



Anti-racism committee meeting

Stakeholder Report Back: What we Heard

October 2020

Project overview

A three-day special meeting was held on July 7, 2020 by the Standing Policy Committee on Community and Protective Services. It was on Calgary's commitment to anti-racism. It included a panel of experts and a public hearing on systemic racism.

The University of Calgary's vice-provost of equity, diversity and inclusion, Dr. Malinda Smith, acted in a special role as a co-chair to inform the proceedings. A panel of experts occupied the seats normally reserved for Councillors and provided insights into the multiple facets and impacts of racism.

Elders Kelly and Daphne Good Eagle brought blessings in the form of prayer and song at the start of the proceedings.

The panel of experts was made up of people recommended by community members and leaders with anti-racism expertise and The City's Indigenous Relations Office. Panel members were:

- Vicki Bouvier
- Francis Boakye
- Nyall Dabreo
- Teresa Woo-Paw
- Phil Fontaine

Engagement overview

This report is a summary of the panel presentations and experiences shared during the three-day meeting. The intent is to capture the overall ideas and issues shared by the panel and speakers. This report doesn't capture everything. We encourage the reader to use this as a starting point in understanding the impacts of racism. And to then review the full transcript or video.

To see all of the content: the transcript, video, and public submissions, visit <https://www.calgary.ca/csps/cns/calgarys-commitment-to-anti-racism.html#panel>.

Below are page numbers for the: opening presentations, questions, and the closing. These page numbers are for the full transcript.

- Dr. Malinda Smith: opening starts on page 22 of the full transcript.
- Vicki Bouvier: presentation starts on page 29 of the full transcript.
- Francis Boakye: presentation starts on page 33 of the full transcript.
- Nyall Dabreo presentation starts on page 39 of the full transcript.
- Teresa Woo-Paw: presentation starts on page 45 of the full transcript.
- Phil Fontaine: presentation starts on page 53 of the full transcript.
- Mayor Nenshi: opening and first set of questions for the panel begin on page 62 of the full transcript.
- Closing and next steps: discussion starts on page 625 of the full transcript.
- There are also summaries, observations and questions shared through the proceedings.



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Please note that during the presentation different terms were used to describe people affected by racism. The terms used are not universal. They are a reflection of the words and terms used by the speakers. In this document the acronym BIPOC is used to refer to Black, Indigenous and People of Colour. We also use the terms “people of colour” and “racialized” to reflect the conversations and words used by the speakers.

What we asked

Each panel member shared key points at the start of the meeting. The meeting was then opened up to the public to share their experience with racism as well as ideas and needs for action.

What we heard: Summary by Dr. Smith

On day three, Dr. Smith shared a summary of the first two days, and key observations from the first 95 speakers. The following is her full summary:

They were young – in junior high, in high school, in university, professionals, people with undergraduate degrees, master's, PhD. Systemic racism impacts all racialized Calgarians. What is astonishing about the testimonies we have heard thus far is how deep and pervasive the experiences are, how intergenerational they are.

People shared painful stories, harrowing stories, of always feeling under surveillance, policed in restaurants, receiving poor services, the rudeness and arrogance by which they are engaged. When they are in shops and malls, always having a shadow. They have testified about the slurs, the microaggressions, and the gaslighting. What all of these stories give us is a strong sense that coming out of these hearings there's no business as usual. We cannot say we do not know. We cannot say it's the odd case here, the random instance here. We cannot say it's just individual or interpersonal. What we are hearing, what we are getting, is a master class in systemic racism.

There are other ways in which this plays out at the institutional level, but also at the personal level: the care and attention we pay to people's names, for example, that has come up repeatedly – whether we pronounce them wrongly, whether we attend to learning how to pronounce them correctly, whether we spell them correctly, that's our way of showing respect. We have also heard about resume racism and credentials, the ways in which, if you are racialized, your credentials are devalued. So in the professional life, people have talked about being overlooked despite their credentials; of having been jumped over by people who have less experience, less education. So when we say people are underrepresented, it's not about qualifications, often not about experiences. We must look to other factors, including racism.

