



REPORT TO CALGARY POLICE COMMISSION



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

Date

2023 02 22

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 anti-racism commitments including, but not limited to, the Anti-Racism Action Committee.

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

Updates for The Anti- Racism Team

As part of our commitment to formalize the structure of the Anti-Racism team, a robust competition process was held to seek out an Anti-Racism Strategic Advisor. As a result, Ms. Shuana Porter was awarded the position as the successful candidate.

Next month, the endeavour will be to re-post and fill the vacant position for the Manager, Anti-Racism Strategy.

Finally, the posting for the "Community Mobilizer" program closed. There was extensive interest from the community and the Service received 477 applications. Interviews for the Community Mobilizers have commenced, and we are excited and looking forward to building the team of eight to supplement the work of the anti-racism and diversity resources teams.

In January, our partners at Action Dignity completed all remaining community engagement sessions pertaining to the Service's Anti-Racism strategy. In February, the intention is to finalize and analyze the data, with a final report due for completion later in Spring.

Black History Month 2023

During the month of February, the CPS joined our community partners to celebrate Black History Month. Members of the CPS have been attending a variety of events to honour the contributions of Black Canadians. Internally and externally, we have been sharing content that celebrates Black history within Canada, Calgary, and the CPS. We have shared the history of how Black History Month came to be and have highlighted some of the community partners that we have built strong relationships with to shine a light on how they are contributing to the success, history and awareness of the Black community in Calgary. Initiatives have also included sharing personal stories and perspectives from CPS members, and a conversation with the Manager of the Office of Respect and Inclusion where we discussed our Anti-Racism work to date.

The Indigenous Relations Team

On Thursday, Jan. 26, 2023, Siksika Nation Councilor Reuben “Buck” Breaker participated in a fly along in the HAWC helicopter. Councilor Breaker is the lead on initiating talks with all levels of government to establish a Tribal Police Service on Siksika and he has also established a strong working relationship with the Calgary Police Service. The Indigenous Relations Team continues to share best practices in policy and operations with Siksika Public Safety Team.



The Service is proud to announce that our mandatory Indigenous Awareness Education program continues to be offered to the membership, with Module 11 coming online this month. The Provincial Hate Crimes Task Force has also adopted this training for all members which will be available through the Canadian Police Knowledge Network. This is a testament to the credibility and acumen possessed by our Indigenous Relations Team.

On Tuesday, Feb. 14, 2023, the Indigenous Relations Team (IRT) participated in the 15th annual Valentine’s Day March for Missing and Murdered Indigenous Women, Girls, and Two-Spirited Peoples. The IRT connected with Community and offered support to ensure a safe march. We’ve made it a focal point for CPS membership to understand the Treaty partnership we have with the Treaty 7 Nations and the longstanding relationships that CPS has with community, and how we are committed to moving forward on our journey with Truth and Reconciliation.



Updates and Highlights for The Diversity Resource Team January 2023

The Diversity Resource Team (DRT) continues their on-going commitment to the engagement with our diverse communities in Calgary. Some of the events and projects organized and attended by the DRT in January were:

“You and the Law.” DRT presented this initiative to our communities 14 times in January. The programming is always very well received by the recipients, and it goes a long way to educate newcomers on how the Canadian Legal system works.



DRT partnered with mental health professionals in the Sikh community to present “How Are You Really?” at the Northeast Genesis Center. This event had approximately 50 attendees and is part of a monthly series of education pieces put together by DRT and members of the South Asian community.

DRT teamed up with the Traffic Section to give traffic safety talks to various immigrant communities. Three sessions were embraced by approximately 30 community members at each event. DRT and a member of the Traffic Section also conducted a television interview with a South Asian news station. The intention was to create awareness around topical issues such as traffic safety, domestic violence and building strong relationships in the community. DRT has been asked to interview again and we are currently in discussions with producers to identify topics of interest.

A number of Afghan families took a trip to YouthLink facilitated by DRT. We recognize the value of the facility and the benefit of engaging all of the family members, young and old at the event. There were approximately 80 people in attendance throughout the course of the day. The venue is ideally suited for building trusting relationships between newcomers and police in a safe, inviting and not adversarial environment.

