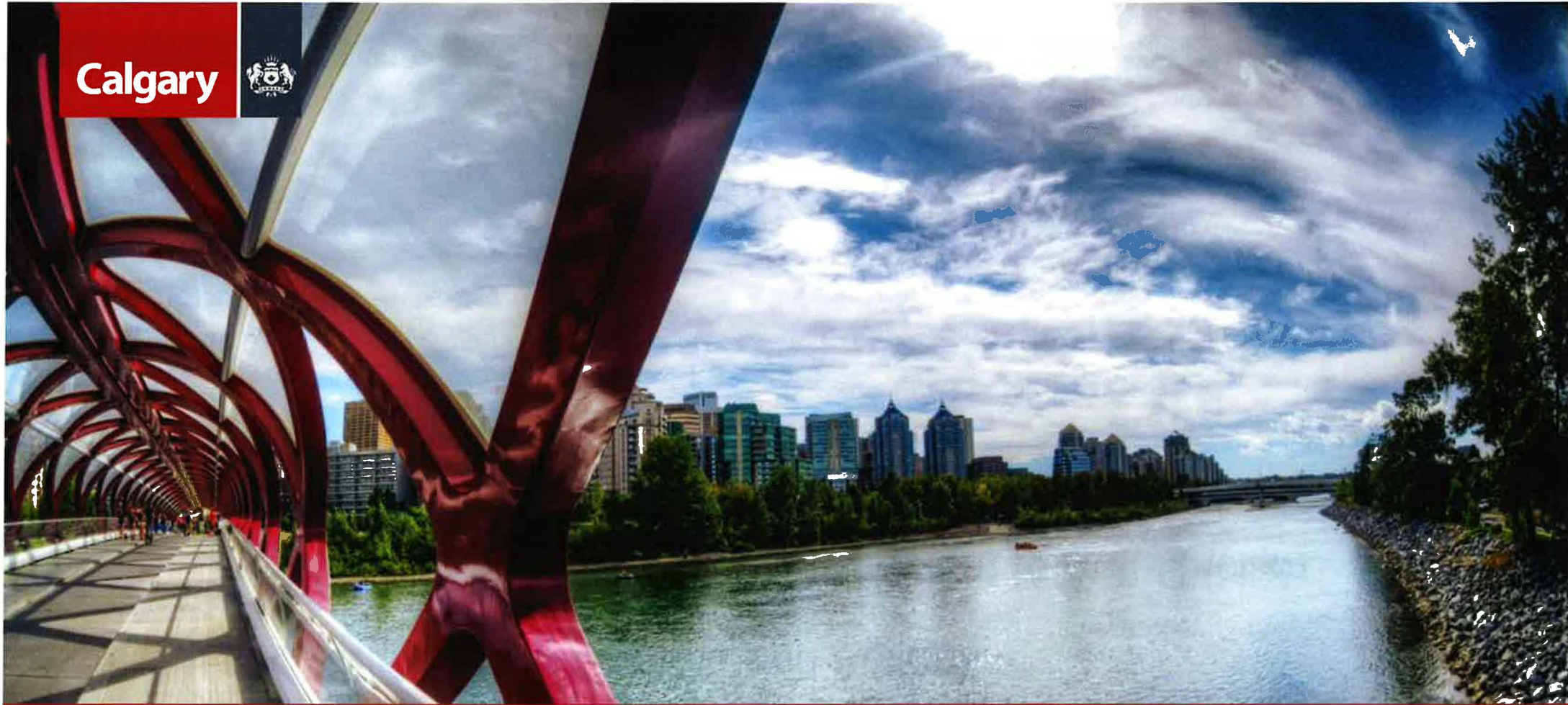


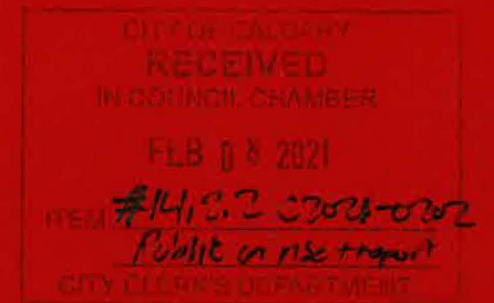
Calgary



# Addressing Racism (Verbal) C2021-0202

Presentation to Combined Meeting of Council

2021 February 8





# Overview

1. Our Commitment
2. Calgary Fire Context and Actions
3. Update on Calgary's Commitment to Anti-Racism
4. Recommendations and Questions





## Our Commitment

City Administration is committed to becoming an anti-racist organization that values equity, diversity, and inclusion.



