



Anti-Racism Action Committee

Terms of Reference

1. Authority

On 2020 June 15, Council directed, through Notice of Motion, C2020-0715, the establishment of an Anti-Racism Action Committee to be appointed at its Organizational Meeting in 2020 October.

2. Mandate

The Anti-Racism Action Committee will advise Council and provide leadership on the development and implementation of a community-based anti-racism strategy. The Committee will 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.

3. Specific Responsibilities

The Anti-Racism Action Committee will be responsible for:

1. Advising on the development and providing leadership to the implementation of a community-based anti-racism strategy;
2. Identifying systemic barriers to accessing City of Calgary programs and services;
3. Identifying intersecting oppressive systemic barriers in accessing information regarding City of Calgary programs and services;
4. Identifying opportunities to work with community partners, organizations and The City of Calgary on actions to address structural racism on a community-wide level;
5. Engaging and collaborating with community stakeholders (including other Council Advisory Committees) on systemic racism and actions to be delivered;
6. Reporting back to Council through regular updates to the Community Development Committee, including upon completion of significant milestones, such as Community Consultation; Strategy Development; and Implementation Plan; and
7. Enhanced Council collaboration and an interface with Council and Administration on emerging systemic racism issues.

4. Reports To

The Anti-Racism Action Committee will provide updates to Council through the Community Development Committee.



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5. Composition

The Anti-Racism Action Committee is meant to comprise a diverse and inclusive membership. It will consist of:

- a. At least 11 Calgarians, and no more than 13, with expertise in challenging structural racism and/or community organizing. Ideal candidates will:
 - i. Leverage lived experiences of racism and/or professional / academic / cultural expertise in anti-racism work, or a traditional anti-racist feminist perspective to combat the long history of anti-Indigenous and anti-Black racism, and affected communities or groups who have been negatively and directly impacted by systemic racism;
 - ii. Demonstrate the ability to develop and maintain strong collaborative relationships;
 - iii. Understand the range of human and civil rights issues and the historical origins and present day impacts of systemic racism;
 - iv. Be open to supporting people and communities towards meaningful, positive change;
 - v. Preferably have personal and/or professional community connections that can inform the Committee's work; and
 - vi. Preferably be experienced in supporting or leading anti-racism initiatives.

Members must reside in the city of Calgary with the exception of up to two Indigenous members who may reside outside of Calgary but are residents of the Treaty 7 Region and/or people living in Calgary who identify culturally as Métis; notwithstanding and including citizens of the Otipemisiwak Métis Government: Métis Nation Battle River Territory – Calgary Nose Hill Métis District 5 & Calgary Elbow Métis District 6.

- b. Up to two members of The City of Calgary Senior Leadership Team (non-voting).

6. Resources

Support from Administration provided to the Committee may include (but not be limited to) resources from Community Services and the Anti-Racism Program team.

Additional support required to create a safe environment that encourages open and generative conversations will be provided upon the request of the co-chairs.

7. Term

Committee members will be appointed for an initial two-year term, set to expire at the annual Organizational Meeting of Council. Subsequent terms will be one-year terms with the opportunity for up to three one-year renewals.



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8. Attendance

If an Anti-Racism Action Committee member misses more than two consecutive meetings without prior notification or leave from the Chair, that member is deemed to have resigned and the Committee may request that Council revoke the appointment. Vacancies will be filled in accordance with Council policy CP2016-03, with respect to mid-term vacancies.

9. Quorum

Greater than 50 per cent of voting members.

10. Chair

Co-Chairs are nominated and elected by the Anti-Racism Action Committee members annually. A third Co-chair will be assigned by Committee resolution as a designated alternate.

Co-chairs are responsible for creating working groups to focus on specific tasks required. All working groups must provide regular updates to the larger Committee on the progress of their work.

The Anti-Racism Action Committee may appoint one of its members as Representative to other committees as deemed appropriate.

*Adopted on 2020 July 20, CPS2020-0776
Amended on 2021 March 01, CPS2021-0156
Clerical correction on 2021 March 11, Council minutes 2021 March 01
Amended on 2021 September 13, C2021-1201
Amended on 2022 March 29, CD2022-0177
Amended on 2022 July 26, EC2022-0684
Amended on 2023 October 24, N2023-0817*