But people shared these stories in many ways. They prepared careful remarks, they researched data. They shared these stories with anger. They shared these stories with courage. They talked about their frustration. But what they did above all else is they showed up. That reflects, in my view, their love for themselves, but especially their love for the next generation. Repeatedly we heard people say, "We do not want this to happen to our children. We do not want this to happen to another generation." I myself have been dealing with research and racism for over three decades, and I can tell you there were moments – when I came into this I thought, oh, I'm sure I've heard all of this before. But I'll tell you, there were moments when I thought, how is this possible – the

pervasiveness that decades on, after talking about a commitment to racism and equity and diversity and inclusion, we are still hearing these stories.

So here is a message for people like me who have these portfolios of equity, diversity, and inclusion. People see these positions as ones that have not provided any measure of justice for racialized people. That's a hard pill to swallow, but it must be taken seriously. Some refer to equity, diversity, and inclusion as analogous to "hopes and prayers" when it comes to racialized people. So that requires us to live with the discomfort of hearing these stories. To sit in it, to hear the racism, is exhausting. It's traumatic. To experience it – we are just having to listen and to learn, but imagine having to experience this from the cradle to the grave.

We have also heard that mechanisms that are established to provide accountability, repeatedly over the day, are failing racialized minorities and Indigenous peoples. Complaints are not working. Complaints are ignored. They are not forwarded. They're denied. They're blocked. They're dismissed. People who experience it are further traumatized. That's a lesson for us here today too. People are sharing their stories. These stories are re-intensifying the trauma they felt initially. We would have failed significantly if we do not act with integrity, with courage, if we do not hear them and act to change the situation. And it could be the case that the former mechanisms were there, but the people who were in place are wrong. We must have the courage to change that.

Two institutions were highlighted time and time again: education system and the criminal justice system. Over 120 brilliant, thoughtful, talented Calgarians of all backgrounds repeatedly talked about their encounters with the police – how it took away their dignity; how it denied them respect; how they felt brutalized by this, demeaned and graded. And repeatedly we heard the claim, "it's a few bad apples." But there's a suggestion that the barrel itself is deeply problematic. This requires further engagement, because I work in universities, and we also talk about the culture in universities. We can talk about the culture in policing. And so either way, I know the commissioner of police is listening attentively and is willing and prepared to address any instances wherever they can, and I know council is listening attentively and prepared to address these. I myself have a degree in criminal justice, and I did policing, and I also did adult probation and parole, so I know this work is not easy. Many in my family have been police officers elsewhere, or nurses, and so I know these things aren't easy.

But we cannot ignore – these aren't random instances. These are instances of people who don't know each other, who are from all kinds of backgrounds, sharing the same experiences. So whatever we think we are doing that it's for the public good, that's not how it's being experienced, and the same education and the curriculum where people were talking about the curriculum is whitewashed, teachers – they are told from the settler's perspective, and generation after generation, people aren't taught to deal with each other. We live in a democracy, so education, institutions, are fundamental to upholding and securing that democracy for us, and for finding ways in which all Calgarians, all Albertans, Canadians, can learn to live together with dignity and respect, and where they are judged not by the color of their skin, but by the content of their character, by their education and achievement. And repeatedly we heard that's not the case.

So I want to make two comments for the comments before we open up the floor. One is this question of emotions. We have heard painful, agonizing stories; traumatic stories; and it's repeated over and over again. And one of the emotions that we often have a difficult time dealing with is

anger. Now, the Greek philosopher Aristotle said that anger is one of the most complex of human emotions – particularly anger in contemporary societies, where we often want to ignore it, because with anger comes – there's a moral dimension to it, a psychological dimension to it, a social dimension to it – how it's felt, how it's experienced, and what we do with it. For Aristotle, he thought we should praise the person who feels the anger at a situation that requires change. But the opposite tends to happen: We tend to focus on the person who is the messenger. We shoot the messenger rather than put attention on the problem itself. But the thing about anger, too, is that we need to be attentive to the persons who are sharing it, how it's delivered, and the moment and the length of time.

