



## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

## FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

✓ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

\* First name Cat

\* Last name Schick

Email catschick@gmail.com

Phone

\* Subject Public consultation on systemic racism

\* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

Thank you for the opportunity to add my voice on the issue of systemic racism in Calgary (in Alberta and Canada too). As a white Settler, I find it is important to add my support for calls to dismantle the racist procedures and laws this country was built on. I am becoming more and more conscious of the white privilege and urge other white people to recognize the absolute damage systemic racism does to Indigenous people, Black people and other people of colour. We must take action to create a more equitable world and we must share the power we have. I urge this City Council to act in several ways to make our systems more just - such as redefining the role Calgary Police Service plays in policing BIPOC citizens and how some actions taken by some officers perpetuate racism. We must act on creating equity in the issues of poverty/wealth distribution, education, and public health. This panel is a good start and we all must listen to and respect the voices of the contributors. Let us be bold and radical in our thinking and actions - and finally DO something to change the long history of racism and colonization in this city, this province and this country.

ISC:

1/1

Unrestricted

Jul 10, 2020

9:46:19 AM



## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

## FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O. Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

✓ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name	Mary
* Last name	Valentich
Email	mvalenti@ucalgary.ca
Phone	4032392682
* Subject	Support for Committee on Community and Protective Services Anti-Racism Consultation

* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	<p>To Chairs, Panel, Committee and Council Members:</p> <p>Social Workers for Social Justice is a Calgary-based interest group of the Alberta College of Social Workers. We are dedicated to raising awareness and addressing, in various ways, a wide range of social issues. Most of the membership are social workers, with a core group of 10-12 persons, all volunteers. We have focused on eliminating poverty in Calgary, with strong support for basic income, affordable housing, and rent control. We have addressed issues relating to sexism, ageism, racism, trans/homophobia, migrant workers and assisted dying.</p> <p>We are writing in support of the Council's three day exploration of systemic racism as experienced by Black Calgarians, Indigenous persons, Chinese and other persons of colour. At times the hearing have been painful, upsetting for all, but providing much insight into the ways systemic racism is manifest in social institutions such as the police, justice system, education, the economy and arts and culture. There have been many very informative and insightful stories, analyses, and recommendations for positive social change. The consultation process wasn't "perfect" but none could be, given the pain persons have experienced. We are impressed with what has been accomplished. We encourage the development of a City of Calgary anti-racism strategy and offer, as volunteers, if assist if we can.</p> <p>We understand that the Committee will be preparing a report that will identify patterns and issues. Two major areas appeared to receive the bulk of the recommendations, namely, policing and education. We recognize that the City does not have jurisdiction</p>
---	---

ISC:

1/2

Unrestricted

Jul 10, 2020

3:03:28 PM



## Public Submission

City Clerk's Office

---

over all areas that need attention, but nonetheless, the City can advocate both at the provincial and federal levels.

With respect to policing, we note the need for a review of policy and practices pertaining to hiring, training, use of guns, de-escalation techniques, and third-party investigations of alleged police misconduct. Mostly speakers indicated fear of police rather than seeing them as a resource.. Re-allocation of a percentage of the police budget to improve services for citizens calling for wellness assistance. There was also a call for elimination of police officers in schools and provision of adequate social work/psychology services. In our view, the notion of "bad apples" needs to be abandoned. There is systemic racism within the police; greater transparency is needed with respect to police actions. Given that Councillo

---



## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

## FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O. Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

✓ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name	Mary
* Last name	Valentich on behalf of Calgary Social Workers for Social Justice
Email	mvalenti@ucalgary.ca
Phone	4032392682
* Subject	Support for Anti-Racism Committee (a continuation of our statement)
* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	<p>(a continuation, with apologies for doing it this way...computer issues - also, would greatly appreciate your sending me back a copy of our submission, as my computer won't print it).</p> <p>Given that Councillors have been on the Police Commission for years, some other methods of oversight are necessary.</p> <p>With respect to education, there were many pleas for curricula that presented accurate, in-depth historical and current information about all of the groups mentioned above - Black, Indigenous, Chinese, Asian and other persons of colour. At present, the curricula, from K to 12 is predominantly "white-washed." Teacher training is also needed to eliminate instances of racist behavior, experienced by many of the speakers. it behooves the City to make these issues known to the province.</p> <p>There were also concerns expressed about provincial legislation that would stifle freedom of expression and capacity to protest. The importance of sustaining arts and culture was identified. The poverty of many vulnerable persons in Calgary and that fuels systemic racism is an major underlying issue that must be addressed. We share and echo all these concerns.</p> <p>Finally, Phil Fontaine presented a challenge to the Committee which we support, namely to pass a motion recognizing First Nations as one of the founding groups in Canada, in addition to the French and English. Such a motion would enable all societal institutions to examine the impact of their policies and practices on First Nations persons and to develop those that foster social, emotional, physical and financial well-being.</p>

ISC:

1/2

Unrestricted

Jul 10, 2020

3:18:20 PM



## Public Submission

City Clerk's Office

---

Finally, Phil Fontane presented a challenge to the Commi

---



## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

## FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O. Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

✓ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

\* First name Ellie

\* Last name MacLennan

Email ellie.b.maclennan@gmail.com

Phone 4039192600

\* Subject Anti-Racism in Calgary and Police Brutality

Hello,

I write to you today as a concerned Calgarian citizen.

