Anti-Racist Practices that might work for the City of Calgary

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Overview

- Criteria for the scoping review

- Key area findings and recommendations

- Discussion of the findings with the audience

Literature evaluative criteria

⬢ Joshua Newman to identify the anti-racist practices included in this report. These criteria were:

1. the process undertaken by a given municipality or community organization (for profit or non-profit) to introduce an anti-racist initiatives;
2. the goal attainment of the proposed initiatives;
3. the distributional outcomes, focusing on identifying the group that benefited from a specific initiative or policy; and
4. the political consequences, or how the stakeholders involved perceived the benefit of the practice or initiative.

Three key findings areas and related practices

◗**Part 1: Institutionalizing anti-racist practices**
  ◗Dedicated citywide anti-racist office to oversee anti-racist practices
  ◗Mainstream racial equity impact assessments
  ◗Systematically use disaggregated data to make equity-based decisions

◗**Part 2: Participatory governance**
  ◗Participatory budgeting
  ◗Participatory planning
  ◗Reconciliation through land and reparations

◗**Part 3: Building equitable communities**
  ◗Create equitable neighborhoods and communities
  ◗Zoning
  ◗Culturally appropriate housing
  ◗Property taxes

Part 1: Institutionalizing anti-racist practices

- Dedicated citywide anti-racist office to oversee anti-racist practices
  - Drawing from the City of Seattle's Race and Social Justice Initiative (RSJI), The city of Calgary may consider:
  - Consolidate the newly formed antiracist committee into a dedicated citywide anti-racist office to oversee anti-racist practices that is permanent, stand-alone for all things equity for years to come.

- Mainstream racial equity impact assessments
  - Drawing on the UK and King County's examples of Equity impact assessments,
  - Mainstream racial equity impact assessments (REIAs) to ensure that policies, practices, events and decision-making processes are fair and barrier free for disadvantage any protected groups from participation

- Systematically use disaggregated data to make equity-based decisions
  - Based on UK example, systematically use disaggregated data to make equity-based decisions.
  - Develop and use race-based data and other relevant disaggregated data to inform REIAs; and conduct post-mortem or longitudinal REIAs once projects have been completed and in the years following, with community input.
  - Employ an intersectional analysis to data

Part 2: Participatory governance

- Participatory governance, if executed well, can help the City build genuine relationships with Indigenous and racialized community groups whereby the two become city-building partners.

- Based on the literature we scanned, North American cities have made attempts to engage diverse groups in participatory budgeting or participatory planning, but most of the time the most marginalized groups continue to be absent at the table of important decisions.

- We limited our search to:
  - participatory budgeting and
  - participatory planning

Participatory budgeting

➢ Review Calgary's previous experience with PB in 2011 to identify recommendations future PB.

➢ Assess whether the City should formalize PB as its official budgeting process (this is also a recommendation echoed by Sustainable Calgary).

➢ Conduct an REIA with citizens at the outset to inform approaches to outreach, procedural design, and data collection/analysis.

➢ Leverage community associations (CAs) to ensure that a wide variety of the public is engaged while paying particular attention to power dynamics within CAs.

➢ Ensure that marginalized groups have a meaningful role in budgeting decisions before, during, and after implementation.

➢ Consider PB as one of the many ways the City can transform its relationship with Indigenous, Black, and other underserved communities.

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Participatory planning

■ Borrowing from the Roxbury Master Plan in Boston,

➢ The city of Calgary could exercise flexibility, provide the economic and social development resources necessary to facilitate and strengthen its partnership with community groups, promote anti-racist practices, and encourage its community partners, including for profit and not-for-profit organizations, to play their part.

➢ The City of Calgary could work with the Indigenous Relations Office at City Hall to start developing anti-racist policies that would facilitate more genuine and mutual partnerships in policy co-production in urban planning.

➢ The city of Calgary could put REIAs in place and monitoring the impacts of their application

Reconciliation through land and reparations

- Chief Lee Crowchild of the Tsuut'-ina First Nation said in a 2017 interview as he saw Treaty 7 on display at Fort Calgary: "We never really did give up the land. We never gave up resources. We just agreed that we're going to share this, what we have here.

- Examples of innovative reconciliatory practices:

  - The City of Eureka, California, passed a resolution that saw the transfer of land to the Wiyot Tribe, and made it official in October 2019 when it deeded 200 acres of land — an island called Tuluwat — back to its Native owners. Reparations are an attempt to right historical wrongs through compensation

  - If Land cannot be returned, at least find ways to implement one of the recommendations of the City Calgary Aboriginal Urban Affairs Committee (CAUAC) for City business units to "work collaboratively to seek real estate, appropriate infrastructure, public buildings, gardens and parkland for Indigenous ceremonial, cultural, commemorative activities, as well as healing."

Reparations

- Reparations are an attempt to right historical wrongs through compensation. The concept has gained much traction in recent years, especially in regards to descendants of slaves in the United States.

- Example:

  - The City of Evanston, a Chicago suburb, is one of the first American cities to put in place a reparations for slavery program, which it plans to fund through the use of tax revenues from the sale of recreational cannabis. , Evanston's city council voted to place a 3% tax on marijuana to use towards a reparations fund capped at $10 million over the next 10 years and will also accept external donations.

  - Identify in which context reparations could benefit Calgarians and be creative!

Part 3: Building equitable and vibrant communities

- Create equitable and sustainable neighborhoods by
  - ➢ Addressing zoning change concerns
  - ➢ Increasing equitable participatory planning strategies
  - ➢ Explore inclusionary zoning as a tool for improving racial equity in Calgary

- Culturally appropriate housing and property assessment by
  - ➢ Establishing working relationships with other levels of government to negotiate CAH that accommodate its ethnically and culturally diverse population.
  - ➢ Promoting culturally appropriate housing design through participatory planning meetings.
  - ➢ Promoting CAH through community amenity contributions, reduced fees, official plans, zoning bylaws, and property taxes assessment data.
  - ➢ Building disaggregated data to better understand Calgary's unique cultural communities and their needs around housing, as what is appropriate for one cultural group may not be applicable to another.

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Some concluding remarks

- The rhetoric of sweet words, the symbolic gestures are nice, but insufficient in bringing about change.

- Dialogue, flexibility, intentional outreach to the marginalized, creating space at the decision-making table, accountability, are all actionable verbs that we found common in anti-racist practices

- The municipal government is the closest to the citizens of all other upper levels of governance. Getting to know the racialized groups and working from their stand point may be a way to transform our city from one of those racist cities.

- Where there is a will, there is a way!

Dialogue

Acknowledgment

Many thanks to

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