



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 Adam

* Last name Silver

Email asilver@jewishcalgary.org

Phone

* Subject Submission for Anti-Racism agenda item - July 7, 2020

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

Please find attached a letter from Calgary Jewish Federation acknowledging the constructive and caring relationship it shares with local law enforcement and government, but acknowledging the need for continued anti-racism efforts and commending the City's efforts in providing public consultation. Representatives are not able to attend in-person but want to demonstrate support for the process.



Yannai Segal
President

Adam Silver
Chief Executive Officer

Attention:

His Worship Naheed Nenshi, Mayor
City Councillors

July 3, 2020

On behalf of the Jewish community of Calgary, we commend the City of Calgary for holding this public consultation on systemic racism.

As the representative body of Calgary's Jewish community, Calgary Jewish Federation fully supports the efforts of our friends in marginalized communities, particularly the Black, Indigenous, and Asian communities, who are working to eliminate all forms of racism in our society.

As a community that knows from first-hand experience where hatred can lead, we stand in support of every person whose colour, religion, or ethnic background is an impediment to full participation in Canadian life. No child should be made to feel "less than," no adult should fear the police, no one should be a target of derogatory slurs. While our community has shared a longstanding, constructive relationship with law enforcement and many of society's structures and institutions, we must pay heed to those communities whose experiences have been different.

As a society, we must work to level the playing field, to ensure that every person has the ability to advance and succeed, without fear and stigma. The Jewish community of Calgary supports any and all efforts to eliminate systemic racism in our schools, policing, courts, and access to housing and services. We support these initiatives because our experience as a religious minority has taught us that we are safe only when every person is safe; when every community is safe. We are all in this together.

Thank you.

Jared Shore
VP, Board of Directors

Adam Silver
CEO



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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 Mel
* Last name Kuechler
Email mkuech@shaw.ca

Phone

* Subject Anti racism public Consultations

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)
Resubmission. Fixed images for privacy. Added to initial submission

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

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

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

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

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



[Redacted]

Just because YOU didn't learn it in school doesn't mean it was hidden. The rest of us have know about this for years. I find your sudden race bating interesting and hypocritical. I met you while we worked at Laricina, a company that had an amazingly diverse workforce. We had a 50/50 mix of males and females, and an impressive diversity of culture. Yourself, you're a professional female geologist paid a salary that put you in the 1% of Canadian society. How can YOU claim racsim??? You're recent posts are offensive and ungrateful. Canada is a nation where more than 30% of its citizens are foreign born. We are welcoming, accomodating and generous. Our cons are far offset by our pros. That doesn't mean we don't have room for improvement, but I don't particularly like the tone of your posts these days,

18 mins Like Reply More



[Redacted]

Then unfollow me

4 mins Like Reply More



[Redacted]

Done.

3 mins Like Reply More



[Redacted]

I'll forever remember you as ungrateful and hypocritical.

2 mins Like Reply More



Write a reply...

Reply



Calgary Anti-Racist Action

Yesterday at 11:37 AM · 🌐

"The residential school system separated 150,000 Indigenous children from their families – and the last one closed in 1996.

Was one of those schools in the community where you grew up?

Use our interactive map to find out."



This is great. Can't wait till the schools teach it! ❤️ 1

2 hrs Love Reply More



I know. I learned absolutely nothing in school about our Indigenous people. We need to all learn about this history so people don't remain ignorant and [redacted] about money going to the Indigenous. I literally had someone a few months ago decide to go on a rant about this and I was so upset with the call AND my own lack of words/vocabulary to be able to speak up in the issue. I'll never talk to that person again. Omg...most awful call ever.

1 hr Like Reply More



[redacted] oh totally agree. How do we hide it from our history books, disgusting. They were still open when I was in school for [redacted] sakes!

1 hr Like Reply More



Keokler Mels



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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 Simona

* Last name Singh

Email simonasingh1@gmail.com

Phone 4039189025

* Subject Combating System Racism in the Alberta School Curriculums

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

The Alberta School Curriculum has been written through the lens of a colonist society. The views, perspectives, opinions and facts in classes such as English and Social Studies are written from the perspectives of the white colonizers and have neglected all other voices, including and Indigenous people that have lived on this land years prior to the Europeans coming and claiming this land as their own. Historical facts are totally told with neglect of the perspectives of visible minorities (i.e. african americans, south asians, indigenous people) whom, throughout the years, have contributed to making Canada what it is today. The government has done a great job at not disclosing the atrocities that Canada has done to Indigenous people over the years, painting itself as a country that is accepting of all at all times. Students are fed information that is not accurate as only one perspective is included: white people's perspective. Other voices have been shut down. Students aren't taught the facts from the lenses of minorities. There is an urgent need to change the curriculum and include the voices of BIPOCs because their voices have been shut down for years and they are being shut down till this day. The canadian educational system claims that its ultimate goal is to contribute to the students' betterment in society. Well, that needs to start by offering information that doesn't shun minority voices and that tells the truth about the brutality that canada has caused to indigenous people, as well as allow other voices than just colonizers voices.

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Jul 3, 2020

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

* First name Mukarram
* Last name Zaidi
Email mzaidi@nosm.ca
Phone 4039754094
* Subject Racism

Press Release To be released on June 29, 2020. Calgary, AB,
Living with colonial mentality and a system supporting systemic racism to protect white privilege
Dear Prime Minister and Canadians, taking a knee is not enough. We need to stand up for justice...

Prime examples of a colonial mentality are exhibited by what the Coalition Avenir de Quebec (CAQ) government has passed in Bill 62: An Act to Foster Adherence to State Religious Neutrality on October 18 2017 and On June 16, 2019 passed the Bill 21, 'An Act Respecting Laicity of the State'. This secularism bill will lead to label minorities, for example, Muslim females and Sikh men as second-class citizens. The bill proposes to ban the wearing of the hijab, kippah, and turban for public servants, including teachers, school administrators, Crown lawyers, police officers, correctional officers and others.

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

June 17, 2020, MP Allan Therrien refused to accept that systemic discrimination exists in Canada and opposed the motion to scrutinize systemic racism in the RCMP. Furthermore, leader of Bloc Québécois, Yves-François Blanchet, was in support of Therrien disagreeing to attend to racism present in our justice system. More examples of colonial mentality and white privilege. Recently, NDP leader, Jagmeet Singh, was kicked out of the House of Commons for referring to MP Allan Therrien as a racist. House of Commons, MP Sheila Copps has been referred to as a "slut" by MP Bill Kem-

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Jul 4, 2020

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Public Submission

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pling, however no action was taken. It is disturbing to see such severe repercussions placed on Singh, when the same consequences are not presented towards someone who is not of color.

Alberta's Health Minister Tyler Shandro exemplifies systematic racism and white privilege by rejecting the job competition for health advocates and appointing former UCP executive director Janice Harrington as a health advocate. Alberta Premier Jason Kenney's speechwriter, Paul Bunner wrote the column, titled "The 'Genocide' That Failed," for the online magazine C2C Journal in 2013. "In the article he wrote "bogus genocide story" of Canada's residential school system and said Indigenous youth could be "ripe recruits" for violent insurgencies," Elise von HYPERSLINK "<https://www.cbc.ca/news/politics/elise-von-scheel-1.4251920>"Scheel, CBC News. This is a prime example of colonial mentality and white privilege that disregards a cultural genocide that attempted to eradicate Aboriginal culture.

