



Anti-Racism Action Committee

MANDATE

The Anti-Racism Action Committee will advise Council and 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 on actions to address structural racism. ([link](#))

COMPOSITION

13 to 15 Members:

- 11 to 13 Public Members
- Up to 2 Members of City Administration

ANNUAL UPDATE & KEY ACCOMPLISHMENTS

Provide a summary of the committee's work that has been completed in the last year

- **Orientation and recruitment**
 - Ongoing orientation to The City's structures and processes for all members, including ongoing updates on the City of Calgary's Anti-Racism Program.
 - Development of a more comprehensive onboarding process for new members.
- **Governance**
 - Updates to the Terms of Reference, with a focus on expanding the mandate and creation of a mechanism for an increased interface with Council. Presentation to the Community Development Committee by Co-Chair of ARAC, Dr. Sonia Aujla-Bhullar. Council approved in March 2022.
 - Inclusion of increased cultural practices to meetings, leadership structure and recruitment (sharing circles, grounding exercises, shared leadership through addition of co-chair mentorship and working groups, oral storytelling component added to the recruitment process).
- **Relationship building and representation**
 - Internal relationship building- team building activities and incorporation of cultural sharing practices.
 - Continued representation of the committee on initiatives (Calgary Police Anti-Racism Action Committee, Social Wellbeing Committee, Calgary Aboriginal Urban Affairs Committee).
- **Communications**
 - Development of a communications strategy.
 - Identification of the need for better two-way communication.
 - Creation of distribution list for Mayor and Council.



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- Exploration of communication channels (311 service request, social media platforms etc.).
- **Inputs, Responses to Emerging Opportunities and Challenges, Requests, Participation etc.**

Highlights:

- Attendance at the presentation of the research findings for: *Scoping Review: Municipal Anti-Racism Practices that Might Work* by Dr. Regine U. King.
 - Attendance at the vigil for the 215 children found in graves at the former Tk'emlups Residential School (May 31, 2021).
 - Presentation at the City of Calgary Council Session on Equity – co-chairs Sonia and Francis Boayke (June 28, 2021).
 - Presentation for Coalitions Creating Equity – co-chair Sonia Aujla-Bhullar and City staff, Lorelei Higgins (July 12, 2021).
 - Input for Statistics Canada Police-Report Indigenous and Racialized Identity Statistics.
 - Engagement for Heritage Calgary Naming, Renaming and Commemoration Framework.
 - Participation on City of Calgary Trends Event panel - co-chair Sonia Aujla-Bhullar (February 8, 2022) .
 - Input to the James Short Park Renaming engagement process.
 - Participation in the City of Calgary United Against Racism – Hearing the Voice of Youth event for the International Day for the Elimination of Racial Discrimination (March 14, 2022).
 - Participation in the Unite Against Racism event for the International Day for the Elimination of Racial Discrimination (March 20, 2022),
 - Review of City of Calgary Anti-Racism Organizational Stream training modules.
 - Input to Bill 21 discussion and related reporting to Council.
 - Submission of a letter regarding the death of Mr. Latjor Kuny Teul.
 - Submission of a letter regarding a meeting for the Bill 21 report to Council and the impacts of the meeting.
- **Provide leadership for the development of the Calgary Community Anti-Racism Action Strategy (CCAAS) Development**
 - Participation in engagement sessions; provision of leadership. Collaboration with City staff and consulting team.

What are the initiatives and projects the committee is currently working on?

- Continued involvement in the development of the Calgary Community Anti-Racism Action Strategy.



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- 311 Service Request scoping and project charter development.
- Exploration of social media platforms and partnerships to amplify communications.
- Ongoing response to requests and emerging opportunities and challenges.
- Continued representation of the committee on initiatives (Calgary Police Anti-Racism Action Committee, Social Wellbeing Committee, Calgary Aboriginal Urban Affairs Committee).
- Support for Bill 204 and key recommendation which include:
 - creation of an Anti-Racism Office (accountability);
 - collection of race-based data; and
 - monitoring of outcomes on racial equity.

Are there any accomplishments achieved or opportunities presented that Council should be aware of?

