



The City of Calgary Anti-Racism Strategic Plan (2023-2027) Verbal Update



EC2023-1235
December 6, 2023



**That the Executive Committee recommend that Council:
Receive this verbal update for the Corporate record.**

Calgary

Progress

- **Implementation of The City of Calgary Anti-Racism Strategic Plan**





Moving Beyond A Written Plan



16 workshops with business units

Over 55 anti-racism educational sessions

Disaggregated Race Based Data Strategy

Amendment of Council Code of Conduct for Elected Officials Bylaw (26M2018)

Policy changes in Peace Officer Program & in Finance

Peace Officer Code of Conduct

Definitions

The following terms are defined in this Code of Conduct Policy:

1. *“Bias-Based Profiling”* involves the stopping, detaining, charging or treatment of individuals based in part or in whole on ***Prohibited Grounds***;

Finance Policy Change

- 7.9. Alcohol, tobacco, and cannabis expenses, including expenses for the purchase of tobacco and cannabis accessories, are not permitted. However, City funds may be used to purchase tobacco products and tobacco accessories for use in **cultural ceremonies, and truth and reconciliation activities.**

Calgary



Centering Lived and Living Experiences

- **Uncovering & transforming colonial foundations**
- **Implementing anti-racism actions**
- **Monitoring & tracking who is better off**



Areas of Development

- **Need for racially informed supports**
- **Denial of systemic racism**
- **Acknowledging existence of white fragility**



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