Since the George Floyd protests, more voices and information about racism is coming to light. After attending the Calgary protests, I learned more about how this is also a local problem. Although Calgary is often used as a conservative city, I hope you realize it does not need to be partisan for this issue to be addressed, and I hope to see government officials taking immediate, tangible steps to listen to the voices you represent. I hope to echo these voices, namely requesting the City of Calgary works to:

- 1) Begin defunding the Calgary Police budget to re-allocate resources to other services - I know this seems radical at first, but after researching more, this is not so shocking and very attainable in Calgary. Homelessness, drug addiction and overdose, and a lack of equal education regardless of family wealth or residential area are serious problems in Calgary, and moving funding to these areas will better our community and decrease the need to call on Police services to deal with common calls emergency lines receive. It does not make sense to try to have Police Officers, armed with guns, answering all these calls, when better-trained experts can intervene in more meaningful, effective, and safer ways that can also work to implement long-term solutions. Calgary has some of the greatest wealth inequality in Canada, leading to very different experiences and barriers, and we need to address this in our city.
- 2) Investigate and collect-race based data on policing

\* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

ISC:

1/2

Unrestricted

Jul 12, 2020

2:49:17 AM



## Public Submission

City Clerk's Office

---

3) Make tangible commitments to listen and work with Black voices in Calgary now and in the future.

After attending the protest through downtown Calgary, it is clear Calgary citizens cares about Black Lives, and are demanding real change. Please serve your community by listening and showing-up for Black people in Calgary.

Thank you,

Ellie MacLennan



## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

### FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O. Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

✓ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name	Gretha
* Last name	Conrads
Email	gretha.conrads@googlemail.com
Phone	
* Subject	Defund and Re-invent the Police
* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	<p><a href="https://blacklivesmatter.ca/defund-the-police/">https://blacklivesmatter.ca/defund-the-police/</a></p> <p>Linked above are demands regarding police reform, which were listed on the Black Lives Matter Canada site. Please take the time to consider and implement these ideas: This includes defunding the police, demilitarizing the police, removing police from schools, reducing the scope of the police, documenting police violence, decriminalizing poverty, drugs, HIV and sex work, and creating appropriate alternatives. There is not enough space to list all of their sub-demands, but more information can be found in the link above. This will not only make Calgary a safer place for Black people, but it will also make it a safer place for everyone. With greater public funding going towards social services, housing, basic guaranteed income, proper physical and mental health care, many of the issues leading to police intervention can be addressed upstream and prevented. The police force, how it is used today, is unnecessary and harmful and must be reinvented.</p>





## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

## FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O. Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

☒ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name	Kristien
* Last name	Caleb
Email	kristienanaimo98@gmail.com
Phone	6046701142
* Subject	City Environmental Team - Employment Issues

\* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

I am writing to briefly share my experience trying to seek employment with the City of Calgary. First of all, this my brief bio to give some context to my concern: I am a Certified Environmental Professional (QEP) and Auditing (EP-EMSLA), Registered Professional Biologist in Alberta, BC (RPBio & PBIol), and BC-CESL, NCSO and TapRoot investigation. My extensive environmental experience encompasses over ten years in the environmental industry. I have extensive knowledge of construction site erosion and sediment control measures and BMPs, a thorough understanding of applicable environmental legislation, regulations, and policies to ensure project-specific compliance. My waterways skills include being experienced in fish salvage, water quality monitoring, pre-construction bird sweeps, and amphibian salvage. Together these combined skills allow me the ability to identify and mitigate issues rapidly to ensure compliance within an active construction work environment. I have a proven ability to work independently with minimal supervision. Besides, I have conducted over forty ISO 14001 audits and certified them as well.

Unfortunately, however, these experiences are not enough to qualify for employment with my beloved City of Calgary. Numerous infrastructural projects are ongoing but they wouldn't even consider me for a contract position. I strongly believe that telephone screening interviews are used to eliminate people of colour with ascents. Where you are lucky to be invited for interviews (5 years plus ago), you are quickly dispatched with the promise to get back to you.

Thank you for the opportunity to share my experience with the City of Calgary HR.

ISC:

1/2

Unrestricted

Jul 9, 2020

11:52:28 AM



## Public Submission

City Clerk's Office

---

God bless our city!



## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

### FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O. Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

☒ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

\* First name Michael

\* Last name Moyen

Email michaelmoyen13@gmail.com

Phone +14036079004

\* Subject Lives matter A to Z

\* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

Hello I'm just writing this letter in response to the black lives matters movement. I for one am now feeling racially attacked and I'm sick and tired of government meddling in what is a really A-to-Z lives matter issue. Yes there's racism in the world and no I don't agree with it but do I agree with saying that one group matters more than the next no that is totally wrong and you guys are missing the point. The world and all the people in it matter not just black lives not just white lives not just Chinese every other nationality Muslim like come on wake up city Council you guys are supposed to be paid to do a job not just follow the biased media. Why doesn't the city support and all lives matter rally then every nationality and colour and creed will be included. Starting to think that the city of Calgary city council is racist and biased



## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

### FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

✓ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

\* First name Jessica

\* Last name Coffey

Email janncoffey@gmail.com

Phone +14039039189

\* Subject Anti-racism motion

\* Comments - please refrain from providing personal information in this field (maximum 2500 characters)  
I'm so excited to hear that Council agreed to six calls of action. I look forward to seeing an update outlining how council and the Calgary Police have followed through on these actions. Please follow through with these promises. Thank you.



## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

### FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

✓ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

\* First name Karen

\* Last name Tanguay

Email karenetanguay@gmail.com

Phone 4038751330

\* Subject BLM

\* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

Please follow through on your commitment to stamp out racism in Calgary. We need to make sure these changes are put into effect.



## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

## FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O. Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

✓ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

\* First name Laura

\* Last name Hunt

Email laurahunt@telus.net

Phone 4032410706

\* Subject Land use Amendment LOC2019-0160

\* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

I am writing to you today regarding the application for land use Amendment LOC2019-0160. I am a resident of the inner city community of Hounsfield Heights - Briar Hill and it has come to my attention that the properties located at 1922 and 1924 10 Ave NW are being considered for subdivision as requested by their current owner into three small separate lots.

Please note that the proposed change from R-C1 to R-C 1N violates not one but several sections of our community's ARP, including Section 1.3/1.3.2/1.3.3/1.3.5/2.1.3.1 and in particular, 2.1.3.4. This sections states "Re-subdivision of existing lots should respect the general development and subdivision pattern of the adjacent area." Splitting the two lots into three makes them exceptionally small and does not in any way respect the minimum lot size in Hounsfield Heights.

If this change occurs, it will not only violate the ARP but it will be done without proper consultation with our community association and residents, and without any thoughtful justification or support. As well, it will cause the City of Calgary's planning department to lose all credibility in upholding the rules that we should all abide by. If rules need to be changed, this is a very poor way of changing them - arbitrarily and as one-off exceptions.

I protest not just the specific changes that are being proposed for these lots but the whole process by which the ARP is being violated and what this means for the future in

ISC:

1/2

Unrestricted

Jul 12, 2020

7:25:51 PM



## Public Submission

City Clerk's Office

---

our community.

---



## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

### FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

✓ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

\* First name Ann

\* Last name Kilpatrick

Email annocelste@gmail.com

Phone 40324846

\* Subject Anti-Racism Action by City Council

\* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

I am very encouraged by the steps taken by City Council to address acts of racism and intolerance in Calgary. We need to make this city as attractive a place to live as possible, particularly right now with the negative press that Alberta is receiving due to the economic and social blunders our present provincial government has burdened us with.

Can we please try, wherever it is still within our power, to show the rest of the country and the world that Calgary is a progressive and emotionally intelligent city worth calling home.





## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

### FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

✓ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

\* First name Lindsey

\* Last name Holmes

Email lholmes5@hotmail.com

Phone

\* Subject Please follow through!

\* Comments - please refrain from providing personal information in this field (maximum 2500 characters)  
Please follow through on the excellent anti-racism motion. It is the way forward and will serve as a great example for other cities.



## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

### FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

☒ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name	Noel
* Last name	Hershfield
Email	gutdoc1@shaw.ca
Phone	403 220 0120
* Subject	Antiracism
* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	Please pass the anti racism bill ASAP. There needs to be no Debate! Thank you.



## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

### FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

✓ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

\* First name Rosemary

\* Last name Brown

Email rosemarybrown@shaw.ca

Phone 403-277-1957

\* Subject Public consultation on Systemic Racism

\* Comments - please refrain from providing personal information in this field (maximum 2500 characters)  
Please replace what I submitted before with this copy as I made a serious citation error in the first copy. Thank you smooch. The revised copy is attached.

## To the City of Calgary Public Consultation on Systemic Racism

My name is Rosemary Brown and I use she and her pronouns.

I am a member of WTEP (We're Together Ending Poverty).

. WTEP acknowledges that we are on the lands of the Treaty 7 Nations and Metis Region #3.

WTEP is a small diverse grassroots group of activists who came together in 2008 to educate and empower ourselves and others to take action on root causes of poverty. Our membership is open to all who identify as women and non-binary.

One of our core beliefs is that to understand the root causes of poverty

we need to examine our society from many different perspectives including but not limited to gender, race, class, ability, age and sexual orientation.

We welcome this opportunity to discuss systemic racism which we understand to be the interconnected and mutually reinforcing relationships among:

- underlying and often unconscious assumptions of white superiority
- institutional policies and practices
- individual actions and behaviours
- as well the impact (unintended or not) these have on Indigenous and racialized communities.

We also understand that systemic racism does not operate alone in our society, but intersects with other systems of oppression based for example class. Furthermore, we need to acknowledge that the systemic racism we are

addressing today is deeply rooted in Canada's history.

Key concerns of WTEP are the increasing poverty and economic disparity in Canada as well as the growing racialization of poverty defined as the increasing concentration of racialized and Indigenous peoples living below the poverty line.

The racialization of poverty in Calgary has been well documented in the 2006 report, Inequality in Calgary: The Racialization of Poverty, as well as updated statistics by the Homeless Hub (an initiative of the Canada Poverty Institute).

This is the context within which we wish to critique how the City of Calgary has prioritized spending when it comes to the city budget.

According to a Progress Alberta Progress Report posted by Duncan Kinney on June 14, 2020 the combined 2019 budgets of the Edmonton and Calgary police forces is \$750 million. This is nine times what is spent on social programs and homelessness and housing. Calgary alone budgeted \$401 million for the police. This was the largest line item in the budget and represented 16% of spending. Meanwhile, only \$42 million was slated for social programs, reducing homelessness and building housing all of which would greatly benefit low income Calgarians, a population which is becoming increasingly racialized.

Defenders of the police budget argue that it is a necessary expense ensuring public safety. However one argument for implementing poverty reduction

strategies such as housing and basic income is that implementation would lead to a reduction in costs related to policing.

Therefore cutting social programs which reduce poverty, while maintaining the extraordinary level of funding that allocated to the CPS is counterproductive, and WTEP would argue racist and classist in impact.

