



Memo

2021 November 22

To: Mayor Gondek and Members of Council
From: Carla Male, Chief Financial Officer

Re: 2022 Adjustments to the One Calgary Service Plans and Budgets – Follow-up on Questions - 4

Your Worship and Members of Council,

The One Calgary team is continuing to actively coordinate responses to your questions related to the 2022 Adjustments to the One Calgary Service Plans and Budgets. This is the fourth and final memo to address these questions. These memos will also be entered into the public record.

This memo addresses the last outstanding question received prior to the end of day 2021 November 19. Questions received after that time will be addressed as part of the Administration Presentations during the upcoming deliberations week.

Please do not hesitate to contact me if you have any questions or concerns.

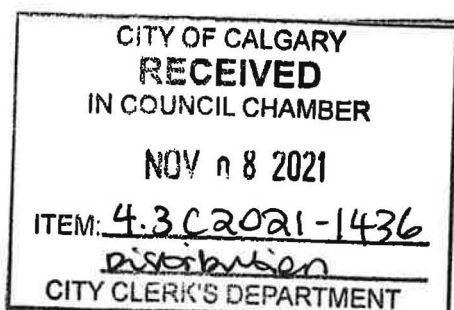
Sincerely,

Carla Male (she/her), CPA, CA
Chief Financial Officer
The City of Calgary
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Calgary, AB T2P 2M5
Carla.Male@Calgary.ca

cc: Executive Leadership Team; Al Louie; City Clerk

Attachments:

1. Question and Answer





Attachment 1: Question and Answer

- 1. In Administration's recommended New Operating Investment Opportunities ([C2021-1436 Attachment 5](#)), can you provide an explanation of the request for the Equity Action and Resourcing Plan? Which departments will benefit from this request? Will this duplicate efforts around workforce Diversity and Inclusion for Calgary Fire and Calgary Police Service, which have separate funding requests?**

The proposed Equity Action and Resourcing Plan is an organization-wide coordinated approach to advancing equitable service delivery and investment decisions, coming out of a Council strategic session on 2021 June 28 ([C2021-0780](#)). This investment will identify service gaps for equity deserving groups and respond with solutions in service delivery and City processes.

If approved, the new funding will complement existing equity-focused work, including the workforce Diversity and Inclusion efforts led by Human Resources, and other investments in specific services. The Equity Action and Resourcing Plan will coordinate governance across service lines, create shared Corporate measures of success and performance reporting, and develop tools that can be used by various City teams. It will support teams across the organization to advance new equitable approaches in their operations, and to address immediate opportunities, current resourcing gaps, and emerging community needs.

This budget will not be used by the Calgary Police Service as they have a separate budget and governance structure as identified through the Police Act and the Police Commission. However, Administration and the Calgary Police Service have partnered on shared learnings and approaches to advance equity within our organizations and service delivery, and that will continue.