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Jason Kenney's support of Paul Bunner is a prime example of systemic racism and white privilege. Exemplifying and encouraging colonial mentality and disrespecting Aboriginal, First Nations, Inuit and Métis people. **"As Jason Kenney does not fire Paul Bunner, I tender my resignation from board position in Constituency office of Calgary West and leave the UCP party. As I cannot support a premier and a party that denies the effects of residential schools, disrespects Aboriginal, First Nations, Inuit and Métis people and supports colonial mentality and white privilege."** Furthermore, **"anyone who denies First Nations genocide and effects of residential school should have the same acknowledgement as with the denial of holocaust"**, said Dr. Mukarram Zaidi. **If you agree with this letter then write to your local councillor, MLA /MPP, MP and Prime Minister to take action and pass resolution.**

What actions need to be taken to rectify the colonial mentality and white privilege? Please read my article at: <https://theplatformproject.ca/time-for-action-and-resolution-rather-than-discussion-or-debate/>

For further comments and questions please contact:

Dr. Mukarram Zaidi, Canadian Muslim Research Think Tank,
587 890 8321, chairman@thinkforactions.com

Canadian Muslim Research Think Tank is a Calgary based national non-profit think tank a leading source of research and policy advice on Muslim affairs in Canada and Nationally.



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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 Sharon

* Last name Seward

Email upseward@shaw.ca

Phone 4036712714

* Subject Submission to anti-racism committee

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

As a mother of a transgender daughter, I am wanting to support a future for her in Calgary that is free of heat and take strong action against those who wish to harm her and anyone who may be a visual minority or from the LGBTQ community. I feel that this can be done by looking at city of Calgary's policies on hiring individuals who come from diverse backgrounds and providing programs that support those individuals to have a voice within the city of Calgary as staff. I believe the city of Calgary should have a internal review of all departments and identify Space areas of bias and areas of heat that are being perpetuated by existing policies and practices. I think all staff should have to take ongoing sensitivity training and within that training there should be a reflection on personal bias and A section on their personal growth plans that mandates people show how they have been addressing their personal bias through their actions at work. I think the Calgary police service needs to before a friend in ensuring that all members must show how they are contributing toThe reduction of heat with in their own careers. This includes taking ongoing racial and LGBTQ bias training as well as ongoing training on mental health needs and presentations. I also believe that it is the power of the story that often changes the way we look at ourselves and our community and I think the stories of staff and citizens from LGBTQ and racially diverse communities should be highlighted regularly so as to make their stories ones that everyone can relate to and see themselves within.

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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 Samir
* Last name Kayande
Email samir@kayande.com

Phone

* Subject Anti-racism public consultation submission.

In spring 2018, I was shocked and appalled that a boy wore a hat with a Confederate battle flag logo in the Renfrew pool men's dressing room. I asked the boy's grandfather if he knew what it was, he asked me if I had a problem with it and I most certainly did.

Racists exist around us always. That doesn't bother me, much. What really did bother me was the indifference of the pool staff. The attitude that I received upon complaining at the desk was, "He's wearing a hat." No, he's promulgating illegal hate speech. Thousands of Black people were murdered under that flag. It's not okay.

I called 3-1-1 to escalate my complaint. The case number is 18-00196352. I received a return call from the very sensitive pool manager, who empathized with my situation, but said that there is no city policy in this situation. Hate speech in public pools is fine. He couldn't do anything. I dropped it.

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

The elements of systemic racism here:

1. Not one of the white guys in the dressing room backed me up. I'm not Black. There were no Black people in the dressing room at the time. But it shouldn't matter. We can't kill people because they're Black and putting that on your hat and wearing it in a public pool is not okay.
2. The pool staff did not care.
3. There is no city policy against illegal hate speech, apparently.

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Jul 4, 2020

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I'm the one who is made to feel unhinged and crazy because I don't like systemic, brutal, horrifying murder of my fellow humans. That's bad. The incident occurred on March 3, 2018, at around 10 am. You can still find out who these people are and ban them. And you should make illegal hate speech... illegal. If you're serious.



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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 Rosemary

* Last name Brown

Email roesemarybrown@shaw.ca

Phone

* Subject Anti-Racism Public Consultation

* Comments - please refrain from providing personal information in this field (maximum 2500 characters) Please see attached file.

To the City of Calgary Public Consultation on Systemic Racism

I am a member of WTEP (We're Together Ending Poverty). WTEP is a small diverse grassroots group of activists who came together in 2008 to educate and empower ourselves and others to take action on root causes of poverty. Our membership is open to all who identify as women and non-binary.

One of our core beliefs is that to understand the root causes of poverty we need to examine our society from many different perspectives including but not limited to gender, race, class, ability, age and sexual orientation.

We welcome this opportunity to discuss systemic racism which we understand to be the interconnected and mutually reinforcing relationships among:

- underlying and often unconscious assumptions of white superiority
- institutional policies and practices
- individual actions and behaviours
- as well the impact (unintended or not) these have on Indigenous and racialized communities.

We also understand that systemic racism does not operate alone in our society, but is intertwined with other systems of oppression, for example class oppression.

Furthermore, we need to acknowledge that the systemic racism we are addressing today is deeply rooted in Canada's history.

Key concerns of WTEP are the increasing poverty and economic disparity in Canada as well as the growing racialization of poverty defined as the increasing concentration of racialized and Indigenous peoples living below the poverty line.

The racialization of poverty in Calgary has been well documented in the 2006 report, Inequality in Calgary: The Racialization of Poverty, as well as updated statistics by the Homeless Hub (an initiative of the Canada Poverty Institute).

This is the context within which we wish to critique how the City of Calgary has prioritized spending when it comes to the city budget.

According to a Progress Alberta Progress Report posted by Duncan Kinney on June 14, 2020 the combined 2019 budgets of the Edmonton and Calgary police forces is \$750 million. This is nine times what is spent on social programs and homelessness and housing. Calgary alone budgeted \$401 million for the police. This was the largest line item in the budget and represented 16% of spending. Meanwhile, only \$42 million was slated for social programs, reducing homelessness and building housing all of which would greatly benefit low income Calgarians, a population which is becoming increasingly racialized.

Defenders of the police budget argue that it is a necessary expense ensuring public safety. However one argument for implementing poverty reduction strategies such as housing and basic income is that implementation would lead to a reduction in costs related to policing.

Therefore cutting social programs which reduce poverty, while maintaining the extraordinary level of funding that allocated to the CPS is counterproductive, and WTEP would argue racist and classist in impact.

