



Public Submission

City Clerk's Office

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FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

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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

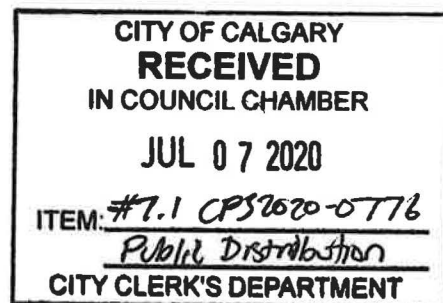
* First name: Cynthia

* Last name: Provost

Email: coverlazyp32s@gmail.com

Phone: 4039696973

* Subject: Systemic racism



For equity seeking communities working at finding spots at decision making tables their work literally spans generation's. It is a reality that simply hiring one or few visible minorities for their mere presence is meant to "decolonize" the public image of that organization. These few usually have no autonomy. These few usually have no authority to make decisions. Their roles are to inform.

Their titles are often "liaison".

We find this consistent strategy in urban and rural settings. While correct words and phrases are used in outward facing situations, any genuine yearnings for decolonizing principles and practises end up as "business as usual". No real change in inclusive decision-making is observed at the table. Services rendered being beyond status quo remain unchanged.

The act of listening needs to include room for equity seeking voices at boardroom tables, at human resources tables, at commission tables and at any table entrusted to oversee to truly begin processes of change. For example, Indigenous awareness training needs to expand beyond "101" and become part of organizational development, management and performance competency for a minimum of 20 years weaved throughout entry-level upwards to executive positions. Conversations involving strategy need to imagine other ways of collaborating and relating to others if we are truly seeking diversity in approach and services being provided to our historically most vul-

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



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nerable populations in Canada, the Indigenous peoples.





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oil is scared to touch CPS but the fear the city faces in touching that is a fraction of the fear a person of colour faces when a police cruiser flashes their lights. The people should not fear their public services, people are mad because the public services that their tax dollars fund are hurting them. People of colour who are suffering at the hands of police don't have time to wait while CPS tests a different training model, eliminates a hold, practices more de-escalation tactics and then compares the results year after year. People don't have time to wait because they are suffering now. Fix the system and you start to fix the problem.
John Ruyter

July 6, 2020

RE: Public Consultation on Systemic Racism, Calgary's Commitment to Anti-Racism, defunding and reallocating budget from Calgary Police Service.

Dear Committee, Council and the Mayor:

This is an incredible opportunity with huge momentum behind it. Thousands of Calgarians join the millions of people across the globe in this continued fight against racism and police violence and brutality.

We need to make sure that this work is not superficial, perfunctory, performative, or placation, and is ongoing; continually reviewed and actioned.

Please ensure that the Anti-Racism Action Committee has the tools to work with any Business Unit, Department, and personnel it needs to in order to execute its Mandate and Responsibilities, and bring forward recommendations to this SPC and Council.

I ask that Committee:

1. Amend the *Anti-Racism Action Committee Terms of Reference, 6. Resources*, to explicitly include Calgary Police Services; and recommend approval;
2. Ask Administration to Include in the *Anti-Racism Strategy*:
 - a. *What We Heard Report*, calls to defund (reform and reallocate budget from) the Calgary Police Service;
 - b. Requirements for an increase in budget for City social and community services, including for work with community partners/organizations;
 - c. Ensure that funding for social/community service providers is sufficient so they are resourced to respond to community need;
 - d. Promote and encourage work with and between community partners/organizations to allow for a more holistic and coordinated approach to services;
 - e. The need to restructure Calgary Police Service operations so they are not the first responders to calls that are not crime-related;
 - f. The need to collect race-based data;
 - g. A commitment that the work to actively be anti-racist should be formalized through government policies, budget reform, and culture reform within The City and Calgary Police Services;
 - h. A commitment to increasing the ethnocultural diversity of City Staff;
3. Ask that Council:
 - a. Expect Calgary Police Service to actively consider and participate in discussions to reallocate their budget to other Business Units and partner organizations to provide services (i.e., mental health, wellness checks, non-crime-related calls) to the community;
 - b. Ask Calgary Police Service to start collecting race-based data; and
 - c. Set the expectation the Anti-Racism Action Committee and Calgary Police Services to have a productive, cooperative, and transparent working relationship.

We must hold ourselves and each other accountable to ensure lasting, meaningful systemic and social change. This change is initiated through work like this Public Consultation, the establishment of the Anti-Racism Action Committee, and reallocating resources from Calgary Police Services to other community and social service providers.

Thank you,

Alicia Ta

I am a first-generation Calgarian/Canadian, my parents were 'Boat People' who immigrated to Canada from Vietnam because of the American War in Vietnam. I stand in solidarity with BIPOC.