- Recognition of the need to broaden the mandate to include emerging opportunities and challenges like the work that Bill 21 has presented. This was achieved with the recent update to the Terms of Reference.
- At the City of Calgary United Against Racism – Hearing the Voice of Youth event for the International Day for the Elimination of Racial Discrimination, the co-chairs were able to present Mayor Gondek with a ribbon skirt, signifying support for relationship building and the recognition that Calgary's anti-racism work be grounded in Canada's colonial history and the truth of the treatment of Indigenous peoples in Canada as well as a commitment to Reconciliation.
- Recognition of the need for better communication. Innovation with the chartering of a project to scope out the potential for an anti-racism 311 service request.

CHALLENGES

- The committee must continually ensure that the requests can be addressed within the mandate.
- Additional Administration resources are required to meet the demands of the work and to continue to be adaptive as the committee grows. This includes a dedicated administrative role, a full time liaison and communications support.
- Lived experience and knowledge is not currently considered or compensated on the basis of reciprocity.
- Colonial practices negatively impact procedures and behaviour.
- Communication challenges. Transparency and open communication need to be prioritized.
- Technology challenges with Microsoft Teams. Need a community friendly platform like Zoom.



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WORKPLAN FOR THE NEXT YEAR

Provide an outline of the committee workplan for the year 2022-2023.

Priority areas for 2022-2023 include:

- Development of deeper relationship building with Indigenous, Black and Racialized Calgarians and the utilization of unique membership skills through increased opportunities to gather (virtually and/or in person as appropriate) and working groups.
- Continued integration of cultural protocols and cultural ways of knowing into committee functioning - with a centering on Indigenous Ways of Knowing.
- Continued collaboration with external consultants (Habitus Consulting Collective and ActionDignity) to develop the Calgary Community Anti-Racism Action Strategy.
- Communications improvements: 311 Service Request project; platforms and partnerships for amplification of information and messages.
- Creation of an action plan with evaluation mechanisms.
- Participation in all streams of the Anti-Racism Program team (Community, Organizational and Public Safety).
- Participation in Anti-Racism community events and initiatives.
- Continue to fulfill the mandate of the committee and promote the activities of the committee.
- Continue to engage in relationship building, creating transparency between Administration and administrative processes. Engagement with Anti-Racism Action Committee members' time, and knowledge based on a spirit of reciprocity.

OPERATIONS

Describe how the Board, Commission or Committee has been operating, including, but not limited to:

- **Number of meetings held since May 2021 (include task force or sub-committee meetings):**
 - monthly committee meetings (12)
 - working group meetings (48) -4 working groups, meet monthly on average over the last 12 months
 - co-chair monthly meetings (24) – meet formally once a month, additional meetings as required
 - meetings with City of Calgary leadership (4) – meet on a quarterly basis with the General Manager and Anti-Racism Program Team Managing Lead
- **How did Members participate in meetings (remote, hybrid)?**
 - Hybrid.



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- **How was public participation in meetings incorporated (access to meetings, agendas or minutes)**
 - Public portion of the meeting available.
- **Any barriers to accessibility and participation?**
 - Microsoft Teams continues to pose user challenges.
- Any issues or opportunities you would like to note for future operations as we move from pandemic to endemic protocols
 - Consider hybrid options as part of operations. The challenges posed by the pandemic and the opportunities for increased participation necessitate a virtual option.
 - Consider the use of a more user friendly platform such as Zoom.

ATTACHMENTS

If you wish to include attachments, please list below:

- A. Letter – On the death of Mr. Latjor Kuny Tuel by the Calgary Police Service (CPS)
- B. Letter - Re: ARAC TOR/Bill 21 Report Regroup Meeting

ARAC Statement

February 23, 2022

On the death of Mr. Latjor Kuny Tuel by the Calgary Police Service (CPS)

The news and information being heard and seen on the death of Mr. Latjor Kuny Tuel, has impacted Calgarians far and wide, as a reminder of the dangers that many Black people intuitively feel when encountering the Calgary Police.

For many members of the Anti-Racism Action Committee (ARAC), this incident has triggered the lived experiences of racism and discrimination and the need to join in solidarity with the families and victim of pervasive racial discrimination and injustice.

Violence against Black people has a long history in Canada and Alberta with the legacy of colonization of Indigenous People and the continuing harassment and discrimination of racialized communities. This sense of danger and risk is well documented, most recently, in the report compiled by our consultants in the anti-racism community consultations, that engaged with over 1500 Calgarians on the prevalence and impact of racism in Calgary. We recall the late Dalia Kafi whose death, it can be argued was directly tied to the violent assault she suffered while in the custody of Calgary Police.