Then there's the issue of whose public safety are we talking about. In a CBC New Post on June 25, 2020, "The Complexity and Urgency Behind the Call to Defund the Calgary Police" Drew Anderson wrote that the statistics gathered by the Calgary Police Service show that black, indigenous and people of colour are over represented in interactions with the police. For example, black, indigenous and people of colour are disproportionately represented in "fatal" shootings, at two times their percentage of the population. This is the background for a statement made to some of us a few years ago by one black mother in Calgary. She said that she feels it is necessary to lecture her sons on how to act if stopped by the police so that they do not end up being beaten or killed. white mothers have not talked to us about such matters.

The Calgary Police Service and other institutions in Calgary, for example the Calgary Board of Education are finally acknowledging the existence of systemic racism after thousands of Calgarians gathered in June to protest police violence and the existence of systemic racism and the need for change. However now we need to make sure that we move beyond words and acknowledgements to actions. Actions don't mean more studies and reports.

WTPEP endorses the following calls for change made by indigenous and racialized communities in Calgary.

- Transparency in police budgets
- The reallocation of funds from the police budget into social programs, housing and other poverty reduction strategies
- Changes to the provincial Police Act to ensure independent and civilian led investigations into incidents involving police brutality and killing
- New and more effective anti-racism training
- New and more effective training in non-violent interventions when interacting with indigenous and racialized community members
- Increased and meaningful representation of black, indigenous and people of colour in the CPS.
- Implementation of the Truth and Reconciliation Commission's Calls to Action and the City's White Goose Flying Report, regarding policing and justice.

Furthermore, the City of Calgary needs to:

- work directly with black, indigenous and other racialized communities to develop action plans with solid time lines for making these changes.
- Consult and work with the community to develop accountability mechanisms for the implementation of these changes and

Last but not least, the foundation for driving these changes should be an understanding of what systemic racism is and how it is connected

to other forms of oppression. A starting point would be the definition of systemic racism outlined at the beginning of this letter: the interconnected and mutually reinforcing relationships among

- underlying and often unconscious assumptions of white superiority
 - institutional policies and practices
 - individual actions and behaviours:
- as well the impact (unintended or

If we don't employ a systemic change process we run the risk of the trappings of change as opposed to deep rooted change. As one black female lawyer from the US stated when asked about what had to change, in policing: "culture trumps policy every time"-you can't use a piecemeal approach such as a policy change here or a minimal hiring change there. Systemic issues require systemic solutions to drive a seismic cultural shift.

Sincerely,

Rosemary Brown
WTEP (We're Together Ending Poverty)



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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 Tarrence

* Last name Evans

Email evanstarrence@gmail.com

Phone

* Subject Anti Racism Public Consultation

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

Will the Council commit resources to support Black elders in Calgary teach young people about the collective identity of Black people? If the Council will consider this I will be more than glad to offer an in-depth strategy to make this a reality.



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: layla
* Last name: Jebril
Email: layla.jeb@gmail.com
Phone: 5876647874

* Subject: Anti-Racism Implementation in the CBE/Alberta Education Curriculum

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

Bring in Aboriginal representatives to connect and fully engage with youth in schools. This is the only way to hear and know the absolute and utter truth from the perspective of a member of the Indigenous community. One good example is Mr. Randy Bottle. Mr. Randy Bottle came into my school in my grade 12 year and led us through a series of vocally led exercises that fully iterated the events that led to residential schools. He spoke of his personal experience and long-lasting trauma. Mr. Bottle mentioned that his purpose is to tell everybody his story and share his story and those like him's story. With somebody, and so many others alike him, willing to educate others, we will be able to debunk the horrible stereotypes linked to the Indigenous community. Housing and homeless situations within the Indigenous community also need to be addressed. the rate of homelessness is Calgary alone is highest concerning the Indigenous population. This cannot keep going on.



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* First name

* Last name

Email

Phone

* Subject

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

Please look into how the large budget for the police could be used more effectively in other forms of community outreach, prevention, and overall bettering the situation of underserved members of the community.



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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: Keshia Holloman-Dawson
* Last name: UCalgary Black Law Students' Association
Email: calgaryblsa@gmail.com
Phone: 4038151908
* Subject: Anti-racism Panel: Diversity Pipeline and Accountability

We would like to start by thanking the City for the opportunity to speak at the hearing. BLSA Calgary is grateful for the support we have received from colleagues, allies, and friends. All levels of government should address systemic racism. To this end, BLSA has several recommendations that we would like for the City of Calgary to implement.

The more accessible education is for BIPOC, their chances of upward mobility is increased. Therefore, we believe funding should be made accessible for BIPOC communities, including diversity grants for students who wish to further their education, which would lead to an increase in professional representation.

Create a diversity pipeline within the City of Calgary like the Summer Student program but different in that, there is an extension that includes opportunities specific to BIPOC applicants. This helps address cognitive biases that result in whiteness being seen as the measure of leadership.

The City of Calgary should ensure that most of the members of the Anti-Racism Advisory Committee, is composed of Black, Indigenous, and People of Colour who are external to the City of Calgary and have extensive experience in Anti-Racism work, rather than/along with Diversity and Inclusion experience. This is beneficial because it helps ensure that the committee is culturally proficient.

The committee continues to advocate for BIPOC communities by establishing a public reporting avenue that emphasizes the experiences of these communities and communication with other levels of government. In Calgary, within the Calgary Police, reports have shown that racial profiling is a contributing factor to carding practices. Such

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Public Submission

City Clerk's Office

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

reports show us the value of reports and advocacy that specifically look at the experiences of BIPOC. City of Calgary should commit to an inquiry into racial discrimination in all City services, including the Calgary Police Service. Further the City should include a report, anti-racism training for employees, and accountability metrics. In terms of anti-racism training, we believe it is especially important that members of CPS receive this training. This is important because the criminal justice system perpetuates the racialization and criminalization of specific groups: BIPOC are disproportionately incarcerated. Finally, all measures implemented should be inclusive and intersectional.

References

Aaron A Dhir, "Towards a Race and Gender-Conscious Conception of the Firm" Canadian Corporate Go



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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 Elaine

* Last name Ward

Email elainewardcanada@gmail.com

Phone 403-277-7868

* Subject Combatting Racism against Indigenous Peoples in Calgary

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

As a member of the Calgary Indigenous Human Rights Circle, we were successful in securing a modest grant from the Government of Alberta's Anti-Racism Grant Program to address both systemic and individual incidents of racism, with a focus on the former. Attached is a list of resources which were provided to learning circle participants so they could investigate the issues further. We are aiming to produce a toolkit by the project's end. What is clear is that governments in general need to fully fund ongoing initiatives led by Indigenous Peoples at the local level. And it is important to increase significantly the number of indigenous people on boards, committees, and the like so that they have opportunities to contribute meaningfully to policy and decision-making around important governance issues. However, there should be more than a token indigenous person on each decision-making entity, but rather at least two and with gender balance to be further inclusive of different perspectives.

