrollably as I realized that like me I would have to explain that this is how the world is to my very young daughter at the earlier age of 4. One year earlier than my first experience with the N word.

My next experience also had me showing a rental property. I was standing outside the home of a property in the community of Auburn Bay as I was waiting for a client to show up and view the property a man pulled up. I then immediately received a text that said "hey I'm at the property and a couple of niggs are out front. The client not only had the audacity to text me by accident, he had the audacity to think the leasing agent would be just as racist as him to share in his views. And on top of that could not fathom that a black woman could actually be the woman showing him the property. Like I said one experiences of many day in and day out of exhausting, disgusting and



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racist displays that I have learned to deal with on a daily basis.  
Please take note this does not include the countless incidences where I have been  
physically assaulted due to the colour of my skin.



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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 James  
\* Last name Aguirre  
Email [aguirrejames@ymail.com](mailto:aguirrejames@ymail.com)  
Phone 587-436-5156  
\* Subject Anti Racism Public Consultation

City Clerk's Office  
700 Macleod Trail S.E.  
P.O Box 2100, Postal Station 'M' 8007  
Calgary, Alberta, T2P 2M5.

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

To whom it may concern,  
I am writing in regards to the Anti Racism Public Consultation scheduled for July 7th, 2020.  
I am a Colombian-Canadian who immigrated to Canada in 2008. I have been a refugee, I have lived in a Family Detention Centre for being an illegal alien in the States, and my family grew up very modestly. I come from a family where my grandfather did not even own a pair of shoes until he was 13yrs old. I am a Person of Colour (POC) as my skin is brown and I speak Spanish as my first language. I am a visible minority. I am writing because, while I believe racism still exists (and it will unfortunately always exist) it exists in individuals NOT systemically as many POC continue to believe. When my family and I first arrived to Canada we had nothing. We got jobs at a local car wash and washed cars as a family. My brother and I went to school and university here and continued to work and progressively got better jobs through hard work. I was able to apply to scholarships that were accessible only to me because of my colour; and got them. I graduated from university in this great city. I got my dream job in this great city. My parents own their home in this great city while I continue to save



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to buy my own property. My family and I owe everything to Canada and the City of Calgary and have never experienced systemic racism here.

My skin colour and ability to speak more than one language have been an asset to me growing up here and have NEVER been detrimental to my success. All of this was possible because of hard work and the fact that systemic racism does not exist in Canada in 2020. I have experienced racism, but again this is from individuals, never from an organization or body of government.

Canada is an amazing country to live in where there is little economic strife, no police corruption (unlike Colombia or Mexico for example), and where you can walk down the street while texting on your phone without having to worry about getting robbed for the phone. It pained me to see that on this past Canada Day people shamed their country instead of praised it for all it has done well.

If I can help promote this City and show that we do not share the same issues as the U.S. (or at least not to the same extent) please reach out to me.

Anti Racism Public Consultation

City Clerk's Office

700 Macleod Trail S.E.

P.O Box 2100, Postal Station 'M' 8007

Calgary, Alberta, T2P 2M5.

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I was able to apply to scholarships that were accessible only to me because of my colour; and got them. I graduated from university in this great city. I got my dream job in this great city. My parents own their home in this great city while I continue to save to buy my own property. My family and I owe everything to Canada and the City of Calgary and have never experienced systemic racism here.

My skin colour and ability to speak more than one language have been an asset to me growing up here and have NEVER been detrimental to my success. All of this was possible because of hard work and the fact that systemic racism does not exist in Canada in 2020. I have experienced racism, but again this is from individuals, never from an organization or body of government.

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Anti Racism Public Consultation

If I can help promote this City and show that we do not share the same issues as the U.S. (or at least not to the same extent) please reach out to me.

Cordially,

James Aguirre



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\* First name: Natalie  
\* Last name: Jovanic  
Email: natalie.jovanic@gmail.com

Phone:

\* Subject: White supremacy in not-for-profit organizations

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

I have decided to submit my experiences. While I am white, I have experience in practicing anti-racism. I have seen several cases of the last years where systemic racism was not acknowledged. I have also seen that these practices are harmful for BIPOC employees and clients. Furthermore, I have seen how the term inclusion is abused to feed into white supremacy. I am aware that it is a complicated topic but I don't think that there is enough work done to dismantle white supremacy/ systemic racism. I hope that this will change in the future.

## Systemic Racism in Not-for-Profit Organizations

Based on my experience in the not-for-profit organizations I was part of, I believe that systemic racism/ white supremacy is a huge problem that is neither acknowledged nor appropriately addressed. Although I am white, I am deeply concerned about this lack of actions when it comes to unlearning white supremacy/ systemic racism in Calgary.

I participated in an AROC (Anti-Racist Organizational Change) training for one not-for-profit organization I was part of. During the training, I noticed the hostility towards BIPOC people and the lack of awareness of white colleagues on how to respond more healthily. Furthermore, it showed that the organization was based on white supremacy structures (in itself, a work environment that is based on white supremacy is toxic and harmful for BIPOC employees). During the training, I noticed that there was a lot of work to do for the organization to dismantle systemic racism and white supremacy within their organization and the community they work with. I set up a meeting with the Executive Director to make suggestions about how to further the work (e.g. setting up a change management project, trainings on how to overcome white fragility). However, the Executive Director ignored my suggestions and the organization did not put any effort to practice anti-racism after the training. Over the following months, I tried to create a dialogue with the Executive Director about unlearning white supremacy. I don't know whether it was a lack of knowledge. When I suggested a strategy that would give this organization more responsibility concerning anti-racist work, the Executive Director aggressively shut me down. I left the organization because I consider the non-action of the organization as unethical. After all, it is harmful to BIPOC people. As long as they don't take action to internally dismantle white supremacy they will continue to feed into systemic racism. Structures of white supremacy are a constant and continuous abuse of power.

One AROC training is not enough to unlearn systemic racism in an organization. If the principles are not put into practice, it will not change anything. White employees need to learn healthy behaviours to learn and talk about systemic racism/ unlearning white supremacy. Many white employees use white fragility to avoid talking about racism. This behaviour feeds into white supremacy. Systemic racism in an organization involves an organizational change process that changes the way white employees think and behave as well as the policies they create. This process will take time and effort. I am concerned because AROC is only an option for an organization (and I heard several white social workers say that "anti-oppression" is not needed). I am wondering how organizations can be held accountable for specific outcomes to dismantle white supremacy and put them into action.

Another organization I was part of had an "Equity and Inclusion" committee that was attended only by white employees. I brought up the point that we cannot claim to be inclusive if BIPOC employees do not attend the meeting. I was also wondering why no BIPOC employee was willing to attend the meeting. There was no intention of the committee to change anything. Nobody asked any critical questions (e.g. why do black employees not show up to these meetings, how systemic racism was playing out in the organization). I had several unofficial conversations with BIPOC employees and they confirmed that they did not feel safe or included. Even I, as a white person, did not feel included based on the lack of honest and critical conversations about the reality of systemic racism. The organization's leadership continued to



claim how great and inclusive they were. After a year, I had the impression that the committee served for the only purpose that white employees felt better about themselves (or to please the funders). I dropped out of the committee because I did not see that there was any interest to acknowledge or address systemic racism or unlearn white supremacy. I had a conversation with the committee lead about my reason to drop out (i.e. the unwillingness to address racism and oppression). While he confirmed that I knew more about the topic than any other committee member, he did not care to change anything. I also heard other white employees saying that anti-oppression work is not necessary and I heard volunteers saying racist comments about Indigenous people, however, the organization did not call anything out or educate employees or volunteers about healthy behaviours to deal with white privilege. As a final step, I send a letter to the leadership team when they asked for feedback on their inclusion and diversity strategy. I included questions and suggestions on how the organization could improve to become more inclusive but I never received an answer. I left the organization because they did not do anything to practice anti-racism and I was not in a position where I had the power to change anything. I don't think that Canada will ever have an inclusive society if the power structures of white supremacy are not dismantled.

The lack of anti-racist practice is dangerous and harmful for BIPOC employees and BIPOC clients. The harm that is done to BIPOC people due to systemic racism is a constant theme that shows up in every research I do.