But I also want to – the second person I want to draw on is Audre Lorde, who wrote in 1981 about "The Uses of Anger" – that anger is often a response to racism. And she encouraged us not to be afraid of anger, that the fear of anger will teach us nothing. So we need to learn from the anger and the frustration and the emotions that we have been hearing today. And she said, "My anger is a response to racist attitudes and to the actions and presumptions that arise out of those attitudes. If your dealings with other people reflect those attitudes, then maybe anger and your attendant fears are spotlights that can be used for growth in the same way I have learned to express anger for my growth. But for corrective surgery, [to correct 00:47:53] racism, not guilt. Not denial. Guilt, denial, and defensiveness are bricks in a wall against which we all flounder; they serve none of our collective futures." So to dialogue about racism, it will require us to recognize the needs and the living context of those who have taken their time, who have come forward bravely and courageously to tell their stories. To quote again, "Anger is an appropriate reaction to racist attitudes, as is the fury when the actions arising from those attitudes do not change." Anger is an appropriate response to systemic racism, and as we have heard for the last two days and probably today, racism is systemic and it impacts all institutions, and people of goodwill here are committed to actually addressing it.

So I have repeatedly said racism is traumatic. So we have been hearing the concerns of Calgarians, those who've come forward to share their experiences, so I want to let you know that the team here at the City have a plan for those who have made submissions over the past three days and for those who are speaking. And you should know that when you actually call, if you need to – and we encourage you, if you need to, reach out and call the distress center line. There is a counselor there who you'll be put in touch with, a therapist in racial-informed trauma. She's also backed up by a diverse team of counselors who can provide you support. So I want to encourage you, anyone who has experienced trauma over the past two days or who may experience it today, the team here has your back, and you can see the number that you may call – 403-266-HELP. That's 403-266-HELP (4357).

So with those opening notes, I again want to encourage us to be attentive, to sit in any discomfort – because imagine, that's all we have to do: sit, listen, and learn. But after these hearings – I know Councillor Carra would stress this point as well – there is a deep commitment to engaging further and to acting on all the thoughtful recommendations that have come forward, and the brilliance of those recommendations. And I want to encourage everyone who actually took care to offer poetry, and particularly spoken word, the generosity of that giving, the hopefulness of that giving, in these difficult times. So thank you very much. And now I turn the floor back over to my co-chair.



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What we heard summary

As mentioned above, this summary captures issues, experiences and actions shared by the panel and the public over the three days. It is meant only as a starting point in developing an understanding of the pervasive presence and impact of racism in Calgary. To review the full transcript, written submissions and to see the video visit <https://www.calgary.ca/csps/cns/calgarys-commitment-to-anti-racism.html#panel>

Some key areas of conversation were about:

1. What is systematic racism and how it shows up in Calgary, Alberta, and Canada. Dr. Smith shared a quote that summarized a few key points about systematic racism:

So as Gary Younge recently wrote, "Racism is not a metaphor or a symbol for incompetence or boorishness or impoliteness or stupidity, nor is it a state of mind, a deficiency of the social heart, intellect, emotion, or spirit. Racism is a systemic form of discrimination with a centuries-old legacy that shapes lives, experience, today. As such, it cannot be weaponized, because it is a weapon. As well as denying people employment, housing, education, equality, human rights, safety, and opportunity, it literally kills. Racism can, however, be deployed. It may galvanize. It may distract. It may deflect. It may distort, scapegoat, and marginalize.

2. Racism isn't just a few "bad apples" or a few racist people. It is pervasive in all aspects of society and all systems and structures. Because the systems we operate in were set up with racist objectives and only evolved, never changed to be anti-racist, every-day actions and practices continue to discriminate and disenfranchise racialized people and communities and benefit white people and communities.

3. Making changes needs to start now, and it cannot be just words or a one-time public hearing. There was criticism of the process and structure of the public hearing and a call for non-performative action. And that without leadership commitment, including Council and Administration, the hearing and any subsequent actions will not be taken seriously by community members or by citizens.

4. Action needs to be intersectional. For speakers this looked like addressing gender, class, race, etc. When talking about intersectionality, speakers talked about the uniqueness of experience and that although there are unifying issues within systematic racism, actions that look to address it need to also account for the often compounding impacts of gender, class, religion, disability, etc.

5. Need to move away from just saying words like "committed", "diverse", "inclusive", etc. and instead take action on policies already committed to like United Nations Declarations and Truth and Reconciliation as well as put what has been identified through research and consultation into practice.

6. The City and leadership need to say that racism is real and take action to be anti-racist in practice and policy. Almost every speaker and panel member spoke about the need for action. Specifically, that words are not enough; that there have been decades of research, consultation and collection of experiences so it is time to take action to make systemic changes. Teresa Woo-Paw shared a summary in her opening that captures this key point:

So the evidence is clear. After countless consultations and studies over decades, systemic racism is reality. There are precedents, and this is the time for solution and substantive action and sustain institutional change.

