

Themes We Heard – High level Themes from SPC on CPS Re: Calgary’s Commitment to Anti-Racism, 2020 July 7

This Attachment provides examples of some preliminary themes from the public consultation of the SPC on Community and Protective Services regarding Calgary’s commitment to anti-racism on 2020 July 7. These themes have been categorized into feedback relating to The City as an organization, to the community of Calgary and to public order, reflecting an analytical framework used in research and in practice by other municipal jurisdictions to support anti-racism objectives¹. A mixed methodological approach was used to identify the themes within each category, incorporating themes generated by Administration and those generated through analysis of the public consultation transcript with auto-coding software. Themes are ranked in order of frequency referenced. The full transcript of the public consultation can be found [here](#), on Calgary.ca.

These themes should be considered as an initial analysis only. A complete What We Heard Report is being developed by Engage and will be posted on [Calgary’s Commitment to Anti-Racism webpage](#) in 2020 October. Of note, in the public consultation presentations, many different terms were used to describe people affected by racism. For the purpose of this document, the acronym BIPOC is used to refer to Black, Indigenous and People of Colour but it is acknowledged that this phrase is not universally accepted.

Organization

- **Budget Allocation:** This theme captures comments on the need for reallocation of police funding towards preventive and interventive social supports (for example, education, mental health supports, social workers, etc.).
 - Related sub-themes:
 - Funding practices - Though not directed at any one order of government, there were comments about geographic disparity in capital and service investments across the city (for example, the lack of access to appropriate mental health services in the Northeast and lack of timely action by governments following the June 13th hail storm).
 - Social programs and affordable housing - There was broad support for reallocating police budgets to various social programs and housing initiatives.
 - Emergency services – There was criticism about police response during emergencies and the need for a different response to crises instead of by police. Also questions emerged about why 911 only connects to Fire, Calgary Police Service (CPS) and Emergency Medical Services (EMS), and not social supports.

¹ Icart, J.C. et al. “Indicators for Evaluating Municipal Policies Aimed at Fighting Racism and Discrimination”. *Center for Research on Immigration, Ethnicity and Citizenship* (CRIEC), (February 2005). https://ieim.uqam.ca/IMG/pdf/Cahiers_CRIEC_28_2005_en.pdf

- Speakers commented that The City of Calgary should prepare for the future by allocating some of the CPS funding to climate change initiatives that will advance the socio-economic wellbeing of BIPOC communities.
- **Representation:** This theme captures comments on the need for The City and CPS to cultivate a more representative workforce through equitable hiring practices. References were also made to the need to increase representation in leadership positions to promote for anti-racist decision-making.
- **Culturally Appropriate Services:** Speakers commented on the need for The City and CPS to provide more culturally appropriate services. This theme was also relevant for Alberta Health Services (AHS) in the context of Mental Health and other services.
- **Planning and Land-Use (Zoning):** This theme captures comments on the need for Planning to embed anti-racism into their principles and practices.
 - Related sub-themes:
 - Zoning - There was question about why industrial development is more acceptable and predominant in communities where BIPOC live and why there is resistance to different types of zoning based on living arrangements/needs of cultural communities.
- **Anti-Racism Training:** There were comments on the need for increased anti-racism training throughout all levels of The City as well as CPS.
- **Race-Based Data Collection:** This theme captures comments on the lack of race-based data collection by governments and how this creates challenges in meeting diverse needs, measuring impacts (both positive and negative) and benchmarking with other cities.
- **Procurement:** This theme captures comments on how The City can use its procurement policies and practices to support anti-racism work.
- **Business Licensing –** This theme captures comments about The City’s ability to help advance anti-racism through business licensing (for example, deny business licenses to those that profit from the sale of hate symbols).

Community

- **Community Consultation:** This theme captures comments about a long history of consultations where BIPOC are asked again and again to describe their lived experiences with racism, but these consultations don’t lead to structural change.
 - Related sub-themes:
 - Community Involvement/Representation – There were comments and statistics provided on the lack of BIPOC representation on local executive boards (boards of directors).
- **Economic Prosperity/Inequality:** This theme captures comments by BIPOC about their lived economic experience, the lack of opportunities and the struggle of local businesses.
 - Related sub-themes:
 - Greater support for BIPOC artists and businesses – There were comments about the discrepancy in funding relative to percent of population.
 - Re-evaluate economic strategy – There were comments about the need to tap into Calgary’s diversity to build a strong future and the need to look beyond oil and gas. Related there were comments that a systematic anti-racism framework should include poverty reduction.
- **Racism in the School System:** This theme captures comments made on how schools are both a site for the perpetuation of systematic racism as well as a site for social change.
 - Related sub-theme:
 - Curriculum – Concerns were expressed about how school curriculum, in particular Social Sciences and History does not reflect the history of Indigenous and Black people in Canada, and their experience with racism and oppression.

- **Anti-Racism as a Determinant of Health:** This theme captures comments that referenced the role racism plays in the social conditions of BIPOC, and their physical and mental health outcomes, economic participation, housing, law and the legal systems.
- **Culturally Appropriate Services:** This theme (also found under the Organization heading) captures comments about how community institutions including Calgary School Boards and AHS are unwilling to change their practices to allow for greater diversity in approaches, treatment, ways of knowing and understanding.

Public Order

- **Fear and Mistrust:** This theme captures comments on fear in relation to systems, fear when interacting with police, fear when racist experiences happen in public or in school etc. The term “mistrust” appeared in the context of experiences of police violence or mistreatment, or in relation to institutional professionals/experts.
 - Related sub-themes:
 - Carding and racial profiling – Many speakers shared their lived experience of carding and racial profiling by CPS and how this led to fear and mistrust.
 - Role of police in schools – There were comments/questions about why CPS Resource Officers are stationed in schools.
- **Governance and Oversight:** This theme captures comments on how existing regulatory oversight mechanisms are ineffective as they are a part of the current policing model, which in turn re-enforces systemic racism. Speakers reaffirmed the need for transparent and effective independent governing bodies to oversee CPS.
- **Violence:** Experiences of police violence towards BIPOC was a strong emerging theme throughout the transcript. Other forms of violence towards BIPOC identified during the public consultation related to missing and murdered Indigenous women, the colonization of Indigenous people and culture, and Black slavery.