

Calgary Police Service Budget Reallocation

PFC2021-0458
Attachment 5

Organization	Program Name and Description	Funding Amount
Alberta Health Services	Mobile Response Team (MRT): The MRT provides Calgary Police Service members consultation with mental health professionals to support decision-making with respect to mental health Form 10 apprehensions. It also supports community partners (e.g., the Distress Centre) in crisis response. The MRT expansion will increase the hours of operation from twelve hours to twenty-two hours, seven days a week.	\$ 300,123
Alberta Law Enforcement Response Teams	ALERT Human Trafficking: Create a position to embed a civilian social worker in the Human Trafficking Unit to provide real-time wrap around services to victims. This will also lend to the provision of increased awareness and education for officers involved in the initial response or investigations related to human trafficking.	\$ 44,423
Calgary & Area Child Advocacy Centre	Cultural Broker/Cultural Liaison: One-year pilot project to hire a Cultural Broker/Cultural Liaison position to ensure: - All audit recommendations are implemented; - System navigation and direct support for CCAC clients and families; - All CCAC staff and partners receive comprehensive training and education in cultural responsiveness; - Staff and partners receive support and training in other EDI related priority areas such as inclusivity for the LGBTQ+ community and children with special needs; - This position may also support our existing work to strengthen our relationships with Treaty 7 Nations.	\$ 54,405
Calgary Alpha House Society	Downtown Outreach Addictions Partnership - Main Teams: Proposal received from CSIF. The goal of the Downtown Outreach Addictions Partnership (DOAP) program is to provide a trauma-informed, culturally aware, and timely service that reaches individuals struggling with substance use at the street level, to improve the conditions under which people are living and to address their immediate safety while reducing the need for law enforcement response and health care intervention. These monies will go towards additional DOAP teams.	\$ 1,065,135
Calgary Police Service	Child Abuse Unit (CAU) on-call triage specialist: The Child Abuse Unit is requesting the creation of an on-call Triage Specialist position to supplement the current full-time Triage Specialist position. The proposal is to access on-call support in times of greatest volume to ensure the timeliness and comprehensiveness of the triage process. This work is done in partnership with the Calgary & Area Child Advocacy Centre.	\$ 35,993
Calgary Police Service	Crisis Intervention Training: Hire a dedicated Curriculum Designer to develop training at multiple levels. The proposal includes funding for facilitators or external courses, where necessary, for Police and Crisis Team (PACT) training as well as a 'Train the Trainer' modules.	\$ 136,647

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Calgary Police Service	<p>Diversion Team Expansion: The Restorative Justice Unit's Diversion Team is seeking to enhance service deliverability, divert calls for service and make follow-up on diversion easier for patrol, and create regular diversion reporting, all while ensuring the Calgary Police Service is compliant with internal policy, Bill C-75 and the Youth Criminal Justice Act (YCJA). Funding will be used to hire two social workers who would identify youth who would qualify for diversion programs ensuring they are diverted from the justice system. In addition, funds will be used to support the Calgary Youth Justice Police Liaison to coordinate between the Calgary Police Service and stakeholders and provide guidance, technological support and analysis for reporting.</p>	\$ 213,700
Calgary Police Service	<p>Missing Person Integrated Case Management: Create a civilian position with the goal of focusing on historical missing vulnerable persons investigations that are currently active. The position will conduct a systematic review of each case to optimize prioritization and efficiency in the investigative process. It is imperative that the Calgary Police Service remain focused on locating these individuals to provide family and friends the details of their whereabouts and the status of the investigation.</p>	\$ 86,667
Calgary Police Service	<p>Recruiting Outreach and Fitness Initiatives: Inform and create a framework for the Recruiting Unit to implement best practices and increase the number of Black, Indigenous and People of Colour and female candidates applying to become police officers. This project will address recruitment gaps and promotes greater diversity in our workforce. This investment will allow enhancement of marketing for the recruiting team.</p>	\$ 327,500
Calgary Police Service	<p>Digital Evidence Technician: Hire two civilian positions to support digital evidence technology. The goal of the project is to allow officers to enhance their overall call/workload management by quickly and efficiently processing critical pieces of digital evidence to allow them to clear investigations in a timely manner and enhance the service provided to citizens of Calgary.</p>	\$ 114,319
Calgary Police Service	<p>Calgary Police Service Equity Diversity Inclusion (EDI) Tool: Hire an EDI consultant to deliver training, develop and pilot an EDI tool, provide coaching and mentorship, and review selected HR policies through an EDI lens. The proposal includes the hiring of three limited term positions to:</p> <ul style="list-style-type: none"> • Develop a Service-wide training on EDI tools and approaches; • Apply an EDI lens to internally and externally facing services; • Define the approach for the collection of disaggregated race-based data. 	\$ 172,000
Calgary Police Service	<p>Equity Diversity Inclusion (EDI) Consultancy for Wellness and Resiliency: Hire a consultant to support the development and implementation of relevant policy and process documentation, curate and deliver transformative training experiences for all staff, and work with the Psychological Therapies Section to embed a culturally sensitive and socially-just equity, diversity and inclusion lens into the mental health supports and services. This work's ultimate goal would be to ensure all employees' mental health and wellness is supported in the most respectful and affirming way.</p>	\$ 94,000
Calgary Police Service	<p>Police Information Check and False Alarm Translation: Translate two public-facing application systems that are currently in English into ten additional languages: False Alarm Management System (FAMS) for citizens to purchase alarm permits, manage their permits and for alarm agencies to pay false alarm; and Police Information Check Unit.</p>	\$ 28,600