So the people, the community – I consulted a few people as my preparation for today's presentation. People question the ethics of consulting the same impacted communities over and over again with no substantial change and improvements. People want real and transparent accountability. For an action plan to be effective, sustainable, and accountable, it must include dedicated resources, clearly defined goals, targets, deadlines, adequate monitoring and reporting mechanisms.

What we heard: systemic racism and racism in Canada

The following is a summary of the discussion and key points raised about what is systemic racism and how it looks in Canada.

Key point	Details
Racism is real in Canada	- A denial of racism is a denial of lived experience. - It is a denial of years of consultation, research, and the reality of all racialized people. - It is a denial of the Truth and Reconciliation work, Treaty peoples' experiences, and the ongoing infringement on the rights of Indigenous peoples across the country. We specifically also heard about the Indian Act and how it perpetuates racism. - Reminder that for Calgary to exist there was displacement of Indigenous communities and families. - In Canada, racism was talked about as often being more covert and subtle. One participant explained it as: "Americans get really loud about it, and Canadians get really subtle about it. The fact is, is that both have devastating impacts on us as Black people and as artists." - It is an expression of fear. - It is connected to class, privilege, and access.
Systemic racism	- Canada has a history of colonialism, racism, and genocide for the sake of "civilizing" that isn't called out, hasn't changed, and persists in all current organizations. We heard examples and experiences in: health, media, business, government, non-profits, arts, police, justice system, all levels of education, fire, funding and grant system, foster care, and City Administration. - Systems were created with racism and oppression/suppression as the intent and have only evolved in some practices but still have the same function and thus continue that same action. - Systemic racism is the unequal access to resources and unequal treatment of people. It is the people you know, the experiences you do/don't have access to, the resources you can/can't get. This system of privilege gives some more while taking away from others or denying them access in the first place. - This is because policies and practices are driven by our values, both those we active chose and those we "accept" because it is the status quo.

Key point	Details
	- We reinforce and perpetuate these, and their original intents by denying change to the status quo. We heard about specific examples: Indian Act, foster care system, the RCMP and police. - For the police and justice system in general speakers and then panel talked about the original intent of policing (the control the actions of specific groups: Métis, Indigenous, Chinese, and Japanese) and that this original design/intent is still happening today. - To address systemic racism means that we must address the current status quo.
Cost of systemic racism	- We heard examples and impacts of racism both on the individual and communities, and society as a whole. These are economic, physical, and mental impacts and costs.
Racism is learned and socialized	- We need to actively unlearn racism to change it. - It is important to encourage dialogue to create change, between governments and between neighbours.

What we heard: what kind of approach is needed to begin addressing racism in Calgary

We consistently heard that statements and good intentions, and policies without actions are not enough. There is a need for action for this process to be taken seriously.

Key point	Details
Lack of trust	We heard that there is a lack of trust in the system and in the process. Speakers talked about how the hearings were problematic and performative. That it reinforced and showed systemic racism. We heard that the hearing wasn't a safe space. Most speakers didn't feel safe enough to share personal experiences because they didn't trust that there would be action. A key criticism was that the public hearing process was glorifying and spectating trauma without adequate support like trauma counselling.
Who has power and who feels safe to speak needs to be examined and addressed	After a racist presentation there was also the discussion of the nature of public hearings, who has the power and feels safe to speak because they are protected by the system, the difference between freedom of speech and hate speech, and the need to examine all public hearing processes. Who can show up to these meetings and consultations/engagement in general is tied to power and social status. In Mayor Nenshi's closing statement we heard that who shows up is predominately white. He shared how in over 10 years and in thousands of public hearings "the number of people of color, of Black people and of Indigenous people that we've heard from in the last three days is an order of magnitude higher than the number of Black people, Indigenous people, and people of color that I have seen in this room in 10 years."

