

## Previous Council Direction, Background

In 2020, more than 70,000 Calgarians signed an online petition circulated by the Canadian Cultural Mosaic Foundation, which called for public consultation on systemic racism in Calgary. On June 15, 2020, City Council passed the Notice of Motion, Council's Commitment to Anti-Racism which included a direction to conduct a public hearing on lived experiences of systemic racism in Calgary. Through this Notice of Motion, The City also committed to establishing an anti-racism action committee to develop and implement a community-based anti-racism strategy to: identify systemic barriers to accessing City of Calgary programs and services; identify language barriers in accessing information; identify opportunities to work with community partners and organizations on actions to address structural racism on a community-wide level, be diverse and inclusive, and be a true reflection of Calgary's residents.

## Context

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### Vision, Mission, and Program Team

The vision of the Anti-Racism program is to catalyze actions to mitigate and remove systemic racism for Indigenous and racialized people in Calgary. The mission is to remove systemic racism through education, engagement, collaboration, and policy changes to lead to a racially just Calgary.

The Anti-Racism program has three streams: Organizational, Community, and Public Safety. There is a dedicated staff team to deliver this work which includes a Manager; three Lead positions (Public Safety, Community, and Organizational); two Strategic Advisors: a Research Social Planner, and a Learning and Development Consultant, all full-time. A Communications and Engagement Planner works with the team part-time.

Through the Community stream of work, full time support is provided for the Anti-Racism Action Committee, with intentional intersecting portions of work that are aligned with the other streams of work.

## Previous Council Direction

DATE	REPORT NUMBER	DIRECTION/DESCRIPTION
12/20/2021	Urgent Business	<p>That with respect to Notice of Motion C2021-1704, the following be adopted:</p> <p>THEREFORE BE IT RESOLVED:</p> <ol style="list-style-type: none"> <li>1. That the City of Calgary endorse the current legal challenge against the discrimination of freedom of religion in Quebec's Bill 21, an effort led by National Council of Canadian Muslims (NCCM), the World Sikh Organization of Canada (WSO) and the Canadian Civil Liberties Association (CCLA); and</li> <li>2. That Council convene a task force - led by Councillors Mian, Dhaliwal and Spencer - to engage local legal and religious communities to work with The City of Calgary in creating a coalition that:               <ol style="list-style-type: none"> <li>a. identifies how expertise and resources can best be deployed to assist the legal challenge against Quebec's Bill 21 and/or to support local inclusivity initiatives,</li> <li>b. enables the ability for existing non-profit organizations to raise funds on behalf of citizens and corporations in Calgary that wish to add their support towards this effort, and</li> <li>c. informs how matching funds from The City of Calgary as a corporation could or should be advanced to aid in the legal challenge against Quebec's Bill 21 and/or to support local inclusivity initiatives.</li> </ol> </li> <li>3. That the recommendations of the task force described above in point 2 be formalized by the end of Q1 2022 to accommodate a potential further decision of Calgary City Council to consider allocating funding for the legal challenge against Quebec's Bill 21 and/or in support of local inclusivity efforts.</li> </ol>
11/15/2021	Motion Arising	<p>Council Direction</p> <p>Council directed Administration 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 Community Development in Q1 of 2022.</p>
2/10/2021	CPS2021-0156	<p>Anti-Racism Action Committee – Terms of Reference Amendment</p> <p>Council approved the recommendations to:</p>

		<ol style="list-style-type: none"> <li>1. Approve the amended Terms of Reference for the Anti-Racism Action Committee;</li> <li>2. Appoint two of the four previously approved Reserve List members (Confidential Attachment 3) each for a term expiring October 2022, or until adoption by Council of an Anti-Racism Strategy; and</li> <li>3. Direct that Attachment 3 of report CPS2021-0156 remain confidential pursuant to Sections 17 (Disclosure harmful to personal privacy) and 19 (Confidential evaluations) of the Freedom of Information and Protection of Privacy Act.</li> </ol>
7/7/2020	CPS2020-0776	<p><b>Update on Calgary’s Commitment to Anti-Racism</b> Council approved the recommendations to:</p> <ol style="list-style-type: none"> <li>1. Acknowledge and recognize that systemic racism exists in our community, our government, our organization and our institutions, including the City of Calgary and the Calgary Police Service, as acknowledged by the joint statement by the Calgary Police Service, the Calgary Police Association, the Calgary Police Commission and the Senior Officers Association;</li> <li>2. Approve the Anti-Racism Action Committee Terms of Reference;</li> <li>3. Direct that a “What We Heard” report from the public consultation (2020 July 07) be provided to support the development of the Anti-Racism Strategy;</li> <li>4. Direct the Anti-Racism Action Committee to provide a progress update to the Standing Policy Committee on Community and Protective Services no later than Q3 2021; and</li> <li>5. Approve the Anti-Racism Capacity Building Fund Terms of Reference.</li> </ol>
06/15/2020	C2020-0715	<p><b>Calgary’s Commitment to Anti-Racism</b> Council Direction:</p> <ol style="list-style-type: none"> <li>1. Respond to citizen requests to hold a public consultation on systemic racism through a meeting of the Standing Policy Committee on Community and Protective Services which would include presentations from an expert panel and opportunities for public submissions;</li> <li>2. Establish an Anti-Racism Action Committee to be appointed at its Organizational Meeting in October 2020, to develop and implement a community-based antiracism strategy;</li> <li>3. Administration to immediately engage in meaningful re-evaluation of City of Calgary internal practices and policies through the Diversity and Inclusion Framework lens;</li> <li>4. Calgary City Council (including Council Staff) and the Administrative Leadership Team demonstrate a commitment to meaningful change by undertaking mandatory training on antiracism best practices as soon as</li> </ol>

- possible, and commit to recurring training no less than once every four years;
5. The Calgary Police Commission to report to Council as soon as possible on the anti-racism work currently underway and contemplated within the Calgary Police Service, and any plans for engaging in a broader conversation with the community on the future of policing in a diverse city; and
  6. Community-based Public Safety Taskforce to consider issues of systemic racism in its work

## Bylaws, Regulations, Council Policies

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### *The Indigenous Policy*

- “The City will strive to learn from and work with Indigenous communities, grounded in the spirit and intent of reconciliation. The City is devoted to a shared pathway forward, and a firm commitment to building an equitable and inclusive city.”

### *The Social Wellbeing Policy Principle*

- “Advance the active and shared process of truth and reconciliation in collaboration with the community.”