Combatting Discrimination and Racism against Indigenous Peoples in Calgary

TOOLKIT LEARNING RESOURCES (WORK IN PROGRESS)

A. International Resources (General):

United Nations Declaration on the Rights of Indigenous Peoples, GA Res 61/295, UNGAOR, 61st Sess, Supp No 49, Vol. III, UN Doc A/61/49 (2008)

http://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf

Making the Declaration Work, The UNDRIP, edited by C. Charters and R. Stavenhagen, IWGIA, 2009
Part Four: Implementing the Declaration, *When Indigenous Peoples Win, the Whole World Wins*, by Wilton Littlechild from Alberta (pp. 372-377)

https://www.iwgia.org/images/publications//making_the_declaration_work.pdf

Report of the Special Rapporteur on the rights of indigenous peoples, James Anaya, on the situation of indigenous peoples in Canada, UN General Assembly Human Rights Council, 4 July 2014,

A/HRC/27/52/Add.2 (see Recommendations section) <https://documents-dds-ny.un.org/doc/UNDOC/GEN/G14/075/08/PDF/G1407508.pdf?OpenElement>

Realizing the UN Declaration on the Rights of Indigenous Peoples: triumph, hope, and action, Authors: Jackie Hartley, Paul Joffe, Jennifer Preston; Contributors: Phil Fontaine & Wilton Littlechild, Mary Ellen Turpel-Lafond *et al.* https://www.ohchr.org/Documents/Issues/Ipeoples/SR/A.HRC.27.52.Add.2-MissionCanada_AUV.pdf (<https://ohchr.org/EN/Issues/IPeoples/Pages/IndigenousPeoplesIndex.aspx>)

UNESCO, *Fighting Racism and Discrimination*, Ten Point Action Plans for Regional Commitments of ICCAR (International Coalition of Cities against Racism)

<https://unesdoc.unesco.org/ark:/48223/pf0000217105>

United Nations Committee on the Elimination of Racial Discrimination, *Concluding observations on the combined twenty-first to twenty-third periodic reports of Canada*, 13 September 2017,

CERD/C/CAN/CO/21/23 (see Concerns and Recommendations section). https://www.hr-dp.org/files/2019/10/22/Concluding_observations_on_the_combined_twenty-first_to_twenty-third_periodic_reports_of_Canada1.pdf

B. Canadian Resources (General):

Truth and Reconciliation Commission of Canada, *Calls to Action*, 2015

http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls_to_Action_English2.pdf

Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, Volumes 1a & 1b, see *Executive Summary* and *Calls for Justice*

https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final_Report_Vol_1a.pdf

https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final_Report_Vol_1b.pdf

Government of British Columbia, Bill 41 – 2019: *Declaration on the Rights of Indigenous Peoples Act, Measures to align laws with Declaration* (i.e. UNDRIP) <https://www.leg.bc.ca/parliamentary-business/legislation-debates-proceedings/41st-parliament/4th-session/bills/first-reading/gov41-1>

https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/undrip_11x17_poster_web.pdf

Canadian Coalition of Municipalities against Racism and Discrimination, *Ten Point Action Plan*, Commitments #1 through #10, <https://unesdoc.unesco.org/ark:/48223/pf0000248270>

Reconciliation with Indigenous Peoples: A Holistic Approach, Toolkit for Inclusive Municipalities in Canada and Beyond, Canadian Commission for UNESCO, June 2019, Available online via www.en.ccunesco.ca

Ontario Human Rights Commission, August 27, 2011 http://www.ohrc.on.ca/en/news_centre/landmark-human-rights-case-settled

The Ethical Space of Engagement by Willie Ermine, *Indigenous Law Journal*, Vol. 6, Issue 1, October 2007, 193 – 203, <https://tspace.library.utoronto.ca/bitstream/1807/17129/1/ILJ-6.1-Ermine.pdf>

Ally Bill of Responsibilities, a poster by Dr. Lynn Gehl, Algonquin Anishnaabe-kwe, www.lynngehl.com

HOW DID WE GET HERE? A CONCISE, UNVARNISHED ACCOUNT OF THE HISTORY OF THE RELATIONSHIP BETWEEN INDIGENOUS PEOPLES AND CANADA, Interim Report of the Standing Senate Committee on Aboriginal Peoples, April 2019, <https://sencanada.ca/en/Committees/appa/Reports/42-1> (see *The Contemporary Relationship*, pp. 41-49, and *Conclusion and Way Forward*, pp. 50-51)

C. Alberta Resources (General):

Ministry of Education, Government of Alberta, *Taking Action against Racism: What Albertans told us and what to do next*, June 2018, alberta.ca/CombatRacism

Government of Alberta, Alberta Culture and Tourism (Anti-Racism Advisory Council and Community Anti-Racism Grants program, Provincial Hate Crimes Unit, Alberta Hate Crimes Committee)

Edmonton Shift Lab 2.0, *De-Escalate hand-out 2: TAKE ACTION WHEN WITNESSING RACISM. IT MATTERS!* <https://www.edmontonshiftlab.ca> (Sources: Learning to be an Active Bystander – A Flow Chart, in *Bystander Anti-Racism: A Review of the Literature*, Nelson and Dunn, 2011, and Assembly of First Nations, *Dismantling the Doctrine of Discovery*, 2018 and *Confronting Prejudice: A Step-by-Step Guide*, in *The Confronting Prejudicial Responses (CPR) Model: Applying CPR in Organizations*, by Ashburn Nardo, Morris and Stephanie A. Goodwin, 2008)

Ngo, H. V. (2008). *Cultural competence: A guide for organizational change*. Calgary, AB: Citizenship and Immigration Canada. Printed by Government of Alberta's Human Rights Education and Multicultural Fund (see "What can I do and where can I begin" section). Available online: <https://albertahumanrights.ab.ca/Documents/CulturalCompetencyGuide.pdf>

Anti-Racism Resource Kit, Second Edition, by the Alberta Civil Liberties Research Centre and the Committee on Race Relations and Cross Cultural Understanding, 2009. Available online: www.aclrc.com

Alberta Civil Liberties Research Centre, *Prisoners' Rights in Alberta: Challenges and Opportunities*, 2018. (Chapter XI: Aboriginal Peoples and the Criminal Justice System; and Chapter XIV: Recommendations) Available online: www.aclrc.com

The #STOPHATEAB website provides a place where these incidents can be captured, and shared, create awareness, and become informed. Documenting hate incidents in Alberta, hate crimes vs. hate incidents, and hate statistics. <https://stophateab.ca/>

D. Calgary and Area Resources (General):

Calgary Urban Affairs Committee, *White Goose Flying: Report to Calgary City Council on the Indian Residential School Truth and Reconciliation, Calls to Action*, May 2016

<https://www.calgary.ca/CSPS/CNS/Documents/CAUAC/White-Goose-Flying-Calls-to-Action-CAUAC.pdf>

Indigenous Policy Framework for The City of Calgary, presented by The Calgary Urban Affairs Committee, March 28, 2017, CPS2018-0306 ATTACHMENT 2

<https://www.calgary.ca/CSPS/CNS/Documents/CAUAC/Indigenous-Policy-Framework.pdf>

Indigenous Gathering Place Society of Calgary, (www.indigenousgatheringplace.com) *The Case for a Calgary Indigenous Gathering Place*, September 2017 (see *Shared Values and Ethical Space*, p. 6)