Key point	Details
Cautious optimism that's dependent on what's done next	We did also hear some praise for The City for taking action by having the public hearing. Specifically, that it was giving hope for action. These speakers talked about the need for accountability and for Council and Administration to act on what was heard during the hearing in a way that is not just "crumbs from your table."
Enough consultation, need to take action on what you have heard	We heard that there has been enough consultation. The issues are known, and it is time for meaningful action. Teresa Woo-Paw shared an extensive list of all consultations to date in her opening statement, as did speakers throughout the three days. We heard that the challenge is that the right people are not in the room, not listening, not taking action on these consultations. Specifically, we heard that City leadership needs to take action on what has been heard. As one speaker summarized: "Right now, everyone on City Council has a choice to move our city in a new direction. You also have a choice to repeat old patterns and behaviors. You can reform. You can tweak. You can trim some fat from the budget. You can continue to fund the polite managers of inequality. But I urge you, I urge all of you, to be bold and imaginative in reinventing the way our city operates. I urge you to rethink the ingrained and taught notions and ideas of what you think it takes to make a community safe. And I urge you to center the experiences and voices of those most adversely impacted and ultimately move to defund and dismantle policing in Calgary as we know it and redirect your attention, efforts, and our money – all of our money – to community alternatives."
Consistent and actively anti-racist action is needed	When it came to action we heard that it is not enough to dismiss racism. People, actions and policies need to be actively and consistently anti-racist. This is lifelong work. One participant summarized it as: "Anti-Racism work does not have a quick-fix solution. It is lifelong work. I don't want to be included. We don't want to be included. We want to be free, free to exist, free to navigate spaces and institutions with dignity, access, and equity."
The work needs to be intersectional	Action needs take into account: race, gender, class, disability, all aspects of a person's identity (both real and imposed by external prejudice). Our actions need to be tied to the ways that these impact one another as they don't impact or manifest themselves in isolation.
Be a true ally	To be a true ally one needs to listen, ask questions, step back, and helped when asked.
Respect is earned	Respect is earned not given; it is on you (Council and Administration) to take action.
Don't waste these stories, and this opportunity	The City of Calgary right now has the ability to be a leader. Don't waste this opportunity.

Key point	Details
Recognition of the community leaders and work underway in Calgary	We heard stories of hope, unity, togetherness, community, and activism; and of groups/community organizations' and organizers' ongoing, consistent commitment and resistance to systematic oppression. We heard numerous examples of community organizations, activist, and leaders that are and have been for a long time taking action.
Without action and listening these three days are a waste and meaningless	We also heard that without action this process is meaningless and a lot of fear/disbelief that this public hearing will do anything new, will actually get anything done.
No absence of data only an absence of action	There is no absence of data to support the stories/experiences heard; there is only a lack of action and ignoring of that evidence.
Need to go beyond inclusion	Must go beyond "inclusion", "diversity" and "equality". Inclusion is directly linked to exclusion, meaning the ability to choose who is invited. Needs to be about rebuilding trust and sharing resources with, as one speaker stated, "those who have been labelled as untrustworthy."

What we heard: what is the role of leadership in addressing systemic racism

We heard that those in power need to be responsible and take action to address and raise awareness for addressing systemic racism. As one speaker put it:

The burden of bringing awareness and preventing hateful acts of prejudice and discrimination should not rest solely on the shoulders of the racialized minority groups. Those who have the power and resources to help reduce prejudice and discrimination must step forward to become partners in making change. This will also establish the basis for trust between majority and minority groups, which will nurture racialized minority groups' willingness to work with majority partners.

We heard about the need for existing leaders to bring in community leaders. We heard about specific anti-racist actions from various speakers/community organizations in their own organizations, work, and in the community.

We heard that leaders need to:

- Take action and change the status quo.
- Focus on people to get different outcomes.
- Focus on addressing poverty not criminalizing it.
- Work on rebuilding trust.
- Reevaluate the hearing process.
- And, before every action/decision, to think and to commit to anti-racism, gender equity, social wellbeing, White Goose Flying, and all policies that have already been enacted.

We also heard about the need for power sharing and listening. As one speaker summarized:

“What this moment demands of you as city councillors is humility and bravery, humility to recognize that you may not have all the answers, humility to truly listen to those that have historically been ignored, and humility to acknowledge that the ways of the past or business as usual has not served your community, bravery to take decisive action in getting at the root cause of the problem, bravery in reallocating priorities, bravery to defund the police and to chart a way forward that focuses on the needs of the community for affordable housing, free public transit, safe consumption sites, and well-funded mental health services.”