For example, I am a counsellor and I do workshops about suicide prevention for queer people. Due to racial profiling, BIPOC clients are often harmed by the police and don't trust the police. White supremacy/ systemic racism also leads to double discrimination for BIPOC queer people. These factors influence the risk of suicide. To address it appropriately in suicide prevention, I need to critically reflect that it might be far more traumatizing for black people to call the police in case of immediate danger of suicide than for a white person. If I assess needs for programs, I need to critically reflect and research about the different experiences of white people (who will not be racially profiled) and BIPOC people (who deal with racial profiling). I also need to address the barriers that BIPOC people might experience to access service. I haven't seen any of this critical thinking in the organizations I worked in. The power structures were set up to support white people and to keep them comfortable so that they did not have to address racism.

As another example is the war on drugs in Canada that is used against BIPOC people. BIPOC people experience an increase in racial profiling which also affects their mental health negatively.

Overall, I consider systemic racism a profound problem in the society in Calgary based on my experiences over the last three years. I have not yet met a BIPOC person in Calgary who has not experienced racism. While I love and care for Calgary, I am also heartbroken by the lack of responsibility, action, and concern to dismantle white supremacy/ systemic racism. The Canadian society was built on white supremacy and it seems like that there never has been made any effort to dismantle it. This is the reality, whether (white) people like to hear it or not. I don't think that freedom of speech should be used to normalize racism. I am deeply concerned that anti-racist practice/ dismantling white supremacy is only an option and not an obligation for not-for-profit

organizations because it won't help us to create a healthier and more just society. My hope for the future is that we start to take action and dismantle white supremacy.



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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 Akhila

\* Last name Wolfe

Email alpadman@yahoo.ca

Phone

\* Subject Anti-Racism Public consultation

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

Thank you for taking the time to read my comments. Growing up, I moved from Canada to the southern United States where I experienced overt and at times terrifying acts of racism. My decision to move back to Canada as an adult was largely based on the belief that Canada was not racist like the United States. Sadly, this is not the truth. Since moving to Calgary, me and my family have been subjected to acts of racism in the workplace, schools, daycare, on public transportation, walking and even outside our own home. While the racism was often more subtle than what I experienced in the United States, it was no less harmful. Our experience in Calgary is evidence of the overwhelming presence of systemic racism throughout this city. Racism exists and is insidious within the foundations of a city we love and call home. It has limited my career and caused trauma in my children. My question is how this city plans to create accountability when it comes to systemic racism? The changes will take a long time and your residents need to see a plan that contains specific steps and requires concrete evidence of change. We need to see that you have worked with community leaders from marginalized groups, and compensated them for their labour. We need to see that anti-racism within the city goes beyond clicking the diversity checkbox.

ISC:

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Unrestricted

Jul 2, 2020

7:03:04 PM



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* First name	Neelam
* Last name	Pannu
Email	neelampannu@gmail.com
Phone	
* Subject	Public Submission on Racism
* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	Please see attached file.

To: City Council Members

Hello,

My name is Neelam Pannu, this submission is in regard to the upcoming discussion and reflection to begin anti-racist policy changes in Calgary. A little background, I was born and raised in Calgary by parents who immigrated to Calgary from India in the 1970s. My first recollection of racism was at around 5-6 years old. I was walking to school and had an older man yell 'GO HOME PAKI' from a moving vehicle. At around the same age, on Halloween I was almost hit by a car with teenagers swearing at me and calling me a 'Paki'. This was in a residential area and my sister saved my life. I recall being called racial slurs in school, at which time my parents told me to inform the teacher. I remember the teacher did not act on this and the student kept at it. When I moved from the NE to the NW (grade 4), I found that I was the only student of colour in a school of white students and teachers. This began a period of my life where I was often ostracized and made to feel inferior directly and indirectly by my peers. This included direct bullying. I have gone through Elementary, Junior High and High school with only White teachers, principals, counseling staff etc. I know this was also the case for many of my peers. I completed 5-years at University of Calgary (beginning in 2005) and through all of that, I only had 2 teachers of colour. One of which taught sociology of race and ethnicity. I went on to complete my Masters and Doctorate in the US, where again I had only White teachers.

I say this to illustrate how those who educate us have immense power to make positive change or to sit back and do nothing to ensure the safety & education of all of their students. I recall a counselor in Junior High who stated I would not be able to become a Doctor and I should aspire to something that fit with who I am. At that age, I didn't understand why this assumption was made because I knew myself to be a hard worker. After talking to many of my peers who are South Asian, Black, or from other minority groups, this is something that they have also been told when they were young. I am happy to say that this White counselors' biases did not stop me from pursuing and succeeding at making my dreams a reality. But this individual should not have been able to abuse their power and allow their racist ideas to create additional mental barriers towards children of colour.

The first step to creating an anti-racist society is through education. Racism, biases, and de-programming children to believe that our differences are negative needs to be highlighted in our educational programs. Being 'colour-blind' does not work. Children pick up biases at a very young age and will act on these if given the freedom to do so. Which they have been. Another huge piece of our education that is missing is Black Canadian history. This is a very real part of Canadian history and it should be a part of our mandatory education. There are many Canadians who have no clue that slavery existed in Canada. By erasing this history, we continue to act like we are 'blameless' in the way that Black Canadians are statistically over-policed, denied the same access to mental health care as White Canadians in a crisis situation, suspended/reprimanded by teachers, and imprisoned etc. Every individual who does not have the education and awareness of racism on an individual and systemic level will continue to perpetuate racist ideas and policies. So, education is key. On the level of City Council and other

areas, creating a framework for education is needed. There are many books like 'How to be an Anti-Racist – Ibram X Kendi, 'Policing Black Lives: State Violence in Canada From Slavery to the Present – Robyn Maynard, and so on) that can be used to begin this education on a personal and group level. This can be done by working with groups like Black Lives Matter Canada (and local groups) to build these frameworks.

In addition, we need to see more representation of Black, Indigenous, and People of Colour in authority positions. This includes, teachers, counselors, principals, professors, doctors, counselors, politicians, council members and so on. This goes beyond having 1 person to represent all minority groups, the representation should reflect the population as much as possible on all levels. When we have appropriate representation, then changes can actually be made because there will be a variety of viewpoints and we won't be relying on the lack of education/ awareness by White people who hold authority positions. In this way we can work together and build a city that flourishes.

The way in which the city responds to and disperses funds is reflected by this ignorance. Predominant White populated areas like the SW gain a high amount of city funds to have beautiful parks/trees in residential areas, along with well-maintained malls and other businesses. In NE Calgary, an area where many People of Colour live, is often neglected as seen by the poor quality of materials used to build homes, the lack of nature around homes etc. With the recent hail and thunderstorms, the people in Skyview and Saddleridge experienced massive damage to their homes and cars. When Calgary experienced mass flooding years ago that affected homes by downtown, there was a mass call to help by the city. But, where was the help now? How has the city been addressing these flooded areas and the property damage? How are the people who reside in these areas being supported, especially because this damage is happening at a time where people are already suffering loss from COVID-19. These are things that must be fixed. The city should not be creating 'ghettos' by denying appropriate care and funding to certain areas of the city. The fact that these areas can be clearly defined by predominantly immigrant/People of Colour verses predominantly White is a reflection of how racist policies can be very intentional in the damage they create and allow.

In regard to policing – statistics show that Black and Indigenous people are specifically targeted, over-policed and experience more police brutality than their White counterparts. This cannot go on. Again, anti-racism education is needed, representation is needed but even more importantly, we can't have the police doing jobs they are not trained for. This means, they should not be the first ones called to address domestic violence, homelessness, mental health crises and so on. Our funding should be diverted to other avenues like mental health services, addiction counseling/care, preventing homelessness etc. We should be dedicating our funds to preventing situations that could lead to violence. We must recognize the historical role of the police when the institution was initially created. How they were used to target and suppress Indigenous communities. If we don't fix the root of the problem, then we will have the same outcome over and over again.

Overall, racist policies need to be addressed in EVERY system we have – from healthcare, policing, education, technology, business, real estate, politics etc. Racist ideas create racist policies which then cause harm to our people. This will be work that requires long-term attention. It is great we are starting by giving people the platform to speak and express their concerns/ ideas. I hope this continues long-term and the suggestions that are put forth are put into motion.