Then there's the issue of whose public safety are we talking about. In a CBC News Post on June 25, 2020, "The Complexity and Urgency Behind the Call to Defund the Calgary Police" Drew Anderson wrote that the statistics gathered by the Calgary Police Service show that black, indigenous and people of colour are over represented in interactions with the police. Then Anderson cited a 2017 CBC database



as well as statistics from 2018, that demonstrated that “black, indigenous and South Asian Calgarians are overrepresented as victims fatal police shootings, about double their share of the population as a whole”. This is the background for a statement made to some of us a few years ago by one black mother in Calgary. She said that she feels it is necessary to lecture her sons on how to act if stopped by the police so that they do not end up being beaten or killed. We have never heard white mothers talk about such matters.

After decades of denial, the Calgary Police Service and other institutions in Calgary, for example the Calgary Board of Education are finally acknowledging the existence of systemic racism after thousands of Calgarians gathered in June to protest police violence and the existence of

systemic racism and the need for change. However now we need to make sure that we move beyond words and acknowledgements to actions. Actions don't mean more studies and reports.

WTEP endorses the following calls for change made by black, indigenous and other racialized communities in Calgary.

- Transparency in police budgets
- The reallocation of funds from the police budget into social programs, housing and other poverty reduction strategies
- Gathering of race based data
- Changes to the provincial Police Act to

ensure independent and  
civilian led  
investigations into  
incidents involving  
police brutality and  
killing

- New and more effective  
anti-racism training
- New and more effective  
training in non-violent  
interventions when  
interacting with  
indigenous and  
racialized community  
members
- Increased and  
meaningful  
representation of black,  
indigenous and people  
of colour in the CPS.
- Implementation of the  
Truth and  
Reconciliation

## Commission's Calls to Action and the City's White Goose Flying Report, regarding policing and justice.

Furthermore, the City of Calgary needs to:

- work directly with black, indigenous and other racialized communities (i.e. they need to be at the table) to develop action plans with solid time lines for making these changes.
- Consult and work with black, indigenous and other racialized community members (i.e. they need to be at the table) to develop accountability mechanisms for the

implementation of these changes  
and

Last but not least, the foundation for driving these changes should be an understanding of what systemic racism is and how it is connected to other forms of oppression. A starting point would be the definition of systemic racism outlined at the beginning of this letter: the interconnected and mutually reinforcing relationships among

- underlying and often unconscious assumptions of white superiority
- institutional policies and practices
- individual actions and behaviours: as well the impact (unintended or not on black, indigenous and other racialized community members.

If we don't employ a systemic change process we run the risk of the trappings of change as opposed to deep rooted

change. As one black female lawyer from the US stated when asked about what had to change, in policing: “culture trumps policy every time” In other words, you can’t use a piecemeal approach such as a policy change here or a minimal hiring change there. Systemic issues require systemic solutions to drive a seismic cultural shift.

Sincerely,

Rosemary Brown  
WTEP ( We’re Together Ending  
Poverty)





## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

### FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

✓ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

* First name	Mark
* Last name	D'Souza
Email	mark@arianfreight.com
Phone	14033836946
* Subject	REQUEST TO END SYSTEMIC RACISM, BULLYING AND DISCRIMINATION AND DENIAL OF OPPORTUNITY AT WORKPLACE
* Comments - please refrain from providing personal information in this field (maximum 2500 characters)	AS THE SUBJECT OUTLINE BYELAW FOR INCLUSION AT DECISION MAKING LEVELS OF CORPORATION AS THE MAJORITY WHO ARE AT THE EXECUTIVE LEVELS MANDATE THEIR PRIVILEGES TO SYSTEMATICALLY SUPPRESS TALENT FOR THE REASON TO GRAB THEIR SKILLS, EXPERIENCE, KNOWLEDGE AND THEN FIRE THE ONE WHO ARE THEN USELESS AND THEN HIRE SOME OTHER TO REPEAT THE SAME. LIKE WISE TALENT IS ROBBED FROM THE FEW AND THEN POWER IS CONSOLIDATED TO EXECUTE SYSTEMIC OPPRESSION. THIS IS A GROSS HUMAN RIGHT ABUSE IS HAPPENING IN CANADA MARKET PLACE SPECIALLY WITH VISIBLE MINORITIES AND EAST ASIAN COMMUNITIES AND OTHER COLORED RACE ARE VICTIMS . ITS HORRIBLE AND WILL TAKE US NO WHERE IN THE BOARD ROOMS WHERE NOW MARKETS ARE SHIFTING THE EAST ..THIS IS NOT GOING TO TAKE CANADA NOWHERE BUT PUT OUR CANADA INTO ISOLATION.





## Public Submission

City Clerk's Office

Please use this form to send your comments relating to matters, or other Council and Committee matters, to the City Clerk's Office. In accordance with sections 43 through 45 of Procedure Bylaw 35M2017, as amended. The information provided may be included in written record for Council and Council Committee meetings which are publicly available through [www.calgary.ca/ph](http://www.calgary.ca/ph). Comments that are disrespectful or do not contain required information may not be included.

### FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Personal information provided in submissions relating to Matters before Council or Council Committees is collected under the authority of Bylaw 35M2017 and Section 33(c) of the Freedom of Information and Protection of Privacy (FOIP) Act of Alberta, and/or the Municipal Government Act (MGA) Section 636, for the purpose of receiving public participation in municipal decision-making. Your name, contact information and comments will be made publicly available in the Council Agenda. If you have questions regarding the collection and use of your personal information, please contact City Clerk's Legislative Coordinator at 403-268-5861, or City Clerk's Office, 700 Macleod Trail S.E., P.O Box 2100, Postal Station 'M' 8007, Calgary, Alberta, T2P 2M5.

