

## Summary of Proposed Changes to the Anti-Racism Action Committee (ARAC) Terms of Reference

Current Terms of Reference	Proposed Terms of Reference
<p>1. Authority</p> <p>No changes</p>	<p>1. Authority</p> <p>No changes</p>
<p>2. Mandate</p> <p>The Anti-Racism Action Committee will advise Council on the development and lead the implementation of a community-based anti-racism strategy. The Committee will identify systemic barriers to accessing City of Calgary programs and services and recommend actions to address, and identify opportunities to work with community partners and organizations on actions to address structural racism on a community-wide level.</p>	<p>2. Mandate</p> <p>The Anti-Racism Action Committee will advise Council <b>and provide leadership</b> on the development and implementation of a community-based anti-racism strategy. The Committee will <b>monitor emerging community opportunities and challenges related to racism</b>, identify systemic barriers to accessing City of Calgary programs and services and <b>recommend actions and opportunities</b> to work with community partners and organizations to address structural racism.</p>
<p>3. Specific Responsibilities</p> <p>The Anti-Racism Action Committee will be responsible for:</p> <ol style="list-style-type: none"> <li>1. Advising on the development and leading the implementation of a community-based anti-racism strategy;</li> <li>2. Identifying systemic barriers to accessing City of Calgary programs and services;</li> <li>3. Identifying language barriers in accessing information regarding City of Calgary programs and</li> </ol>	<p>3. Specific Responsibilities</p> <p>The Anti-Racism Action Committee will be responsible for:</p> <ol style="list-style-type: none"> <li>1. Advising on the development and <b>providing leadership</b> to the implementation of a community-based anti-racism strategy;</li> <li>2. Identifying systemic barriers to accessing City of Calgary programs and services;</li> <li>3. Identifying <b>intersecting oppressive systemic</b> barriers in accessing information regarding</li> </ol>

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<p>services;</p> <ol style="list-style-type: none"> <li>4. Identifying opportunities to work with community partners and organizations on actions to address structural racism on a community-wide level;</li> <li>5. Engaging with community stakeholders (including other Council Advisory Committees) on systemic racism and consulting on actions that could be undertaken;</li> <li>6. Reporting back to Council through regular updates to the Standing Policy Committee on Community and Protective Services, including upon completion of significant milestones, such as Community Consultation; Strategy Development; and Implementation Plan.</li> </ol>	<p>City of Calgary programs and services;</p> <ol style="list-style-type: none"> <li>4. Identifying opportunities to work with community partners, organizations and <b>The City of Calgary</b> on actions to address structural racism on a community-wide level;</li> <li>5. Engaging <b>and collaborating</b> with community stakeholders (including other Council Advisory Committees) on systemic racism <b>and actions to be delivered</b>;</li> <li>6. Reporting back to Council through regular updates to the <b>Community Development Committee</b>, including upon completion of significant milestones, such as Community Consultation; Strategy Development; and Implementation Plan; <b>and</b></li> <li>7. <b>Enhanced Council collaboration and an interface with Council and Administration on emerging systemic racism issues.</b></li> </ol>
<p>4. Reports To</p> <p>The Anti-Racism Action Committee will provide updates to Council through the Standing Policy Committee on Community and Protective Services.</p>	<p>4. Reports To</p> <p>The Anti-Racism Action Committee will provide updates to Council through <b>the Community Development Committee.</b></p>
<p>5. Composition</p> <p>The Anti-Racism Action Committee is meant to comprise a diverse and inclusive membership. It will consist of:</p>	<p>5. Composition</p> <p>The Anti-Racism Action Committee is meant to comprise a diverse and inclusive membership. It will consist of:</p>

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<p>a) At least eleven Calgarians, and no more than thirteen, with expertise in challenging structural racism and/or community organizing. Ideal candidates will:</p> <ul style="list-style-type: none"> <li>i) Leverage lived experienced 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;</li> <li>ii) Demonstrate the ability to develop and maintain strong collaborative relationships;</li> <li>iii) Understand the range of human and civil rights issues and the historical origins of systemic racism;</li> <li>iv) Be open to supporting people and communities towards meaningful, positive change;</li> <li>v) Preferably have personal and/or professional community connections that can inform the Committee's work; and</li> <li>vi) Preferably be experienced in supporting or leading anti-racism initiatives.</li> </ul> <p>b) Up to two members of The City of Calgary Administrative Leadership Team (non-voting).</p>	<p>a) At least eleven Calgarians, and no more than thirteen, with expertise in challenging structural racism and/or community organizing. Ideal candidates will:</p> <ul style="list-style-type: none"> <li>i) Leverage lived experienced 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;</li> <li>ii) Demonstrate the ability to develop and maintain strong collaborative relationships;</li> <li>iii) Understand the range of human and civil rights issues and the historical origins <b>and present-day impacts</b> of systemic racism;</li> <li>iv) Be open to supporting people and communities towards meaningful, positive change;</li> <li>v) Preferably have personal and/or professional community connections that can inform the Committee's work; and</li> <li>vi) Preferably be experienced in supporting or leading anti-racism initiatives.</li> </ul> <p>b) b. Up to two members of The City of Calgary <b>Senior</b> Leadership Team (non-voting)</p>
<p>6. Resources</p> <p>Support from Administration provided to the Committee may include (but not be limited to) resources from City Clerks,</p>	<p>6. Resources</p> <p>Support from Administration provided to the Committee may include (but not be limited to) resources from City</p>

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<p>Calgary Neighbourhoods and Customer Services and Communications.</p> <p>Additional support required to create a safe environment that encourages open and generative conversations will be provided upon the request of the co-chairs.</p>	<p>Clerks, <b>Community Services</b> and Customer Service and Communications.</p> <p>Additional support required to create a safe environment that encourages open and generative conversations will be provided upon the request of the co-chairs.</p>
<p>7. Term</p> <p>Committee members will be appointed for a two (2) year term or until the adoption of the Anti-Racism Strategy by Council.</p>	<p>7. Term</p> <p>Committee members will be appointed for a two (2) year term or until the adoption of the Anti-Racism Strategy by Council.</p> <p><b>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.</b></p>
	<p><b>8. Attendance</b></p> <p><b>If an Anti-Racism Action Committee member misses more than 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.</b></p>
<p>8. Quorum</p> <p>No changes</p>	<p><b>9. Quorum</b></p> <p>No changes</p>

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<p>9. Chair</p> <p>Co-Chairs are nominated and elected by the Anti-Racism Action Committee and may alternate the Chair position.</p>	<p>10. Chair</p> <p>Co-Chairs are nominated and elected by the Anti-Racism Action Committee members <b>annually. A third Co-chair will be assigned as a designated alternate.</b></p> <p><b>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.</b></p> <p><b>Members can serve as representatives of the Anti-Racism Action Committee on other committees as deemed appropriate.</b></p>
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