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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 Timothy

* Last name Pyrch

Email pyrch@ucalgary.ca

Phone

* Subject Our words

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

The words we choose reflect our values. Consider the term 'anti-racism'. It is a double negative. Where is the positive?

We might invite Calgarians to share personal stories about 'shades of humanity'. This could help us locate our 'real selves' prior to addressing officialdoms 'anti-racism' agenda.

A song might help. If we 'accentuate the positive ' we might be ready to 'eliminate the negative'.



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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 Marie-Michelle

* Last name Melotte

Email mariemichellemelotte@hotmail.com

Phone 4036851209

* Subject City of Calgary's Systemic Racism Public Consultation

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)
See my article on anti-Black racism and misogynoir encountered in Calgary's and Alberta's recreation facilities, published and shortlisted for Briarpatch Magazine's Writing in the Margins annual awards: <https://briarpatchmagazine.com/articles/view/troubled-waters>



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usually someone non ethnic and say they are from a small town in alberta.

Can you please correct the racism in Calgary, it will never be a city as great as Vancouver or Toronto because its lack of inclusion and stark segregation between races. You have the power to create policies.

Thank you

Shivani Bir

Sent from my iPhone



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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 **Darlene**

* Last name **Campbell**

Email **darlynnd1@yahoo.ca**

Phone

* Subject **Anti-Racism**

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

Calling people racial slurs like N—, harassment, racial profiling(by individuals or business) should be classified as a hate crime and should have hefty penalties(i.e \$10,000 lot more) like the fines for LGBT conversion ban penalties and jail time as well. This needs to be strictly enforced by someone who is impartial. The police should have to take diversity training and swear an oath to treat all people equal. If they dont, they are fired and banned as well as hefty charges laid. Mental health workers should work alongside police to deal with mental health issues. There should be impartial oversight over the police as well to ensure procedures are followed. No chokeholds or knees to neck or back. We need to hire more officers of color and they should be teamed with someone other than their race. Any harassment of fellow officers should not be tolerated and have hefty fines or charges. I



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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 Aluda

* Last name Galla

Email aludaa.galla@hotmail.com

Phone 5879668790

* Subject Anti Racism Panel Discussion

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)
I've written what I had to say in a word document.

Hello,

Firstly, I'd like to acknowledge that finding out about this council meeting was harder than it should have been. It is unsettling how many of us get left out of conversations, specifically black and indigenous Canadians. I want council meetings as important as an anti-racism panel to be more readily accessible, especially to younger people, because these matters affect us significantly.

I have learned more about the frightening history of Canada's black and indigenous people through the internet and through reading on my own. I highly advise that schools teach the hard truths about the past because we feel we've been gaslit for years. We want to know our history, and we feel as if you are erasing it academically.

I can not express how many black boys and girls, including myself, experience racism in our classrooms and schools. If not racism, microaggressions. Please encourage teachers to take this form of bullying seriously, as it deteriorates people's perceptions of themselves and their race. Reciting the n-word under any circumstance by a student or a teacher is painful to hear and can make black students feel isolated. Any slur should not be able to be expressed by an individual that does not belong to that race. Yes, it is in a line from a novel, but that doesn't give that teacher and/or student permission to say it.

We would like you to look into defunding the police and the RCMP. Police officers have no business dealing with matters such as mental illness, drug addiction, and so on. The police are trained to deal with violence and danger; they are supposed to keep us safe. But a lot of people, specifically black Calgarians and any race targeted by police, are terrified of them. We don't feel safe; over-policing is not necessary. Police are thrown at problems that don't deserve to be penalized. A majority of the city's budget should be reallocated towards funding services that address the root causes of criminality within a community. More money should be put into education, mental health services, affordable housing, accessible transit, and employment opportunities. Transit police harass poor indigenous people. Fines should not be granted to people who clearly cannot pay the price; it isn't fair; poverty should not be criminalized. Indigenous people are pestered continuously and bullied by the police. We would also like for this country to do a better job addressing the countless amounts of Indigenous women, men, and children that go missing frequently. Why don't we put emphasis on this, and where are they, and who is taking them? Canada continues to swipe these matters under a rug, and it is deplorable, Indigenous people are dying, and the media continues to disregard them.

Dear Calgary Council Members,

I am writing this today to speak about my experiences as a bystander and not as an immediate victim of the racism that runs rampant within Calgary school systems, specifically Calgary Board of Education and University of Calgary. I want to bring into light the Anti-homeless tactics that Calgary Police has instilled within their ways of policing. Lastly, I want to bring attention to the overfunding of Calgary Police and the lack of funding for resources for the homeless, Indigenous people, and the clear difference in funding between the quadrants (specifically the Northeast in comparison to the Southeast) in the city.