<https://static1.squarespace.com/static/5abc5be84eddec9091b0d40/t/5b9c91ac758d46cdbe680048/1536987594646/The+Case+for+a+Calgary+IGP+Public+2017-2.pdf>

Engaging with an Elder: A Co-created Story, an Elder Protocol Project of the Human Rights Circle with NCSA and the Human Rights Education and Multicultural Fund, Government of Alberta.

https://www.sisn.ca/wp-content/uploads/2018/09/Elders_Protocol_.pdf

Calgary Indigenous Sharing Network - Community Plan 2018-19, NCSA and Indigenous Services Canada (Urban Programming for Indigenous Peoples (UPIP) Coalition Community Initiative)

<https://www.sisn.ca/wp-content/uploads/2019/06/CISN-Community-Report-2018-19.Final-June.19-2.0.pdf>

Calgary Anti-Racism Education (CARED), Alberta Civil Liberties Research Centre and the Alberta Law Foundation, *Glossary, Basics Levels 1 & 2, Learning Actions & Resources* sections

<https://aclrc.squarespace.com/cared>

Treaty 7 Indigenous Ally Toolkit, booklet produced in 2019 by the Calgary Foundation,

www.calgaryfoundation.org

Anti-Racist Organizational Change: Resources and Tools for Nonprofits, CommunityWise Resource Centre, Calgary, AB and Treaty 7 Territory (2017) http://communitywise.net/wp-content/uploads/2017/10/AROC-Resources-and-Tools_web.pdf

http://communitywise.net/wp-content/uploads/2017/10/AROC-Resources-and-Tools_web.pdf

E. Advancing Indigenous Rights, Equality & Non-Discrimination Learning Circle Resources (Apr. 29/19)

Report of the Special Rapporteur on the rights of indigenous peoples, James Anaya, on the situation of indigenous peoples in Canada, to the UN General Assembly, 4 July 2014, A/HRC/27/52/Add.2, (see IV. Principal Human Rights Concerns)

https://www.ohchr.org/Documents/Issues/Ipeoples/SR/A.HRC.27.52.Add.2-MissionCanada_AUV.pdf

Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, Volumes 1a (Chapter 3: Emphasizing Accountability through Human Rights Tools, pp. 181-228)

Calgary Anti-Racism Education, Alberta Civil Liberties Research Centre and the Alberta Law Foundation, Human Rights section, <https://aclrc.squarespace.com/cared>

F. Seeking Justice for Indigenous Peoples in the Legal System Learning Circle Resources (Dec. 10/20)

Report of the Special Rapporteur on the rights of indigenous peoples, James Anaya, on the situation of indigenous peoples in Canada, UN General Assembly Human Rights Council, 4 July 2014, A/HRC/27/52/Add.2, (see IV. Principal Human Rights Concerns, B. Administration of Justice, #32 - #37)

TRC Calls to Action, *Justice Legacy & Racism (#25 – #42), Equity for Aboriginal People in the Legal System (#50 - #52), National Council (#55) and Professional Development and Training (#57)*

CISN Indigenous Justice Community Circle, *Survey for Calgary and Area Justice Service Agencies*, including data on content of Indigenous cultural competency training and addressing the systemic over representation of Indigenous people in the justice system (2019)

CISN Indigenous Justice Community Circle FASD Working Group, BILL C-75: AN OPPORTUNITY TO IMPLEMENT CASE CONFERENCES FOR OFFENDERS WITH FETAL ALCOHOL SPECTRUM DISORDER, https://www.sisn.ca/wp-content/uploads/2019/05/FASD-JUST-Committee-Submission_August-23.pdf

Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, Volume 1b (see Recommendations and Best Practices: Justice, pp. 156-160) https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final_Report_Vol_1b.pdf

National Film Board of Canada, *Still Waiting for Justice*, a video by Nadine Valcin about racism against an Indigenous corrections worker, 2006 <https://www.nfb.ca/playlists/work-for-all/playback/#7>

Ontario Human Rights Commission, August 27, 2011, an Ontario Ministry of Correctional Services case, http://www.ohrc.on.ca/en/news_centre/landmark-human-rights-case-settled

Office of the Correctional Investigator, *Indigenous People in Federal Custody Surpasses 30% - Correctional Investigator Issues Statement and Challenge*, (January 21, 2020) <https://www.oci-bec.gc.ca/cnt/comm/press/press20200121-eng.aspx> Recommendations:

- *Transfer resources and responsibility to Indigenous groups and communities for the care, custody and supervision of Indigenous offenders.*
- *Appoint a Deputy Commissioner for Indigenous Corrections.*
- *Increase access and availability of culturally relevant correctional programming.*
- *Clarify and enhance the role of Indigenous elders.*
- *Improve engagement with Indigenous communities and enhance their capacity to provide reintegration services.*
- *Enhance access to screening, diagnosis and treatment of Indigenous offenders affected by Fetal Alcohol Spectrum Disorder.*
- *Develop assessment and classification tools responsive to the needs and realities of Indigenous people caught up in the criminal justice system.*

G. Enhancing Indigenous Careers and Services Learning Circle Resources (Jan. 16/20)

Enough for All 2.0: Leveraging our Communities' Leadership to Tackle Poverty in Calgary, The Indigenous Perspective on Poverty (p. 3), Consider Peer Support (p. 6), Engaging the Business Sector in Policy and Systemic Change (p. 8), Goal 3: All Indigenous People are Equal Participants in Calgary's future (p. 11)

UNDRIP Alignment & Discrimination: *ARTICLE 21.1: Indigenous peoples have the right, without discrimination, to the improvement of their economic and social conditions, including, inter alia, in the areas of education, employment, vocational training and retraining, housing, sanitation, health and social security.*

TRC Calls to Action Alignment (see *Child Welfare Legacy/Business & Reconciliation/Media & Reconciliation* sections, plus the following):

#3: We call upon all levels of government to fully implement Jordan's Principle.

#5: We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate parenting programs for Aboriginal families.

#92: We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its' principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. (see also 92.i, 92.ii, and 92.iii)

Anti-Racist Organizational Change: Resources and Tools for Nonprofits, APPENDIX, CommunityWise Resource Centre, Calgary, AB and Treaty 7 Territory (2017). See pages 24 to 26 for a checklist for racial equity focusing on employment systems, as well as an example of a policy audit tool.

http://communitywise.net/wp-content/uploads/2017/10/AROC-Resources-and-Tools_web.pdf

Hollaback! Bystander Resources – Bystander Intervention Training, What are the 5 D's? (Direct, Distract, Delay, Delegate and Document) <https://www.ihollaback.org/bystander-resources/>

Evans Yellow Old Woman, The Unlearning Channel Episode 2 podcast, on two-spirited people's inclusion <http://communitywise.net/anti-racism-resource-spotlight-the-unlearning-channel/>

H. Promoting Indigenous Health, Healing and Resiliency Learning Circle Resources (Feb. 13/20)

Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, Volumes 1a (Chapter 6: Confronting Oppression – Right to Health, pp. 413-502) https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final_Report_Vol_1a.pdf

https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final_Report_Vol_1b.pdf

Calgary Mental Health Association: Community Mental Health Action Plan: <https://mentalhealthactionplan.ca/>

