



Anti-Racism Action Committee

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. It monitors emerging community opportunities and challenges related to racism, identifies systemic barriers to accessing City of Calgary programs and services, and recommends actions and opportunities to work with community partners and organizations on actions to address structural racism.

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 (Committee) has focused on three main areas over the past year: governance, relationship building and representation, and addressing emerging issues.

In terms of governance, the Committee has enhanced the inclusion of cultural practices in meetings, leadership structures, and the recruitment process. This involves incorporating sharing circles and grounding exercises into every meeting to ensure the participation of all Committee members. Additionally, the Co-Chairs have developed comprehensive communication documentation to improve clarity in communication processes and provided facilitation and guidance for productive discussions within emerging working groups.

The Committee has also prioritized relationship building and representation. Internally, this involves conducting team building activities and incorporating cultural sharing practices. There has been an increase in communication with Administration to better connect the Co-Chairs and the rest of the Committee. Initiatives such as inter-Committee meetings have facilitated representation and collaboration during touchpoints with other Committees like the Calgary Police Anti-Racism Action Committee, Social Wellbeing Committee, and Calgary Aboriginal Urban Affairs Committee.



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Updating the Committee's Terms of Reference last year has provided opportunities to discuss and address emerging issues related to racism.

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

- Participated in planning and hosting the City of Calgary Anti-Racism Strategic Plan 2023-2027 and the Community Anti-Racism Action Strategy launch.
- The Co-Chairs Rinad Al Adani and Emmanuel Owusu attended the 6th Metropolis Identities Summit Conference and participated in a panel discussion on "All my Relations, Identity, and Our Shared Role in Anti-Racism" (November 3rd, 2023).
- The Co-Chair Rinad Al Adani spoke on a panel at the Inter-committee Event hosted by the Social Well-Being Committee, focusing on the importance of motivation and volunteer efforts (November 9th, 2023).
- The Co-Chairs Rinad Al Adani and Emmanuel Owusu participated in group discussions with the Mayor and other community members regarding city protests (November 9th, 2023).
- Participated in an Engagement Session for BCC Remuneration and Expense Policy (January 2024).
- Provided a statement and message for the 2024 Public Safety Report (February 2024).
- Attended the City Hall Iftaar hosted by Ward 3 along with the Islamic Relief of Canada; the Co-Chair Rinad Al Adani gave a speech representing the Anti-Racism Action Committee (March 8th, 2024).
- Participated in the first Racial Justice Conference hosted by the City of Calgary; the Co-Chairs Rinad Al Adani, former Chair Alternate Rosalinda Hernandez, and Emmanuel Owusu had a panel discussion about the importance of community voice and its impacts (March 18th, 2024).
- The Co-Chair Rinad Al Adani and former Chair Alternate Rosalinda Hernandez led a panel for four Calgarian youth to speak about the importance of youth voices and involvement at the 1st Racial Justice Conference hosted by the City of Calgary (March 19th, 2024).

Initiatives and Projects:



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- Continued representation on initiatives with the Calgary Police Anti-Racism Action Committee, Social Wellbeing Committee, and Calgary Aboriginal Urban Affairs Committee.
- Collaboration with Calgary youth, fostering ongoing engagement.
- Exploration of social media platforms and partnerships to enhance communication.
- Continuous response to requests and emerging opportunities and challenges.

Accomplishments:

- Developed the Community Anti-Racism Action Strategy: Weaving a Shared Path Forward for an Anti-Racist Calgary, in collaboration with Habitus Consulting and ActionDignity, with engagement support from the Anti-Racism Action Committee. Hosted a community celebration alongside the launch of Calgary's first Anti-Racism Strategic Plan, "Dismantling Systemic Racism, Transforming Lives," on May 11.
- Maintained representation of anti-racism efforts through in-person presentations and discussions with committee members, fostering transparency and connection.
- Engaged with Indigenous, Black, and diverse Racialized youth in Calgary, hosting a panel for them to share insights on the importance of youth voices.
- Fostered relations with the Calgary Police Service.

CHALLENGES

The Anti-Racism Action Committee must ensure that received requests align with its mandate and continue defining its scope. Representing Indigenous, Black, and diverse Racialized communities in dismantling systemic racism poses safety risks due to segments denying racism's existence and perpetuating hate, necessitating psychological and physical safety measures. Structural changes within the Anti-Racism Program make navigation challenging, with lived experiences and knowledge not currently considered or compensated reciprocally.

Work Plan for 2024-2025:



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- Develop work plans within the internal, external, and public safety working groups to align with the mandate and the Community Anti-Racism Action Strategy, facilitating participation in all Anti-Racism Program team streams (Community, Organizational, and Public Safety).
- Implement the Community Anti-Racism Action Strategy, focusing on stewardship, partnership, and amplification.
- Strengthen relationships with Indigenous, Black, and diverse Racialized Calgarians, utilizing unique membership skills through increased virtual or in-person gatherings and working groups.
- Integrate cultural protocols and ways of knowing into committee functions, centering on Indigenous Ways of Knowing.
- Fulfill the Committee's mandate and promote its activities.
- Continue to foster transparency between Administration and administrative processes by cultivating reciprocal relations and supporting community-centered engagement.

OPERATIONS

Number of meetings held since May 2023 in a hybrid setting (including task force or sub-committee meetings):

- Monthly committee meetings totaling 10, with breaks in July and August.
- Monthly co-chair meetings, averaging one per month with additional meetings as needed.
- Quarterly meetings with City of Calgary leadership, totaling 4 with the General Manager and Anti-Racism Program Team Managing Lead.
- One inter-committee meeting.
- Various working group and issue-based meetings.
- Many members supporting engagements and the development of the public safety strategic plan.

Barriers to accessibility and participation:

- Security and safety considerations complicate a return to in-person or hybrid meetings.
- Childcare and family priorities favor remote meetings, despite the benefits of in-person interactions for a more inclusive experience.