



## Anti-Racism Action Committee

### Mandate and Composition

<p><b>Mandate</b></p>	<p>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.</p>
<p><b>Composition</b></p>	<p>The Anti-Racism Action Committee is meant to comprise a diverse and inclusive membership.</p> <p>It will consist of:</p> <p>a. At least eleven Calgarians, and no more than thirteen, with expertise in challenging structural racism and/or community organizing.</p> <p>Ideal candidates will:</p> <ol style="list-style-type: none"> <li>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;</li> <li>ii. Demonstrate the ability to develop and maintain strong collaborative relationships;</li> <li>iii. Understand the range of human and civil rights issues and the historical origins of systemic racism;</li> <li>iv. Be open to supporting people and communities towards meaningful, positive change;</li> <li>v. Preferably have personal and/or professional community connections that can inform the Committee’s work; and</li> <li>vi. Preferably be experienced in supporting or leading anti-racism initiatives.</li> </ol> <p>b. Up to two members of The City of Calgary Administrative Leadership Team (non-voting).</p> <p>Bios of members can be found here: <a href="https://www.calgary.ca/anti-racism">Anti-Racism Action Committee (calgary.ca)</a></p>

### Details

<p><b>Chair(s)</b></p>	<p>The co-chairs are: Dr. Sonia Aujla-Bhullar and Nyaal DaBreo.</p>
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### Summary of initiatives, projects or work completed or ongoing in the last year.

Given that ARAC is still in its early stages of operation, the focus of the Committee has been on:

- A comprehensive orientation to The City's structures and processes;
- Critical analysis and interpretation of the scope of the Terms of Reference;
- Onboarding of new members and clarification of roles and responsibilities;
- Relationship building and team engagement;
- Understanding of overarching City of Calgary Anti-Racism initiative; and
- Advising of an anti-racism lens in the creation of external and internal supports (organizational and community portfolios).

Actions so far include:

- Selection of co-chairs;
- Co-chairs participation in the recruitment process of the Community Lead and Community Consultants;
- Amendments to the Terms of Reference;
- Ongoing input, with the purpose of collaborating, with Calgary Police Services and Statistics Canada on the collection of race-based data;
- Representation of ARAC on other committees – such as the Social Wellbeing Committee;
- Submission of a letter of support to Council for the Guidebook for Great Communities (GGC) that highlighted:
  - A proposal to incorporate an anti-racism lens in framing the principles, objectives and goals of the guidebook; and
  - Presentation to Council by one of ARAC's co-chairs at a public hearing that occurred on March 22, 2021;
- Participation of members in the "Building Bridges Against Racism" solidarity march with Asian, Black, Indigenous community members on March 27, 2021 to support the end to violence and hate crimes directed at Asian communities;
- Onboarding consultants into current activities;
- Establishing effective approach to community engagement;
- Designation of a standing space on the agenda for community dialogue to increase awareness on anti-racism initiatives and programs occurring in the community; and
- Response to emerging community issues and convening related action (i.e. dialogue regarding the Calgary Fire Department culture/workplace review and the rising anti-Asian racism).



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<p><b>Outline of 2021-2022 work plan.</b></p>	<p>Priority areas for 2021-2022 include:</p> <ul style="list-style-type: none"> <li>• Development of deeper relationship building, utilization of unique membership skills through increased opportunities to gather (virtually and/or in person as appropriate) and the formation of sub-committees;</li> <li>• Allocating time to establish a timeline on actionable items;</li> <li>• Integration of cultural protocols and cultural ways of knowing into committee functioning - with a centering on Indigenous Ways of Knowing <a href="#">cp2017-02-indigenous-policy.pdf</a>;</li> <li>• Collaboration with external consultants (Habitus Consulting Collective and ActionDignity) in formulating a Community Anti-Racism Strategy;</li> <li>• Engagement with existing community partnerships, ethno-cultural, immigrant and refugee serving organizations, race and equity-focused coalitions, youth and senior organizations, researchers, frontline service providers and informal support networks;</li> <li>• Participation in Anti-Racism community events and initiatives;</li> <li>• Advise Council on the development of an Anti-Racism Community Strategy plan and identify systemic barriers to accessing City of Calgary programs and services; and</li> <li>• Promotion of the mandate and activities of ARAC.</li> </ul>
<p><b>Challenges to fulfilling mandate.</b></p> <p><i>(COVID impacts will be documented in the next section)</i></p>	<p>Challenges include:</p> <ul style="list-style-type: none"> <li>• Potential limitations due to existing city bylaws, policies and terms of reference (i.e. inclusionary cultural practices);</li> <li>• Unknown political dynamics associated with the upcoming election;</li> <li>• Meeting emerging resource needs and mitigations for high burnout and stress;</li> <li>• Ensuring consistent transparency, accountability and open communication, particularly around how best to respond to emerging issues;</li> <li>• Finding ways to effectively deal with the ongoing necessity to respond to the demands of increased hate and violence; and</li> <li>• Public perception and expectations around the mandate of ARAC.</li> </ul>
<p><b>Additional information you would like to share with Council.</b></p>	



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### Impact of COVID-19

<b>How many meetings were held since March 2020?</b>	A total of 6 meetings have been held since November of 2020.
<b>How has public participation in meetings been impacted?</b>  <b>Please identify any barriers to accessibility, participation, etc.</b>	In light of the pandemic, the committee has had to rely on technology as its sole method of communication which poses some challenges with respect to participation and engagement.
<b>How do you manage to continue the work of the committee in the current situation?</b>	Despite these limitations, the committee has been able to find ways to adapt through the exploration of digital tools to strengthen team cohesion and participation.

#### Attachments:

- A. ARAC Letter of Support: Guidebook for Great Communities
- B. ARAC Recommendations: Guidebook for Great Communities