✓ \* I have read and understand that my name, contact information and comments will be made publicly available in the Council Agenda.

\* First name Brenda

\* Last name Blake

Email bllblake011@gmail.com

Phone 4035896648

\* Subject Racism

\* Comments - please refrain from providing personal information in this field (maximum 2500 characters)

I, we, have experienced first-hand racism from our councilor. Our written requests are continuously ignored, clearly, this councilperson, and their staff, does not feel that we are even worthy of a response; this has been going on for two-plus years. We are fed up with dealing with systemic racism from the City of Calgary. It is shameful, how systemic racism is a virus in our city and overlooked by the City of Calgary personnel. SHAME ON ALL OF YOU! You all need extensive training and afterward if it continues you deserve to be fired with no pension, charged, and convicted of racism. It is hard to believe that in 2020 our city council personnel do not know what systemic racism is. I am a taxpayer you work for me - it never ceases to amaze me how quickly our city councilors forget this.

My name is Jeff Halvorsen, a PhD Candidate in the faculty of social work at the University of Calgary. I first want to acknowledge that I am a white cis-gendered uninvited settler working in Treaty seven territory. My pronouns are he/him and they/them. I am also a member of the Alberta Men's Network (AMN) – we are a community of diverse Albertans committed to nonviolence and working across the gender spectrum to create healthy families and communities. We have an anti-racist, anti-oppressive, and a gender equitable stance. My PhD research is in part an outgrowth of my membership in AMN; I am investigating how white men come to be involved in anti-racism and join in the work of anti-colonialism.

Growing up I learned about the atrocities of the holocaust, slavery in the United States, and Japanese internment in BC. What I have recently realized is that I was not taught about systemic and violent racism in Canada's history and present.

I wasn't going to speak to create space for BIPOC voices, but was encouraged to by my community to validate the experiences of racism reported to this committee. As a white man, I have thought the police were present to protect me and never feared for my safety in my interactions with police. People do not follow me in stores. I never fear the colour of my skin will hold me back when applying for a job or school. When I interact with my family, friends, and co-workers, I am not afraid of being silenced. My activism is esteemed by my friends co-workers, and people often tell me what a good guy instead of being told to "get over it" or that I have an issue. I don't face the microaggressions that is a death by a thousand cuts. I don't fear for the safety of my family when they leave the house. ... Here I am speaking to all those listening, as a white man. Your experiences of racism, no matter how small, are real. As a white man, I don't experience them. ... And most importantly, they are wrong and it is baffelling that they are not immediately and universally condemned.

When it comes to policy, I believe we have to look at the effect of our decisions and actions and ask, are they working to fight racism, or are they failing to acknowledge it exists? This failure makes space for racism to continue. In your recommendations and all of your policy work, please ask yourselves this question.

What I have learned through my education as a doctoral candidate is to listen to the experiences of Black, Indigenous, and people of colour. In listening for the last two years, my eyes have been opened to the ongoing racism happening in Canada and Calgary. This is not a distant problem. It is one that is happening here and now. I want to thank this esteemed panel for your wisdom as you do the hard work of tackling systemic racism in our municipal systems. I also want to join, as a white male settler, to lend my support to the calls on the municipal government from the Alberta Men's Network. I will take a moment to highlight some specific calls:

1. Redirect funding from the City of Calgary Police to Family Community Support Services for a social work response to mental health wellness checks. Recent events have shown that the police are not trained to respond to mental illness. ... when it comes to the police, there is no strong criminological evidence that policing prevents crime. There has also been a 40 year consistent drop in crime and at the same time, police budgets have grown. This doesn't make sense to me. There is a problem that our solution isn't solving and as the problem is declining we spend more money on a solution that creates so many harms.

2. Mandate extensive anti-racism training, not diversity or cultural competency training, for all Calgary Police members, Bylaw officers, FCSS staff, and City of Calgary employees.
3. Integrate anti-racism training and competency into staff evaluations of City of Calgary Police, Bylaw, and City of Calgary Employees.

Thank you for taking time to listen and I strongly urge us to always keep the idea in mind as we face adversity in anti-racist work, that if we cannot take an active and direct stance against racism... then who are we and what do we stand for?

**From:** [Sankofa Arts & Music Foundation](#)  
**To:** [Public Submissions](#)  
**Subject:** Re: [EXT] Permission to Speak  
**Date:** Friday, July 10, 2020 4:51:01 PM

---

Hi Jordan,

Thanks for your response. No problem at all. I was just advised that it was possibly extended. Initially, I thought I'll not participate but had a change of mine. I've certainly had my share of horrible experiences, I stand in the gap for hundreds of youth and their families but this is a great city. Sankofa biggest and only supporter has been the Calgary Police Service- they have shown up every time on behalf of the youth and helped wherever possible including having the tough conversations.

I love my city, I hate some of the experiences I, my children, other youth and others have had, but this is a darn good city. Yes, we can do better, and in so doing, there has to be a fundamental shift in how people, in our awareness, willingness to learn as we unpack through difficult conversations.

We will certainly attempt to submit a written proposal as referenced in your email.

