



Calgary Police Commission

Mandate and Composition

<p>Mandate</p>	<p>The Calgary Police Commission is unique among City boards in that its responsibilities are set by the Province and its membership is defined by the City. The Commission’s mandate is to <i>provide independent civilian oversight and governance of the Calgary Police Service to ensure a safe community</i>. Responsibilities include: Allocating funds provided by city council, establishing policies for efficient, effective policing, issuing instructions to the Chief Constable re. those policies, ensuring that sufficient people are employed to enable the police service to carry out its functions, hiring and evaluating performance of the Chief Constable, and overseeing the complaint process.</p>
<p>Composition</p>	<p>10 citizen members and two city councillors are appointed by City Council based on a skills matrix to ensure diversity of expertise and experience.</p>

Details

<p>Chair</p>	<p>Bonita Croft, Q.C., ICD.D</p>
<p>Summary of initiatives, projects or work completed or ongoing in the last year.</p>	<p>Strategic oversight and governance on the following priority topics:</p> <p>Pandemic – understanding impacts and adjusting strategy and budgeting based on impacts on policing operations, employee wellness and finances.</p> <p>Financial oversight – Work closely with CPS on analyzing the budget to ensure a responsible business plan and budget are in place and that CPS has the resources it needs to keep the City safe. A ‘ZBR’ (service optimization review) was completed in 2020 and the Commission will continue to provide governance over implementation of the recommendations.</p> <p>Anti-racism – As Calgarians from all walks of life, we stand in solidarity with our Black, Indigenous and People of Color colleagues, families and citizens to acknowledge and condemn systemic racism and to back up these statements with meaningful reforms. This has involved:</p> <ul style="list-style-type: none"> • Creating a new standing committee on anti-racism to guide the Commission’s next steps and oversee the work underway and needed at the Calgary Police Commission. • Investing in training sessions on systemic racism, anti-racism and unconscious bias delivered by experts. • Continuing to advocate to the Province for reforms to the Alberta Police Act to establish a system that addresses community concerns about officer accountability.



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	<ul style="list-style-type: none"> • Setting expectations and monitoring the Calgary Police Service action plan to address systemic racism. • Ensuring coordination and collaboration with City. <p>Equity, Diversity & Inclusion - Ensuring that CPS creates an equitable, diverse and inclusive workplace where all are welcomed and able to bring their best selves. This will support CPS in attracting employees who reflect the diversity of the community which will improve the organization's ability to provide the best possible service to the community. The Commission is best able to represent citizens as an independent oversight board when it is comprised of individuals who represent the diversity of our community alongside proven professional expertise. With this in mind, the Commission works with the City to support its selection of individuals with proven professional experience from a diverse cross-section of the City to fill vacant positions.</p> <p>Citizen and employee research and engagement – In 2020, the Commission conducted a survey of more than 1000 Calgarians to understand how citizens feel, and to identify opportunities to better serve the community. The Commission also conducted its annual survey of 3000 CPS employees to get candid feedback on their experiences and perspectives. provides valuable information for both CPS leadership and the Commission. The results are factored into decision-making throughout the year and both reports are publicly available.</p> <p>Officer conduct oversight – Focus on enhancing the public complaint process through monitoring and reviewing ongoing files, identifying trends, and reviewing complaint file audits conducted by the Public Complaint Director. The Commission continues to oversee implementation of the Wittmann report recommendations and monitor officer use of force reports/trends.</p>
Outline of 2021-2022 work plan.	Continuation of priority activities above, which will be further refined during annual priority-setting session which will take place in April after this report is due to Council. Details can be provided verbally on May 3.
Challenges to fulfilling mandate.	Workload and expectations for volunteers Maintaining independence

Impact of COVID-19

How many meetings were held since March 2020?	Between March 2020 – March 2021, the Commission's citizen volunteers have attended 9 public meetings , 32 sub-committee meetings, in addition to several presentations to Council, one-on-one meetings with Councillors, strategic planning sessions, as well as training sessions on governance, anti-racism, FOIP, media, complaint oversight and orientation for new members.
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<p>How has public participation in meetings been impacted? Please identify any barriers to accessibility, participation, etc.</p>	<p>Meetings are no longer held in-person due to COVID restrictions. Between March 2020-February 2021, public meetings were held via teleconference which accommodated citizens and media. In March 2021, the Commission transitioned to zoom meetings to offer a visual component to the meetings while still ensuring accessibility to citizens and media. Participants may access the meetings via zoom or phone and have an opportunity to comment. The Chair and the Chief also hold a media availability after each public meeting.</p>
<p>How do you manage to continue the work of the committee in the current situation?</p>	<p>The Commission has continued to fulfill its responsibilities throughout the pandemic.</p>