

## Anti-Racism Action Committee Terms of Reference Update 2022

### RECOMMENDATION:

That the Community Development Committee recommends that Council approve the revised Terms of Reference for the Anti-Racism Action Committee (Attachment 2).

### HIGHLIGHTS

- The proposed changes to the Terms of Reference for the Anti-Racism Action Committee reflect the important adaptations required for the Committee to transition from “leading” to “providing leadership”. This change will strengthen the Committee’s capacity to address emerging community opportunities and challenges related to identifying and mitigating systemic racism in City programs, services and policies. The changes are also in alignment with Council’s direction to improve the interface between the Committee, Council and Administration. These changes are both process- and governance-related.
- **What does this mean to Calgarians?** The changes to the Terms of Reference are a continued evolution towards engaging in community-driven anti-racism work with meaning and impact. This evolution ensures that we remain responsive to our commitments in addressing systemic racism and creating a racially just and equitable city for all.
- **Why does it matter?** These changes are important because they provide enhanced mechanisms to prioritize and action anti-racism work. They demonstrate the commitment to allow the Anti-Racism Action Committee to fulfil its primary responsibilities but also present adaptations to respond to emerging opportunities and challenges.
- Recommended changes, which were reviewed by the Anti-Racism Action Committee, include an expansion of the Committee’s mandate that allows for monitoring emerging opportunities and challenges, as well as enhanced opportunities for collaboration with Council.
- In 2021 November, Council directed Administration through a motion arising to work with the BiodiverCity Advisory Committee and the Anti-Racism Action Committee to revise each committee’s respective terms of reference to better reflect the criticality of the work as well as each committee’s ability to better interface with Council and Administration, and report back through the Community Development Committee in Q1 of 2022.
- Strategic Alignment to Council’s Citizen Priorities: A city of safe and inspiring neighbourhoods
- Background and Previous Council Direction is included as Attachment 1.

### DISCUSSION

The changes to the Terms of Reference speak to the criticality of the Anti-Racism Action Committee’s work, offering a continued path towards anti-racism action. They highlight the importance of providing clarity to community volunteers so they can understand their role on the Committee.

The Committee members provide leadership on the development and implementation of a community-based anti-racism strategy. The Committee will monitor emerging community opportunities and challenges related to racism, identify systemic barriers to accessing City of Calgary programs and services, and recommend actions and opportunities to work with community partners and organizations to address structural racism. For example, over the past

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few months, the Committee has been very instrumental in co-creating the first major community engagement project undertaken by the Anti-Racism Program Team.

Under Council Policy CP2016-03, any change to the Terms of Reference must be presented to Council for approval. As such, the proposed amendments include:

1. Mandate revision – Changes to the Committee’s mandate will strengthen its capacity to attend to pressing issues as they arise and ensure mandate alignment with the Committee’s purpose. Changes include:
  - Expand the mandate to include “monitor emerging opportunities and challenges”; and
  - Change “lead” to “provide leadership”.
2. Enhanced Council collaboration – In light of specific pieces of work related to systemic racism that Council is currently involved in, such as the Bill 21 Council task force (Notice of Motion C2021-1704), it is important for there to be opportunities for an enhanced interface between the Committee and Council. The changes in the Terms of Reference will enable opportunities for the Committee to be available to Council to address emerging systemic racism issues and vice versa. Incorporating the need for cross-collaboration into the Terms of Reference, is aligned with Council’s direction for an interface with the Committee, Council and Administration as highlighted in the “Previous Council Direction, Background” (Attachment 1). This interface includes considerations for:
  - Establishing relationships of reciprocity which may include requests from Council to Committee and Committee to Council;
  - Establishing meetings as requested by Council and Committee; and
  - Developing open channels of communication.
3. Processes and governance alignment - These changes allow for increased efficacy and process clarity. They include:
  - Specifics around co-chair term length and the process for filling a co-chair vacancy;
  - Protocol for absences from meetings;
  - Formation and functioning of working groups; and
  - Cross-representation on other committees, like the Calgary Aboriginal Urban Affairs Committee (CAUAC) and Social Wellbeing Committee.

### **STAKEHOLDER ENGAGEMENT AND COMMUNICATION (EXTERNAL)**

- Public Engagement was undertaken
- Public Communication or Engagement was not required
- Public/Stakeholders were informed
- Stakeholder dialogue/relations were undertaken

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A working group made up of Anti-Racism Action Committee members and supported by Administration's Anti-Racism Program was created to review the Terms of Reference. All input received from the working group was also reviewed with the larger Committee for feedback.

### **IMPLICATIONS**

#### **Social**

The Anti-Racism Action Committee leverages diverse community perspectives and expertise on anti-racism, Indigenization and racial discrimination. These perspectives are instrumental to the development of The City of Calgary's Anti-Racism Community Strategy. Through the advancement of racial equity and inclusivity, we can continue to foster positive and lasting social changes across all City of Calgary services, policies and programs and with the broader community. Indigenous and racialized people will be able to live, work and play in ways that honor and respect their history and experiences of Indigenization and racialization.

#### **Environmental**

Not applicable

#### **Economic**

Not applicable

#### **Service and Financial Implications**

No anticipated financial impact

### **RISK**

There is a risk of continued confusion regarding the role of the Anti-Racism Action Committee if the revised Terms of Reference are not adopted. This confusion has caused unnecessary angst for Committee volunteers. Updating the Terms of Reference for the Anti-Racism Action Committee by focusing on mandate, Council collaboration, process and governance considerations, is an important step. This illustrates a commitment to the anti-racism journey but also provides clarity to the mandate of the Anti-Racism Action Committee.

### **ATTACHMENTS**

1. Previous Council Direction, Background
2. Proposed Revised Anti-Racism Action Committee Terms of Reference
3. Summary of Proposed Changes to the Anti-Racism Action Committee Terms of Reference

Department Circulation

General Manager/Director	Department	Approve/Consult/Inform
Kate Martin	City Clerk's Office	Inform