Regards,

**Marion Ashton**  
**Executive Director / Founder**  
**Sankofa Arts and Music Foundation**  
**T: 403-805-5334**  
**E: [sankofacalgary@gmail.com](mailto:sankofacalgary@gmail.com)**  
**Instagram; Twitter; Facebook: [sankofayyc](#)**  
**Website: [www.sankofayyc.org](http://www.sankofayyc.org)**

\*\*\*\*\* *Sankofa: Breaking Barriers, Changing Lives* \*\*\*\*\*



This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error, please notify the system manager. This message contains confidential information and is intended only for the individual named. If you are not the named addressee, you should not disseminate, distribute or copy this email. Please notify the sender immediately by email if you have received this email by mistake and delete this email from your system. If you are not the intended recipient, you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited.

On Fri, Jul 10, 2020 at 12:25 PM Public Submissions <[PublicSubmissions@calgary.ca](mailto:PublicSubmissions@calgary.ca)> wrote:

Good Afternoon Marion,

Please be advised that the meeting had adjourned by the time this email was received.

This item is slated to go to the July 20 Combined Meeting of Council. While the public won't be able to speak to the item then, you can still submit a written submission at the following [www.calgary.ca/publicsubmissions](http://www.calgary.ca/publicsubmissions)

Regards,

**Jordan Palaschuk**

Legislative Advisor,

Governance & Protocol Services, City Clerk's Office

City Manager's Office | The City of Calgary | Mail code: #8007

**T** 403.268.5861 | **D** 403.268.1123 | **F** 403.268.2362 | **E**

[jordan.palaschuk@calgary.ca](mailto:jordan.palaschuk@calgary.ca)

P.O. Box 2100, Station M, Calgary, AB Canada T2P 2M5

ISC: Protected

**From:** Sankofa Arts & Music Foundation <[sankofacalgary@gmail.com](mailto:sankofacalgary@gmail.com)>

**Sent:** Thursday, July 9, 2020 10:42 PM

**To:** [Submissions@calgary.ca](mailto:Submissions@calgary.ca); Public Submissions <[PublicSubmissions@calgary.ca](mailto:PublicSubmissions@calgary.ca)>

**Subject:** [EXT] Permission to Speak

Hello,

Hope you're well. I'm requesting permission to speak at the anti -racism roundtable.

Thanks.

Kind regards,

--

**Marion Ashton**

**Executive Director / Founder**

**Sankofa Arts and Music Foundation**

**T: 403-805-5334**

**E: [sankofacalgary@gmail.com](mailto:sankofacalgary@gmail.com)**

**Instagram; Twitter; Facebook: sankofayyc**

**Website: [www.sankofayyc.org](http://www.sankofayyc.org)**

\*\*\*\*\* *Sankofa: Breaking Barriers, Changing Lives* \*\*\*\*\*

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error, please notify the system manager. This message contains confidential information and is intended only for the individual named. If you are not the named addressee, you should not disseminate, distribute or copy this email. Please notify the sender immediately by email if you have received this email by mistake and delete this email from your system. If you are not the intended recipient, you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited.

**City of Calgary SPC Community and Protective Services. Anti-Racism Public Meeting.**

403-232-0994 Code 3232595#

July 9, 2020

My name is Michael Gretton.

Firstly, I wish to acknowledge we are on Treaty 7 territory, the Blackfoot, Tsuut'ina and Nakoda Nations, and the Métis Nation Region 3.

Thank you Committee Co-Chairs Councillor Gian-Carlo Carra and Dr. Malinda Smith and all panellists for co-chairing, hosting, listening and respectfully engaging directly with Calgarians in this much needed Special Meeting on **Calgary's Commitment to Anti-Racism**.

Thank you to each and every one of the speakers who have come forward with vulnerability and courage to share their difficult and traumatizing direct experiences of racism, discrimination, disrespect, violence and injustice towards First Nations, Blacks, South Asians, and other racial minorities. In our city. In our schools. In our hospitals. In our workplaces. In our grocery stores. On our streets. In our courtrooms. In our jails. In our communities. Even on our ski hills. Sadly, we have heard the stories of white privilege and abuse of power, which has caused senseless hurt, suffering and hopelessness to people, based on the colour of their skin.

I speak today as a Calgary born and raised white person of privilege. I am also speaking today as a long-time anti-racism community ally and advocate committed to Canada's racial and cultural diversity, multiculturalism and multilingualism. I strongly believe in and support the core values of anti-racism, inclusion, justice, fairness and respect. I honour and respect the First Nations people who have been here long before us all, who share this land with us, and whom we have much wisdom, generosity and compassion to learn from.

As we know, this all points to the issue of systemic racism, and as my good friend and mentor, Michael Embaie, has shared earlier, the recent quote from George Clooney, that "racism is our pandemic. It infects all of us, and in 400 years we've yet to find a vaccine. We need policymakers and politicians that reflect basic fairness to all of their citizens equally. Not leaders that stoke hatred and violence."

I support system-wide mandatory anti-racism education and training and non-violent conflict resolution, which is essential within the City of Calgary, the Calgary Police Services and the Calgary Board of Education. I support the recommendation that the teaching of First Nations history, be part of core curriculum in our schools. Equally important is the teaching of Black history and all other racialized groups in Canada.

Here are some of the examples of transformation of the Calgary Police Services that I support:

1. Must reflect the racial and cultural diversity of Calgary.
2. Must examine the recruitment and hiring process.
  - How does CPS recruit new police officers?
  - How does CPS review the background of applicants?
  - Who is involved in the CPS recruitment decision-making process?
3. Who is involved the hiring of potential police officers?
4. Instead of the police, the responsibility of dealing with non-criminal civilian health-related issues should be under the responsibility of health care professionals, including mental health care professionals.
5. All police officers must go through extensive and ongoing anti-racism education.
6. All police officers must go through extensive and ongoing anger management and training for conflict resolution and de-escalation of violence.
7. Examine the composition of the Police Commission and ensure diverse racial and cultural community voices are represented.
8. Develop meaningful tools to prevent peer pressure within the culture of policing.

