

Calgary



Anti-Racism Program Update

2023 January 24



CITY OF CALGARY
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Recommendation

Council receive this report for the Corporate record



Anti-Racism Program Vision & Mission

Vision:

A racially-just Calgary

Mission:

Take actions to remove systemic racism through education, engagement, collaboration & policy changes

Preliminary Supporting Data

2500

**Community Members
Engaged**

3000

**City of Calgary Employees
Engaged**

75%

**Indigenous, Black, and diverse
Racialized People have witnessed street
harassment**



32%

**Racialized City employees disagreed
that all employees have the same
growth opportunities regardless of
racial/ethnic background**



Community & Employee Voices

*“An anti-racist organization **has everyone** (not just those that are racialized) **engaged, acting and speaking out as allies**”*

– City Employee

*“Neighbourhoods with **high population of colour, or newcomers get less notice/resources than White areas**”*

- Community Member

*“I hate that we have to be **stronger** or more **resilient** because of the situations we have been through”*

- Community Member

*“**Staff are experiencing overt racism and witnessing instances where subtle messages of white supremacy are being delivered to white staff, assuring them that racist tendencies will be tolerated and will not be punished**”*

- City Employee

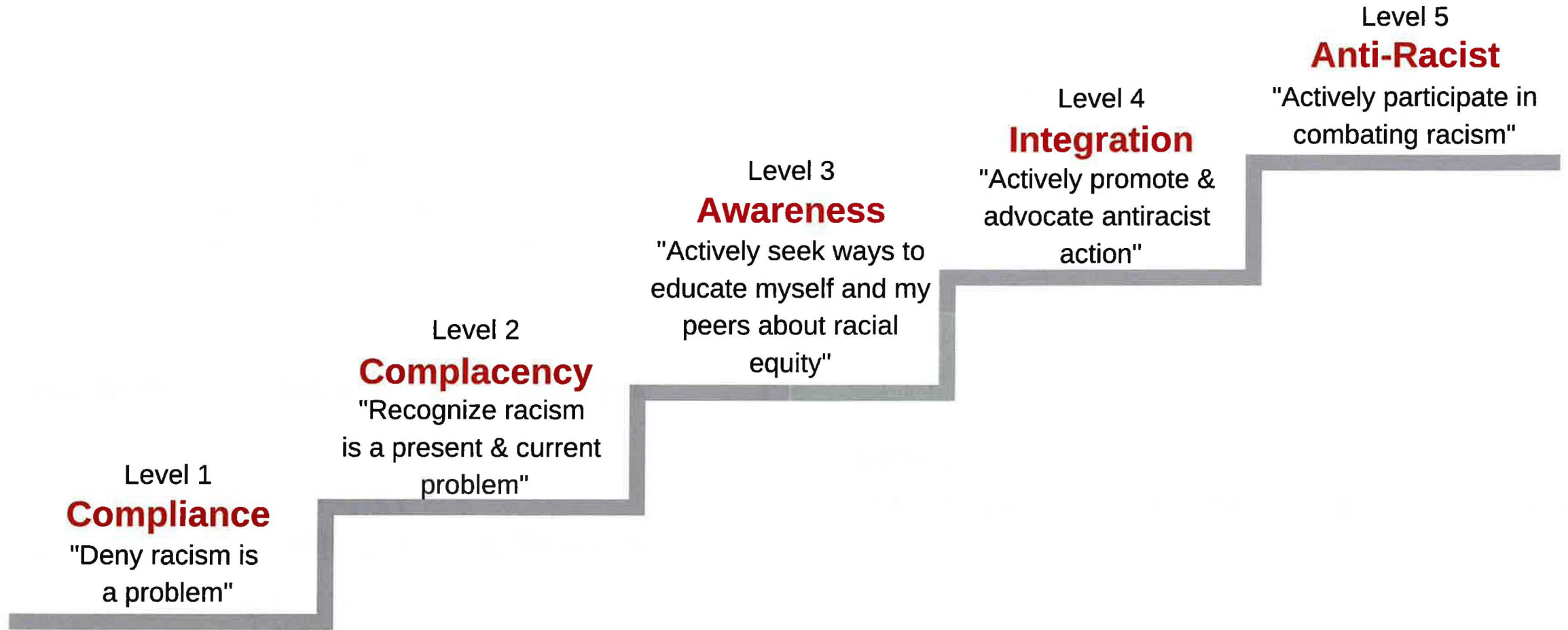


Early Key Actions

- Anti-Racism Training & Education
- Community & Staff Engagement
- Racial Equity Assessment Model
- Inclusive Language
- 21-day Anti-Racism Challenge



Towards a Racially Equitable Organization



City of Calgary Anti-Racism Maturity Model



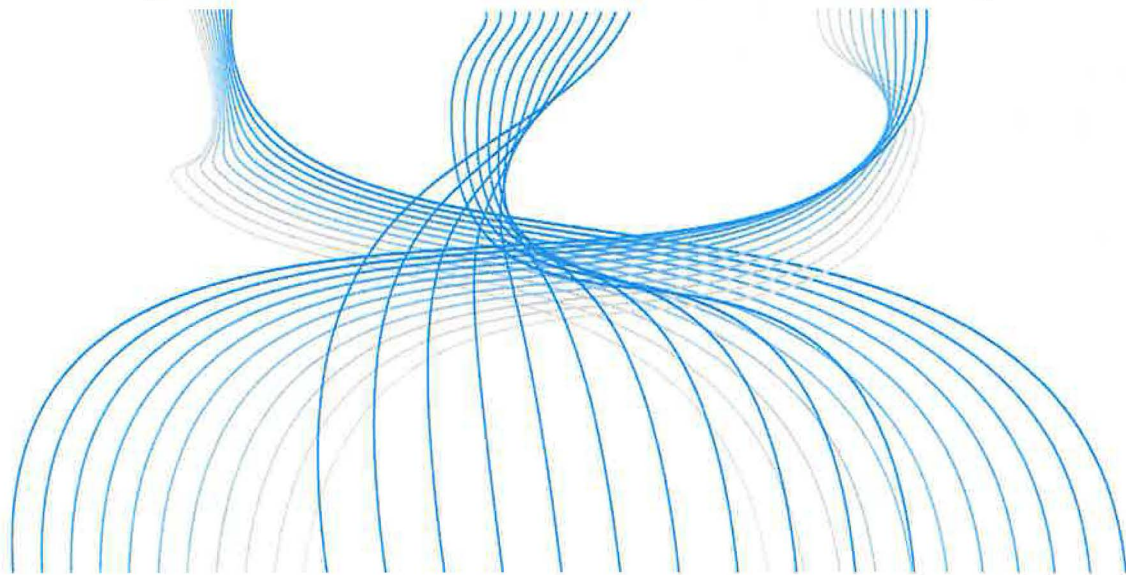
Next Step

Anti-Racism Strategic Plan & Framework 2023-2027

Organization

Community

Public Safety



Recommendation

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