
Proposed Revised Anti-Racism Action Committee Terms of Reference

1. Authority

On 2020 June 15, Council directed, through Notice of Motion, C2020-0715, the establishment of an Anti-Racism Action Committee to be appointed at its Organizational Meeting in 2020 October.

2. 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 to address structural racism.

3. Specific Responsibilities

The Anti-Racism Action Committee will be responsible for:

1. Advising on the development and providing leadership to the implementation of a community-based anti-racism strategy;
2. Identifying systemic barriers to accessing City of Calgary programs and services;
3. Identifying intersecting oppressive systemic barriers in accessing information regarding City of Calgary programs and services;
4. Identifying opportunities to work with community partners, organizations and The City of Calgary on actions to address structural racism on a community-wide level;
5. Engaging and collaborating with community stakeholders (including other Council Advisory Committees) on systemic racism and actions to be delivered;
6. Reporting back to Council through regular updates to the Community Development Committee, including upon completion of significant milestones, such as Community Consultation; Strategy Development; and Implementation Plan; and
7. Enhanced Council collaboration and an interface with Council and Administration on emerging systemic racism issues.

4. Reports To

The Anti-Racism Action Committee will provide updates to Council through the Community Development Committee.

5. Composition

The Anti-Racism Action Committee is meant to comprise a diverse and inclusive membership. It will consist of:

- a. At least eleven Calgarians, and no more than thirteen, with expertise in challenging structural racism and/or community organizing. Ideal candidates will:
 - i. Leverage lived experiences of racism and/or professional/academic/cultural expertise in anti-racism work, or a traditional anti-racist feminist perspective to combat the long history of anti-Blackness or anti-Indigenous attitudes that are pervasive in any discussion of racism in North America;
 - ii. Demonstrate the ability to develop and maintain strong collaborative

- relationships;
- iii. Understand the range of human and civil rights issues and the historical origins and present day impacts of systemic racism;
- iv. Be open to supporting people and communities towards meaningful, positive change;
- v. Preferably have personal and/or professional community connections that inform the Committee's work; and
- vi. Preferably be experienced in supporting or leading anti-racism initiatives.

- b. Up to two members of The City of Calgary Senior Leadership Team (non-voting).

6. Resources

Support from Administration provided to the Committee may include (but not be limited to) resources from City Clerk's, Community Services and Customer Service and Communications.

Additional support required to create a safe environment that encourages open and generative conversations will be provided upon the request of the co-chairs.

7. Term

Committee members will be appointed for a two (2) year term or until the adoption of the Anti-Racism Strategy by Council.

The Committee is on a two-year term staggered system; half the committee's term expires in year one, and the other half in year two; both terms expire in November.

8. Attendance

If an Anti-Racism Action Committee member misses more than two (2) consecutive meetings without prior notification of an absence, that member's position will be terminated. Vacancies will be filled from the existing reserve list.

9. Quorum

Greater than 50 per cent of voting members.

10. Chair

Co-chairs are nominated and elected by the Anti-Racism Action Committee members annually. A third Co-chair will be assigned as a designated alternate.

Co-chairs are responsible for creating working groups to focus on specific tasks required. All working groups must provide regular updates to the larger Committee on the progress of their work.

Members can serve as representatives of the Anti-Racism Action Committee on other committees as deemed appropriate.