I am asking the City of Calgary to take the needed leadership to eliminate racism and strengthen poverty reduction through meaningful and effective policies, practices and regular anti-racism training. Racialized minorities must have equal access to education, employment, career development, affordable housing, recreation, arts, safe policing and justice. We need to ensure our city reflects racial and cultural diversity around the decision-making table system-wide at all levels, including senior leadership.

Please put into place, clear goals, and timelines to lead a strategy that strengthens the City of Calgary's commitment to anti-racism, multiculturalism, diversity, inclusion, respect and participation. Strong, thoughtful, ethical leadership in the decision-making process is essential for social, political and economic justice, employment policies, funding and resources. So that everyone, including First Nations people and all racial minorities can meet their needs and find their potential.

Let us move forward together on a systemic anti-racism framework that is authentic and determined. That includes poverty reduction.

Let us together build Calgary as a city of anti-racism, hope, inclusion, safety, trust, respect, compassion, community, cooperation, cultural capital, positive energy, peace, possibility and shared prosperity. Together, we are better. This is our call to action.

The time for us to act is now. Thank you.



**Submission: By Michael Embaie**  
**President, African Community Association of Calgary**  
**Member of the Government Alberta Anti-Racism Advisory Council**  
**Email address: [michaielembaie@gmail.com](mailto:michaielembaie@gmail.com)**  
**Phone: (403) 710 - 4028**

**-Racism is a social construct, it is a learned behavior and that no individual, group or race is born racist.**

-I also believe that, no specific ethnic group or race is more racist than another. However, it is important to note that, members of the dominant community (whites in Canada) in general dominate the economic, political, and social landscape and power. As a result, members of the dominant community with racist views, behaviors and practices have been empowered to establish, and implement the building blocks of Systemic racism that has been and continue to impact the lives of racialized groups in Calgary, the province and across Canada.

In other words, the ideological climate or hegemony established by the dominant group involves the formulation of laws that governs the municipality, the province, the country, and the international community. The ideological climate or hegemony established by the dominant group also involves the creation of social, Political and Economic institutions, and the distribution of ideas that favors the dominant group. This means that the citizens of a municipality, a province and the country are shaped by the institutions of the dominant group and members of the different communities become the consumers of the ideas, views and perspectives of the dominant group. Therefore, the

institutions, ideas and views that is supported and distributed by the dominant group results in systemic racism, and structured inequality marked by vast difference in wealth, status, and power.

**Some of the impacts on racialized groups include:**

a. Lack of representation, equal access and to all levels of governments, NGOs, and the Private sector opportunities.

b. Lack of representation and equal access to health care related issues, education and employment opportunities.

c. Lack of representation and equal access to the justice system (policing, courts).

d. Individuals and families of racialized minorities are expected to abide by the rules and policies of the dominant group in their day-to-day lives and activities.

- I understand that Anti-racism work is a complex undertaking. Systemic Racism has historical roots in our society, and unfortunately, it is going to take a lot of shared efforts and responsibilities by all members of our society for a real transformational change to take place. It will require determination, decisiveness, and political will by those who are privileged and dominant groups in our city, province and across Canada. As the old saying goes; **if there is a will there is a way.**

An on-going societal awareness, societal discovery, as well as self-awareness, and self-discovery are critical components to the transformation to the creation of municipalities of equals, and to the social cohesion and harmony in the society.

The question is, how do we respect and practice this reality in our daily lives; in our schools, in our work places, in our public areas/spaces;

government institutions, including the justice system, the private sector, and the media etc.

I know that governments alone cannot solve all the issues related to systemic racism. Members of the dominant group who are privileged, who have benefited and continue to benefit from the existing inequality must recognize their privilege and join the process of transformation to fight and win against systemic racism.

Having said that, if governments and educational institutions in particular have the courage, the political will and leadership, they could certainly play a major role in influencing, shaping and creating an atmosphere conducive to the process of the transformation, where a municipality, a province and a country free of systemic racism could be realized.

I suggest that governments and government institutions at all levels embark on experience based, meaningful and practical anti-racism policies and initiatives, by mandating, creating incentives, encouraging, and promoting a conducive environment, where dialogue between individuals, neighborhoods, communities, educational institutions, work places and media could take place.

**How can some of these policies and initiatives be realized or implemented to win against Systemic Racism?**

**Neighborhoods and Communities:**

All levels of governments (city, provincial, federal)

-coordinate their efforts by sponsoring, promoting, organizing and encouraging town hall meetings, special events etc. in consultation and in cooperation with members of the respective Communities, educational institutions and the private sector etc.

- Make a concerted and coordinated effort to train competent and committed anti-racism ambassadors or champions from within the diverse communities to facilitate the various anti-racism activities.
- Partner with media (electronic, print, and social media), educational institutions, the private sector etc. to promote, encourage anti-racism education strategy or action plan across the city, province and the country.
- A concerted effort to involve members of the dominant community in all anti-racism activities.

### **Programs for new Canadians**

- An orientation program for all newcomers to Canada
- Investing in the Settlement and Integration of newcomers
- Effective and meaningful English as a Second language (ESL) program that could enhance employment and educational opportunities
- Meaningful recognition and implementation of foreign credentials.
- Meaningful employment opportunities implementation programs at all levels of government, government funded NGOs, Educational, health care institutions, the justice system, including the courts etc.
- Encouraging the same employment implementation programs in the private sector

### **Educational Institutions**

Government must mandate and enter into an agreement or a contract with all educational institutions by:

-Mandating all educational institutions from K to university level to have a clear policy and implementation process to promote anti-racist education in all of their educational activities.

