

## **Anti-Racism Program Update**

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### **RECOMMENDATION:**

That Council receive this report for the Corporate Record.

### **HIGHLIGHTS**

- This report highlights the Anti-Racism Program's critical milestones and baseline data to support the importance of investing in anti-racism work at The City of Calgary.
- **What does this mean to Calgarians?** In 2020, over 70,000 Calgarians signed a petition calling for a public hearing on systemic racism and over 150 Calgarians shared with members of Council their lived and living experiences of systemic racism. Council heard from Calgarians that "*systemic racism is not okay, oppression is not okay*", and immediate action is needed. Council responded, committing to become an anti-racist organization. establishing the Anti-Racism Action Committee and Anti-Racism Program.
- **Why does this matter?** The lives of Calgarians are at stake. As one Calgarian said during the 2020 public hearing: "*racism, and in particular systemic racism, costs our society dearly, socially, economically, and politically. Racism is painful and divisive. It is a health hazard. It kills compassion. It kills kindness. It kills peaceful coexistence. It kills social harmony and social cohesion. People may benefit from racism, but the majority of our society has nothing to gain but everything to lose. It must be stopped.*"
- The Anti-Racism Program is leading the organization on the journey to become anti-racist, which includes advocating for disaggregated race-based data to fully understand the impacts of racial inequity.
- Background and Previous Council Direction is included as Attachment 1.

### **DISCUSSION**

Calgary's population is made up of approximately three per cent Indigenous and 41 per cent Black and diverse Racialized Peoples. There is growing evidence that Indigenous, Black and diverse Racialized Calgarians are negatively impacted by systemic racism, perpetuated through various systems and policies. Indigenous, Black and diverse Racialized Calgarians have shared their lived and living experiences of systemic racism, detailing bullying, racism in the workplace, and tokenism, which has caused frustration, struggles, discomfort, pain, and trauma. Over 2,500 Calgarians took part in a community engagement, where they indicated that racism and discrimination are widespread, and it is an issue of life and death for Indigenous, Black and diverse Racialized communities. In The City's 2021 Culture Assessment and Anti-Racism Survey of 3,000 City employees, over 30 per cent of Racialized Peoples disagreed that all City employees have the same growth opportunities. In the City's 2021 Street Harassment survey of 500 people, over 60 per cent indicated that they have experienced unwanted comments about their ethnicity, race, religion and gender.

Historically, The City and organizations within Calgary have not collected disaggregated race-based data. Even when race-based data exists, it has not been used to inform policies, services, programs and processes. A foundational way to address systemic racism is collecting and utilizing disaggregated race-based data to fully understand the magnitude and impact of racial inequities and to inform anti-racism actions. Data carries more weight in our colonial system, but individuals' lived and living experiences prove the existence of systemic racism. We

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will continue to champion the collection of disaggregated race-based data to complement the narratives on racial inequities and move forward with anti-racism initiatives.

The Anti-Racism Program, formed in 2021, has engaged thousands of people in the community and City Administration to understand the impacts of systemic racism and make recommendations for creating an anti-racist city and organization (Attachment 2). The Anti-Racism Program aligned its vision and mission with the White Goose Flying Report, Council's focus on social equity and Calgary's commitment to anti-racism. The Anti-Racism Program has taken strategic action to address systemic racism and impact the lives of Indigenous, Black, and diverse Racialized Peoples in three main spheres of public life:

### **Systemic Changes that Impact Calgarians**

Key actions taken in the community to facilitate engagements, consultations, and work with Indigenous, Black and diverse Racialized Peoples to create a racially just society:

- The Anti-Racism Action Committee, established in 2021, ensures voices of Indigenous, Black and diverse Racialized community members are reflected in Calgary's actions to become anti-racist.
- The Community Anti-Racism Action Strategy development involved engagement of more than 2,500 participants and has recommendations that address systemic racism and barriers in accessing City programs and services. These recommendations will be released as part of The City of Calgary's Anti-Racism Strategic Plan in Quarter 1 2023. For many Indigenous, Black, and diverse Racialized communities, this was the first time they had an opportunity to share their lived and living experiences of systemic racism with the goal of making systemic changes.
- The Anti-Racism Program hosted "United Against Racism – Hearing the Voice of Youth". Indigenous, Black and diverse Racialized youth shared their ideas and recommendations for a racism-free Calgary and a follow-up session was held to speak about their portrayal in the media.
- The Anti-Racism Program convened Black community leaders to understand the impact of Mr. Latjor Tuel's death on the Black community. The leaders expressed concerns on the safety of Black people, the urgency to address anti-Black racism and systemic racism in accessing needed services, especially mental health supports. The leaders also expressed that this was the first time they had been engaged in a meaningful way and looked forward to continued engagement.

### **Systemic Changes that Impact City of Calgary Employees**

Key actions taken in the organization to address systemic racism that exists in City policies, practices, and organizational structure:

- A Preliminary Racial Equity Assessment was conducted using quantitative and qualitative data (Attachment 3) to inform the development of a Racial Equity Assessment Model to examine and assess City culture, policies, programs, and practices. This model will be implemented Quarter 2 2024 to provide an overview of the current state of racial equity and needed improvements.
- Over 100 Learning and Development sessions across The City have supported employees in feeling more comfortable discussing racism and understanding the impact of systemic racism. Sessions for Executive Leadership Team, Senior Management

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Team, and Corporate Management Team supported their journey to become anti-racist leaders.

