



Anti-Racism Action Committee Report

MANDATE

The Anti-Racism Action Committee's mandate is to advise Council and provide leadership on the development and implementation of a community-based anti-racism action strategy, 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 on actions to address structural racism.

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COMPOSITION

11 to 15 Members:

- 11 to 13 Public Members
- Up to 2 Administration (City of Calgary Senior Leadership Team)

ANNUAL UPDATE & KEY ACCOMPLISHMENTS

The Anti-Racism Action Committee (ARAC) has focused on three main items in the past year, which includes governance, relationship building and representation, and addressing emerging issues.

With the focus of governance, the committee has increased the inclusion of cultural practices to meetings, leadership structure and recruitment process. This is done through sharing circles, and grounding exercises, done at every meeting to ensure the inclusion of every committee member. Shared leadership knowledge through addition of co-chair mentorship and in working groups. An oral storytelling component has been added to the recruitment process.

The committee has continued to foster relationship building and representation. This is being done through internal relationship building which includes team building activities and the incorporation of cultural sharing practices. Increased communication with Administration and to better connect Co-chairs and the rest of the committee to. Through initiatives such as inter-committee meetings, the Anti-Racism Action Committee can continue representation and collaboration during these touchpoints with other committees (Calgary Police Anti-Racism Action Committee, Social Wellbeing Committee, Calgary Aboriginal Urban Affairs Committee).

With the update of the Committee's Terms of Reference last year, this has given opportunities to bring forward to discuss and address emerging issues related to racism.

Below is a highlight of inputs, responses to emerging opportunities, challenges, and participation, etc.

- Participation in the Anti-Racism Program year end video – previous co-chair, Sonia Aujla-Bhullar (December 2022).
- Responded to emerging issue on the discussion surrounding states with colonial history (January 2023).
- Input for the Anti-Racism Program visual identity engagement sessions (February 2023).
- Participation to Bill 21 discussion with Council and Administration (February 2023).



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- Input on providing a quote for the Anti-Racism Program Strategic Plan (March 2023).
- Participation in the United Nations Association in Canada (UNAC) 2023 AGM - co-chair, Rinad Al Adani gave a speech representing the Anti-Racism Action Committee (March 21, 2023).
- Participation in the City Hall Iftaar hosted by Ward 3 along with the Islamic Relief of Canada – co-chair, Rinad Al Adani gave a speech representing the Anti-Racism Action Committee (March 23, 2023).
- Participation in Strategic Plan Public Launch – co-chair, Emmanuel Owusu providing a speech on behalf of the Anti-Racism Program (May 10, 2023).
- Participation in planning and hosting the Strategic Plan and Community Anti-Racism Action Strategic launch.

Below highlights the initiatives and projects the committee is currently working on:

- Continued involvement in the development of the Calgary Community Anti-Racism Action Strategy.
- Continued input on the upcoming 311 Service Request project.
- Continued representation of the committee on initiatives (Calgary Police Anti-Racism Action Committee, Social Wellbeing Committee, Calgary Aboriginal Urban Affairs Committee).
- Exploration of social media platforms and partnerships to amplify communications.
- Ongoing response to requests and emerging opportunities and challenges.

Below highlights the accomplishments achieved:

- The Community Action Strategy, Weaving a Shared Path Forward for an Anti-Racist Calgary was developed with Habitus Consulting and ActionDignity including support engagement support, review and consultation with the Anti-Racism Action Committee. The committee hosted a community celebration of this work on May 11 alongside the launch of Calgary's first Anti-Racism Strategic Plan, Dismantling Systemic Racism, Transforming Lives.
- Continued representation of the Anti-Racism work in the community by in person presentations and conversations with Anti-Racism Action Committee members is building transparency and connection to the work.

CHALLENGES

The Anti-Racism Action Committee must continually ensure that the requests received can be addressed within the mandate and continues to define the scope of an action committee. The representation of Indigenous, Black and diverse Racialized communities to dismantle systemic racism poses safety risks. This is because when segments of the community do not acknowledge the existence of racism and continue to perpetuate hate, the committee members must learn to build in psychological and physical safety measures. The lived experience and knowledge is currently not considered or compensated on the basis of reciprocity.



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WORKPLAN FOR THE NEXT YEAR

Priority areas for 2023-2024 include:

- Workplans within the three working groups: internal, external, public safety to align with the mandate and the Community Anti-Racism Action Strategy, which also allows for participation in all streams of the Anti-Racism Program team (Community, Organizational and Public Safety).
- Implementation of the Community Anti-Racism Action Strategy, Weaving a Shared Path Forward for an Anti-Racist Calgary, focusing on actions of steward, partner, amplify.
- Development of deeper relationship building with Indigenous, Black and diverse Racialized Calgarians and the utilization of unique membership skills through increased opportunities to gather (virtually and /or in person as appropriate) and working groups.
- Continue the integration of cultural protocols and cultural ways of knowing into the committee functions, with a centering on Indigenous Ways of Knowing.
- Continue to fulfill the mandate of the committee and promote the activities of the committee.
- Continue to foster transparency between Administration and administrative processes by building reciprocal relations and supporting community centered engagement.

OPERATIONS

Number of meetings held since May 2022 in a hybrid setting (include task force or sub-committee meetings):

- Monthly committee meetings with a total of 10 with a break in July and August
- Co-chair monthly meetings – meeting monthly on average, additional meetings as required
- Meetings with City of Calgary leadership (4) – meet on a quarterly basis with the General Manager and Anti-Racism Program Team Managing Lead
- Inter-committee meeting (1)
- Working group meetings and Issue based meetings.
- Many members supporting the engagements and development of the public safety strategic plan

Barriers to accessibility and participation:

- Security and safety considerations complicate a move back to in person or hybrid meetings
- Childcare and family prioritization support remote meetings even though benefits of being together in person support a more inclusive experience