

BRIEFING

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Item # 4.1

Community Services Briefing to

**Special Meeting of Council
2020 September 10**

**ISC: UNRESTRICTED
C2020-1006**

Anti-Racism Action Item Update

PURPOSE OF BRIEFING

On 2020 July 20, Council approved the amended recommendations of the Update on Calgary's Commitment to Anti-Racism report (CPS2020-0776), adopting that Council "Reaffirm our commitment to the actions directed in the Notice of Motion passed by Council 15 June 2020 and direct that a briefing on their progress be provided to Council no later than 30 September 2020, including the discussion between Council, the Calgary Police Commission, and the Calgary Police Service". The Special Meeting of Council (2020 September 10) aims to address the "anti-racism work currently underway and contemplated within the Calgary Police Service, and any plans for engaging in a broader conversation with the community on the future of policing in a diverse city" (C2020-0715).

This briefing report provides additional updates on the actions outlined in Calgary's Commitment to Anti-Racism Notice of Motion (2020 June 15, [C2020-0715](#)) (Attachment 1) including:

- Public consultation high-level themes;
- Recruitment of the Anti-Racism Action Committee;
- Re-evaluation of City internal practices and policies;
- Mandatory training on anti-racism; and
- Community-Based Public Safety Taskforce considerations.

SUPPORTING INFORMATION

Public Consultation:

The Notice of Motion directed Administration to hold a public consultation on systemic racism through a meeting of the Standing Policy Committee on Community and Protective Services (SPC on CPS), including presentations from an expert panel. On 2020 July 7, SPC on CPS held three days of public consultation where 115 Calgarians presented and an additional 71 Calgarians submitted written letters, sharing their experiences with systemic racism in Calgary. The public consultation was co-chaired by Dr. Malinda Smith, an expert in anti-racism work, and five expert community panel members chosen through engagement with key community stakeholders. Attachment 2 provides examples of some preliminary themes of this consultation. A full transcript of the consultation can be found on [Calgary.ca](#). A complete What We Heard Report is being developed and will be posted on [Calgary's Commitment to Anti-Racism webpage](#) in October 2020.

Recruitment of the Anti-Racism Action Committee:

The Notice of Motion directed the establishment of an Anti-Racism Action Committee which would oversee a number of specific activities aimed at addressing systemic racism. As part of standard practices, the City Clerk's Office collaborates with partners in Customer Service and Communications (CSC) to develop an annual recruitment strategy for public member vacancies on Council's Boards, Commissions and Committees (BCCs). The strategy developed for 2020 combines strong-performing channels from past recruitments (such as online ads with Alberta Native News, ethnic media networks, Volunteer Connector and the Federation of Calgary Communities), as well as new strategies based on recent multicultural marketing research (such

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as Twitter targeting for multicultural, immigrant, Indigenous, charitable and volunteer organizations and groups). CSC has prepared advertising copy for online, social media and out-of-home networks and, with the assistance of the Calgary Local Immigration Partnership (CLIP), has converted Anti-Racism Action Committee ads into multiple languages.

Human Resources (HR) is supporting City Clerk's throughout the four week recruitment by providing consultants to source potential candidates on LinkedIn. HR has also provided advice in the development of terms of reference and member qualifications, and will lead the delivery of unconscious bias training for selection committee members involved in candidate selection.

Re-evaluation of City Internal Practices and Policies:

Administration was directed to undertake a re-evaluation of City internal practices and policies through a Diversity and Inclusion Framework lens. Senior leadership is in the process of determining resourcing, accountabilities and the appropriate governance structure for this work to ensure efforts and outcomes are integrated, efficient and effective.

HR recently refreshed corporate recruitment, interviewing and selection training to integrate unconscious bias concepts in all stages of the hiring process. The training highlights ways for participants to be more aware of their biases and provides additional tools and resources to help reduce them. Customized recruitment, inclusion and unconscious bias training is available for specific business units and departments upon request. Additionally, a feasibility study is currently being conducted on technology that would scrub candidate names and addresses from resumes. The desired effect would be to minimize the potential for bias early in the recruitment process. HR continues to review and integrate unconscious bias concepts in other talent management processes, such as succession planning and individual performance to ensure a fair and equitable process.

Mandatory Training on Anti-Racism:

HR has partnered with the Canadian Centre for Diversity and Inclusion (CCDI) to develop and deliver training for the Administrative Leadership Team on anti-racism, allyship, power and privilege. Training will engage senior leaders on methods to integrate diversity and inclusion practices into their daily work. Training sessions are set to occur in 2020 September. Similar education sessions will be planned for City Council members and their staff later in the fall of 2020.

Community-Based Public Safety Task Force:

The Community-Based Public Safety Task Force was asked to consider issues of systemic racism in its work through Calgary's Commitment to Anti-Racism Notice of Motion [C2020-0715](#). The Notice of Motion was reviewed by task force members on 2020 July 3 and issues of systemic racism will be considered in the work of the committee moving forward. The task force will report back to Council in 2021 Q1 with a summary of what was heard from the community, including how systemic racism influences gun and gang violence, and actionable recommendations with a focus on prevention related to community concerns around violence.

ATTACHMENTS

1. Calgary's Commitment to Anti-Racism Notice of Motion (C2020-0715)
2. Themes We Heard – High-level Themes from SPC on CPS Re: Calgary's Commitment to Anti-Racism, 2020 July 7