It seems that the Calgary Board of Education often prides itself in terms of their diversity and their zero tolerance to bullying or racism within their schools. However, as we have all seen publicly, Calgary Board of Education have some problematic ideologies about Black and Indigenous that have become embedded in the way teachers and principals have taught within the school. That is the case for Emmell Summerville from Edmonton (who in this case, will be representative of all the young Black kids who have been unfairly profiled to be more likely to be aggressive or violent due to the connotations of being Black). Secondly, I have had white teachers in McNally High school (and University of Calgary) who felt the need to drop the n-word when it comes to reading novels. They defend their actions under the guise that it is supposedly educational but everyone will tell you otherwise. The impacts of this kind of teaching is often unheard because of the power dynamic between teachers and students, but as a student who has heard how this makes Black students feel first hand, I know that it often makes them feel singled out. Whenever teachers or professors say the n-word, my friend told me that people would always turn and look at her to see how she reacted. She always had to seem unbothered despite being uncomfortable in that moment. These are not safe spaces for Black people. Racism and micro aggression should not have any space in our educational system. The same goes for University of Calgary, there are thousands of Black students attending this institution and paying thousands of dollars in tuition just to be enrolled in a University that does not care about them. I can name about two professors who have said the n-word in their classes (where students pay \$600 to sit and listen to) and give no consideration to the effects of watching a person in power, an educator nonetheless, be so blatantly ignorant. Another incidence was that a high school teacher in McNally once held a classroom debate about the "Pros and Cons of Residential Schools". This is wrong and it made an Indigenous person in the class extremely uncomfortable as she knew people who are still facing the traumas of the Residential Schools and the abuse and complicity of the entirety of a Canada including Calgary. Let us not forget how Calgary is not free of fault from the violence against Indigenous people and how it has remained unchanged to this day. I hope Chief Adam Allan is recovering well and that the City of Calgary does not forget the blood on their hands when it comes to the violence against Indigenous people and our murdered and missing Indigenous women.

On another note, I am disappointed to see how overfunded the Calgary Police is and how little they do for the community. Calgary Police has been berating the homeless for as long as I can remember. Homeless people are not an anomaly, they are a reflection of our community. We have seen the video of Calgary Police violently beating a sleeping man in front of a convenience store. We see four officers trying to restrain one man, is that not considered as excessive force? These are only the ones caught on video, how much more of this violence is not caught on tape? Calgary Police is overfunded. Over 404 million dollars are sent to Calgary Police meanwhile, only 37 million are allocated to social services. Calgary actively takes part in this in the way you have allocated tax payer money. I, along many others, want to see the Calgary Police budget cut and redistributed to services that are here to help the homeless,

those struggling with addictions, and the Indigenous community. I am sure that this barely scratches the surface of the places that should be more valued within our community over the Calgary Police. Build more shelters and hire more social workers, make them more accessible rather than sending out Police that gives homeless people \$200 fines when they fail to show a ticket on transit. Where are they supposed to get that money? Why not take them to the transit location in downtown and help them get a \$5 low income bus pass rather than enacting another form of violence against them?

Lastly, I want to quickly mention the underfunding of the northeast community in comparison to the rest of the city. The underfunding materializes itself in the ways that the parks in the northeast barely compare to the parks in the south. The classrooms and resources that schools are able to provide for children are often lacking. Lacombe can be an example of that. The over policing of the Marlborough area and the lack of resources show that the city believes that higher crime rates occur in the north in comparison to the south, despite knowing that crime and gang activity is also rampant in the south. However, resources are more accessible and more funded in the south. The parks, the schools, the cleanliness and effort that goes into building the community are better in the south than they are in the northeast. Why is that? The city needs to focus on building up every part of the city if they want to see it flourish. We cannot achieve greatness by stifling other communities, whether it be the homeless, those struggling with addictions, or the underprivileged.

I would like to thank the Calgary Council members for their time today. I have faith that the city will speak out against the injustices that they see in their communities. Thank you for listening to the people and I hope that we see the change that the people demand.

Sincerely,
Leigh Verosil



Suite 1601, 840- 7 Ave S.W.
Calgary, Alberta T2P 3G2
Téléphone: (403) 532-6334
www.canaf-calgary.ca

Calgary, July 4th 2020

Re: Letter of Support from Centre d'accueil pour nouveaux arrivants francophones – CANAF

To Whom It May Concern:

By this letter Centre d'accueil pour nouveaux arrivants francophones (CANAF) would like to express its support to the initiative launched by Soccer Without Boundaries (SBW). Its Call to Action named "*From Systemic Racism to Systemic Liberation*" under the leadership of Jean Claude Munyezamu, the Founder and Executive Director of SWB, is very relevant and timely communicated to the public.