What we heard: Action for future anti-racism committee

Overall, we heard that The City has the ability and opportunity to be a leader. We heard stories of hope, of unity, of togetherness, of community, activism, and groups/community organizations’ and organizers’ ongoing, consistent commitment and resistance to systematic oppression and the need for Council to not waste this opportunity to take action.

Specifically, for the new committee we heard that it needs to:

- Include BIPOC community members external to The City to represent the needs/people in BIPOC community in The City.
- Increase funding accessibility.
- Inquire into discrimination, barriers, and commitment to equity by The City.
- Be mandated and monitored by highest level and have representation from City leadership.
- Look at, and be given the tools to dismantle structural racism, not just access to services by all.
- Have objectives that reach all parts of The City.
- Have data-driven reporting, create benchmarks of current system racism within City, consider who is funded, etc. And measure outcomes of changes.
- Set measures and follow them. Use the gender based analysis plus tools and practices as well apply intersectional and race impact benchmarks and analysis to the overall process and all actions.
- Use third party analysis of future work to evaluate impact.
- Connect with local non-profits already doing the work, who represent and are connected with the community; champion their work. A few specific organizations mentioned: Alberta Anti-Racism Advisory Council, Action Dignity, Canadian Cultural Mosaic Foundation and CommunityWise Resource Centre, and many others.
- Have space for racialized people to have safe, open conversations free from colonial structures and practices.
- Needs to have subject matter experts, folks with lived experience, and community leaders. We heard about artists, sociologists, anthropologists, all disciplines to understand and tell/action in a holistic way.

When speakers talked about future consultation and engagement we heard that the process needs to:

- Leverage existing knowledge, community leaders and groups.
- Be a psychologically safe space, one that doesn’t recreate trauma.
- Be accessible to everyone by addressing privilege. We specifically heard about the ability to attend events.
- Have trauma counselling at events.

- Be a multi-faceted approach for a multi-faceted issue. Time and again, we heard that experiences are unique and will vary by people and thus any action and consultation needs to be intersectional in both approach and evaluation.
- We heard that there is already a lot of work happening where people are getting together and talking but action needs to be taken to support those who have barriers to accessing those consultations.
- Reflect the importance of relationship and trust building.
- Create safe spaces.
- Not group all engagement into one; different people have different experiences and needs and identities need to be respected.
- Have a process that is longer, it can't be performative or just a check box.
- Have a space where Black men and Black women can talk on their own.
- Move away from the idea of the collective and instead there needs to be treatment and recognition of the individual, experiences, differences and intersectionality.
- Have space for Indigenous and Black people to have their own voice.

We heard that the anti-racism committee needs to address:

- The process of police officer complaints, as well as racism complaints in all organizations. Ensuring they are taken seriously.
- Immigration, refugee needs and health access and experience of racism.
- Mental health action from a non-colonial lens.
- Changes to affordable zoning laws to focus on housing affordability.
- Training and workshops on systemic racism are not going to be enough: This is a massive system, culture, all pervasive problem that on training every 4 years is not going fix, demand for more than that as action.
- Any new policies need to be specific and measurable.
- We heard numerous examples of commitments and promises without outcomes or action.
- City planning, resources and activities are disproportionately allocated by geography.
- Racism in Administration needs to be addressed.
- Need to compensate for participation, ideas and problem solving.
- Need to address structural violence: address programs and practices that harm people by preventing them to meet their basic needs.
- Set targets to address socioeconomic challenges and drive change.
- Advocate for education and health with the Provincial and Federal governments. We heard that Kids need to see people like them in classrooms (at all levels) and people need to see them in all levels of health care, etc.

What we heard: specific actions shared by participants

This list is not exhaustive of all of the areas and opportunities for action. All speakers shared experiences as well as potential areas where actions could be taken to address systemic racism.

