

Anti-Racism Action Committee – Terms of Reference Amendment

ANTI-RACISM ACTION COMMITTEE RECOMMENDATIONS:

That the Standing Policy Committee on Community and Protective Services recommend that Council:

1. Approve the amended Terms of Reference for the Anti-Racism Action Committee (Attachment 2);
2. Appoint two of the four previously approved Reserve List members (Confidential Attachment 3) each for a term expiring October 2022, or until adoption by Council of an Anti-Racism Strategy; and
3. Direct that Attachment 3 of report CPS2021-0156 remain confidential pursuant to Sections 17 (Disclosure harmful to personal privacy) and 19 (Confidential evaluations) of the *Freedom of Information and Protection of Privacy Act*.

HIGHLIGHTS

- This report proposes an increase to the composition of the committee by the addition of two members who can bring expertise in an anti-racist feminist perspective.
- The Committee was established to be diverse, inclusive and a reflection of Calgary's residents. The current composition of the committee is lacking representation from this sector of Calgary residents.
- What does this mean to Calgarians?
Public representation on Boards, Commissions and Committees (BCCs) brings specific skills and expertise that contribute to good governance, represent stakeholder groups, and provide a variety of perspectives, which reflect the diversity of the community resulting in better products and services. The recommended amendment to the Committee composition is sought by the Committee to better achieve this balance of perspectives.
- Why does it matter?
By volunteering on a Board, Commission or Committee (BCC) of Council, Calgarians are actively engaged in the municipal decision-making process, providing guidance to City Council on important civic issues. They also play an integral role in bringing together citizens and The City to achieve the common goal of strengthening the community.
- Strategic Alignment to Council's Citizen Priorities: A well-run city
- Background and Previous Council Direction is included as Attachment 1.

DISCUSSION

The Anti-Racism Action Committee determined that a change of composition is needed to ensure that the diversity of Calgary citizens is reflected on the committee. The Committee, at its meeting held on 2020 December 10, voted to seek approval from Council for a membership increase of two positions. There was no member appointed at the Organizational meeting of 2020 October 26 who could represent the anti-racist feminist perspective, and the proposed amendment to the terms of reference would allow Committee to fill this gap in the composition.

Under Council Policy CP2016-03, any change to the Terms of Reference must be presented to Council for approval. The Committee considered the following scenarios to fill the representation gap, should the terms of reference amendment be approved by Council:

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1) Reserve List

During the 2020 October 26 Organizational Meeting, Council approved a Reserve List of four applicants for the Anti-Racism Action Committee. Review of the Reserve List by the Co-Chairs has been performed and it is deemed to contain candidates with the desired expertise.

2) Applicants from 2020 recruitment campaign

There remains a large number of applications received by The City during the August-September 2020 annual recruitment campaign. Council could authorize the City Clerk's Office to share the applications with the Co-Chairs of the Anti-Racism Action Committee (ARAC), who would screen the applications and short list two applicants for this vacancy. The short list would be presented directly to Council at a later Council meeting for appointment.

3) Spring Recruitment Campaign

A new recruitment campaign could be run specifically to target the desired expertise for the additional member positions. At the time of authoring this report, the City Clerk's Office is currently working to replace its existing recruitment tool and would develop a temporary and alternate method of receiving applications. The Anti-Racism Action Committee would collaborate with Administration to identify a funding source and anticipate a time-frame of at least 6-8 weeks to enable recruitment, screening and to make an appointment recommendation.

4) 2021 Organizational Meeting

The positions could be left vacant until the 2021 annual citizen recruitment (with appointment in November). This scenario is the least ideal, as it requires the Committee to incorporate the new perspective after making significant progress on its mandate.

In the event that Council approves the requested composition change sought with this report, the Anti-Racism Action Committee requests that scenario 1 be used to fill the position immediately. The Anti-Racism Action Committee's recommendations are contained in Confidential Attachment 3.

STAKEHOLDER ENGAGEMENT AND COMMUNICATION (EXTERNAL)

- ☐ Public Engagement was undertaken
- ☒ Public Communication or Engagement was not required
- ☐ Public/Stakeholders were informed
- ☒ Stakeholder or customer dialogue/relations were undertaken

Administration worked with the committee to ensure the desired amendment to the composition was captured. This report presents the proposed amendment, in accordance with the committee members' vote to add a new position to their committee.

An excerpt of the 2020 December 10 minutes for the Anti-Racism Action Committee is included as Attachment 4.

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IMPLICATIONS

Social

The Action Committee leverages diverse community perspectives and expertise on anti-racism, diversity and inclusion and is instrumental in the development of the Anti-Racism Strategy. This change in the terms of reference will support the Committee to better achieve its objectives.

Environmental

Not applicable

Economic

Not applicable.

Service and Financial Implications

No anticipated financial impact

RISK

No risk identified.

ATTACHMENTS

1. Background and Previous Direction
2. Existing Terms of Reference with amendments integrated
3. CONFIDENTIAL Recommendation
4. Minutes Excerpt, Anti-Racism Action Committee

Department Circulation

General Manager	Department	Approve/Consult/Inform
Katie Black	Community Services	Inform