Soccer Without Boundaries is our partner, and as a community development organization that works to engage and support newcomers and established Canadians in a vision of shared, mutual belonging, it's impacting our communities. They have built strong relationships with many Calgarians, among them a very large number of those from the African Diaspora. Responding to COVID-19 and working through the current Black Lives Matter movement, they identified significant opportunities to improve the lives of Black Calgarians.

The CANAF began its activities in 2005 and from April 1, 2010, it became an autonomous body run by a Board of Directors and managed by an Executive Director. Its mandate is to assist francophone newcomers with their settlement process in Calgary and surrounding region by providing cultural, social and economic integration as well as supportive programs to promote inclusion within Canadian society. It provides information that gives them access to services and programs they need to ease their settlement and to fully develop their potential within Alberta communities. In that regard it offers a variety of services to francophone newcomers who settle in Calgary since 2008. The offered services include: 1.Assessment of needs and referral services; 2.Information and orientation services; 3.Support, interpretation, translation and para-professional services; 4.Community participation services; 5.Holiday camp services with cultural, artistic and/or sport related workshops; 6. Mentorship program.

The clientele CANAF is serving are mostly of african descent, namely from North Africa countries (Algeria, Morocco, Tunisia), from Ouest Africa (Senegal, Mali, Niger, Côte d'Ivoire, Guinée, Sierra Leone, Togo, Benin,), from Central Africa (Congo DRC, Congo Brazzaville, Burundi, Rwanda, Gabon, Central Africa Republic, Cameroon,). CANAF works closely with all the associations representing those communities.

We strongly support this initiative "*From Systemic Racism to Systemic Liberation*" because it will empower all those communities we work with. Hoping that this letter of support will be useful for your request for funding, you can be assured of our full cooperation. Do not hesitate to contact us if you need more information.

Kind regards,

Esdras Ngenzi, Executive Director

Centre Accueil Nouveaux Arrivants Francophones (CANAF) - 840, 7^e avenue S.O. Suite 1601
Calgary Alberta T2P 3G2 Tel. 403-531-6334 ext 225

Letter of Support

To Whom It May Concern:

My name is Dr. Charles Odame-Ankrah, and I am the President for the Ghanaian-Canadian Association of Calgary. We engage and work with many individuals and families whose ethno-cultural , representing a part of the African diaspora in Calgary.

We have had the opportunity to review the Call to Action put out by Soccer Without Boundaries, "*From Systemic Racism to Systemic Liberation,*" and are in full support of the values, structures and actions it describes. We all have a role to play in continuing to build a Calgary community where everyone belongs in the deepest way, and we look forward to collaborating with SWB in this effort.



Dr. Charles Odame-Ankrah_

June 29, 2020

Letter of Support

To Whom It May Concern:

My name is Farah Ali and I am the President of the Somali Canadian Society of Calgary. We engage and work with many individuals and families whose ethno-cultural origins are from Somalia, representing a part of the African diaspora in Calgary.

We have had the opportunity to review the Call to Action put out by Soccer Without Boundaries, "From Systemic Racism to Systemic Liberation," and are in full support of the values, structures, and actions it describes. We all have a role to play in continuing to build a Calgary community where everyone belongs in the deepest way, and we look forward to collaborating with SWB in this effort.

Somali Canadian Society of Calgary
2nd Floor, 3924 - 29 Street N.E.
Calgary, Alberta T1Y 6B6
Tel: 403-265-7304
Email: info@scscalgary.ca

FARAH ALI



Name

28/06/2020

Date

Letter of Support

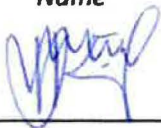
To Whom It May Concern:

My name is Melchior Cyusa, and I am the president for the Rwandan Canadian Society in Calgary. We engage and work with many individuals and families whose ethno-cultural origins are from Rwanda, representing a part of the African diaspora in Calgary.

We have had the opportunity to review the Call to Action put out by Soccer Without Boundaries, "*From Systemic Racism to Systemic Liberation*," and are in full support of the values, structures and actions it describes. We all have a role to play in continuing to build a Calgary community where everyone belongs in the deepest way, and we look forward to collaborating with SWB in this effort.

Melchior Cyusa _____

Name



Signature

June 30, 2020 _____

Date

Letter of Support

To Whom It May Concern:

My name is Wycliffe Oduor Molah, and I am the President for the Kenyan Community Association in Calgary. We engage and work with many individuals and families whose ethno-cultural origins are from Kenya, representing a part of the African diaspora in Calgary.