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Area	Action
Economic support	- To support Calgary's economy, you need to diversify and support arts, grass roots organizations. - Support for Black owned business. - Calgary economic development needs to support/incubate Black owned business. - These initiatives need to have proportional funding. Proportional to the population.
Environment, climate change and climate action, addressing environmental racism	- Support action and commitments with funding. - Supporting programs and environmental response with action and funding. - Support scholarships for BIPOC youth. Specifically in climate action.
Front line organizations	- Need to have staff from racialized communities. This includes shelters (e.g. Drop In-Centre, Alpha House), social workers and CPS.
Support crime prevention, meaning programs and services that support people, and not reactive imprisonment	- Through affordable housing and creating stable housing. - By supporting Access Calgary.
Create protection for those who stand up	- People who stand up/speak up against what is wrong within organizations need to be protected not marginalized, fired. - There needs to be support, access, services, for victims of racism.
Hiring of BIPOC folks and representation in all orders of government, industry, and especially in frontline services is critical for addressing systemic racism	- We heard examples of racism and discrimination in all frontline areas, including emergency transport (EMS), by doctors, nurses, social workers, and the police. For many this experience changed or they received better treatment, and for some they were properly diagnosed, when a person of colour who works in that area was present. - We heard about the need for representation not just token diversity.
At The City and employment standards/practices	- Anonymous recruitment practices, like blind resume reviews, interviews, etc. - Change of Council report templates to remind that action needs to happen. - Council needs to let community leaders lead. - The need for Unions oversight and accountability in anti-racism. CPS and local 38.
Community resources and centres for people to gather and access supports	- Support for community efforts to support young Black boys and girls about their identity.
Alpha House and DOAP Team-like services	- Conversation about challenges, issues, and perpetuation/amplifying racializing and that Police presence in poor and racialized

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Area	Action
	neighbourhoods is higher than in predominately white neighbourhoods. - We heard that these services are frequently use by CPS officers, yet the services do not receive adequate funding. - Poverty and crime are intrinsically linked and need to be addressed that way, needs to be preventive/practice not policing and jailing.
Community assets	- Calgary needs to understand where its community assets are and support those. This is both in terms of granting funding, access and power.
Lack of support for networks that support folks directly	- Addressing the systems that limit access and support.
Transparency, accountability and action are needed	- Through representation: it is vital. By hiring, electing, giving voice, and providing oversight for actions. - Creating anti-racist spaces. - Proactive action. - Responsibility of all, especially white folks, not the responsibility of people of colour to educate/do the work alone. - Hiring practices (resume racism) and leadership representation.
Address tokenism	- Token representation and the difference between bringing people to do the work vs. bringing them in to look diverse. - Through hiring practices, boards and leadership positions.
Arts	- Need for safe spaces for artists to be able to speak truth to power. - Funding agencies need to be overseen by Black people for Black artists. - Youth and existing organizations.
Action what has been heard in other similar processes. Take action on what you have heard through this process	- Existing City polices. - Look to South Africa's transformational process as an example by starting with healing. - Public Health Agency of Canada. Anti-Black racism has been nationally acknowledged as a major determinant of physical health, mental health, and other social determinants of health, poverty, unemployment or underemployment, housing, and a major determinant of the kinds of interactions that Black people experience with the law and the legal systems. - United Nations International Decade for People of African Descent. - Implementation of UN Declaration of the Rights of Indigenous Peoples and World Conference against Racism, Racial Discrimination, Xenophobia, and Related Intolerance.



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What we heard: Calgary police and the justice system

In addition to personal experiences and accounts with racism, discrimination and the Calgary Police, we heard some key needs for action. We heard:

- The City of Calgary must devote resources to the development and implementation of robust anti-racism policies that include a focus on its role in the justice system, particularly in policing and law enforcement.
- The need for police funding to be moved to poverty and crime prevention as well as programs like Alpha House.
- Community resources offices shouldn't be in schools and councilors, social workers should take on that role instead.
- The value of "pride" displayed on cars etc. was seen by many as problematic.
- Burden of proof is on the victim who must finance legal fees and that there is inequity in who has access to legal services.
- There needs to be support for PTSD and the mental and social impacts of wrongful arrest/charges.
- The long-term and pervasive impact on the person, family and community of racial profiling, wrongful arrest, and racism by CPS.
- The need for training, diversity in the force.
- The role of police needs to be re-examined and changed. It is still working to reinforce and perpetuating racism by performing the same roles and values set out at inception, and so if a true change is to happen and the police is to be anti-racist the role and intent of policing needs to change.
- We heard questions about who is on the Police Commission, as well as general call for more oversight and the need for diversity of representation on the Commission.
- That "bad apples" are everywhere but when they have a gun and power over you, the impact is great; with power there needs to be even more accountability, scrutiny, oversight, training so that those who have power over people's lives don't continue to ruin lives.
- The power of force, threats to press charges impacts the person forever and so does being added to a database/system.
- There needs to be justice for victims.
- CPS needs to look at the Winnipeg example of Bear Clan Patrol for community lead patrol/security.

