

City Council
City of Calgary
Council Chamber
800 Macleod Trail SE
Calgary, AB T2G 2M3

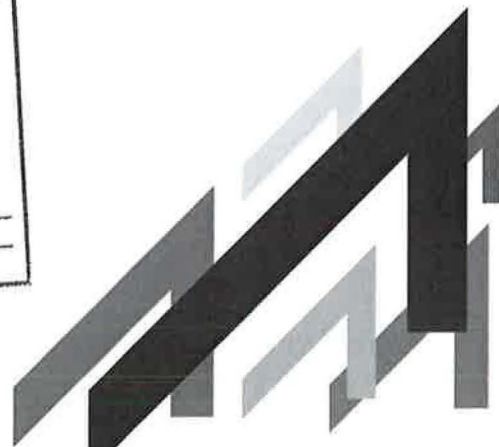
Dear City Council, CRF Task Force, Community Association Members,

My name is Jacqueline Aquines. As program coordinator for INDIE, the INitiative for Diversity, Inclusion and Equity for Alberta Nonprofits at ActionDignity I am here to speak for those who spoke at the Community Representation Framework Consultation at ActionDignity on October 3rd, 2018.

The Community Associations are a great way of connecting people with like interests and backgrounds together geographically. Where there is an opportunity to better reflect the demographic census representations in each neighbourhood is where the CRF, the FCC and ActionDignity would like to collaborate.

Recommendations:

1. Implement performance measures in commitment to Inclusion
 - i. Though languages do reveal that there are distinct ethnocultural groups who live in a neighbourhood this does not give a precise snapshot of the intersectionality of distinct cultures, groups and perspectives that exist in community.
 - ii. The Measuring Inclusion Tool produced by AUMA (Alberta Urban Municipalities Association) can be utilized for self-assessments of inclusion
 - iii. These audits/assessments can be publicly published online to share wins and opportunities.
 - iv. They can be reviewed by quarter
2. Hold quarterly consultations to share inclusive engagement tools that invite both CAs, RAs and unregistered community groups who have momentum of member engagement.
 - i. The needs expressed by the ethnocultural groups indicated training and an understanding of how city planning affects some of them. There was a great amount of interest expressed in hearing how they could be involved.
 - ii. As stated in the CRF's final report in the Risk Assessment, equitable community-building processes require "changes in current attitudes, processes and systems." Several sentiments expressed in the What We Heard report from May 30 said that while they do not object to inclusiveness, individuals who do not attend simply lose the opportunity to participate. Though many of the sentiments expressed offer disclaimers to exclusivity, the concept of equity needs to be examined in the Community Associations. The City defines equity as: People receive tailored treatment according to their respective needs and social conditions. It required recognitions that different barriers, often systemic, exist for diverse individuals or groups. The result of equity is all people have the opportunity to benefit equally.



iii. Share best practices of inclusion and engagement by the CAs as well as other organizations and groups based in the community and neighbourhoods such as ethnocultural communities, currently championing and succeeding in equitable representation.

3. Create an Engagement committee well-versed in cultural humility who can facilitate discussions in representation and equitable engagement tools through a range of the multiple lenses of intersectionality with lived experience (race, socio-economic class, culture, religion, gender expression and identity, sexual orientation, abilities). This can be achieved by intentional engagement with ethnocultural, BIPOC, LGBTQ2IA+, abilities, advocacy organizations, groups and networks in the neighbourhood and surrounding area.

The City does acknowledge their own opportunities to build capacity in engagement and cultural humility, but I believe that the CRF's collaboration with the FCC in concerted efforts to engage diverse board membership will offer improved community planning to inclusively address the specific needs of neighbourhoods. It is important for the CAs and ethnocultural groups to develop relationships in order to build that trust & respect between stakeholders, priority #2. The priorities listed by the CRF hold a robust footing in what needs to happen, and with intentionally inclusive frameworks for the activities to move them forward. Priority #4 is where I emphasize a careful curation of the information and subject matter that is to be deployed amongst the City and CA members. In this process I have learned that though data can be collected with equitable, interpretation of cross-cultural communication must be confirmed by those with cultural humility and/or lived experience.

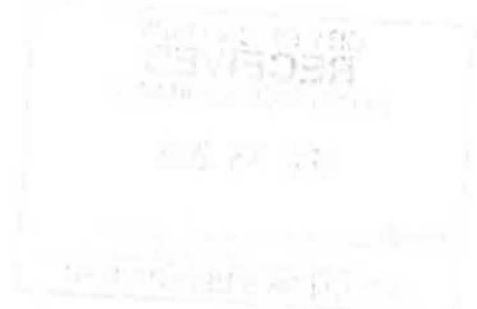
Diverse representation can be equitably procured not only with intersectional understanding, but also moving forward with understanding intention vs impact. Just as the adage from the US abilities movement goes, "Nothing about us without us is FOR us."

Thank you.

Jacqueline Aquines | Program Coordinator

INDIE (INitiative for Diversity, Inclusion & Equity) for Alberta Nonprofits

Pronouns: She/Her/They/Them





C o m m u n i t y R e p r e s e n t a t i o n F r a m e w o r k

VISION: Our desired future.

Calgary is a just and equitable society for all.



MISSION Our role in working to achieve this future.

ActionDignity is a community-based organization that facilitates the collective voice of Calgary's ethno-cultural communities towards full civic participation and integration through collaborative action.

Values

These are the fundamental beliefs and principles upon which our strategies, actions and decisions are built.

01

Respect for
diversity

03

Active citizenship &
democratic participation

02

Equity & Social
Justice

04

Collaboration

Evaluation & Accountability

01

Can there be implementation of an inclusion assessment?

Consultations

02

Review the assessment audits that to assess opportunities in representing intersectionality on CAs

Engagement Committee with Lived Experience & alignment to Cultural Humility

03

Create a review committee from Community Association members who reflect the diverse representation of community & are well-versed in cultural humility

“To be culturally competent doesn’t mean you are an authority in the values and beliefs of every culture. What it means is that you hold a deep respect for cultural differences and are eager to learn, and willing to accept, that there are many ways of viewing the world.”

-Okokon O. Udo