In January, the LGBTQ2S+ (GSD) community started a series of events involving some of their members dressed in "Drag". One of the events was called the "All Ages Drag Brunch," DRT attended to support the community and was met with protestors and anti-protestors. The GSD community also put on an event called "Reading With Royalty," which also involved "Drag" performers reading to children in a public library. This event was also met with protestors and anti-protestors. The Police Liaison Team was also deployed to these events to keep the peace and communicate with all attendees on the "Law of Protests." It is understood and regrettable that some events in the GSD community have since been cancelled due to ongoing protest activity; the CPS is committed to working with community in ensuring public safety and enforcing legislation where the authority exists.

DRT continues to host Spanish classes for CPS members to attend and learn conversational Spanish. This class takes place on Thursdays at noon and 5PM. There has been great uptake from CPS employees, and classes see anywhere from 10 to 20 employees attend each session. DRT and volunteers from the Latino community have attended to provide instruction. These classes were conceived as an idea but have been a success for almost three months.

DRT brokered a relationship between the Recruiting Unit and the Centre for Newcomers. The Recruiting Unit aspires to attract more newcomers to consider a career with the CPS. DRT assisted with a CPS recruiting session and participated in a "Run with a Recruiter" session with the Recruiting Unit. DRT attends monthly to help support potential recruits in their quest to improve their physical ability and achieve the goal of becoming police officers.

DRT attended the Akram Jomaa boys' basketball event and discussed drug addiction and public safety. There were approximately 25 boys at the event which was very well received. The group had lots of questions for DRT and the success of this event inspired DRT to organize a girls basketball game with drug addiction as discussion for the near future.

DRT participated in a talk show interview with the Eritrean Community on CJSW 90.0FM. Several topics were discussed, from traffic safety to mental health. The interview was one hour in duration and several "You and the Law" presentation opportunities have arisen from this interaction.

"Empanadas with a Cop" event was organized for the Latin Community. Similar to "Coffee with a Cop", the event was well received and attended. Because of its popularity, another follow-up event will be scheduled for later in the spring. The event drew national attention on social media, and police organizations in Ontario have since connected with CPS seeking inspiration on how to replicate the event in that province.



The Chinese Lunar New Year celebration was a hallmark event for DRT in January. The Service was honoured to attend New Year celebrations by the Chinese community. This event was very well attended by members of the community including dignitaries, political and business leaders. This event continued to strengthen the relationship between the Asian community and CPS.

Update on Crisis Response Project

On October 11, 2022, CPS partnered with the Alex Community Health Centre to co-create and deliver a community based mobile crisis response pilot project out of District 4. The Alex has been working with the CPS Team on creating operational and steering committees as well as engaging the community as they look to hire clinicians, social workers, peer support and crisis workers. The Team deployed live on February 15, 2023.

C911/211 Co-location

This is a partnership between Calgary 911 and the Distress Centre which sees calls that don't require a police response diverted to alternate community resources. The pilot project went live on February 1, 2022, with the goal of getting the right resources for the right person at the right time in support of those who are looking for supports, are suicidal and may be suffering from mental health and or addictions. Approximately 2187 calls have been referred or transferred to 211.

Top 10 Event SubTypes (10 Codes), 2022 YTD

Event SubTypes (10 Codes)	Top 10, 2022 YTD	Percent of Total
1041 UNWANTED GUEST	762	47%
X99 MISCELLANEOUS	368	23%
1043 CHECK ON WELFARE	131	8%
1011 DOMESTIC	102	6%
1021 MENTAL HEALTH CONCERN	93	6%
1007 SUICIDE	21	1%
1043 KEEP THE PEACE	16	1%
1033 SUSPICIOUS PERSON	13	1%
1053 WANTED	12	1%
1036 SEXUAL ASSAULT	10	1%
Total	1,621	100%

Attachments (if any)

List attachments here.

Approval signatures

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2023 02 16

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2023 02 16

Katie McLellan, Deputy Chief Date

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(YYYY MM DD)

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