Key Public Health Resources for Anti-Racism Action: A Curated List, by the National Collaborating Centre for Determinants of Health (February 2018) <http://nccdh.ca/resources/entry/key-public-health-resources-for-anti-racism-action-a-curated-list>

Trauma and suicide in Indigenous people, Centre for Suicide Prevention, toolkit and slide presentation (to assist allies in beginning their role in this process of reconciliation)

<https://www.suicideinfo.ca/resource/trauma-and-suicide-in-indigenous-people/>

Canadian Human Rights Tribunal, 2019 CHRT 39, September 6, 2019, File No.: T1340/7008, *First Nations Child and Family Caring Society of Canada and AFN vs. Attorney General of Canada* (Representing the Minister of Indigenous and Northern Affairs Canada)

https://fncaringsociety.com/sites/default/files/2019_chrt_39.pdf

Continuing Care in Indigenous Communities: Guidebook, Alberta Health Services, October 2018
<https://www.albertahealthservices.ca/assets/info/seniors/if-sen-ccic-guidebook.pdf>

Development of a First Nation Continuing Care Model - Health Co-Management, www.hcom.ca

Confronting the Reality of Racism that Indigenous Canadians Experience in Health Care: A Video and Simulation Project to Spur Decolonization in Medical Education, Janet de Groot, Cumming School of Medicine, University of Calgary (ref: *Walking Parallel Paths: 2019 Strategy Report* at a glance brochure)

Aboriginal Research Protocols: Healthy Aboriginal People in Healthy Communities, 2006, Alberta Mental Health Board www.amhb.ab.ca/publications Link to information on sacred medicines
<https://www.ictinc.ca/blog/sacred-cedar>

Bringing Reconciliation to Healthcare in Canada: Wise Practices for Healthcare Leaders, April 2018,
https://www.healthcarecan.ca/wp-content/themes/camyno/assets/document/Reports/2018/HCC/EN/TRCC_EN.pdf

Alignment with the United Nations Declaration on the Rights of Indigenous Peoples:

PREAMBLE:

Recognizing and reaffirming that indigenous individuals are entitled without discrimination to all human rights recognized in international law, and that indigenous peoples possess collective rights which are indispensable for their existence, well-being and integral development as peoples,

ARTICLE 2: *Indigenous peoples and individuals are free and equal to all other peoples and individuals and have the right to be free from any kind of discrimination, in the exercise of their rights, in particular that based on their indigenous origin or identity.*

Alignment with the Truth & Reconciliation Commission Calls to Action (see *Health Legacy & Racism* and *Sports & Reconciliation* sections, in addition to the following):

#22. *We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.*

I. Elders & Youth Engagement in Intergenerational Healing Learning Circle Resources (March 21/2020, International Day for the Elimination of Racial Discrimination)

Alignment with the *United Nations Declaration on the Rights of Indigenous Peoples*:

ARTICLE 13: *Indigenous peoples have the right to revitalize, use, develop and transmit to **future generations** their histories, languages, oral traditions, philosophies, writing systems and literatures, and to designate and retain their own names for communities, places and persons.*

ARTICLE 21.2: *States shall take effective measures and, where appropriate, special measures to ensure continuing improvement of their economic and social conditions. Particular attention shall be paid to the rights and special needs of **indigenous elders, women, youth, children and persons with disabilities**.*

*ARTICLE 22.1: Particular attention shall be paid to the rights and special needs of **indigenous elders, women, youth, children and persons with disabilities** in the implementation of this Declaration.*

Alignment with the Truth & Reconciliation Commission *Calls to Action* (see Education Legacy/Education for Reconciliation/Youth Programs sections):

*#11. We call upon the federal government to provide adequate funding to end the backlog of **First Nations students** seeking a post-secondary education.*

*#22. We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with **Aboriginal healers and Elders** where requested by Aboriginal patients.*

*#38. We call upon the federal, provincial, territorial and Aboriginal governments to commit to eliminating the overrepresentation of Aboriginal **youth in custody** over the next decade. (& 55.v)*

*#64. We call upon all levels of government that provide public funds to denominational schools to require such schools to provide an education on comparative religious studies, which must include a segment on Aboriginal spiritual beliefs and practices developed in collaboration with **Aboriginal Elders**.*

*#66. We call upon the federal government to establish multiyear funding for community-based **youth organizations** to deliver programs on reconciliation, and establish a national network to share information and best practices.*

*#88. We call upon all levels of government to take action to ensure long-term Aboriginal **athlete development and growth**, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel. (& 90.i and iv)*

Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, Volumes 1a (Preface: Our Women and Girls are Sacred: Reflections from the National Inquiry Elders and Grandmothers Circle, pp. 33 – 48)

Centre for Suicide Prevention, *Trauma and suicide in Indigenous people* (“Elder Wisdom – educating for LIFE...” to recognize the positive changes in our lives after we go seek help from Elders, healers, and ceremonialists)

Engaging with an Elder: A Co-created Story, an Elder Protocol Project of the Human Rights Circle with NCSA and the Human Rights Education and Multicultural Fund, Government of Alberta.

https://www.sisn.ca/wp-content/uploads/2018/09/Elders_Protocol_.pdf

Elder Protocol and Guidelines, 2012, University of Alberta <https://cloudfront.ualberta.ca/-/media/ualberta/office-of-the-provost-and-vice-president/indigenousfiles/elderprotocol.pdf>

Blackfoot and First Nations, Metis and Inuit Protocol Handbook, 2013, University of Lethbridge, http://www.uleth.ca/governance/sites/governance/files/Protocol%20Document%20%28Blackfoot%20and%20FNMI%29%20GFC%20Approved%20Oct%207%202013_0.pdf

MORE THAN MEETS THE EYE. *Let's Fight Racism!* United Nations website,
<https://www.un.org/en/letsfightracism/indigenous.shtml>

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Ministry of Children's Services, Government of Alberta, *Indigenous Cultural Understanding Framework: Honouring Indigenous peoples from a place of cultural understanding and respectful relationships*, 2018
<https://www.sisn.ca/wp-content/uploads/2018/12/Indigenous-Cultural-Understanding-Framework.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 **Bhan**

* Last name **gatkuoth**

Email **bhangatkuoth40@gmail.com**

Phone

* Subject **Systemic Issues of Policing, Housing, and Poverty**

* Comments - please refrain from providing personal information in this field (maximum 2500 characters) **Thank you for your time in reading the attached document.**

The nature of systemic racism in Calgary cannot be defined without understanding the insidious ways it travels through our society. For me, a born and raised Calgary Black woman, this city is a home that feels unsafe and unjust for me. These feelings are only supported by the reality of a lopsided municipal budget that has dictated the policies that have made my life more difficult than many of my white friends and colleagues. In bringing attention to this important issue, I'm going to detail how racism in Calgary works to set young people like myself up for failure:

Firstly, a conversation about systemic racism in Calgary cannot be held without bringing attention to the system of policing in our city. In our city alone, there are several damning policies that work to entrench racial differences, make low-income and predominantly Black communities more dangerous, and further the racial wealth gap that is experienced in Calgary and indeed across Canada. These policing I'm most concerned about are: carding, school resource officers, mental health protocols, community policing, the criminalization of poverty and homelessness and the lack of support for community programming for youth.