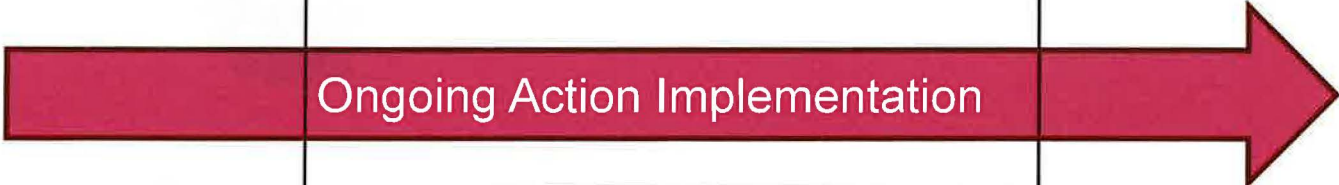


## Calgary Fire

- Conditions leading to current state occurred over many decades
- Allegations are thoroughly investigated/ privacy maintained
- Learning from the past to inform future
- Leveraging corporate systems for & with Calgary Fire
- Formally engaging members from racialized & other marginalized groups to inform change
- Committed to creating lasting change & improving culture



# Calgary Fire Context & Actions

2008 – 2015	2016 – 2020	2020+
<ul style="list-style-type: none"> <li>Incidents reported &amp; investigated</li> <li>Internal reviews</li> <li>Diversity &amp; Inclusion Framework</li> <li>Community outreach</li> </ul>	<ul style="list-style-type: none"> <li>Incidents reported &amp; investigated</li> <li>Internal reviews</li> <li>Respect &amp; Inclusion Division</li> <li>Advisory Council on Inclusion</li> <li>Unique training programs</li> </ul>	<ul style="list-style-type: none"> <li>Incidents reported &amp; investigated</li> <li>Joint Human Relations Council (Firefighters Local 255)</li> <li>Independent Safe Disclosure Office</li> <li>Unique training programs</li> <li>Inclusion Approach 2021</li> </ul>
		



## Vision



A diverse, inclusive and respectful workplace that attracts and retains a talented workforce broadly representative of the citizens and communities we serve.

To build on the richness of our diverse perspectives, experience, knowledge and skills to meet the needs of those we serve and enable their full inclusion in the life of their city.





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Set Expectations & Hold People Accountable

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Raise Competence

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Engage Employees

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Apply an Inclusion Lens

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Review Systems

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Measure Progress

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# Calgary's Commitment to Anti-Racism





Report Number: C2020-0715

Meeting: Combined Meeting of Council

Meeting Date: 2020 June 15

## NOTICE OF MOTION

**RE: CALGARY'S COMMITMENT TO ANTI-RACISM**

**Sponsoring Councillor(s):** WARD SUTHERLAND, JOE MAGLIOCCA, JYOTI GONDEK, GEORGE CHAHAL, JEFF DAVISON, DRUH FARRELL, EVAN WOOLLEY, GIAN-CARLO CARRA, RAY JONES, JEROMY FARKAS, SHANE KEATING, MAYOR NENSHI

WHEREAS recent protests as part of the Black Lives Matter movement have articulated the clear and compelling reasons to redouble our efforts to achieve structural adjustments to existing inequalities within our City and our society by listening to and learning from those who have been impacted by systemic racism;

AND WHEREAS The City of Calgary has worked to identify and address structural inequalities experienced by our citizens through a variety of policies and initiatives, including but not limited to: the Social Wellbeing Policy, Welcoming Communities Policy, Gender Equity, Diversity and Inclusion Strategy, Multicultural Communications & Engagement Strategy, Resilient Calgary Strategy and the White Goose Flying Report;

AND WHEREAS in 2006, The City of Calgary became a member of the Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD, now known as Canadian Coalition of Inclusive Municipalities (CIM)), committing to undertake initiatives to eliminate all forms of discrimination with a view to building open and inclusive societies;

AND WHEREAS in Fall 2019, Calgary City Council unanimously opposed Quebec's Bill 21 (*An Act Respecting the Laicity of the State*) and agreed to continue to support building a welcoming city where everyone has access to opportunity and prosperity;

AND WHEREAS on February 3 2020, City Council established a Community-Based Public Safety Task Force "that will report back to Council with its best advice and recommendations relating to identifying and addressing community concerns around violence, including gangs and gun violence, based on the Task Force's engagement with community groups, review of existing programs and services locally and in other relevant jurisdictions", understanding that the Task Force will be engaging with marginalized communities, including Black and Indigenous communities, as part of this work;