- The 21-Day Anti-Racism Challenge allowed staff to learn, reflect and act on racial equity. There were over 6,200 visits (1,600 unique visitors) to the 21-Day Challenge Engage Portal. Ninety-one per cent of surveyed participants found the learning experience valuable.
- The Anti-Racism Program hosted events for Black History Month and Emancipation Day, both firsts for The City. The events were an opportunity to educate staff and the public on Black History and slavery in Canada and engage in safe conversation.
- The Anti-Racism Program, in consultation with Customer Service & Communications and Human Resources, initiated an internal inclusive language change, involving capitalizing the term “Racialized” and discontinuing use of the term “stakeholder”. This is one of the steps in implementing anti-racism systemic changes.
- The Anti-Racism Program will continue its collaborative journey with the Indigenous Relations Office; Equity, Diversity, Inclusion & Belonging; Equity Program; and Resilience on a path of growth, learning, sharing and risk-taking as we all continue to challenge ourselves and each other. We meet monthly to share work plans and program outcomes, and jointly developed the *Social and Racial Equity Scoring Criteria for Investment Packages*.

### **Systemic Changes that Impact Public Safety, Dignity, Order and Peace**

As a guardian of public order, The City has the responsibility to ensure Calgarians’ safety and protection against racial profiling, hate incidents and hate crimes. It is important to identify systemic racism within public safety services and develop policies that lead to anti-racism outcomes. Early key actions include:

- The Public Safety Anti-Hate Analysis Tool has been created to review policies, bylaw processes, legal frameworks, and practices.
- The Anti-Racism Program has engaged and reviewed policies with public safety providers such as Police, Fire, Bylaw Services, 9-1-1, 311, Corporate Security, and 211.
- The Anti-Racism Program has been involved in safety initiatives with public safety providers to build connection, identify service gaps and emerging issues that impact all Calgarians, including the Mobile Crisis Response Project; Community Investment Fund Applications Review; September Kick-Off Project for the Downtown Safety Activation; and Stephen Avenue Safety Hub Report.

### **Next Steps**

The Anti-Racism Strategic Plan and Framework will be released in Quarter 1 2023 and will provide The City with focus areas and associated actions guiding the next steps to become an anti-racist organization and community.

The City is currently working on a disaggregated data strategy to support the collection of diversity data. This information can help provide baseline numbers to better understand the effectiveness of systemic changes that impact City of Calgary employees, including representation of employees that are hired and promoted. The City also has the Survey of Calgarians, which assesses perception and satisfaction of City services. The 2022 Fall Survey collected respondents’ demographic information but did not report in a disaggregated way that helps us understand how Indigenous, Black, and diverse Racialized Peoples experience City

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services. We are committed to promoting the use of disaggregated data to measure progress on systemic changes that impact Calgarians, including in public safety, dignity, order and peace.

### **EXTERNAL ENGAGEMENT AND COMMUNICATION**

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|---|---|
| <input checked="" type="checkbox"/> Public engagement was undertaken        | <input checked="" type="checkbox"/> Dialogue with interested parties was undertaken |
| <input checked="" type="checkbox"/> Public/interested parties were informed | <input type="checkbox"/> Public communication or engagement was not required        |

The Anti-Racism Program completed external engagement with over 2,500 Indigenous, Black, and diverse Racialized Peoples and internal engagement with over 3,000 City staff to identify anti-racism themes and actions.

### **IMPLICATIONS**

#### **Social**

The experience of racialization impacts the physical and emotional wellbeing of Indigenous, Black and diverse Racialized Peoples. Addressing and eliminating systemic racism will promote better social outcomes for Indigenous, Black, and diverse Racialized Calgarians including employment, education, housing, healthcare, and recreation.

#### **Environmental**

The Calgary Climate Strategy identified that Indigenous and Racialized communities can face disproportionate impacts of climate change due to systemic racial and social inequities. The Anti-Racism Program contributed to the City's Climate Strategy by reviewing the Climate Adaptation Plan through an anti-racist lens to ensure a racially equitable and responsive approach.

#### **Economic**

Systemic racism has brought about barriers and inequitable access to economic opportunities for Indigenous, Black and diverse Racialized Peoples. Removing systemic barriers will improve individual lives, local businesses and contribute to the larger economy. The Anti-Racism Program and Equity Program developed a Social and Racial Equity Scoring Criteria for the 2023-2026 Service Plans and Budgets review process.

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

#### **No anticipated financial impact**

### **RISK**

During the community engagement, Indigenous, Black and diverse Racialized communities expressed distrust towards The City, as there have not been implementation of meaningful racially just actions to address systemic racism in the past. The community has made recommendations and expressed hope that these will be implemented by The City. As a municipal government, we need to endeavor to listen to the voices/recommendations of the community and our staff. We will be held accountable to our commitment to become an anti-racist organization and to foster a racially equitable city.

**Community Services Report to  
Combined Meeting of Council  
2023 January 24**

**ISC: UNRESTRICTED  
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**ATTACHMENT(S)**

1. Previous Council Direction, Background
2. Anti-Racism Program Critical Milestones
3. Preliminary Racial Equity Assessment
4. PowerPoint presentation

Department Circulation

General Manager/Director	Department	Approve/Consult/Inform
Stuart Dalgleish	Planning & Development Services	Consulted
Chris Arthurs	People, Innovation & Collaboration Services	Consulted
Michael Thompson	Infrastructure Services	Inform
Carla Male	Corporate Planning & Financial Services	Inform
Doug Morgan	Operational Services	Inform
Jill Floen	Law, Legislative Services & Security	Inform