



REPORT TO CALGARY POLICE COMMISSION



CPS Monthly Chief's Reports: Anti-Racism Action Committee Update

Date

2022 09 28

Commission Role

- Information only Approval

Type of Meeting

- Full Commission meeting
 Governance and Personnel (G&P) Sub-Committee
 Finance and Audit (F&A) Sub-Committee
 Complaint Oversight (COC) Sub-Committee

Purpose

The purpose of this report is to provide the members of the Calgary Police Commission (CPC) an update on the on-going work of the anti-racism commitments including, but not limited to, the Anti-Racism Action Committee.

- Obligation under the *Police Act*
 Update on progress
 Other: (x)

Update on the Anti-Racism Strategic Roadmap

The Strategic Roadmap will demonstrate our relentless pursuit of anti-racism, diversity and inclusion for Calgarians. It will ensure that we will build upon community engagement capabilities, creating awareness and educational opportunities for our members, while ensuring that the CPS is a leader in anti-racism, equity, diversity and inclusion. (Please reference *Anti-Racism Strategic Roadmap* submission).

To achieve these impacts, the Strategic Roadmap has identified several actions that are divided into three goals:

- racial equity in service design and delivery;
- joint accountability through partnerships; and
- foundations to empower employees as anti-racism leaders.

We conducted business analysis based on key inputs of lived experience, subject matter expertise, research, and data. Specifically, we included the twelve action items identified by external Anti-Racism Action Committee. The co-chair has developed a schedule for the committee to advance these items over the next year.

Our Roadmap has four desired impacts:

- The Calgary Police Service creates a racially equitable organization evidenced in its structures, staffing, processes, terms and conditions, impact, and policies.
- Indigenous, Black, and Racialized communities feel safer, better, protected and have greater access to responsive service delivery.
- Joint accountability and strengthened relationships with partners, community, the Calgary Police Commission, City Council, and the City of Calgary to achieve racial equity.
- The Calgary Police Service staff and leadership is educated and empowered to identify and address systemic racism within the Calgary Police Service and in the community.

Habitus and Action Dignity will develop an evaluation framework for the Roadmap in addition to the Roadmap's identified progress and impact measures.

Update on Anti-Racism Action Committee

The Anti-Racism Action Committee met on 14 September 2022 in follow up to one of their twelve identified action items – training. The co-chair conducted research to collect and report a comprehensive overview of Calgary Police Service training. A *What We Did* report was provided to committee members for discussion and distribution within their communities.

Update on Anti-Racism Training

The CPS Anti-Racism team's Training, Education and Development (TED) is a combination of virtual and in-person experiential training and development sessions on race-based topics, situations, discussions. The issues covered will focus on educating, increasing awareness, conscious choices, presence, and implementing lessons learned for CPS members, sworn and civilian.

Presently there is a soft opening to the online 21 Day-Racial Equity Challenge (hosted by the City of Calgary), a broader launch for all CPS members of the scheduled of the online course *Uniting Against Racism* (created by the RCMP) for all CPS members (sworn and civilian), and the on-going *Journey of Becoming* workshop sessions for ELT/SLT. This offering will be rolled out to the Commanders & Inspectors/ Sergeants, patrol staff and civilian staff in the months ahead. The Patrol and civilian staff *Journey of Becoming* workshop sessions will be modified from Leadership sessions.

Later in the fiscal year we will be looking at creating Employee Resource Groups (ERGs) derived from leveraging our previous internal ARAC teams.

Update on Crisis Response Project

C911/211 Co-location Project

- There were 302 calls for service that were transferred or referred to 211 in August. Up until August, C911 averaged about 91/ calls per month
- Pilot went 24/7 beginning July 2022
- The biggest change came from C911 diverting unwanted guest calls in D1.

- The next event type the CPS, C911 and 211 are trying to implement city wide is suicide and mental health complaints. We are just waiting for final approvals. Possible implementation date is October 15.

DOAP D1 Pilot

- This was a project to have C911 divert D1 “unwanted guest” calls to 211 so 211 can dispatch DOAP.
- These calls relate to vulnerable people only.
- Goal is to have emergency services dispatch emergency services and social service agencies dispatch social services.
- This pilot will also assist in refining processes when 211 dispatches to Crisis Response Teams.
- The month of August, C911 diverted approximately 190 calls to 211/ DOAP.
- Most importantly, this pilot also provided an opportunity for education to business and public. As such, 211 has reported they have received about 130 calls that came into 211 for DOAP to be dispatched.

Crisis Response Teams

- There has been a ‘Call Out’ that went out in July.
- Details of the Pilot are currently being discussed. We are just waiting for final approvals and notifications to the agency involved.
- That said, our team has been working behind the scenes with C911 and 211 on processes, policy updates and provided a list of potential calls that could be transferred.

Attachments (if any)

List attachments here.

Approval signatures

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2022 09 15

(Name), (Rank)

Date

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Strategic Planning & Partnerships
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REVIEWED BY signature:



2022 09 20

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Date

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2022 09 20

Katie McLellan, Deputy Chief

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Mark Neufeld, Chief of Police

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