-Mandatory, intensive, on-going and sustainable anti-racism education/training to all educators.

Establishing and implementing mandatory age appropriate anti-racism curriculum from k-to university level.

-Establishing and implementing mandatory anti-racism progress report to be incorporated as part of the evaluation process for all senior and junior members of management of all educational institutions (K to University).

### **Law Enforcement and the Justice System**

**TRANSFORMING** the “traditional and antiquated” policing, roles and responsibilities of policing. The municipal government must establish and implement new models that would accommodate, establish, and implement policing that is free of systemic racism.

Here are some examples of what and how transformation of the Calgary Police Services could be shaped, established, and implemented:

1. Examine and change the current structures, internal mechanisms, and practice of policing
2. Calgary Police must reflect the racial and multicultural diversity of Calgary.
3. The city of Calgary must examine the recruitment and hiring process:
  - a. Who is involved in the recruitment process?
  - b. Who and how is the advertisement and promotion of the recruitment of police officers done?

- c. Examine the general background of the recruits/applicants
  - d. Who is involved in the hiring of potential police officers?
4. The responsibility of dealing with health-related issues must be removed from the police service and must fall under the responsibility of health care professionals.
  5. Establish and implement compulsory, sustainable and intensive anti-racism education within the police force of every major city and town in Alberta as part of their recruitment process and police training. (The workshop or a weekend training approach to anti-racism is not acceptable)
  6. All police officers must go through extensive and ongoing training and equipped with effective tools on anger management, de-escalation technics and peaceful conflict resolution.
  7. Examine and change the recruitment process and composition of the Police Commission.
  8. The police Commission must reflect the diversity of the city.
  9. Members of the Police Commission must also undergo compulsory, sustainable and intensive anti-racism education
  10. The municipal government must establish and implement meaningful sustainable educational/training tools and whistleblower protection policies and programs that would help and address the prevalence of code of silence and peer pressure within the police culture.
  11. Service must be rewarded and not loyalty must not be demanded
- 
12. Mandatory anti-racism progress report to be part of the evaluation process for all senior and junior members of management of the police service.

## **Court System**

- All members of the provincial courts from Clerks to Judges must be mandated to undergo an intensive, sustainable, and on-going anti-racism education.
- All court recruitment process (from Clerks to Judges) must reflect the cultural and racial diversity of our city.
- The provincial and the federal governments coordinate their efforts to mandate and encourage anti-racism education for all the courts and the law societies across the country.
- Mandatory anti-racism progress report to be incorporated as part of the process for all senior and junior court management or administration.

## **Government Offices and Institutions**

- Mandatory and intensive, sustainable, on-going anti-racism education to all city of Calgary employees
- Establish and implement mandatory, intensive, sustainable and on-going anti-racism education to all senior and junior members of management.
- All government employees and levels of management must reflect the racial and cultural backgrounds of the residents of the municipality.

## **NGOs**

- All levels of governments to mandate all government funded or subsidized non-governmental or not-for-profit agencies or organizations to have a mandatory anti-racism education for all their employees.

-Anti-racism progress report to be mandated as part of the evaluation process for all senior and junior members of management.

-All NGO employees and levels of management must reflect the racial and cultural diversity of the residents of the municipality.

### **Private Sector**

-All government levels to enter into an agreement by giving incentives to as many as possible small and large private sector groups or corporations to promote and engage in anti-racism education and related activities.

-Encourage the private sector's employees, including the management level, to reflect the racial and cultural diversity of our society.

-Recommend and encourage the private sector for anti-racism progress report to be part of the evaluation process for all senior and junior members of management.

**Racism costs our society dearly; socially, economically, and politically.**

**Racism is painful and divisive. It is a health hazard, it kills compassion, kindness, peaceful co-existence, social harmony and Social cohesion. Very few people may benefit from racism, but the majority of our society and the global community in general has nothing to gain, but everything to lose. It must be stopped, and we can only stop this if we all come to realize that we all belong to one race, the human race.**

**Brief and Basic Ideas on anti-racism education/training**



Take a look at yourself, your own culture, or the culture of others around you? How does it affect your beliefs, attitudes, customs, and behavior?

- Don't make assumptions about other people. Stereotypes are assumptions.
- Realize people have different perspectives.
- Talk with family, friends, colleagues and community members about prejudice, stereotyping, discrimination, and systemic racism.
- Encourage acceptance of differences.
- Speak up against words and acts of racism and discrimination.
- Expose acts of racism and hate speech to the police and to the media.
- Silence is not an option.
- Get to know your community.
- Get involved in your community.
- Learn about the countries and cultures immigrants come from.
- Learn about the history, values, traditions, and customs of our indigenous peoples.
- Learn about various faith and spiritual groups in your community.  
Volunteer for a community or groups other than your own.
- These are fundamental to the cultivation, creation of respectful environment and accepting relationship among individuals, groups, communities of diverse backgrounds; and hence are the building blocks necessary for a climate of understanding, social cohesion, and social, political and economic progress.

We can all change the future of our communities and workplaces to be more welcoming and inclusive by treating each other with care, compassion, respect, and fairness in our day to day lives.

These are some of the conducive ideas, environments, and programs that I hope would allow us to build a strong and united community, city, province, and Canada that is free of systemic racism.

Thank you

Michael Embaie, President African Community Association of Calgary