What we heard: schools and education

Although all speakers recognized that schools are outside of the direct control of The City, a call for advocacy was voiced by many speakers. We heard that there is fear in schools to show culture and to be different. We heard examples of consistent and early racism and that little, if anything, was done by those in power to correct, educate, or reprimand.

We also heard the importance of education in addressing and creating anti-racist action; this needs to be done by all schools and teachers and be supported through policy.

There was a discussion about the impacts of schooling on Black boys and the need for teachers who support them, who encourage, create thriving environments, support achievement, and provide equal access to resources.



Anti-racism committee meeting

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There was also discussion about school funding through municipal taxes and observation of non-Christian holidays.

We heard that there is a need for anti-racist curriculum in primary and secondary school, in post-secondary, and in all subjects; children deserve to be represented in and taught the full history of everyone's experience. We heard that The City needs to be the advocate for anti-racist curriculum and the equal distribution of education funding.

What we heard: examples of racism

- We heard from both the panel members and the public about the pervasive nature of racism. It isn't limited to one space, a few people, or one organization. It is everywhere. It is experienced when accessing health services, police and justice services. It is at work, sport, malls and restaurants. And it is experienced in school. We heard about experiences from elementary school all the way through post-secondary including medical school.

We heard about experiences in:

- The justice system and legal system. Panelists and speakers presented data on the over-representation and under-resourcing of access to resources/supports by racialized people, especially Black and Indigenous.
- We heard about prejudice leading to mistreatment, misdiagnosis in healthcare.
- We heard the impact on youth that these experiences and lack of action to address them is draining. The consistent experience of it and to see little action by government, institutions, people in power, and white people being dismissive/reductionist/denial of their families' and communities' experiences.
- That experiences vary by complexion.
- The impact on temporary foreign worker program and immigration status.
- Disproportioned impacts of the pandemic.
- The impact it has on family and friends and generational impacts.
- We consistently heard that there is a lack of leadership and true diversity in organizations and then the lack of safe and thriving spaces creates aloneness and otherness for folks. It stifles.
- There is an impact on who is present, who speaks up, who feels safe to speak. This includes public engagement, hearings, etc.
- Microaggressions are everywhere and ignored by people in power. We heard about from making fun of fasting for Ramadan, missing school for non-Christian religious holidays, asking to touch hair, asking "but where are you really from". There are countless micro aggressive actions and invasive questions that speakers shared from every day experiences, ignored or dismissed by white people in positions of power like teachers, principals, universities and employers. Speakers shared experiences of being told that the impacted person is too sensitive, too loud, over exaggerating, etc.
- Racism creates self-hate, anxiety, mental and physical health issues.
- It is harmful to the person to be consistently rejected, asked to change, forced to fit in or prosecuted and persecuted for the colour of their skin.

Theme	Details
When convenience is important, we are denying peoples identities	- Racism is denying people the ability to be themselves, to use their own names, their look, and their experience. - As one speaker put it: “really, when people cannot actually use their name and be who they are, it should remind us to reflect whose comfort is important, whose convenience is important, and who belong, and who has power.” - We heard it related to slave names and changes by ancestors, Anglicization of name, and the pronunciation and spelling of given names.
Stacking of racialized experience	- The experiences start young and continue through all institutions. There is no escaping it, no turning it off or stepping out of it. It permeates all aspect of the life of a person who is racialized. It is in school, in health, in employment, in government. It is all encompassing. - Racialized and Indigenous folks are consistently and repeatedly, or systematically, structured out of the system.
Pervasive experiences are exhausting, dehumanizing	- Experiences of different treatment from white friends/family members/community when going for help, reporting crimes, accessing health services, being a student, were shared many times. Consistently judgmental at best, or persecutory/life threatening, this treatment results in life-long mental, physical, economic, employment and access disenfranchisement.

Next steps

First, this report will be shared with the Anti-Racism Committee and with the public.

Second, Committee work will be supported through a request for proposal for an anti-racism community action plan and engagement, which will be open for submissions and reviewed in 2020 for work to begin in 2021.

For more information and updates visit <https://www.calgary.ca/csps/cns/calgarys-commitment-to-anti-racism.html>