We have had the opportunity to review the Call to Action put out by Soccer Without Boundaries, *"From Systemic Racism to Systemic Liberation,"* and are in full support of the values, structures and actions it describes. We all have a role to play in continuing to build a Calgary community where everyone belongs in the deepest way, and we look forward to collaborating with SWB in this effort.



Name: Wycliffe Oduor Molah

June 30, 2020

Letter of Support

To Whom It May Concern:

My name is Rodrigue Nkurunziza, and I am the President for the Burundian Community in Calgary. We engage and work with many individuals and families whose ethno-cultural origins are from Burundi, representing a part of the African diaspora in Calgary.

We have had the opportunity to review the Call to Action put out by Soccer Without Boundaries, "*From Systemic Racism to Systemic Liberation*," and are in full support of the values, structures and actions it describes. We all have a role to play in continuing to build a Calgary community where everyone belongs in the deepest way, and we look forward to collaborating with SWB in this effort.



Name

Rodrigue Nkurunziza

July 1, 2020

Date



PHILADELPHIA CHURCH IN CALGARY

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2022 - CENTRE STREET N.E., CALGARY, ALBERTA, CANADA T2E 2T1

403-264-6744 • www.paqcc.org

To Whom It May Concern:

My name is Pastor Workneh Mogesse, and I am the Senior Pastor for the Philadelphia Church in Calgary . We engage and work with many individuals and families whose ethno-cultural origins are from Ethiopia and Eritrea , representing a part of the African diaspora in Calgary.

We have had the opportunity to review the Call to Action put out by Soccer Without Boundaries, "*From Systemic Racism to Systemic Liberation,*" and are in full support of the values, structures and actions it describes. We all have a role to play in continuing to build a Calgary community where everyone belongs in the deepest way, and we look forward to collaborating with SWB in this effort.

Pastor Workneh Mogesse

Name

July 1, 2020

Date

"I have set before thee an open door" Rev. 3..8



July 6, 2020

To Whom it may Concern:


LETTER OF SUPPORT

It is with pleasure that I write this letter of support for Soccer Without Boundaries on behalf of the Citadel International Church Calgary.

The Citadel International Church engage and work with many individuals and families from over 35 nationalities, including African diaspora in Calgary.

We have had the opportunity to review the Call to Action put out by Soccer Without Boundaries, "From Systemic Racism to Systemic Liberation," and are in support of the values, structures and actions it describes. We all have a role to play in continuing to build a Calgary community where everyone belongs in the deepest way, and we look forward to collaborating with SWB in this effort.

Sincerely


July 6, 2020
Pastor Kingsley Onwuchekwa

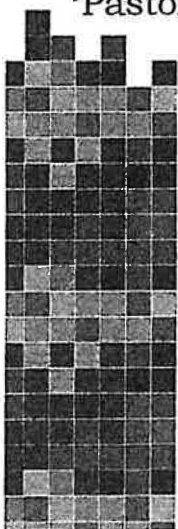
Associate Pastor

THE CITADEL
International Church

Mailing Address
PO Box 24081
Windermere RPO
Edmonton Alberta T6W 2W2
Canada

Physical Address
9253 48 Street NW.
Edmonton Alberta T6B 2R9
Canada

Telecommunications & Email
PH: 780-800-1216
FAX: 780-800-1216
URL: www.thecitadelonline.ca
Email: admin@thecitadelonline.ca



FROM SYSTEMIC RACISM TO SYSTEMIC LIBERATION



"Lasting relationships are based on the ability to respect diverse points of view that emanate from people's broad life experiences."

Jean Claude Munyezamu

Jean Claude Munyezamu grew up in Rwanda and understands the destruction of the Us and Them Societies. From the years he spent in refugee camps and the Rwandan Genocide, he became an advocate for building Community. He saw the power of Community when he organized soccer games in the refugee camps he lived in. The simple game not only lifted the spirits of the players but the entire Community. It totally changed the dynamic.

Jean Claude is the founder and Executive Director of Soccer Without Boundaries. Through this grassroots organization, he has worked diligently and enthusiastically with the Community to bring about social and economic change. Soccer Without Boundaries helps immigrant and low-income families get involved in their Community through after-school programs, soccer clubs, leadership camps, tutoring, adult engagement, and community events. Since founding Soccer Without Boundaries, Jean Claude has developed an organization that is a leader when it comes to community development and innovation. As a result of the programs he developed: crime rates have been reduced, and there has been an increase in high school graduation rates and local employment. Many youths that attended Soccer Without Boundaries are attending post-secondary institutes and several obtained international scholarships. The programs have helped adults improve their English fluency and obtain employment.