Thank you for your time,

Neelam Pannu



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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 Venkatesh

\* Last name Rangaraj

Email prasvenkat25@gmail.com

Phone 5875819500

\* Subject Subtle Racism by Police

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

Hi All,  
I am Venkatesh an immigrant came to Canada in 2014. From then till I got arrested .I don't realize how racism exists in a subtle manner. I am facing serious charges because of allegations made by my xwife. I don't want to go to specifics because the matter is in court now. One thing I can say here is, The cop who arrested me is totally biased and want me to be in jail more than my xwife. I am going through a lot of mental stress and suicide thoughts due to the way how everything is unfolding. The cop is threatening me in different ways. I don't even know how approach this systemically. The world seem what George Floyd gone through on camera there are lot of stories offline and no one cares about them because they are not the one who through these.

Thank you  
Venkatesh





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* First name	Pin
* Last name	Sahota
Email	pin.sahota@gmail.com
Phone	14037140236
* Subject	Anti Racism

Good morning,

As an Indian Canadian racism has been a steady part of my life but not usually in an overt way. The racism I face on a daily bases is covert. It is disguised under back handed compliments and the veil of anonymity. But I am a well spoken, Canadian born, light skinned Indian with no accent and the privilege I have with that is very rarely is the racism directly to my face in an obvious way. Others unfortunately don't have that privilege. They are judged first on the way they look and talk and determined to be an issue. Overt and covert racism need to be addressed. There needs to be systematic changes in how we deal with them.

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

Laws need to be changed to protect vulnerable people. We did this in a heartbeat with covid but have dragged our feet for years with racism. Hate speech should come with accountability. We need to provide proper resources to situations instead of throwing untrained police at them. Mental health checks should be led by psychologists not police. Homeless complaints should be led by shelters not by police. Schools need more teachers, counselors ect not police. Etc. In each of these situations it's not about getting rid of the police but sending people out that will deescalate situations and/or stop them before they start.

Beyond legal changes we need to start showing more cultural events in the same way that we cover the stampede for a solid 2 weeks. Get bodies out there. Help organizers

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## Public Submission

City Clerk's Office

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bring it to communities.

I would also like to see anti racism taught in school. Have history from around the globe, and not just as a "multi-cultural" day but as a part of the curriculum. Do not celebrate racist "heroes". Yes talk about them, but not all history needs to be celebrated. We do not celebrate the holocaust, yet we learn so it doesn't happen again. Whether this means adding to social studies or created a new class that teaches world history and anti-racism. Bring more diverse reading into schools. I want my Indian child to see herself in books.

I will end this by saying that we can all do better. Whether we are BIPOC or white, we can do better. We all have underlying biases that we need to address and unlearn. White supremacy isn't just something that is inside white people. It has been so engrained in our cultural, minds and hearts that it is inside most of us. I have been shocked how much exists when I look inside myself. I will do the work so I don't pass this on to my child. Will 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 Justin

\* Last name Solamillo

Email solamillo.justin@gmail.com

Phone

\* Subject Anti-Racism Public Consultation Letter - SOLAMILLO Justin

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

Please see attached document to be included in the Anti-Racism Public Consultation.

July 3, 2020

Justin Solamillo  
276 Hunterhorn Terrace NE  
Calgary, Alberta, T2K 6G5  
[solamillo.justin@gmail.com](mailto:solamillo.justin@gmail.com)  
587-586-7355

City of Calgary City Clerk's Office  
Anti-Racism Public Consultation

Dear City Council and Council Committees,

My name is Justin Solamillo, and I am a cis-gendered, Filipino-Canadian living in Calgary. I have lived in Alberta since 2011, and have experienced racism in the short time I have lived here. I currently am working as a social worker in the area of non-profit governance support and anti-oppressive practice.

### **Nature of racism in Calgary**

I was born in Vancouver and spent most of my life living there. I also spent considerable time living in New York City. Experiences in arguably the most diverse cities in the world, I never really was aware of my racial location than living in Calgary. Early days living in the City, many of my friends warned me of going to certain establishments without the accompaniment of "white people," as it would not be a good idea, and potentially pose a danger to me. I married a Caucasian woman and we continue to get odd looks as we live our day-to-day life, even to the point where one woman in our neighbourhood did not believe we were married, assuming that our Caucasian male friend was her spouse.

### **The City should oppose racist policies from all orders of government**

The challenge with viewing racist policies, is people often view racist policies as something explicit, where we are calling for the dismantling of implicit structures that continue to benefit one part of society over the other. Applying a critical lens to policies at all levels of government can help identify who benefits from a policy and who does it harm. Inclusion of voices that the policy may affect would also be helpful in the process, as we are aware that the forming of these policies usually include policy analysts, lawyers, government officials and people that do not necessarily have lived experience in the policies that could affect people every day.

### **Make funding accessible and equitable for BIPOC grassroots groups**

This does not necessarily need to be a City task. There are many foundations and charities in the City supporting BIPOC grassroots groups. Should City funding become available, the City can very well trust organizations like the Calgary Foundation to distribute funds. The challenge is that most funding is available to charities only, which many BIPOC grassroots group are not. Create accountability structures for funding where funding is aligned with mission and goals of an organization, no matter what incorporation status they hold. The City may neglect supporting great work by grassroots groups because they are not incorporated. This continues to perpetuate the structural injustice even at the non-profit level, because of the access of incorporation that some organizations have over others.

### **Going beyond tokenism – Need more BIPOC leaders in influential positions**

This is not just a ‘Calgary problem,’ all over the province and country there is a lack of representation of BIPOC individuals in influential positions. This challenge is seen at all levels of government, private and non-profit sector. Speaking as a Filipino-Canadian, one of the largest immigrant groups in Canada, there is a large discrepancy in representation at leadership levels. There are great Filipino-Canadian leaders in the community, like the Cala’s and Lourdes Juan, however, given the population of Filipino’s in Calgary alone (according to the 2016 Census, Calgary has had the largest percentage increase in Filipino’s across all major Canadian cities), we are grossly under-represented in influential positions in the City. I know the City has done great work in helping citizens learn about City Hall and the functions of government, however, this is not necessarily known to many communities. I could imagine a greater push to make this learning available to many.

### **Conclusion**

Calgary is home to my family and I, we are proud of the steps the City is taking to try to build a welcoming, diverse and inclusive place to live and visit, but we can do better. I appreciate the opportunity to have my voice and the voices of other BIPOC citizens heard in this matter. I will continue to do my part by pushing for change in my immediate sphere of influence and I look forward to the work the City is doing in this area.

Thank you for your time,

A handwritten signature in black ink that reads "Justin Solamillo". The signature is written in a cursive, flowing style.

Justin Solamillo



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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 Gabriella

\* Last name Zaparilla

Email g.zaparilla@gmail.com

Phone 5879699939

\* Subject Systemic Racism Public Consultation

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

I have the following comments respecting the City of Calgary's commitment to anti-racism:

- The City of Calgary stated that it will establish an Anti-Racism Action Committee in October 2020. It is imperative that this committee is comprised of Black, Indigenous, and POC Calgarians in order to provide an accurate perspective of the barriers created by systemic racism. Committee members should also have experience in anti-racism work and the committee should operate independently of influence by City officials.
- The City of Calgary must ensure that this public consultation respecting systemic racism is not a one off - this will be ongoing work to identify the many levels of racism that exist in government.
- The City of Calgary must divest funding from the Calgary Police Service. It is evident, for example simply from the always new, always updated police vehicles, that there is unnecessary, excessive spending on the police force. If the objective of the City is indeed to implement community-based anti-racism strategies, then the City necessarily must increase funding to combat systemic racism at the level of the racialized individuals in our communities. From an economic perspective, the excessive funds allocated to the Calgary Police Department can easily be and should be shifted to Black, Indigenous, and POC Calgarians.
- Funding allocated to Black, Indigenous, and POC Calgarians should be easily accessible for these individuals. The City should provide access to information respecting funding in manners that do not privilege those who have ample access to technology resources. Funding information and applications must not be housed only online, infor-

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## Public Submission

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mation sessions should be provided by the City in communities serving Black and Indigenous people, and application requirements must be clear, simple, accessible.

- The City committed to requesting the Calgary Police Commission to report on anti-racism work currently underway or contemplated within the Calgary Police Service. It is imperative that any review of the city police is conducted by a party external to the City and the Calgary Police Service so as to provide an unbiased perspective. This report should not be limited to discussion of anti-racist work, but should be a historical review of racist practices at the Calgary Police Service because those patrolling our communities must be held accountable for their actions.
- The City must definitively commit to racial diversity in City Council.



