

Community Services Briefing to

Community Development Committee

2025 May 08

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Anti-Racism Strategic Plan Update

PURPOSE OF BRIEFING

This briefing provides an update on the progress in implementing The City of Calgary's Anti-Racism Strategic Plan (2023-2027) since the last update in October 2024. It highlights key accomplishments and The City's ongoing commitment in addressing systemic racism in policies, programs, services, and organizational culture. Additionally, it underscores The City of Calgary Corporation and the community at large's support for anti-racism efforts.

SUPPORTING INFORMATION

The Anti-Racism Strategic Plan 2024 Impact Report is included as Attachment 1 to highlight key accomplishments in advancing anti-racism efforts across both the organization and the community. Administration has also developed a new dashboard, accessible on calgary.ca/anti-racism, highlighting the progress to date, which will be updated on a regular basis to ensure Calgarians have current information. A snapshot of the dashboard and instructions on how to access it are included in Attachment 2.

Implementation of the Anti-Racism Strategic Plan

Focus Area 1: Develop and Implement Anti-Racism Education and Training

Administration continues to advance anti-racism education through comprehensive training. Since the launch of Anti-Racism 101 in October 2024, 52 per cent of employees have completed the anti-racism training offered both online and in-person. Additionally, business units such as Parks & Open Spaces have developed customized specific educational strategies for their staff. Members of Council have also participated in an Anti-Racism training session led by the Integrity and Ethics Office. The expected outcome of these training efforts is to create an anti-racist organization that can effectively address systemic barriers and deliver services that are inclusive and accessible for all Calgarians.

To advance anti-racism training in the community and promote safe spaces, Administration, with additional funding from The Calgary Foundation, has launched the Seeds of Change Fund. The Fund will support one-time projects aimed at raising awareness in the community about systemic racism, equitable service delivery and community engagement for Indigenous, Black, and diverse Racialized Peoples. Funded projects will start in August 2025 and run for two years. Priority will be given to organizations with a mandate and experience in capacity building, by raising awareness, building knowledge, and enhancing skills.

Focus Area 2: Promote and Integrate Disaggregated Race-based Data

The disaggregated race-based data strategy is being advanced in two phases. As part of Phase 1, employees can now fill out the Diversity Data Questionnaire and share information about

themselves within various categories, including ethnicity and race, through the myHRConnect portal. Since the launch of the Diversity Data Questionnaire in 2025 January, over 200 employees have participated, with data kept confidential and used to improve workplace experiences and better reflect the community we serve. Phase 2 broadens the focus beyond internal data to include organization-wide data collection that supports more equitable program and service delivery to the community. Key actions underway include developing a project charter, designing a comprehensive data strategy, and evaluating data collection capacity across business units. This work aims to ensure The City has the tools and information needed to better understand community needs and address systemic inequities in services.

Focus Area 3: Increase Representation of Indigenous, Black and Diverse Racialized Peoples in Positions of Leadership

To increase the representation of Indigenous, Black and diverse Racialized People in positions of leadership, the Anti-Racism Program is collaborating with Human Resources to develop racially equitable talent management practices and expand leadership and mentorship opportunities for Indigenous, Black, and diverse Racialized employees, aligning with the Equity, Diversity, Inclusion, and Belonging (EDIB) Strategy. The initiative ensures an anti-racist lens is applied to Human Resources processes, helping identify and eliminate barriers to leadership for Indigenous, Black, and diverse Racialized employees.

In addition, Administration continues to provide support to the Anti-Racism Action Committee. The Committee provides a platform for community members to provide leadership in identifying systemic barriers and make recommendations to remove them. Administration provided support to the Committee's Storytelling Project, which aimed to raise awareness about the continued experience of racism among Calgarians. Administration also supported the development of a visual identity for the Committee and the implementation of two community consultation sessions with members of Council on issues affecting the community and the non-profit sector.

Focus Area 4: Develop, Promote and Deliver Racially Equitable Programs, Services, Policies, and Systems

To advance equitable programs, services, policies and systems, an Anti-Racism Policy Analysis and Review Tool has been developed to build the capacity of City staff in applying an anti-racism lens when developing or updating policies and strategies. The Program reviewed 37 policies and strategies since October 2024, including the workplace Violence Prevention Policy and GamePLAN.

The Anti-Racism Program continues to support initiatives such as the Equity and Innovation Charter in Recreation & Social Programs and has informed the development of working groups within business units such as Fleet & Inventory to integrate anti-racism practices into their operations. Initiatives such as these contribute to the creation of anti-racist safe spaces within The City, and in service delivery to Calgarians.

Focus Area 5: Creating Anti-Racist Safe Spaces

The Anti-Racism Program has been working closely with the Human Resources Workplace Wellness team and the Corporate Psychological Safety Task Force to integrate an anti-racism lens into the Corporate Psychological Safety Framework and Strategy; a multi-year approach aspiring to integrate and align our strategic priorities to advance psychological safety in the

workplace. This ongoing collaboration helps foster a workplace culture that prioritizes both psychological well-being and racial equity.

The Anti-Racism Program and the Anti-Racism Action Committee contributed to the development of the Community Wellbeing and Safety Plan through community engagement sessions. These discussions helped identify opportunities to align anti-racism actions with broader safety initiatives, ensuring improved accessibility and safer experiences for Indigenous, Black, and diverse Racialized Calgarians accessing City programs and services.

Next Steps

Administration is working to ensure an integrated and effective approach to advancing social equity and dismantling systemic racism. Starting in Q3 2025, the Anti-Racism Program and the Equity Program will come together to form the newly created Community Integration Strategies division within the Community Strategies Business Unit. The division will work closely with other business units to advance Council's social equity priority within the organization and in the community. In addition, the new division will work closely with teams across the organization and community to align efforts, drive meaningful change, and reinforce Council's vision of a socially resilient city, where all people belong, feel valued, and have equitable opportunities to thrive (*Resilient Calgary: Council's Strategic Direction 2023-2026*).

ATTACHMENTS

1. Attach 1 – Anti-Racism Strategic Plan 2024 Impact Report – CD2025-0376
2. Attach 2 – Overview of the Anti-Racism Strategic Plan Progress Tracker – CD2025-0376

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General Manager Katie Black concurs with the information in this Briefing.