With this heart-breaking and unnecessary loss of life, ARAC stands in solidarity with Black, Indigenous and Racialized individuals who have tragically either died in police custody, in an encounter with police or because of interactions with the police. We also share our sincere condolences to the family and friends of Mr. Tuel who are in such pain right now. Not just at the manner of his death but the treatment of his body.

We hope that justice prevails and that Calgarians recognize and acknowledge that power, privilege, and access to mental health supports are not realities for many of us who call Calgary home. Racism kills, lack of access to appropriate support kills, and Black, Racialized and Indigenous peoples are the ones paying that price.

As an advisory body to the City of Calgary, we ask that the Council make its position public to reflect the sentiments expressed in this letter. This is an authentic expression of the City of Calgary's promise to acknowledge systemic racism and determine appropriate and timely actions required to address the problems apparent with the Calgary Police Service. In addition, we ask the Calgary Police Commission to inquire into the Calgary Police Service to ensure public safety and much needed civilian oversight into this tragic incident. This is a beginning and much needed step to ensure that Calgary is actioning anti-racism and where human dignity and safety is a reality for Black, Indigenous and Racialized communities.

Sincerely,

Anti-Racism Action Committee
City of Calgary, Boards & Commissions & Committees

Re: ARAC TOR/Bill 21 Report Regroup Meeting

I am writing to all of you today to share my thoughts and perspective on our meeting yesterday, March 28th, 2022. To begin, I would like to extend my appreciation to everyone, in taking the time to meet with myself and co-chair Eileen Clearsky (who sends her regrets), as part of the request for **transparency openly communicating** to how we are moving the work of Anti-Racism forward with the City of Calgary.

Unfortunately, what transpired yesterday left me with more questions around information that was shared, resulting in more frustration and an erosion of trust. Being a representative of the Anti-Racism Action Committee in these spaces, is a role that we hold in high regard and with great responsibility. For the past year, we as co-chairs, have engaged in conversations with senior administration, councillors, the mayor's office, and the Anti-Racism program team, in the hopes the issues of systemic racism may identified and addressed with the City of Calgary. The following is a short summary of what concerns us deeply,

- 1) In our meeting, the discussion around a **2.5-million-dollar budget** being allocated to the Anti-Racism program was shocking. Especially knowing that see and hear of a program that is under-resourced in terms of supporting ARAC specifically with key issues (some of which are listed under point 3), and the limited number of staff directly working with our committee.
- 2) Furthermore, discussions around remuneration, honorariums, have been ongoing for many months and then to be answered in an abrupt and short form yesterday, left me with more questions about **transparency and honesty**. Whether it is called a *per diem* or other terminology, is there a financial compensation occurring for other boards, commissions, or committees? Could there be a clear and accountable way to know for certain a clear and honest account of this?
- 3) Resources for ARAC and the Anti-Racism Program have included conversations that are **not limited** to remuneration. Instead, it encompasses talk around honorariums; platforms to connect with the public; 2-way communications within City of Calgary structures; alignment of an Anti-Racism throughout the City structures; engagement with the larger Calgary community; a Terms of Reference that equips us with a mandate and capacity to support the work of the City. All of this is part and parcel of how we see and determine the **value** of volunteers committed to **seeing Anti-Racism embedded** in how we live and work within Calgary. Currently, the scope and breadth of Anti-Racism requests and our needed insights/expertise, is not sustainable long-term in the current structure.
- 4) How is value shown to the time given by ARAC, both presently and in the future? Where are these conversations occurring? When will the Anti-Racism Action Committee be part of this dialogue? How will our time and knowledge be valued by more than words and verbal agreements? How is value shown to roles of volunteers, across BCC's, as a **fundamental shift in building relationships of reciprocity and appreciation**?

The power being wielded here is one of systemic barriers, that refuses to acknowledge transparency and accountability with the very people (community volunteers) it is tasked to support I am deeply troubled with how things went yesterday and am uncertain as to how **administration** can reflect the commitment that Council has expressed both publicly and privately. The role of ARAC is yet to be fully realized and reinforced, as it is being **determined and resourced** behind closed doors. As a volunteer board member to other national and local organizations, I can honestly say that I have never put as much time and effort into these very discussions as I have been doing for the past 15 months. It is not a role that any volunteer member can sustain with limited access to resources, transparency, and accountability. I do hope, as always, that any future changes to come, will be of support and progression for everyone.

Sincerely,

Sonia Aujla-Bhullar Ph.D.
Eileen Clearsky
Co-Chairs, Anti-Racism Action Committee