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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	Perna
* Last name	Jaswal
Email	jaswalperna27@gmail.com
Phone	4036809610
* Subject	Remove money from police and put it in social services
* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	I think that's it's extremely important for us to defund the police and provide others with that money so that we can avoid losing more people to police brutality.





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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 Valerie

\* Last name Benoit

Email info.valeriebenoit@gmail.com

Phone

\* Subject Anti-Racism Public Consultation

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

Good afternoon,  
I would like to take part in the coming Anti-Racism Public Consultation. Please see the attached document for more explanation on my contribution to the topic.

# ANTI-RACISM CONSULTATION

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Valerie Benoit  
Info.valeriebenoit@gmail.com

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## CONSULTATION ON SYSTEMIC RACISM

Good afternoon,

I would like to take part in the coming Anti-Racism Public Consultation. Here are the two topics I would like to address:

### TOPICS

#### Racism in the workplace

Suggestion : Having an unbiased City body or group where one can report concerns and have them investigated. I understand every organizations have their own investigating groups whether it be Human Resources or at the supervisory level but sometimes the power/control dynamic is not healthy and there can be gaslighting.

#### Policing in the City of Calgary

It is stressful to contact police and pray to God that the people in that car crew see you as a human being—as an equal. It takes a strong and caring person to be a police officer. It is hurtful when you can detect micro-aggression and bias from that strong/caring person who is also capable of taking your freedom.

My recommendation: reallocating funds toward better recruiting and training that targets one's character and beliefs. Someone who is physically fit, educated and embodies the typical police recruit criterias can entertain racist beliefs and go undetected. That person would end up using their power instead of serving with all the powers afforded.

My second recommendation would be to be careful in terms of social media messaging. The Calgary Police Service has great Communications Officers. They do not have to publicly agree that Black Lives Matter and can remain silent on the whole topic. However, silence is an answer. Every single post that the CPS and their officers release on media platforms has an impact. Every racist comment or reply that is allowed to remain attached to their posts—without being challenged—sends a clear message. Silence is a response and there is a clear line between remaining neutral and not taking a stand.



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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	Francesca
* Last name	Costello
Email	francescacostello23@gmail.com
Phone	403-808-3999
* Subject	Workplace Discrimination in Calgary
* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	see attached file

I am a marketing professional and have lived in Calgary for 12 years. I am a black woman and have worked in a corporate environment my whole career. When I first moved to Calgary it did not take long for me to experience racism while in the work force.

My first job was with a recruitment agency downtown. One of the first positions I was responsible for filling was an Accounts Payable role. I raked through resumes, did calls, and whittled down the list to 2 candidates. One, a South Asian man who had a university degree and 5 plus years of accounting experience. The other a Canadian woman with less than 2 years of experience and no formal accounting education. When I presented the options to my manager and suggested we send the man on to meet the client, her comments were : “We don’t give jobs like that to people like him” “People like what?” I asked. “Brown people who can’t speak English. Our clients don’t like that. You can offer him a labor job” His English was perfect, yes he had an accent but that was enough for him to be excluded.

Hiring discrimination in the workforce is a major issue in this city. I know people of color who’ve had to:

- change their names to sound more English
- remove photos of themselves so recruiters do not judge them for their race
- people who do not wear natural hair styles as deemed unacceptable (afros, braids, locks)

Joining a company and being the token black person is equally exhausting. In my experience, I have had frank discussions about lack of minority and gender representation in advertising and had in some cases been ostracized in speaking up. “We don’t see it that way” or “It’s not that serious of an issue”

The business community has been mostly quiet relating to anti-racism in their organizations. It is just now that statements have gone up on websites and social media stating they are inclusive, yet they have so few minorities on their teams. In a city with so many educated, capable and intelligent people – why are so few of us reaching the boardroom tables in this city, and being included and respected once we get there?

At this point, the business community needs to wake up and start putting in the work and effort in acknowledging that there is first, hiring discrimination. Secondly, a internal review of their business practices and culture that perpetuates a culture that’s not welcoming to BIPOC. And third, their methods of conducting business in the community.

I have been working in corporate Calgary for more than 10 years, and I have been trying to count how many BIPOC I knew of in senior management or executive positions. And I honestly struggled to come up with more than a few. Calgary, we can do better. We talk endlessly about diversifying our economy, maybe we should diversify our boardrooms too.



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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 River

\* Last name Schoof

Email River.schoof@gmail.com

Phone +14035104295

\* Subject Funding public resources and education and defunding police.

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

We need to abolish the current curriculum in schools and teach our youth the proper history of Canada, the United States and the micro aggressions and systematic racism that has survived such a horrible timeline. Funding education and public resources such as homeless shelters, mental health initiatives and so forth rather than police units will be the first step towards a brighter and more peaceful future. Police create fear based experiences and everyone deserves the right to be heard!



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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 Amenjot

\* Last name Minhas

Email amenminhas@hotmail.com

Phone

\* Subject Funding EDUCATION and SOCIAL SERVICES - Defunding CO's, rcmp

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

Abolish current curriculum as it does not teach us the TRUE HISTORY of indigenous and African/caribbean diaspora. Education funding is not enough. We need an indigenous and black board of directors Department voted in by the communities for every institution and services provided by the city, to address and breakdown any systemic racial disadvantages and areas we are lacking to fully understand. Melanin rich and indigenous People from the communities given a platform to express their experiences with our services and where they can be improved. FUNDING FOR THE PEOPLE. Not for the pockets of conservative and large corporations. Government grants for black and indigenous companies to help uplift our communities. Funding back into the arts programs encouraging activities for connecting and educating our children. Burn the history books and let our ancestors teach us of the real history of the world. We need the truth and collective community involvement.

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* First name	Chloe
* Last name	Saunders
Email	cdsaunders@hotmail.com
Phone	403-651-1413
* Subject	Public Consultation on Systemic Racism in Calgary

Hello,

I am writing regarding the public consultation on Systemic Racism in Calgary. This is an important conversation, because systemic racism is an issue in Canada at large, and in Calgary specifically. Addressing systemic racism should be a top priority for our city, and acknowledging it exists is the first step forward. Beyond that, some things that I expect, as a member of this city and community, to be addressed include:

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

- A reduction in Police funding to focus on social services
- A COMPREHENSIVE review of systemic racism within the Police Force, from the way hiring is conducted, to training, to treatment of the cities citizens. I have witnessed first hand the racism and prejudice that members of the Police force carry against the Indigenous population in the province
- Tangible efforts towards reconciliation (reallocation of funds, jobs, positions of power)
- Accessible funding for grassroots organizations and ethnic communities
- Tracking wealth inequity within the city - ex. What support is being offered to the residents in the NE after the devastating hail storm?
- Ensuring BIPOC have access to affordable housing
- Addressing racism in the workplace (including city hall)

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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 Alyssa

\* Last name Quinney

Email alyssa.quinney@gmail.com

Phone 5872268090

\* Subject Anti-Racism Public Consultation

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

Hi there, I am writing in hopes that the public discussion around anti-racism involves defunding the CPS. There's disproportionate incarceration of Indigenous and Black people in Canada and that Indigenous and Black people in Canada are overrepresented in deadly force encounters with Canadian police. Indigenous peoples make up 30% of the federal incarcerated population despite making up 5% of the population (<https://www.oci-bec.gc.ca/cnt/comm/press/press20200121-eng.aspx>). This is federal but we can't ignore that this type of police violence doesn't exist here in the city. The huge amount of tax dollars the CPS receives compared to other social programs is shameful. Even cutting a small percent and redistributing that wealth to public services would do so much. Funnel that money into social programs that specialize in issues that the police are not trained for. Fund anti-racist programs or initiatives like free transit. This is about the path to decriminalizing marginalized existence. The difference between reform and defund is that reform is implying the system needs to be fixed. The police is functioning exactly as it is historically supposed to be. We can't pretend we are better than the states and that systemic racism doesn't exist here when it is ingrained into the roots of our country's history. Thanks for reading.

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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	Muskan
* Last name	Jaswal
Email	muskanjaswal67@gmail.com
Phone	5878915056
* Subject	Defund the Police

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

The institutional racism against Black, Indigenous and People of Colour present in the policing system, destroys the whole purpose of the system. The same system that is suppose to protect and serve the rights of every single person in this country, is abusing and murdering innocent people. Instead of funding a broken system, we must replace police officers with unarmed community based responders with mental health knowledge that will respond to non-violent calls. This approach is being implemented in many areas in the United States.



