



## Terms of Reference Proposed Amendments

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### 1. Authority

On 2020 June 15, Council directed, through Notice of Motion, C2020-0715, the establishment of an Anti-Racism Action Committee to be appointed at its Organizational Meeting in 2020 October.

### 2. Mandate

The Anti-Racism Action Committee will advise Council on the development and lead the implementation of a community-based anti-racism strategy. The Committee will identify systemic barriers to accessing City of Calgary programs and services and recommend actions to address, and identify opportunities to work with community partners and organizations on actions to address structural racism on a community-wide level.

### 3. Specific Responsibilities

The Anti-Racism Action Committee will be responsible for:

1. Advising on the development and leading the implementation of a community-based anti-racism strategy;
2. Identifying systemic barriers to accessing City of Calgary programs and services;
3. Identifying language barriers in accessing information regarding City of Calgary programs and services;
4. Identifying opportunities to work with community partners and organizations on actions to address structural racism on a community-wide level;
5. Engaging with community stakeholders (including other Council Advisory Committees) on systemic racism and consulting on actions that could be undertaken;
6. Reporting back to Council through regular updates to the Standing Policy Committee on Community and Protective Services, including upon completion of significant milestones, such as Community Consultation; Strategy Development; and Implementation Plan.

### 4. Reports To

The Anti-Racism Action Committee will provide updates to Council through the Standing Policy Committee on Community and Protective Services.

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### 5. Composition

The Anti-Racism Action Committee is meant to comprise a diverse and inclusive membership. It will consist of:

- a. **At least** eleven Calgarians, **and no more than thirteen**, with expertise in challenging structural racism and/or community organizing. Ideal candidates will:
  - i. Leverage lived experienced of racism and/or professional / academic / cultural expertise in anti-racism work, **or a traditional anti-racist feminist perspective to combat the long history of anti-Blackness or anti-Indigenous attitudes that are pervasive in any discussion of racism in North America;**
  - ii. Demonstrate the ability to develop and maintain strong collaborative relationships;
  - iii. Understand the range of human and civil rights issues and the historical origins of systemic racism;
  - iv. Be open to supporting people and communities towards meaningful, positive change;
  - v. Preferably have personal and/or professional community connections that can inform the Committee's work; and
  - vi. Preferably be experienced in supporting or leading anti-racism initiatives.
- b. Up to two members of The City of Calgary Administrative Leadership Team (non-voting).

### 6. Resources

Support from Administration provided to the Committee may include (but not be limited to) resources from City Clerks, Calgary Neighbourhoods and Customer Services and Communications.

Additional support required to create a safe environment that encourages open and generative conversations will be provided upon the request of the co-chairs.

### 7. Term

Committee members will be appointed for a two (2) year term or until the adoption of the Anti-Racism Strategy by Council.

### 8. Quorum

Greater than 50 per cent of voting members.

### 9. Chair

Co-Chairs are nominated and elected by the Anti-Racism Action Committee and may alternate the Chair position.



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### 10. Meetings

The Anti-Racism Action Committee will meet monthly or at a frequency as determined appropriate by the committee. Meetings will aim to balance transparency with creating a safe and trusting environment. Meetings may be open to the public.

*Adopted on 2020 July 20, CPS2020-0776*

PROPOSED