



REPORT TO CALGARY POLICE COMMISSION



CPS Monthly Chief's Reports: Superboard and ARAC Update

Date | May 9 2022

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
 Anti-Racism 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 Advisory Superboard and External and Internal Anti-Racism Action Committees (ARAC).

Update on Advisory Superboard

The Superboard consists of two members of each community Advisory Boards/Circle along with members of the CPS Diversity Resources Team. The purpose of the Superboard is (1) to enhance communication and engagement between the Advisory Boards/Circles and (2) to build connections with CPS Executive Leadership Team (ELT) members. The creation of the Superboard was an action item from the Advisory Board 2020 strategic planning session. Below is a year-end overview of the activities and content discussed by the Superboard.

January 2021

The Superboard received presentations from CPS members on the Body Worn Camera (BWC) Program evaluation and Race-Based Data. Questions specific to BWC related to officer discretion to turn the camera on and off, which is all governed by CPS policy.

February 2021

This meeting was a strategic facilitation session. The goal was to identify diversity training. Additional key highlights from the session included: to identify CPS safe spaces, provide diversity training for members frequenting social media, and ensuring all police forms are in plain language.

May 2021

The Superboard had a presentation from Regimental Sergeant Major (RSM) Travis Juska on the Thin Blue Line insignia. The Advisory Boards asked that CPS share the presentation so they could help educate their communities on the meaning around it.

September 2021

The Superboard received a presentation on the School Resource Officer (SRO) program evaluation and the results reported by the consultants. Feedback was provided directly to the project leads for incorporation into next steps and included: consider reparative programming to help overcome generational trauma caused by seeing uniforms and weapons in schools; consider getting the word out about how much SRO officers do to help change the narrative and build trust; and consider the content included in equity, diversity, and inclusion training for SROs.

December 2021

The Superboard had a strategic planning session in December to identify strategic priorities for the coming year. The following 2022-2023 priorities were identified: diversity education, partnership, and communication on how the Boards/Circle advise the CPS on program and service delivery changes.

February 2022

The robbery series involving youth from East African Communities was discussed in detail. Several factors acknowledged pushing youth toward involvement in crime. Open discussion on how CPS and community can work toward intervening on recruitment of youth into crime. Root cause issues related to this discussion tied to complex social and economic issues that cannot be solved in isolation.

May 2022

The next Superboard meeting is set for May 9 and will continue with quarterly meetings for the rest of the year.

Message from CPS External Anti-Racism Action Committee, Co-Chair, Shuana Porter

May 2022

As co-chair for the External Anti-Racism Action Committee (ARAC) it is challenging to identify what information must be presented in response to rumours that lack specifics. I'd ask to turn your attention from rumour to support. It is our responsibility to recognize our brave community members who have voluntarily stepped forward to serve and protect their communities as members of this committee, putting their own mental health at risk. All our members, save one, have committed to return for a second term and we are working to develop a new Terms of Reference to guide this work.

At the same time, I would like to acknowledge the pressure placed on this committee by all stakeholders to change a thousand-year-old colonial system in 365 days with our capacity of

meeting at three hours a month. Our committee does a phenomenal job of showing up for their community, bringing feedback and concerns in real-time with an unwavering willingness to show up as a bridging representation of the CPS and their communities. I wholeheartedly believe in the years to come with the commitment, support, and accountability of all levels of leadership including the commission the ARAC committee will be instrumental to shapeshift community policing and engagement.

Update on the External Anti-Racism Action Committee

February 2022

External ARAC member Adanech Sahilie shared a presentation on *Navigating the healing journey discussion panel between CPS and African youth*. Adanech is the Executive Director of the NGO Immigrant Outreach Society (IOS) which hosted the event on February 5, 2022. IOS provides evidence based, language specific and culturally appropriate mental health interventions for East African ethnic minorities. The event provided youth with an opportunity to engage with CPS members in open dialogue around their safety concerns. The External ARAC also discussed the *Addressing Systemic Racism at CPS Year One 2020-2021 Report* <https://www.calgary.ca/cps/commitment-to-anti-racism/news-releases-and-resources.html>.

Members then discussed an initial draft of the *CPS Anti-Racism Strategic Roadmap*. They then had breakout sessions to provide open and honest feedback focusing on the measures. The feedback and discussions were very supportive. A key piece of feedback was that the version was very internally focused. This feedback was acknowledged and incorporated into future versions.

On February 24, the External ARAC attended an ad hoc meeting with Chief Mark Neufeld to discuss the officer involved death of Latjor Tuel. This meeting was an opportunity to provide clarity around the incident as well as to dispel rumors that were circulating in traditional and social media.