Jean Claude has been recognized for leadership and innovation with feature articles in *Canadian Geographic Magazine*, *Reader's Digest*, and in the travel memoir, *Road Trip Rwanda*, by Giller-winning author Will Ferguson. He was also featured in the Canada 150 anthology, *What's Your Story: A Canada 2017 Yearbook*.

He is a recipient of the Queen Elizabeth II Diamond Jubilee Medal for his work and was a finalist for the 2019 Immigrant of Distinction Awards. In 2018, Jean Claude received the Western Legacy Award for Innovation and was also named one of "Twenty Most Compelling Calgarians." He was a member of the Premier's Council on Culture and the Arts and currently serves on the Community Based Public Safety Task Force for the City of Calgary.

Jean Claude also acts as the media and public relations contact for the Rwandan Community in Calgary and is a member of the organizing committee for the annual Commemoration for the 1994 Genocide Against the Tutsi of Rwanda.

He lives in Calgary with his wife and their three children. He continues to foster and enjoy relationships with community groups, including many faith-based organizations across the province of Alberta.

FROM SYSTEMIC RACISM TO SYSTEMIC LIBERATION

A Call to Action

Jean-Claude Munyezamu

Soccer Without Boundaries | Umoja Community Mosaic

"One of the great liabilities of history is that all too many people fail to remain awake through great periods of social change. Every society has its protectors of the status quo and its fraternities of the indifferent... But today our very survival depends on our ability to stay awake, to adjust to new ideas, to remain vigilant and to face the challenge of change."

Martin Luther King Jr, "Where Do We Go From Here: Chaos or Community?", 1967

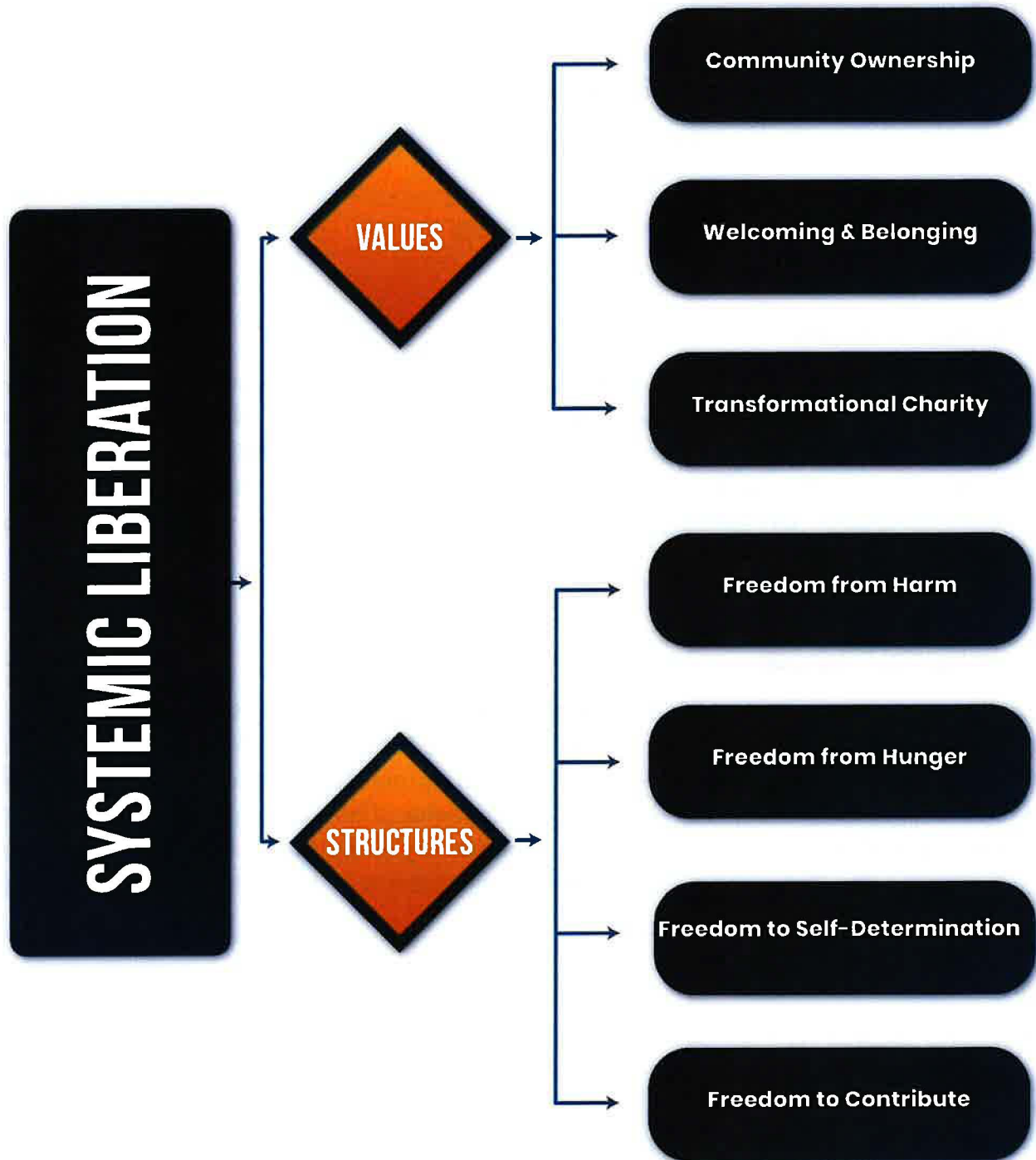
As a teenager, I escaped from Rwanda just months before the genocide against the Tutsis began. I understand the consequences of singling out of one group. Coming to Canada, I founded an innovative community program called Soccer Without Boundaries, which integrates new Canadians, low-income families, and vulnerable members of society in a positive manner. We have provided sports, tutoring, music, and entrepreneurship programs. All of them involve anti-racism.