## 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 Lee

\* Last name Stevens

Email [lee@vibrantcalgary.com](mailto:lee@vibrantcalgary.com)

Phone

\* Subject Public Consultation on Systemic Racism

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

To Members of the Standing Policy Committee on Community and Protective Services. Please accept this submission from Vibrant Communities Calgary on the topic of systemic racism.



July 03, 2020

Office of the Councillors  
The City of Calgary  
P.O. Box 2100, Station M  
Calgary AB Canada T2P 2M5

Dear Members of the Standing Policy Committee on Community and Protective Services,

**Re: Public Consultation on Systemic Racism**

Thank you for the opportunity to provide feedback on the public consultation on systemic racism.

Vibrant Communities Calgary (VCC) recognizes that racism is one of the root causes of poverty. When examining levels of poverty, we see time and time again that people from racialized groups, newcomers, Indigenous people and others from visible minority groups are more likely to be living in low income<sup>1</sup>. Research looking at income inequality in Calgary reported that Calgary's poorest neighbourhoods are home to almost two thirds (66.3%) of recent immigrants and includes significantly higher shares (73.4%) of visible minorities<sup>2</sup>. The numbers of Indigenous people caught up in the child welfare and the justice system make it quite clear that we are far past the point of talking about diversity and inclusion, and we must begin to tackle what the problem really is, systemic racism.

VCC is the steward and Calgarians are the owners of Calgary's poverty reduction strategy, Enough for All. The strategy identifies guiding principles, including reducing racism and discrimination in our City. We recognize that systemic racism and exclusion make it more difficult for many Calgarians (including Indigenous peoples, new Canadians, and visible minorities) to access jobs and services, and to feel welcome and supported in the community.<sup>3</sup>

We are pleased that the City of Calgary is responding to the call to collectively make space, and to give room for those who are impacted, to be heard. This consultation will help inform and direct the Enough for All strategy moving forward.

Sincerely,

Meaghon Reid, Executive Director

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<sup>1</sup> See our *Snapshot of Poverty report* from 2018 <http://vibrantcalgary.com/wp-content/uploads/2018/06/Poverty-Snapshot-2018.pdf>

<sup>2</sup> Evans, L., Miller, B., Townsend, I. (2018). *Socio-Spatial Polarization in an Age of Income Inequality: An Exploration of Neighbourhood Change in Calgary's "Three Cities."* Neighbourhood Change Research Partnership. Retrieved from <http://neighbourhoodchange.ca/wp-content/uploads/2015/04/neighbourhood-change-research-partnership-brochure-2015.pdf>

<sup>3</sup> See *Enough for All 2.0*, pg. 3 at <https://enoughforall.ca/wp-content/uploads/2019/03/EnoughforAll2.0.pdf>



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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

\* Last name

Email

Phone

\* Subject

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

I have seen racism alot by Police. I have encountered it myself being Native. We as Natives are afraid of Police because of it,,we won't call for a wellness check for fear of getting killed. Police should not be doing wellness checks period. And I believe they ALL need training on race issues.



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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	Tahir
* Last name	Latif
Email	tlatif@me.com
Phone	4033833290
* Subject	Police budget

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	I'm a resident of Calgary for past 15 years and do support transferring some of police budget into community service initiatives.
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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 Heather

\* Last name Campbell

Email hac267@nucleus.com

Phone

\* Subject Anti-Racism Public Consultation – Written Submission - Heather Campbell

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

Please refer to the attached supporting file (.pdf):  
Written Submission for The City of Calgary Public Consultation on Systemic Racism: Standing Policy Committee on Community and Protective Services – July 7 & 8, 2020  
Subject: Anti-Racism Public Consultation – Written Submission - Heather Campbell.  
Date: Friday, July 3rd, 2020  
Submission by: Ms. Heather A. Campbell, B.E.Sc., LL.M., P.Eng. (pronouns: she, her)

## Written Submission for The City of Calgary Public Consultation on Systemic Racism: Standing Policy Committee on Community and Protective Services – July 7 & 8, 2020

Subject: Anti-Racism Public Consultation – Written Submission - Heather Campbell.

Submission made through: <https://forms.calgary.ca/content/forms/af/public/public-submission-to-city-clerks.html>

Date: Friday, July 3<sup>rd</sup>, 2020

Submission by: Ms. Heather A. Campbell, B.E.Sc., LL.M., P.Eng. (pronouns: she, her)

---

Mayor Naheed Nenshi and members of Calgary City Council:

It is my hope that when this submission is read, the words become absorbed into a brave space not a safe one. In a brave space, the truth is spoken and is heard, feelings are unfortunately hurt, oppressors are left with discomfort, but there is a consequential and simultaneous call to action for all who have taken in the brunt and honest words.

Racism exists in Calgary. It is blatant, pernicious, and injurious to those who experience racism. I compliment the City of Calgary for taking steps forward to provide leadership for all Calgarians on anti-racism aspects and also to hold themselves, as the municipal government, to account on questions of racism, plurality, and their joint influence on Calgary's prosperity and resilience.

Being an ally means that when you see something, you say something, and you do something. Silence is an act of complicity. To be anti-racist you have to make it your active business, everyday. How many of you witness the daily racism in your Council chambers and City Hall offices and do nothing to address it? How many of you don't even recognize that there is racism occurring in your offices and chambers?

Calgary City Council's unanimous vote to oppose Quebec's Secularism Law (Bill 21) and defend Calgarians' right to wear religious symbols and articles of faith under the Canadian Charter of Rights and Freedoms in September 2019 was a historic moment of brave, resolute leadership by Calgary City Council. Bravo.

To be anti-racist, however, Calgarians must call and name racism when it occurs, each and every time. Calgary's leaders are called to discover and deploy an anti-racism lens in their decision making, discourse, debate and dialogue. Calgary's leaders, by virtue of their leadership roles, have a higher duty of care than Calgarians in destroying the malicious sickness that is racism.

The impacts of systemic racism are a decline in financial capacity, reduced social well being, and negative impacts to health, including mental health. Racism directly erodes the health, prosperity, and wellbeing of your citizens.

### **Confederate Flags and Hate Symbols in Calgary**

Like many of the Albertans consulted in the development of the *Taking Action Against Racism* (<https://open.alberta.ca/publications/taking-action-against-racism>) report, my experience with racism is personal - as a Black woman, I am one of the people who directly faces the problem of system racism and anti-Black racism in Calgary. One of my encounters with racism became quite public in January 2017 when I had a rather negative interaction with a Calgary store owner over his window display of a Confederate flag, a recognized hate symbol. My actions and response to the situation were chronicled by Calgary based journalist Carrie Tait in the *Globe and Mail*: <https://www.theglobeandmail.com/news/alberta/calgary-engineer-on-why-she-bought-confederate-flags-to-fight-hate/article33695966/> Reflecting on this incident, what strikes me as both problematic and challenging is: a) the number of my Calgary neighbours who saw the flag, knew it was a hate symbol, and elected to take no action, and b) the number of my neighbours who saw the flag and didn't find it offensive. The duality of this challenge directly reflects the deeply rooted issues of systemic and anti-Black racism that persist in Calgary.

### **The Alberta Anti-Racism Advisory Council**

The Alberta Anti-Racism Advisory Council (AARAC) was established to implement the action items outlined in the *Taking Action Against Racism* plan that was released in June 2018.

At this extraordinary time, as we experience a historic social justice movement, the Alberta Anti-racism Advisory Council, of which I am a co-chair, should have been at its most effective and leading with a strong voice, propelling this movement forward.

Sadly, this has not been happening.

Despite this, I remain committed to this vital work and plan to continue to lead the Alberta Anti-Racism Advisory Council as a co-chair. It is important to me to use my voice to hold our provincial government accountable when it comes to listening to, supporting and advancing anti-racism in our province. I take this role and responsibility extremely seriously.

In my role as co-chair, I call on Albertans and by extension Calgarians to listen and to act. We know racism has always existed in Alberta and Calgary, and it continues to exist today. The issue of racism belongs to every Albertan and Calgarian and we must all work to address racism. Only then will our province and municipality jointly thrive and experience real and lasting prosperity.

Anti-racism is not a partisan issue.