Before getting into those specifics, I would like to emphasize the fact that the work of racism does not always come in the form of brutality or hate speech. It is much deeper than that, and I hope you take the time to really understand this. When it comes to carding, also known as "stop and frisk" in the states or in Toronto as "community engagement" and "intervention", brutality is one possible outcome that is accompanied so many other more immediate issues. These issues include the impediment of privacy, the traumatization of youth and increased distrust in police. Additionally, the practice of carding, because of the fact that low-income and Black communities are targeted more often than white neighborhoods, contributes to the issue of over policing which leads to more "crime" and further inequality. Black and Indigenous people, as a result of carding, are stopped more than their white counterparts. This is true across North America. Racialized people are often considered suspicious and their interactions with police are increased as a result. The effects of this are expansive and damning.

When information is put into police databases based off of carding a person becomes "known to police". At any other police intervention, this could reflect negatively on a racialized person when other police officers interact with them. As carding or "info-posts" or whatever else it is called these days continues, more Black and Indigenous people face consequences that impede them from carrying out activities at school, at work, or in their social circles. The CPS is not open and honest about this practice and how it affects too many Black, Indigenous and low-income people. With this in mind it is difficult for us to fully understand the effect of this practice, but what we know now is that it is a practice that highly distinguishes American policing as particularly virulent. Here, in Calgary – there is little numerical evidence to help suggest a difference between how this was practiced in New York city versus how it is practiced here in Calgary. We must all, especially you our policy makers, rid ourselves of the belief that policing is somehow better here than it is anywhere else. Carding is just one example of this reality.

School resource officers are another policing policy issue that is damaging to youth and families. In my household, I have two older brothers who were "known to police" and who

were also targeted by police in school. This meant that they were often branded as trouble makers and were time and time again suspended from school. Though personal responsibility plays a role in all of this, I wonder how different their lives could have been if someone just believed in them instead of assumed them as suspicious at the outset. The effect of their constant suspensions created rifts in our household, encouraged my brothers to get involved with other “known to police” youth, and pushed them directly into the school to prison pipeline. This has resulted in extreme economic and health challenges in my family. The likes of which are difficult to describe. Had my brothers received support in school, they might have graduated. They might have avoided prison, they might have helped make Calgary the city it wants to be. But, with the combined policies of carding and SRO’s, they were too often assumed to be criminal and too often shuffled into a stream of crime. After leaving the prison system as children, their privacy was protected. But because their entire reality was constructed around the need to be defensive around police, their interactions with the prison system continued into their adulthood – one of them because he is mentally ill. With that being the reality of things, they could not work reliable jobs to support our family because they had police records and we were all pushed further into poverty to support one another. Long story short, SRO’s have to go and all funding put toward this program should be put in schools so guidance counsellors and teachers can address issues more effectively and contribute to the creation of a better city with less inequality and hardship for Black and Indigenous youth.

Another major issue as far as systemic racism is concerned is the reality of mental health wellness checks. With CPS as part of the first response to these issues over 70% of all police involved fatalities come as a result of the use of police use of force on the mentally ill. Understanding the ways in which racism has infiltrated every system of organization in this city, how low-income people (over represented by Black and Indigenous people) are more susceptible to stress and other difficult mental illnesses, and how subconscious bias impacts how Black, Indigenous, and the mentally ill are viewed – we simply cannot have CPS considered a first response. There is too much at stake when a mentally ill BIPOC is experiencing crises and when police are on scene with deadly weapons. There are alternatives that have been proven effective. Police do not need to be involved and we can imagine alternatives that respond with care instead of violence. We must do so to protect our neighbors who need help and give them support to live stable lives alongside their mental illness.

I want to pivot to another area of concern. This is in housing. I was raised in Calgary housing all of my life. Housing conditions, are not adequate in many of these homes. Throughout my life, my family has experience mice infestations more times than I can count. The little food we had was often destroyed or infested by mice in our cupboards. Though Calgary housing often addressed the issue, it was usually with small fixes that would need to be addressed again in a few months to years. My siblings and I would often take matters into our own hands and build makeshift mouse traps to rid ourselves of the terrible infestations in our kitchen. The poor conditions in our childhood home often mean that cabinets would fall apart constantly, railings would break easily, and pieces of the ceiling would fall off. We would call Calgary housing to fix the situation and within weeks to months the same problem would come up again. This imposed many pressures on my daily life as a young student. Having to share space with so

many people and also deal with constant food insecurity because of mice or constant conversations with property managers had a significant impact on my school life. As a result of this reality in conjunction with other issues of systemic racism, I almost dropped out of my first year of university.

In my neighborhoods growing up, there was rarely community programming that helped me succeed in school or develop relationships in the community with other kids my age. Had my brothers had more access to community programs and less contact with police – their lives would be very different today. The lack of community programming and the over policing of my childhood neighborhood made it so my brothers were in and out of jail all of the time. If there were robust community programs that didn't involve the police in my neighborhood, they could have received pivotal aid in school work, access to sports and other recreational activities, more secure food alternatives and so much more. Instead, they were distracted by other things like weed, or hanging out with the boys, or whatever else that was a cause for suspicion and had them interact with police often throughout their teenage years. Racism, in this case, looks like societal neglect. Without community programs available to them at a young age, their lives and futures were quickly ruined by wealth inequality and poverty, over policing in our community, and neglect from my mother – who had no choice but to work day in and day out to pay for rent and put food on the table.

These are only some examples of systemic racism that have impacted my life, that being said, I consider myself one of the lucky few who have been able to make it all the way through to university, despite having few supports to help me through it. When thinking of systemic racism, it is essential we understand how all of our systems that have been created today were not created with Black, Indigenous, and low-income folks in mind. Some might argue this was intentional, I argue that the people – like yourselves – who make decisions simply do not see the cracks in the policies you create and maintain. I would argue many of you do not want to put people like me in situations where police brutalize me, or where I'm starving at school, or unsure of how to get to work, but this is the reality of a non-diverse policy making team that isn't asked to think about the least of us in the formulation of policy. Systemically speaking, questions about why the police budget is so grand are valid especially when other services receive so little. When we invest in policing, we invest in further inequality. This is a massive problem. When we invest in community-based non-violent services, we invest in the future. I urge you to reconsider how 401 million dollars a year really works to protect us. For me and other members of the BIPOC community, we bear the weight of that 401 million dollars and we do not benefit from it either. If you are serious about dealing with systemic racism, I hope you start with policing and redistribute funds to alternative services that react to community based issues with care, science, and prevention. Police do not do this, and as long as they operate as they do now we will continue to see many of the same issues get worse and worse as time goes on. This is unacceptable.



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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	Farah
* Last name	Ali
Email	farah.ali@scscalgary.ca
Phone	403-9931479
* Subject	Calgary's Commitment to Anti-Racism

Dear Sir or Madam,

We thank you to have given me the opportunity to speak about Racism, in order to repel this low human trait in our civilized society and create harmony.