AND WHEREAS the Alberta Urban Municipalities Association's (AUMA) Welcoming & Inclusive Communities Toolkit, in partnership with the Government of Alberta, "supports municipalities to implement policies and practices to help overcome issues of racism and discrimination";

AND WHEREAS despite the prevalence of these aforementioned policies and programs, structural inequalities persist and further marginalize many Calgarians, particularly those who are Black, Indigenous and People of Colour, who find themselves unable to live lives of full potential and dignity;

AND WHEREAS the Alberta Civil Liberties Research Centre has defined "Anti-Racism" as being "the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably."

ISC: Protected

Page 1 of 3



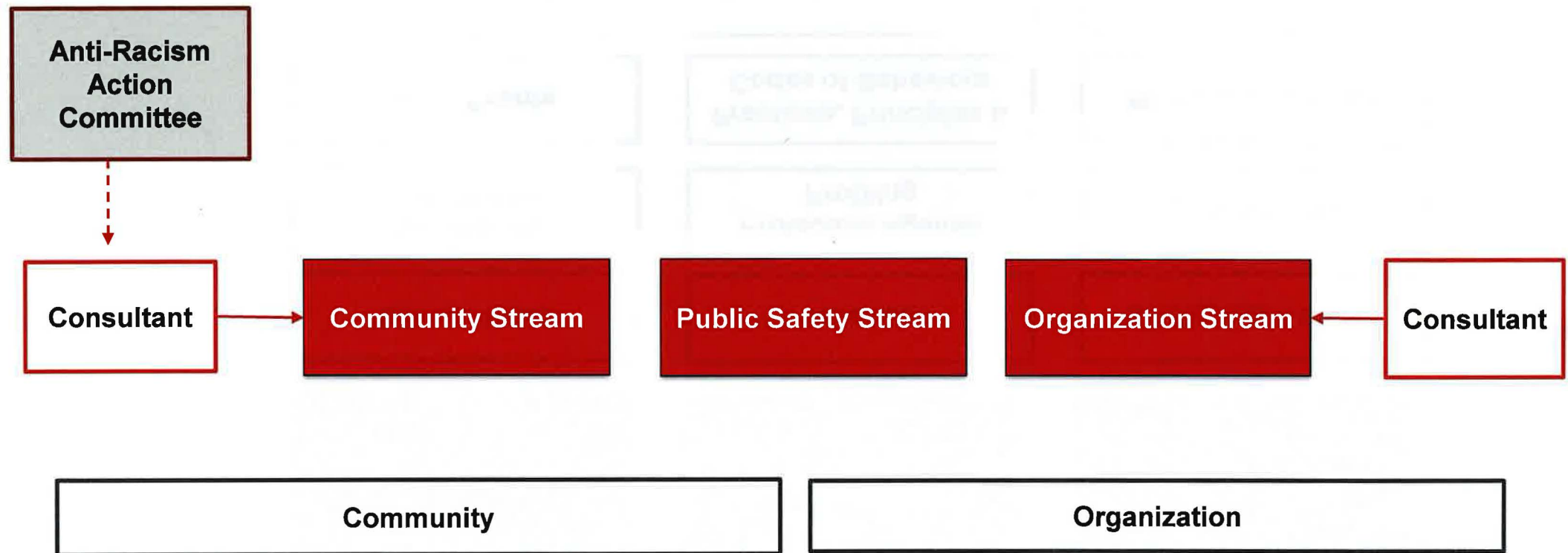
## An Anti-Racism Model For Municipalities\*



\* [https://ieim.uqam.ca/IMG/pdf/Cahiers\\_CRIEC\\_28\\_2005\\_en.pdf](https://ieim.uqam.ca/IMG/pdf/Cahiers_CRIEC_28_2005_en.pdf)



## The City of Calgary Anti-Racism Action Plan







## Streams of Work – Update

### Community



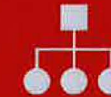
- Capacity building funds
- Anti-Racism Action Committee
- Lead starting March
- Consultant pending

### Public Safety



- Work with Calgary Police Service
- Monitor task force
- Recruitment for Lead

### Organization



- Lead hired
- Consultant pending



## Recommendations

That Council:

1. Receive this presentation for the Corporate Record; and
2. Direct that the verbal update and discussion be held confidential pursuant to Section 24 (Advice from officials) and 27 (Privileged information) of the Freedom of Information and Protection of Privacy Act.