As a co-chair, I set out to build the Alberta Anti-Racism Advisory Council into a powerful provincial platform to create change, develop effective solutions, and support innovative policy with respect to anti-racism in Alberta. The four priorities of the Alberta Anti-Racism Advisory Council are:



- a) valuing skills and experience in the workplace (which includes exploring the credentialing process in various professions, recognition of internationally trained professionals experience);
- b) teaching respect for each other (which includes evaluating education resources and best practices, including racism in the school curriculum, helping teachers teach about racism, and making education available in more languages);
- c) preventing and responding to hate crimes (which includes working on a hate crimes strategy and a provincial hate crimes unit); and
- d) ensuring the Alberta government reflects Alberta (which includes assessing options to ensure that the Alberta government and agencies reflect the plurality of Alberta).

### Questions for Consideration

As the City of Calgary moves toward the development of an anti-racism strategy, here are some questions for consideration and to stimulate innovative solutions:

- How do we work with Bylaw services and licensing to prevent retailers from profiting from the sale of hate symbols in Calgary?
- How do we ensure that the City of Calgary's procurement teams does not do business with racists or financially support hate?
- How do we ensure that City Council and all City of Calgary employees and volunteers all receive anti-racism training and coaching?
- How do we ensure that facilities owned by the City of Calgary all engage in and adopt an anti-racism approach?
- How can Calgary's public spaces be used to provide an accurate history and depiction of the Black experience in Calgary?
- What expectations will be set for the leaders and management of Calgary's public spaces and organizations to work and lead in an anti-racist manner?

Do not waste this historic moment. Do not be afraid of making a mistake. Do something. Calgarians are watching you.

Respectfully submitted,

A handwritten signature in blue ink that reads "Campbell". The signature is written in a cursive style with a large, stylized initial "C".

Ms. Heather A. Campbell, P.Eng.  
Co-chair, Alberta Anti-Racism Advisory Council  
Inglewood (Ward 9) resident



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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 Johal

Email jasminejohal@live.ca

Phone

\* Subject Anti-Racism Council Meeting

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

Hello,  
Please find a letter about my experiences of racism within the city of Calgary, my areas of concern and suggestions for change.  
Thank you,  
Jasmine Johal

July 3, 2020

To Whom It May Concern,

First and foremost I would like to thank the city of Calgary for opening up a discussion about anti-racism and giving BIPOC an opportunity to have their voices be heard. To give context, I am a 26 year old Sikh woman of South Asian descent. I am born and raised in Calgary and currently reside in NE Calgary which is where I have been for most of my life.

Growing up in Calgary, I was very aware of the color of my skin. At a very young age I was teased and bullied by my peers for the color of my skin, for the food that I ate, and for practicing any of my cultural norms. People often treated me like I was foreign even though I knew no other home. What was worse was how my peers spoke about and treated my black and indigenous peers. I was considered foreign but many times people would say but at least your not as bad as the "other Indians" (referring to indigenous people) or at least your not "that dark" (referring to black people). I internalized and became ashamed of my family and where I came from and tried very hard to fit in with the dominant white population. Post 9/11, things became even worse when people began to view my family and myself as a threat. Bullying became violent in nature and even more systemic. The following are a few points where I think Calgary, Alberta, and Canada as a whole could make some systemic changes in order to address this larger concern that plagues so many (I am speaking from my own experience and recognize that I am just barely scratching the surface).

- **Education:** As a teacher, I have had the opportunity to look deeply at the curriculum and the way that students are taught in schools as well as the way that teachers are taught in schools. I think that the Werklund School of Education does a great job teaching about anti-racism and white privilege but it is tightly packed into one course about all kinds of privilege. I there should be more opportunities to learn about the dynamic concepts of race and privilege as well as required PDs on this topic. In terms of the curriculum, history is taught with a very white lens. We have to teach about white colonists in depth whereas as all other people of color are placed into one learning outcome. Historic figures such as Christopher Columbus should be referred to as "Colonists" and not "Explorers" and we should not gloss over the atrocities that they had a large hand in. Teaching about racism is a choice whereas it should be a requirement. The way we teach should not just be for white students as if we are learning about "other people" but rather "our people." There is a christian dominance in the schooling system (the catholic board is even funded by the government) and we should not just make room for diverse groups of students but make a point out of celebrating it (and not just on one "cultural night"). Immigrant students need more resources. Immigrants and refugees are coming into school without knowing English and are expected to perform well in all subjects while there language barriers, cultural differences, potential PTSD, and social isolation is not taken into consideration. Instead, I have heard many school administrations say that students need to learn how to advocate for themselves and build resilience. I have seen refugee students who are trying to provide for their families not get the support that they need in school. They are written off before they have a chance because it is easier (especially older students that come here, government funding cuts them off much too soon). If not in schools, we need more resources outside of school to support these kids. Schools need more funding so that teachers can stop being overworked and actually address these issues with support and not burnout.

- **Bill 1:** Bill 1 was passed while everyone was distracted with larger issues in the community and were unable to have enough time to oppose it. Bill 1 is taking away a fundamental human right and is directly targeting the indigenous community and their protests on their land. We have a right to protest and with the tricky wording of Bill 1, citizens can be punished for using their voice almost anywhere in the city. The fact that this Bill was passed shortly after the Black Lives Matter protests was quite hurtful. It felt like a direct attack on our anti-racist community from the government. How can the government take away our voice so quickly and without a second thought? I feel unsafe in Calgary after that Bill was passed and I want to know what the government of Calgary has to say about it.
- **Media:** Our media has always been bias. Back when 9/11 occurred, the media perpetuated fear toward the larger brown community irresponsibly without considering the backlash. The backlash of what happened to the brown community was not addressed sufficiently in the media and was very much the reason for spreading hate which lead to violence and hate crimes. Even now, they still do not seek diverse voices from all sides when publishing stories. The NE is often referred to negatively. After the hail damage that occurred in the NE last month, the news did not act like it was a problem that all of Calgary was facing the way they had with the flood that happened a few years ago that largely impacted other parts of the city. As a result, people were not as empathetic or helpful toward the people who suffered from damages.
- **NE Calgary:** There is an overall bias toward the NE of Calgary despite being the most diverse part of the city. People in positions of power often speak about it as “the bad side” of Calgary. Many of us who live in the NE are unhappy with the infrastructure in the NE and how the city is easily passing designs that have not been thought out carefully. The Saddleridge circle for example is not designed well at all. Nelson Mandela School was not designed with students in mind. They have to pay to use the genesis gym and do not have enough locker space for the students. There are liquor stores and dispensaries being passed within walking distance of the high schools. There is a lot of housing density with little space for cars on roads. Community parks, green spaces and walkways are scarce. There are less opportunities and resources available for people and students residing in the NE. I would like for the city to put more attention into the NE so that people can feel safe, have access to resources and spaces to build community. \
- **Holidays:** There are some holidays that are celebrated in our city without consideration of how hurtful they may be to some groups of people. Columbus Day and Canada Day are celebrations of the colonization which included the genocide of indigenous communities and is a complete disrespect to our indigenous brothers and sisters. By saying that Canada is 153 years old we are denying the existence of the people who lived here much longer than us. We can be patriotic and call out the things that Canada needs to work on. Living in a country that acknowledges it’s flaws is more reason to be patriotic. I think the city should seek out indigenous voices and see how we can go about acknowledging these days.

With these points I hope that the city of Calgary can think about how we can work hard to make this a place that is anti-racist and safe for everyone who lives here. I would like to thank the city once again

for all of the work it has already done and is committed to doing. This is an important first step to making actual change in the community and I am proud that our city has taken the first step by listening. I feel heard. Please feel free to contact me if there is any more clarification needed in what has been stated.

Sincerely,

Jasmine Johal



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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 Sergio Antonio

\* Last name Palacios

Email sergio.a.palacios@gmail.com

Phone

\* Subject Racism in Calgary

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

The racism in our city is real and we need to address all of it. From the individual bigots all the way up to the system that is set up against BIPOC. Having experienced racism in many forms myself, it boils my blood to see and hear caucasian: politicians, businessmen, POLICE/RCMP and even health care professionals claim that racism, especially systemic racism, doesn't exist in our city/province/country. The ignorance is so real that these people actually believe what they are saying. It is disgusting and it needs to stop, especially from "law enforcement" representatives, whom I might add should be defunded to make room for social response programs with actually trained professionals who will respond safely, confidently, with a program in place to ACTUALLY help those in need. The exact opposite of what our "law enforcement" offers. "Law enforcement" need to be reminded that they are not above the law and that they are public servants paid for by our tax dollars. We do not pay our taxes to be harassed and terrorized by these very same people. They need to be held accountable and treated the same as the rest of us, on or off duty. Putting police officers and law enforcement on this imaginary pedestal of respect and honour has inadvertently created this monster as these individuals and their actions are constantly defended by the system. The system that is built against BIPOC in this country.