On February 28, Chief Neufeld, Deputy Chief McLellan, Deputy Chief Tawfik and other members of CPS met with Latjor Tuel's family and subsequently with a delegation of leaders from the South Sudanese community. CPS acknowledged both formally and informally how deeply impactful this tragedy was on both Mr. Tuel's family, the South Sudanese Community and the CPS members involved. The conversation was emotional, meaningful, and reflective on the existing challenges faced by the community in relation to the justice system, mental health supports, supports for youth, and long-standing trust issues between the community and various institutions. Our commitment remains to rebuild trust and confidence and strengthen the relationship between the South Sudanese Community and the Calgary Police Service.

March 2022

Follow up and continued discussions on the officer involved shooting took place in March. Superintendent Asif Rashid presented on call diversion/alternative call response and the work around the mental health strategy.

The External ARAC were provided an overview of the 296 anti-racism recommendations tracked and reviewed by CPS.



April 2022

Members of Community Support Section including Deputy Chief McLellan and Inspector Martin, supported by the Organized Crime and Offender Management Section met with the Best Help Family Foundation, a support group for women representing the South Sudanese community. The objective of the meeting was to discuss ways to better engage with and provide supports to South Sudanese women and their children. Specific discussions included the justice system, court diversion, alternative measures for first time young offenders, the role of police and probation with families, and release conditions to prevent recurrence in crime. The meeting, while difficult for all stakeholders, was productive and everyone agreed to continue meeting to progress this relationship.

May 2022

The External ARAC will meet on May 13, 2022, at CPS Headquarters for dinner. Nine out of the ten committee members have committed to staying on for another term.

Key next steps:

1. The Terms of Reference (TOR) for the External ARAC will be re-drafted.
2. To better align the anti-racism work moving forward, a handful of CPS sworn and civilian members will join the External ARAC for the remainder of the 2022 year.
3. Habitus and Action Dignity are scheduled to meet with members upon revision of the TOR to discuss community engagement for the remainder of the 2022 year.
4. Habitus and Action Dignity will work to help the CPS align the work of the Advisory Boards/Circles and ARACs.
5. The CPS and City of Calgary are working to ensure regular meetings are held between the co-chairs of the City of Calgary ARAC and the CPS ARAC.

Two Anti-Racism Consultants – Shuana Porter and Dr. Khwezi Mbolekwa - are now embedded within the CPS Anti-Racism Team. Their focus will be on training, education, facilitation, and language.

Update on the Internal Anti-Racism Action Committee

February 2022

During the month of February, the Internal ARAC had five breakout sessions by work area (Bureau level). The purpose was to conduct a line-by-line review of the 296 international, federal, provincial, municipal anti-racism recommendations to validate the status of work underway across the Service. The result of these sessions informed the anti-racism Dashboard.

March 2022

Sworn and civilian members discussed a draft of the *CPS Anti-Racism Strategic Roadmap* for two hours. The primary focus was around key messaging and roll out within the Service. 146 follow up in-person meetings were booked with the Senior Leadership Team and membership to discuss draft versions.

April 2022

No meeting.

A survey was sent around to Internal ARAC to identify their interest in participating for another year on the committee with the following options provided: continue to participate on the Internal Speaker Series, join the External ARAC, focus on the anti-racism policy or focus on change management, training, and communications.

Internal Speaker Series

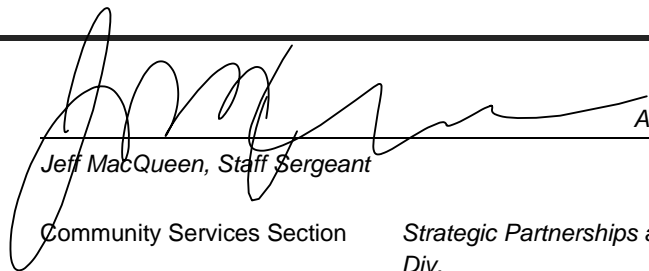
In March, Speaker Series #9 was a panel of CPS sworn members. Instead of bringing in an external speaker, a CPS panel brought the chance for the committee to hear and learn from the experiences of racialized members in the organization. The four panelists shared their views about the relationship between the public and diverse communities, personal experiences with internal and interpersonal biases at CPS, and examples of institutional and structural racism within at CPS. These speakers have volunteered to share their experience to all CPS member through the anti-racism video series.

Attachments (if any)

No attachments provided.

Approval signatures

AUTHOR signature:



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 April 20, 2022

 Date

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 Strategic Partnerships and Planning Div.

EXECUTIVE SPONSOR signature:



2022-045-04

Katie McLellan, Deputy Chief

Date

Bureau of Service & Community Support

CHIEF OF POLICE signature:



(2022 05 04)

Mark Neufeld, Chief of Police

Date

Office of the Chief