Now is the time to act. As we watch, the mass anti-racism actions taking place around the globe under the banner of **Black Lives Matter** (The movement which began in the United States in 2013) has brought to light systemic anti-Black racism. *Racial oppression* is integrated into the fabric of our governments, institutions, societies and communities. Although the specific focus of current protests is police brutality, the impacts and manifestations of racism are far broader. It is time for **Black Lives Matter Systemic Liberation**, an integration of *emancipatory principles* into the fabric of our public and private lives.

Martin Luther King Jr. wrote about such an emancipatory future as "The Beloved Community." We see a possibility for Calgary to move in this direction. Soccer Without Boundaries is a grassroots organization with a history of enhancing black and other minorities' lives and a decade-long track record of successful community-building. With our unique capabilities, we are ready to take a leadership role to move towards Systemic Liberation.

We have established a framework that sets the values and structures that are needed to move towards Systemic Liberation.

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Values

"If you have come here to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together."

Aboriginal activists group, Queensland, 1970s (via Leela Watson)

Working toward Systemic Liberation must be deeply aligned with values of *Community Ownership*, *Welcoming and Belonging*, and *Transformational Charity*.

Community Ownership

For any work to fulfil its emancipatory potential, it must be community-owned and run. In our model, we call the work "community-owned, civil society supported." We certainly need the participation and support of government institutions, private sector companies *and* mainstream non-profit organizations – but their contribution is to listen and support. The work of identifying a new future, designing it, and building it must be done at the grassroots level, with full ownership by the Community.

Welcoming and Belonging

Following the Narragansett people's philosophy, the act of welcoming is mutually transformative – beyond a mere sharing of resources, it changes both the "welcomer" and the "welcomee" from strangers to a community that belongs to each other in a profoundly mutual sense. In our model, the value of Community Ownership is extended by the value of Welcoming: The Black community exercises ownership of work, assets, and decision-making all in the service of Welcoming the broader Community. The capacity to *host* and *welcome* others is a crucial component of belonging.

Transformational Charity

Modern doctrine sees the traditional charity model as top-down and "paternalistic." Top-down run charities by their very nature have a "We Know Best" ideology and can perpetuate systemic racism. They see themselves as the ones that will swoop in and fix the problems. The Transformational Charity model emphasizes collaboration among community members and close relationships between donors, partners, volunteers, and recipients. By opening the doors to engagement opportunities, we focus on delivering the tools, so the recipients not only identify their needs but lead and set the direction of the Organization. Transformational Charity is made possible by Community Ownership and creates the kinds of support people need – both in the moment and for long-term sustainability and prosperity.

FROM SYSTEMIC RACISM TO SYSTEMIC LIBERATION

Calling Government and Funders to Take Action:

We are asking You to take part in **Soccer Without Boundaries | Umoja Community Mosaic Systemic Liberation**

"Where there is no vision, the people perish; where there is no framework of moral reasoning, the people close ranks in a war of all against all."

Cornel West, "Race Matters," 1994

Systemic Liberation focuses on four structural pathways: *Freedom from Harm, Freedom from Hunger, Freedom to Self-Determination* and *Freedom to Contribute*.

Freedom from Harm

Freedom from Harm represents the ability of community members to live without fear of the primary systems which should protect and benefit them. Currently, such freedoms do not reside with BIPOC (Black, Indigenous and People of Color) communities, who experience racist violence at the hands of the justice system, law enforcement, educators, and health practitioners.