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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 Gabriella

\* Last name Wong Ken

Email gabriella.wongken@gmail.com

Phone

\* Subject Public Consultation on Systemic Racism: July 7, 2020

\* Comments - please refrain from providing personal information in this field (maximum 2500 characters)  
Please see attached letter for my comments and recommendations.

I am writing today to express my experiences and those of my family as Black and Asian immigrants living in Calgary, as well as my ideas on how to begin addressing the systemic racism that exists within this city and its structures. It is important to note that non-white people living in Calgary have been personally affected by acts of racism and have been managing these issues without much support from governing bodies for years. I am glad the City of Calgary is finally realizing the gravity of the situation, however it has been a long time coming, and I hope the changes suggested come to fruition.

Firstly, I have never felt protected by police. My father is racially profiled by the Calgary Police Service (CPS) regularly, being followed home and unjustly pulled over when no crime or violation is committed are some instances that occur frequently. Further, he has been assaulted by RCMP while in his car and threatened. There are countless news articles and stories of non-white, particularly Black and Indigenous people, who are wrongfully involved in altercations with CPS and subjected to brutalization by the individuals who are sworn in to protect and serve. With the development of video recording and more interest by the media, these incidents of police brutality and racial profiling that have been occurring for years are finally being viewed by the public. It is a disgrace that these acts occur, and worse that the individuals involved are rarely held justly responsible. The fact that video evidence and witness statements are not enough to convict and strip police officers of their licence is proof that reform is not possible. Further, there is also ample evidence that officers who do call out racial bias within the force are often pushed out or fired, which upholds the idea that police can never be held accountable for their actions. Clearly, body cameras and diversifying the force will not stop these acts from occurring, as the entire CPS and policing in general is built on the foundation of keeping Indigenous and Black people submissive. We must divest from CPS and instead fund initiatives that focus on addressing issues such as mental health, food insecurity, access to primary healthcare, and affordable housing, and monetary support for organizations who work with marginalized communities. Crime is a result of circumstances, and CPS does not keep me safe. There is absolutely no reason for armed CPS officers to be responding to calls about homelessness, addiction and other mental health concerns, or be present in schools.

Secondly, there is a grave lack of diversity in government. Many individuals who are non-white in government are subjected to hate and racism daily. Look no further than our mayor who is consistently undermined because of his race. The recent events in the House of Commons with Jagmeet Singh further support the argument that non-white government officials are unable to appropriately respond and act on racism. Many officials deny that systemic racism even exists which is extremely disrespectful to me and others who have been experiencing racism for generations. Further, the members of the municipal government do not reflect at all the multiculturalism of this city. A diverse leadership means representation for all Calgarians, and challenges the status quo which is clearly not working for everyone. Antiracism training should be mandatory and ongoing for government officials to facilitate a supportive environment for non-white members, and encourage members from different races to participate in government decisions. There should be a zero tolerance policy for racism, and individuals must be held accountable for their words and actions.

Divesting from CPS and investing in community initiatives, and increasing representation in government leadership are just a few of the ways in which Calgary can strive to be an anti-racist city. Actions to combat racism must be ongoing and ever-developing. I hope to see some of the changes suggested at this consultation initiated and look forward to continuing this conversation and work in Calgary.





## Public Submission

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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 Pam  
\* Last name Beebe  
Email [chirobeebe@hotmail.com](mailto:chirobeebe@hotmail.com)  
Phone  
\* Subject Systemic Racism

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

Despite repeated attempts to fit in at work, in the community, on volunteer boards and committees and in Calgary, we made the difficult decision to leave 4 months ago. Systemic racism means that there are limited opportunities to succeed, despite being hard working, showing up everyday for work and following the rules. You have to pretend to be someone else when at work and you have to pretend to be happy when being ignored. You have to smile when others are condescending, when they are rude to people who look like you and when you are insulted. Otherwise, you are further ignored and not included in information sharing, activities and planning. I think systemic racism shows up in the news, in how Indigenous people are treated by police, in always being at entry level jobs (despite 30 years in the workforce), in the incarceration statistics, in schools when the children are not included or bullied and within communities where you always look different from the other people. It's about not being able to afford a home, a vehicle, a vacation or even basic needs in some cases. It's about second class healthcare. It's also about the high rates of depression and suicides in the youth. It's about having to attend funerals on a regular basis but hardly any celebrations. You just have to keep fighting and living day to day. Add a pandemic and the death rates are increasing. Where is the opportunity for all of us?



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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	Doris
* Last name	Toy-Pries
Email	doris.toy-pries@calgaryunitedway.org
Phone	403.519.6776
* Subject	City of Calgary's Public Consultation on Systemic Racism (Sending on behalf of Karen Young)
* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	Sending on behalf of Karen Young, CEO of United Way of Calgary & Area



**United Way**  
**Calgary and Area**  
Building a great city for all.

United Way of Calgary and Area  
600-105 12 Ave SE  
Calgary, AB T2G 1A1  
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[www.calgaryunitedway.org](http://www.calgaryunitedway.org)

Reg. Charity Number: 13022 9750 RR0001

July 3, 2020

Councilor Gian-Carlo Carra  
Chair, Standing Policy Committee on Community and Protective Services  
Councilor, Ward 9  
City of Calgary  
[Gian-carlo.carra@calgary.ca](mailto:Gian-carlo.carra@calgary.ca)

**RE: City of Calgary's Public Consultation on Systemic Racism**

Dear Councilor Carra:

United Way of Calgary and Area (United Way) seeks to bring people together to solve complex issues and improve lives in our community. Coordinating efforts amongst a strong network of agencies, philanthropists and corporate partners, we work together to advance common outcomes related to diversity, inclusion and equity. We believe that a community is only as strong as the sum of its parts, and that strong communities are vital to a great city. At United Way, we seek to affirm our commitment to our fundamental values of diversity, inclusion and anti-racism.

Over the past couple of months, the COVID-19 pandemic and Black Lives Matter movement have shed light on issues related to systemic racism, institutional dynamics and power inequity operating in our community and globally. At United Way, we have been listening and reflecting on our work in diversity, inclusion, equity and anti-racism. We recognize that systemic racism is intersectional with gender, disability, age and other vulnerabilities and informs social economic status and potential. Our collaboration with The City of Calgary and Vibrant Communities Calgary on the "Enough for All" community-driven poverty reduction strategy is evidence of our understanding that poverty is too often a result of systemic racism and marginalized opportunities for Black, Indigenous and Persons of Colour in our city.

We also understand that access to equitable education is critical to individual success which is why we've committed to funding activities such as "All in For Youth", which supports high school completion for vulnerable youth and "Transitions to the Workforce", which offers bridges to post-secondary education and/or apprenticeships.

These past months have been humbling, enlightening and have found us asking a question posed by Robin Diangelo in "White Fragility" - "*am I actively seeking to interrupt racism?*" In response, United Way is committed to further asking *how* racism manifests itself in all aspects of community building, not *if* it does, because we acknowledge that racism is an institutionalized system into which we are all socialized.

Creating lasting change will be complex and we commend the City of Calgary for holding a public consultation on systemic racism. We stand with you and those who are working to change systems rooted in racism, colonization and discrimination. There aren't any organizations or institutions that can change the world by itself. Change begins by looking

inward. This will require real work. It will start with each of us making a commitment to work together to drive real change and act with intention.

As an organization, United Way knows that words alone will not make a difference. We don't have all the answers, but we are committed to listening, learning, and action. We look forward to working alongside the City of Calgary to create a world we are proud of – a world that is equitable, kind and truly inclusive place for all.

*"The time is always right to do what is right". – Dr. Martin Luther King, Jr.*

Sincerely,

A handwritten signature in black ink, appearing to read "Karen Young". The signature is fluid and cursive, with a large loop at the end.

Karen Young  
President & CEO  
United Way of Calgary and Area

Cc: Beth Gignac, COO  
Doris Toy-Pries, VP Strategy  
Dan Allen, UWCA Board Chair  
Mayor Naheed Nenshi  
Councilors Sutherland, Magliocca, Gondek, Chu, Chahal, Davison, Farrell, Woolley,  
Jones, Farkas, Keating, Colley-Urquhart, Demong  
Katie Black, Acting General Manager, Community Services  
Melanie Hulsker, Acting Director, Calgary Neighbourhoods  
Public Submissions



## Public Submission

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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 Jonathan

\* Last name Gonzalez

Email Jgonzo2000@gmail.com

Phone

\* Subject Racism in our city.