I belief that it is good for human beings to promote good neighbor values in society at large and for the State to include those of us who can make this possible.

We suggest specifically more participation, more minority leader's representation, who can listen and bring to us the change and harmony we seek.

We trust that this will bring us a more civilized, prosperous, and happy society.

Yes, We Can grow together, in harmony.

Sincerely,

Farah Ali

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



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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: Megan
* Last name: Eichhorn
Email: megan.a.eichhorn@gmail.com
Phone: 4034774749
* Subject: Anti-Racism Public Consultation

14 years ago when we were 17, I was on the C-Train with my boyfriend at the time. A transit peace officer made a beeline for us, despite the crowded train. They proceeded to ask my boyfriend, who was Latino, to display his transit pass. They did not ask me. I am white.

I didn't realize it at the time, but I know now that this was an example of systemic racism.

Growing up in a white upper-middle-class family, I was completely ignorant of systemic racism. I became aware of the gross inequity among Calgary's population when I started working in the social services sector. Working at affordable housing and homeless-serving agencies, I learned that Indigenous are hugely overrepresented among the homeless population - not because Indigenous people are inherently lazier, less intelligent or less skilled than other groups, but because of the past- and present-day policies, procedures and practices that lead to disproportionately negative outcomes for Indigenous and other racialized people. I learned of Black, Indigenous and People of Colour (BIPOC) who were denied an apartment rental when the landlord saw an application with a Black or Indigenous name, or saw them in person. I now work at an agency that helps people involved in crime to make positive changes, where ~30% of our clients are Indigenous, while representing only ~5% of the overall population. Again, this is not because Indigenous people are inherently bad or criminal but because of policies, practices and procedures (like residential schools, the child wel-

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fare system, etc.) that have caused untreated childhood trauma -- which is scientifically proven to increase the likelihood of criminal behaviour.

Below are some specific examples of systemic racism that I have witnessed:

I was carpooling to a softball game with my teammate, who happened to be a Calgary Police officer. As we passed a Black man walking on the sidewalk, my teammate/police officer stated that this Black man had likely just stolen a television. When I told him that is racist, his reasoning was that Black people disproportionately commit theft. This is systemic racism.

Of the various social service agencies I have worked with or at, management is almost entirely made up of white people, despite the fact that the people we serve are disproportionately BIPOC. This is a huge barrier, in my opinion, to helping our clients in the most effective way we can. I have seen little-to-no anti-racism work done internally during my eight-year career.



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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 Amy

* Last name Tan

Email amy.tan1@ucalgary.ca

Phone

* Subject Anti-Racism Public Consultation- City of Calgary- Written submission from 2 Calgarians

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

Please find the attached letter- Thank you

Dear Mayor Nenshi and Calgary's Anti-Racism Committee Members,

Thank you for holding this public consultation on systemic racism in Calgary. It is an essential concern that must be listened to carefully for true anti-racist work to be done in our city.

As a family physician on the front-lines of COVID 19 in Northeast Calgary (Dr. Tan) and President of a local charity (Ms. Sherret), we have witnessed first-hand how this disease, and the collateral harms from this public health crisis, have disproportionately affected essential workers and those whom our society relies upon for daily essentials of living. Many of these people, including many of my patients, are part of racialized communities in our city and have had to work throughout the pandemic, unable to have the luxury to participate in lockdowns because of the essential work they do. This includes those who work in the agri-food industries, cleaning staff, grocery store workers, personal support workers and postal workers, to name a few. Not only are they working to support their fellow Calgarians, but many are also travelling to and from those essential jobs on the City's transit. Dr. Tan has advocated for these patients throughout the pandemic, including helping them overcome the stigma and harassment that they received early on in the pandemic for daring to wear a mask at work and on public transit.

COVID-19 has shone a light on the systemic racism that exists and causes societal and health inequities, with the populations made most vulnerable being the hardest hit by this terrible disease. We must learn the lessons that COVID-19 is teaching us about systemic racism and social determinants of health. We should not continue to allow those at high risk from COVID-19's impacts to also face high COVID-19 exposure. We can and must do better, now.

As the economy reopens, and our essential workers (again represented by many racialized people in our city) at the front lines of food and service industries are exposed to larger numbers of the public coming out of lockdown, we implore you to be on the right side of history and consider a mandate for masks during this time as a clear statement of the City's commitment to anti-racism. A mask mandate for indoor public spaces and transit will protect those who are in contact with many people over the course of their shifts while serving Calgarians.

A mandate for masking will set a clear, unequivocal expectation that those who *can* mask, *do* mask in all high-risk public spaces. Appropriate exceptions need to be made and clearly communicated. This will protect all workers on the front lines of grocery stores, hardware stores, restaurants, personal care services, postal offices and other services, as well as their patrons. This will provide clear messaging and legal cover for the businesses that employ workers and help keep their patrons safe as well.

Crucially, at the level of citizen-to-citizen interactions, a mask mandate helps shift the power dynamics that serve to reinforce systemic racism. Individuals are valued and supported when the City both properly accounts for risks they face, and puts in place measures to help overcome inappropriate exercises of power that feed off inequities.

Individual employees should not be alone in advocating for their safety; they deserve to be protected and have their colleagues and patrons masking too. A mask mandate will quickly normalize mask-wearing so that those who fear being harassed or targeted, especially in the context of increased anti-Asian sentiments due to erroneous blame of Asians for the novel coronavirus, will feel safer to wear them in their communities. Racialized communities who may avoid wearing a face mask for fear of increased risk of police stops will be potentially more protected under these mask mandates. A mask mandate **must** come with a strong education and awareness component, particularly for law enforcement. Interactions about masking between racialized people and police or bylaw officers **must be limited** to education about safe mask wearing and giving access to free masks. We are **NOT** asking for legal or financial penalties as a result of not masking, but rather are asking for an opportunity for police or bylaw officers to participate in education outreach about safe masking practices to communities made vulnerable by systemic inequities.

All of the above suggestions will help in the anti-racist work you are committed to doing. As well, we can't neglect remarking upon the evidence that shows that mask mandates to get to 80% of the population

masking in enclosed indoor spaces and transit will protect Calgary's local economy as things continue to open up, while decreasing the chance of further lockdowns and decreasing the spread of COVID 19 and the chances of a second wave. A mask mandate also protects vulnerable community members, including those with medical conditions, intellectual and other disabilities, who may be unable to mask but who are also themselves often at a higher risk if they contract COVID-19. A mask mandate accelerates a virtuous circle of community members adopting behaviours that protect each other. This will no doubt help all Calgarians but in particular can specifically support racialized Canadians who identify as Black, Indigenous, & Persons of Colour.

Thank you very much for your careful consideration of this mask mandate that will help protect the health and safety of your citizens, while contributing directly to the anti-racist commitment of the City of Calgary

Yours truly,
Amy Tan, MD MSc CCFP(PC) FCFP
Associate Professor of Family Medicine
Cumming School of Medicine
University of Calgary

Laurel Sherret, JD LL.M.
President, Cerebral Palsy Kids and Families