

Community Services Report to  
Regular Meeting of Council  
2023 May 09

ISC: UNRESTRICTED  
C2023-0480  
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## Dismantling Systemic Racism, Transforming Lives: The City of Calgary Anti-Racism Strategic Plan (2023-2027)

### RECOMMENDATION:

That Council direct Administration to utilize *Dismantling Systemic Racism, Transforming Lives: The City of Calgary Anti-Racism Strategic Plan (2023-2027)* as the roadmap for continuing work to dismantle systemic racism.

### HIGHLIGHTS

- The City of Calgary Anti-Racism Framework (Attachment 2) and Strategic Plan (2023-2027) (Attachment 3) were informed by work addressing anti-racism in the community, in The City organization, and in public safety.
- **What does this mean to Calgarians?** Systemic racism impacts Calgarians on many different levels, including within their community and workplace and as a part of public safety. The Strategic Plan was built by listening to Calgarians. It provides definitive actions and key performance indicators to advance our journey to become an anti-racist city.
- **Why does this matter?** Calgary's June 2020 three-day public hearing was a profound moment detailing racial inequities, harassment, bullying, tokenism, discomfort at work, systems distrust, psychosocial racial trauma, and overall frustration. Work since then has validated these experiences. *Dismantling Systemic Racism, Transforming Lives: The City of Calgary Anti-Racism Strategic Plan 2023-2027* (Strategic Plan) has been developed in response to the concerns of systemic racism, racial inequity, discrimination, and oppression that harm Indigenous, Black, and diverse Racialized Calgarians including City of Calgary employees.
- Background and Previous Council Direction is included as Attachment 1.

### DISCUSSION

Focus areas in the Strategic Plan were identified through the themes that emerged from three streams of work:

- *Weaving a Shared Path Forward for an Anti-Racist Calgary*. Calgary's Community Anti-Racism Action Strategy (Attachment 4),
- *Ripples of Change*: The City of Calgary Organizational Action Strategy (Attachment 5),
- *One City – One Journey – One Safe Crossing*: The City of Calgary Public Safety Anti-Racism Action Strategy summary (Attachment 6).

Each of the five focus areas listed below has three specific objectives, nine anti-racism actions and one result that will address systemic racism in Calgary:

1. Develop and implement anti-racism education and training.
2. Promote and integrate disaggregated race-based data.
3. Increase representation of Indigenous, Black and diverse Racialized Peoples in positions of leadership.
4. Develop, promote and deliver racially equitable programs, services and policies.
5. Create anti-racist safe spaces and processes that are free from hate.

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Implementing and evaluating anti-racism actions for accountability has been a major consideration in racial justice conversations. As part of its commitment to racial justice, The City will measure, evaluate, and share the progress of the Strategic Plan with all interested parties to ensure transparency, build trust and demonstrate accountability. Shared accountability among interested parties is vital for advancing racial equity and racial justice through:

- Individual accountability: Employees and community members participate in anti-racism education, learning and development initiatives.
- Leadership accountability: Championing and leading the advancement of racial justice including allocating funding and resources across the organization.
- Department and business unit accountability: City organizational units implement strategic anti-racism actions.
- Collective accountability: City Administration, employees, community members, and other interested parties demonstrate shared effort and take actions to advance racial justice.

### **Next Steps**

The Anti-Racism Strategic Plan will be rolled out to into the Corporation as well as the community and will be used to support City business units to implement anti-racism actions. The Anti-Racism Program will consult with Community members to ensure that they are fully engaged in implementing anti-racism strategic actions.

### **EXTERNAL ENGAGEMENT AND COMMUNICATION**

- |   |   |
|---|---|
| <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 2,700 Indigenous, Black, and diverse Racialized Peoples and internal engagement with over 3,000 City employees to identify anti-racism themes, focus areas and actions.

### **IMPLICATIONS**

#### **Social**

The Strategic Plan enables a people-centered approach to better understand the experience of racialization and its impact on the social, physical and emotional wellbeing of Indigenous, Black and diverse Racialized Peoples. Strategically addressing and eliminating systemic racism will promote better social outcomes in employment, education, housing, healthcare, and recreation.

#### **Environmental**

Racial discrimination in environmental lawmaking excludes Indigenous, Black and diverse Racialized Peoples and communities from decisions that impact their health and community.

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The Strategic Plan continues to support an anti-colonial lens in the development of policies, guidelines and processes to ensure a racially equitable and responsive approach.

### **Economic**

The Strategic Plan outlines how to eliminate barriers and inequitable access to economic opportunities for Indigenous, Black and diverse Racialized Peoples. Removing systemic barriers will improve individuals' economic outcomes, local businesses and contribute to the larger economy.

### **Service and Financial Implications**

Other: No Financial implications at this time.

### **RISK**

If the work to advance recommendations to create a racially just Calgary is not supported, Indigenous, Black and diverse Racialized communities and employees will continue to experience racism perpetuated through various systems and policies which will encourage more racial inequities in the community, organization and public. Racial discrimination and systemic racism are life and death issues for Indigenous, Black, and diverse Racialized Peoples and the Strategic Plan is the collective voice of employees and communities. The Anti-Racism Program is working closely with business units to understand how the recommendations are important in creating a racially just Calgary and how leaders and staff can work to strategically implement anti-racism actions.

### **ATTACHMENTS**

1. Previous Council Direction, Background
2. *Dismantling Systemic Racism, Transforming Lives: The City of Calgary Anti-Racism Program Strategic Framework*
3. *Dismantling Systemic Racism, Transforming Lives: The City of Calgary Anti-Racism Program Strategic Plan*
4. *Weaving a Shared Path Forward for an Anti-Racist Calgary: Community Anti-Racism Action Strategy:*
5. *The Ripples of Change: The City of Calgary Organizational Action Strategy*
6. *One City – One Journey – One Safe Crossing: The City of Calgary Public Safety Anti-Racism Action Strategy*
7. Presentation

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**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	Informed
Carla Male	Corporate Planning & Financial Services	Informed
Doug Morgan	Operational Services	Informed
Jill Floen	Law, Legislative Services & Security	Informed