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Calgary Police Service	<p>Communications Specialist Support: This application is for a one-year limited term FTE Communications Specialist to support a Communications Strategist in Public Affairs Media Relations Unit (PAMRU). The Communications Specialist will be responsible for a variety of tasks including preparing written communications such as letters, web posts, reports, key messages, meeting minutes, media lines, social media posts, and memos. The work will be 100% dedicated to supporting the work of the Anti-Racism Action Committee.</p>	\$ 69,230
Calgary Police Service	<p>Anti-Racism Community Outreach and Engagement: Hire an external subject matter expert who will develop a comprehensive outreach and engagement plan to ensure all community voices are captured in the Anti-Racism, Equity, Diversity & Inclusion Strategy.</p>	\$ 300,000
Calgary Police Service	<p>Anti-Racism Action Committee Trauma Specialist: Ensure all anti-racism activities have a trauma lens when conducting outreach and engagement with membership and community.</p>	\$ 100,000
Calgary Police Service	<p>Professional Standard Section (PSS) Contract Investigators: Build capacity within Professional Standard Section for investigations and remove the existing backlog of disposition letters/files. The proposal includes Civilian Contract Investigators for an 8- to 12-month period.</p>	\$ 292,000
Calgary Police Service	<p>Diversity Advisory Board Funding Requests: Working with the Calgary Police Service Advisory Board and Treaty 7 Elders, the CPS seek to increase Equity, Diversity, Inclusion and to support Indigenous Reconciliation by focusing on the importance of relationship building. The proposal includes establishing permanent indigenous displays and spaces at the Calgary Police Service headquarters.</p>	\$ 77,031
Calgary Police Service	<p>Anti-Racism Strategy Change Management, Training and Marketing: The transformational change sought with the Anti-Racism Strategy requires strong change management to increase our chances that employees and citizens will support the strategy and that changes will sustain. The three phases of change management are preparation, management of the change and sustaining outcomes. It includes the following key activities: communications, marketing, and training.</p>	\$ 83,750
Calgary Police Service	<p>Hate Crime Education Coordinator: This is a one-year pilot project that focuses on hate crimes and right-wing extremism in Calgary. The pilot aims to improve community awareness as well as support diverse victims of hate through internal training and updates. Hiring a civilian Education Coordinator with experience in diverse communities will be required to meet the following objectives within the pilot:</p> <ol style="list-style-type: none"> 1) Calgary Young Adult Hate Crime Board to focus on a community project centered around online hate. 2) A revamped school-based education program focused on the "Impact of Hate" for teens. 3) Community training and awareness on hate crime and right-wing extremism for associations, places of worship, as well as professional organizations and CPS partners. 	\$ 125,000
Calgary Police Service and Alberta Health Services	<p>Police and Crisis Team (PACT) Expansion: Invest in existing partnerships and programs to better support citizens in mental health crisis. Increase the number of teams from six to twelve. CPS will assume the salaries of four officers previously funded by AHS, six additional sworn positions, and one AHS clinician. PACT will now be available 22 hours per day.</p>	\$ 1,268,250

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Calgary Police Youth Foundation, Stardale Women's Group	<p>BEAT the Drum for Equity: The Calgary Police Youth Foundation has an opportunity to collaborate with Stardale Women’s Group, an organization who has a mission to help indigenous young women and girls overcome systemic barriers by providing life skills, foundational learning and literacy, and advocacy for themselves, their families and their communities. The collaboration will offer weekly art workshops and activities that boosts creativity and confidence; and educate on and promote Indigenous culture.</p>	\$ 30,000
Distress Centre Calgary	<p>211 Make the Right Call: A joint marketing initiative led by the Distress Centre is being proposed to educate the public and emergency services providers to direct their calls to the correct resource, thereby decreasing calls for service to 9-1-1 and 266-1234. This will involve a marketing campaign managed through the Distress Centre to educate Calgarians about when to call 9-1-1, 2-1-1, 3-1-1, or 8-1-1 and 266-1234.</p>	\$ 100,000
Kerby Assembly	<p>Increasing Awareness of the Kerby Centre Elder Abuse Resource Line: Proposal received from CSIF. Kerby Elder Abuse Shelter is a safe place for older adults who are experiencing elder abuse and/or homelessness. We are a part of a collaborative Elder Abuse Response Team and run the Elder Abuse Resource Line. While the Kerby Centre Elder Abuse Shelter has existed for more than 20 years, many Calgarians and local agencies do not know it exists. We are looking to increase awareness about this crucial resource so that the public and other local agencies know who to turn to.</p>	\$ 33,091
United Way / SORCe	<p>SORCe Executive Director: Through United Way, start the transition to sustainable funding of the Safe Communities Opportunity and Resource Centre, or SORCe.</p>	\$ 57,500
YouthLink Calgary Police Interpretive Centre	<p>YouthLink Newcomers Program: Initiative for youth age 11-17 who are recent immigrants to Calgary. This program operates in partnership with the Centre for Newcomers and seeks to build relationships between the police and immigrant youth.</p>	\$ 38,292

Total \$ 5,247,656