

Introduction Thank you the speakers sharing their stories over the last few days, (I heard every single one) Thank you Chair, co-chair Dr. Smith, committee councillors, Nile and other special guests, Councillor Woolley and Mayor Nenshi.

Training: I will not go through the City Anti-Racism I have done in respect for the time, but I have been in an inter-racial marriage for over 25 years.

Experience: I speak on behalf of myself but I have the support of my Community Association Rutland Park on parts that support their vision statement.

As a disclaimer to objectivity, I am not affiliated with ANTIFA or its initiatives in any way shape or form.

I agree being "Inclusive and Diversity Training" is not equivalent with Anti-Racism we need to work towards being anti-racist as a City.

I do see the systematic oppression, I will share my story of fighting a racist group in my neighbourhood if I have time.

I do not feel the need to further define systemic racism since it has already been more than sufficiently done through these relevant experiences over the last few days.

I feel it is difficult to separate Racism from other forms of bigotry but I will attempt to limit the narrative to the focus of discussion. The anti-racism training seemed are one-sided, a reason offered is not even analyzed for any rational content no matter how ill-conceived or moralistically wrong the actions of a Racist may be. If you look at the fear objectively if there is a perceived or Hyperbolic threat of the scarcity relating to jobs, money, social status, or competition of affection. These misconceptions should not be overlooked because it may be the root cause of acting on these insecurities. (Somewhat substantiated by unemployment statistics)

Many of the speakers talked about COMMUNITY in the words of Councillor Wooley that is the councillor of our community declared at his Annual meeting (2018) "Community Associations" being the fourth level of government.

We need mandatory attendance from the ward office at our community meetings with a clear City Mandate to work on Anti-Racism updates to discuss what is being done.

Advocates such as Inclusion Factor, Colour Factor and Community Wise any other available reports should be coming to our communities.

We need the tools to hold town halls (focus groups based on each race) funded by the city; we may share how to combat racism and bigotry.

We need to have personal development at the community-level paid by the City budgeted not just through FCC.

We need to have Community Social Workers Re-funded and distributed throughout the City.

We need the City to initiate changes to the laws Federal Minister of Justice and Attorney General of Canada David Lametti perhaps by petition for the change of specific laws.

We need to look at the burden of proof is reverse Onus must be rethought to become an equal playing field not based on finances.

I feel bulling is not a legally defensible or accurate word "Criminal Harassment" "Reckless Endangerment" needs to replace it with progressive incremental penalties. Unless we have a potential bylaw for Bulling as Airdrie has.

We need to lower the threshold to pursue charges on harassment and discrimination laws balancing the penalties incrementally in kind.

(2'nd day Mr. Joe employee of CPS) brought up some critical aspects of the police that have been overlooked, the union affects how officers are defended within their union rules and powers. Some of the more significant that defend "bad cops" may be termed as "Qualified Immunity" or "Absolute Privilege" it needs to be looked at and dramatically changed Throughout Canada.



This one goes to Chief Mark Newfield since you are listening

As a community leader, I had citizens come to me that the police did not take their statements especially when the person has a noticeable accent or speech challenges. I have relayed these concerns at the annual police dinner and have not received a follow up from inspector Paul Watt, I feel the missing response from CPS for of community engagement is a disconnect and a major part of the problem.

I am in depth conversation with the Hate Crimes Senior Constable Craig Collins; we talked in depth about the difference between "fundamental freedom" verse "hate speech" interpretation of the law.

What I took away from this discussion in relation to a racist group in my two-block neighborhood was if a constable does not take your complaint at the make note of what district the office you are at "**respectfully**" take the corresponding constable's badge number, go to the main Police campus to file a complaint against that district/officer then the make the original charge, collect the police report numbers before you leave so you can follow up.

I also took away from the fact that credible groups like community associations including the ward office can objectively advocate for the individual especially if there is language barriers they can help overcome.

If we are classified as the fourth level of government we need the collective authority to call police investigations against individuals and groups related to racial violations that reside within our jurisdictional boundaries, if the community association so chooses to be involved.

Make sure the President of the police union representative of the Police Association is culturally sensitive people in this position plays a huge role in the culture of the complete police force.

We need to remove SWAT from the Calgary Police force this ALPHA male paramilitary unit that becomes a Toxic culture within the police. An alternative is to call in the military if the police are outgunned. It is a growing liability to the CPS since some nefarious individuals or groups have abused this branch of the CPS through Swatting, falsely reporting violent crimes including guns, drugs, or hostage activity. If you see the value, you can bring this concept to the Annual Meeting of the Canadian Police Chiefs.

Instead divert this money to the Calgary Police Diversity Unit that would be a much better use of the money.

Side note:

I am an amateur ancient historian.

To Co-Chair: Dr. Smith I want to offer Aristotle his teachers, Plato who learned from Socrates ultimately learned from African Black Philosophers of the time I implore all that heard your quote to find these names and their roots to give credit where credit is due.

I read in the Harold Mayor Nenshi you had a dialog with TsuuTina Nation "look into" sharing access to potable City water. On a personal note during the pandemic, I had personally purchased hundreds of bottles of water to distribute because some families don't have access to potable water on TsuuTina Nation.

Letter to Evan Woolley

Letter to Mayor Nenshi