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

I wish to acknowledge that open racism isn't combated within our city, within our neighborhood's, or within our own police force. Coming from native background the open racism towards stereotypes against natives is blatant by a majority of people, if not supported by our own police force. The amount of rapes and murders against our First Nation communities is still ongoing, and will never continue if never stopped. How can we trust our police and our RCMP if they also commit these atrocities to such people. As well as white supremacy is rampant in Calgary, where you can enter a local restaurant and hear racist remarks. We should acknowledge and be able to ask and remove anyone who believes superiority over race.



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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 Grace

\* Last name Robinson

Email gmirobinson@yahoo.ca

Phone 4038501842

\* Subject Racism on the work place

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

I am a front line worker with the City of Calgary and have faced years of Racism because of my race. This has been very very traumatizing to me and my family. I would like to have laws passed that make the "N word" illegal and has fines up to \$10000 similar to the LBGTQ community. Also people who use City services should have their privileges revoked and face fines, while repeat offenders should be given a criminal record. Companies should be mandated to have Diversity advocates to help victims navigate the Justice system.



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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 Elizabeth

\* Last name Price

Email elizabeth.ann.price23@gmail.com

Phone

\* Subject Anti-Racism Public Consultation

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

Though not a BIPOC myself, I want to express my allyship for the BIPOC in my community. I will keep this brief so as to ensure the voices of BIPOC are heard. I think that an anti-racism public consultation is a good start, I hope to see tangible actions come out of it. I support the defunding of police services in order to better support social programming in our city. We need to, together, tackle the inequalities faced by BIPOC and confront the systemic racism in the city of Calgary. It is not optional to do this work. We must get ride of inequities that marginalize BIPOC in our city and encourage Calgary to be equitable and anti-racist.



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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 Whitney  
\* Last name Ereyi  
Email whitney.ereyi@outlook.com  
Phone 5875864227  
\* Subject Defund the police (resubmitted)

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

In 2019, the city of Calgary spent \$401 million dollars on the Calgary police service. In comparison, only \$42 million was spent on social programs the same year (Source: Kinney, 2020; Progress Report). According to the Calgary property tax breakdown, 13.93% of our funds goes towards police services, while only 1.78% goes towards social programs and services. This means we spend almost 8 times more on police services than we do social programming, despite the evidence that the Calgary police only receive 6 months of training before being sent to duty, despite them being asked to respond to majority bylaw complaints and social issues that they do not have the training for, and despite the mountains of research that suggest that investing in social programs and in the community reduce crime rates. 84% of people killed by Calgary police since 2000 had mental health or drug problems, and in 2016 police shot 10 people in Calgary which is more than any other Canadian city (Labby, 2018, CBC News). The recently publicized police brutality cases are common occurrences that people of colour have been dealing with for decades. We need to start investing in solutions to problems that do not put people of colour in harms way. This starts by collecting race-based data in the education system (i.e., in terms of performances, suspensions and expulsions, and the racial breakdown of higher performing schools), and in other systems so we can pinpoint where our services are lacking, and reinvest funds towards them. Furthermore, we need to seriously defund the amount of money we spend on police services. Better yet, abolish the system and re-imagine one that's core goal is to help and not harm. Police systems were built in Canada as a means to capture escaping Indigenous persons from residential schools. Thus, the system itself is

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## Public Submission

City Clerk's Office

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built on a foundation of harm, and it is not something we should want to keep investing in moving forward.



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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: Mihaela  
\* Last name: Slabe  
Email: Mihaela.slabe@shaw.ca  
Phone: 4036157223  
\* Subject: Systemic Racism in Calgary

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

Living in Calgary as a white person that was raised in a middle class family and has a good paying steady job (in the arts no less), I realize I have privilege. I feel it is my duty to use that privilege to help raise the concerns of Black Indigenous People of Colour in our city! When you're not at the center of it, it can be hard to see oppression. It doesn't mean it's not there and it also doesn't mean that we can turn a blind eye to it. People are suffering and our current way of addressing it isn't working anymore (maybe it never worked). The way BIPOC are treated in this country is abysmal. The way people with mental health issues are treated is abysmal. I want to use this opportunity to tell you that we need more support for social workers and non-violent crisis intervention and prevention in our police force. Violent restrictive measures should be a last resort ALWAYS. I want my tax money to go towards supporting initiatives that create a safe space for all people regardless of skin colour, gender, sexual preference, mental health and many others that are discriminated against. Not just in the government or police force but in general workplaces as well. We need more procedures in HR to ensure that all voices and concerns are being handled in an appropriate way.



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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	Sheeba
* Last name	Vijayan
Email	vjn.sheeba@gmail.com
Phone	5879172603
* Subject	All-Inclusive Calgary

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

As every Calgarian express their wishes for a city that will continue to stand together in celebrations and challenges, it is without doubt that we can only do so if we all feel an equitable sense of belonging to this beautiful city. Witnessing the destabilizing economy made worse by the pandemic, all the more we need to be united in our efforts to pull our city out of this deepening crisis. As we all reach out to help the city flourish again, we will find ourselves having to pave pathways where every Calgarian has the opportunity to contribute their diverse talents, skills, experiences, knowledge and I-Can spirit. That is only possible if this city is all inclusive. As a great saint said, "The essential nature of life is all-inclusive...and with absolute inclusiveness there can be no suffering."



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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 Naima

\* Last name Lokko

Email cenokafor@gmail.com

Phone 587-9173449

\* Subject Letter on My experiences with racism

\* Comments - please refrain from providing personal information in this field (maximum 2500 characters)  
Letter on my experiences

July 3, 2020

Dear Council Members,

My name is Naima Lokko. I was born and raised in Calgary, 11 years old and a grade 6 student at one of the Catholic schools here in Calgary.

A couple of years ago, when I was in 4 another student called me a Nigger. This incident made me feel really sad and made me feel as if there was something wrong with me as a person. No one should ever be ashamed based on the colour of their skin, but this is how this student made me feel.

Although my school addressed the situation, I feel more could have been to teach this student why his actions were wrong and teach him to respect differences.

I want to encourage other children and individuals to continue being yourself, loving yourself and not allowing these things to get to you. I also hope City Council will take these issues seriously and do more to address racism within our City.

Naima Lokko  
Grade 6 student, Calgary



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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

\* Last name

Email

Phone

\* Subject

Policing is necessary in every society but it should not be the necessary evil that it has become. In any place in the world, especially a diverse city like Calgary, the police force should not be targetting and terrorizing people based on the color of their skin but sadly this is the reality here. It is sad that our society's focus is not on how hard of a job and how dangerous policing is but on the fact that a lot of police officers are behaving like legalized terrorists.

It is not uncommon to hear about incidences of police profiling and violence against people especially people of color. I have the experience of doing nothing out of the ordinary other than driving within the speed limit or walking yet getting the ire of random police officers. Such as police cars turning around to stop and watch me as I walk because I am black. Police cars speeding to drive behind me and read my tags because I am black and they are expecting me to be doing something wrong.

There a problem within society that needs more than lip service. We need strong and courageous elected officials who will ensure police officers can and are expected to uphold their oath with respect, professionalism and integrity and also be empowered to do so.

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

There are currently many things at play that make it nearly impossible for communities and law enforcement to have a thriving partnership.

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## Public Submission

City Clerk's Office

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The first and most important one is the power of the police union (overhaul to the police Act). Police officers with pattern of misconduct and complaints are protected thus holding them above the law. The union contracts has too much power in terms of police internal investigations, punishment and employee files. Sadly, they make it hard to keep police officers accountable and it's not fair for good officers who show up everyday and do their job in the highest standard

- Ending arbitration after internal discipline occurs

- End the doctrine of qualified

- Changes to policy of pay while on administration leave (investigations and outcome need to take place in timely matter)

There needs to be civilian led independent agency to investigate police complaints. It is a clash of interest and breach of ethics to think a police officer will fairly investigate matters pertaining to the fellow police officers. There a bond formed between officers and that can't be ignored nor can it render a impartial decision.

More funding is needed for ASIRT ( a lot of people have voiced they want the police defunded but mon