Freedom from Harm starts with empowering the Community and allowing them to take ownership. As long as efforts to reduce Harm are guided and implemented by external systems (i.e. the police service) and external programs (i.e. mainstream non-profits), systemic racism leading to Harm will continue. Our model focuses on grassroots-led "Freedom from Harm" design systems, via specific initiatives to develop natural supports within communities.

Actions:

- Delegate Harm Prevention work to the Community.
- Fund and support Community Development programs to develop natural community-led support systems.
- Transition away from CPS's School Resource Officer program to fund and support locally accountable Community Resource Liaisons.
- Develop similar models for other primary systems.

Freedom from Hunger

Freedom from Hunger is a fundamental human right. Calgary does have a charitable food safety net; however, COVID-19 exposed deep structural gaps in Calgary's food security system. There are no culturally appropriate food services for Calgarians in the African Diaspora, for example. Our model, as part of our COVID-19 response, provides community members with familiar ingredients in food hampers, with an educational component that informs people where to source such ingredients on their own, and how to cook with more familiar ingredients. In this way, the food security program aligns itself with the value of Transformational Charity – treating individuals with

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dignity and a commitment to meeting the needs of the Community through community-directed input.

Actions:

- Community-led and directed food security.
- Fund and support the provision of locally sourced, culturally relevant, dignified food hampers for Calgarians in the African Diaspora.
- Fund and support the integration of food and nutrition education components into Community Development and Food Security programs.

Freedom to Self-Determination

A genuine sense of belonging is derived from the freedom to define one's life that aligns with their values, identities, gifts and talents in mutual reciprocity with other community members. The ability to work, play, learn and create in a way that accentuates each person's highest ideals is the goal of a loved community. Because of this, purely policy-level change cannot do the full work of emancipation. Our model depends on the creation of spaces where freedom to self-invent in the context of Community is explicitly supported, and barriers to participation are minimized.

In alignment with this, our original and longest-running program is a drop-in soccer club, with a commitment to include anyone who shows up. We replace the skill-development emphasis of organized sport with a focus on Community, providing kids, youth and adults of all ages space for play and togetherness. In alignment with the values of Community Ownership and Welcoming and Belonging, Calgary needs a permanent space in which the Black Community will host and welcome all Calgarians for work, play, learning and creativity.

Actions:

- Delegate recreation to the Community.
- Fund and support the creation and development of a community-owned African Recreation and Community Hub.
- Fund and support community development programs with focus areas in sports, arts, music, and education.

Freedom to Contribute

Community Development is an ongoing process of transformational struggle, the continuing development of individuals and collective capacities to develop and utilize the gifts and talents of each, for the benefit of all. Our model combines elements of volunteerism, job skills and leadership development to help widen the horizons of what's possible for racialized children, youth, and newcomers of all ages. Further elements in support of this structural component must be developed in alignment with Community Economic Development principles, utilizing culturally relevant approaches to mutual aid and entrepreneurship development. Community Economic Development

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initiatives for cooperative ownership and enterprise development will contribute to the creation and localization of wealth development while continuing to build new pathways for social mobility, self-definition, and genuinely meaningful contribution.

Actions:

- Delegate volunteerism and economic development to the Community.
- Create and resource a municipally-supported, independently operated, arms-length Black Community Economic Development Agency.

To address systemic racism in our Community, we are asking that you sit down with us and have an open dialogue to discuss how we can reevaluate our systems that perpetuate systemic racism. With partnerships in community-led initiatives, we can create Community Ownership, Belonging and a Transformational shift that leads to:

- Freedom From Harm,
- Freedom From Hunger,
- Freedom to Self-Determination,
- Freedom to Contribute.

To Address this Call to Action, Soccer Without Boundaries is growing and transitioning with the launch of "**Umoja Community Mosaic.**" In line with societal shifts and momentum surrounding addressing systemic racism, this organizational expansion strategy aims to work towards Systemic Liberation through the integration of *emancipatory principles* throughout the framework. The expanded organizational structure models a transformative charity approach, rooted in community ownership, and fostered through deep community relationships. With this organizational expansion, existing programs compliment new initiatives under the umbrella organization *Umoja Community Mosaic*. Soccer Without Boundaries will become one of four main programs alongside the *Mosaic Food and Nutrition Program*, the *Community Connect initiative*, and *Community Outreach*, all governed under **Umoja Community Mosaic**. Soccer Without Boundaries is in the process of transitioning its Charitable status to **Umoja Community Mosaic**.

Please contact us so we can discuss your participation in **Systemic Liberation**.



Sincerely Yours

Jean Claude Munyezamu, Executive Director

jeanclaudio@soccerwithoutboundaries.org

403-618-0457