



REPORT TO CALGARY POLICE COMMISSION



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

Date

2023 03 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)

Topical Items

Community Mobilizers

The CPS job posting for eight Community Mobilizers closed on January 16, 2023, with 477 applicants. Twenty-one interviews were conducted, and we are pleased to announce, four successful candidates were offered permanent positions, as well as one candidate on a limited position for a two-year term. Next steps will be onboarding, training, and co-creating standard operating procedures.

This current Community Mobilizer posting unfortunately did not yield any successful applicants from the Indigenous community. Following consultation with the Indigenous Relations Team, Community Elders and Knowledge Keepers, and the Calgary Alliance for the Common Good, the CPS will post a separate posting for four Indigenous Community Mobilizers. Below you will find the selection criteria used for the original job posting:

Selection Criteria

- A completed 2-year diploma in social science or a related field and a minimum of 2 years directly related experience.
- Lived experience as a member of an underrepresented community is required.
- All external and internal candidates who self-identified as having lived experience of an underrepresented community plus meeting the minimum educational requirement were selected for an interview.
- As per The City's outlined selection process, the Employment Selection Factor (ESF) was used to determine successful candidates based on Education, Training, Experience and Ability Consensus.

Diversity Resource Team

Our Diversity Resource Team, in partnership with other business units, have been heavily engaged in the recent protests within Calgary. We have messaged out to the public and the LGBTQ2S+ community, acknowledging the impact these recent demonstrations have had on the GSD community. We have reminded all Calgarians that the role of the CPS when attending protests is to maintain order and ensure public safety for everyone, and that we will not hesitate to act if the law is broken. The CPS will remain diligent in exercising our policing mandate in a manner that upholds the law, respects Calgarians' constitutionally protected rights, and is consistent with our organizational values, including respect, fairness and accountability.

Members from the Diversity Resource Team including our Gender & Sexual Diversity Liaison Officer, Constable Dyana McElroy, are committed to working with event organizers, and our community partners, to ensure that events in Calgary remain a safe space for all attendees.

Hate and Extremism Team

After a thorough and detailed investigation by our Hate and Extremism Team and our District 6 General Investigations Unit, Mr. Derek Reimer was arrested on March 2, 2023, for hate crime related offences pertaining to his interactions at the "Reading with Royalty" event that was held at the Seton Library on February 25, 2023. The Calgary Police Service is committed to holding people accountable when illegal and unlawful incidents occur, and this was demonstrated by the arrest of Mr. Reimer.

Members of our Hate and Extremism Team will be meeting with members of the Tsuut'ina Nation Police this month to collaborate on addressing the gaps with reporting Hate Crimes, Hate Incidences and Hate Speech from victims within the Indigenous community. The CPS Indigenous Relations Team will be present for support and to ensure that this collaboration starts and progresses in a good way. This collaboration also speaks to one of the goals within our CPS Anti-Racism Strategic Road Map, which includes addressing gaps related to "equity, specifically racial equity as it pertains to service design and delivery."

Indigenous Relations Team

On Friday February 24, 2023, members of the Indigenous Relations Team (IRT) conducted a tour of the Sacred Space for the Lieutenant Governor of Alberta, Her Honour Salma Lakhani and her husband, His Honour Dr. Zaheer Lakhani, highlighting the history, purpose and use of the Sacred

Space, and creating awareness about the proactive and culturally appropriate services the CPS provides for Indigenous Peoples.

In addition to the tour of the Sacred Space, the Lieutenant Governor and her team attended the Queen's Platinum Jubilee Medal Presentation where Acting Sergeant Alan Chamberlain and Constable Justin Thompson were awarded medals. The Lieutenant Governor and her team were also provided a tour of the Youthlink Calgary Police Interpretive Centre.

Crime Prevention Team

March marks Fraud Prevention Month and below are our information topics for the five weeks:

- Week 1 – Launch and online scams and fraud (March 1 – 4)
- Week 2 – Identity theft (March 5 – 11)
- Week 3 – Business fraud and scams (March 12 – 18)
- Week 4 – Investment scams (March 19 – 25)
- Week 5 – Mass marketing and phone scams (March 26 – 31)

Progress on Anti-Racism Roadmap

We have completed the following action items from our CPS Anti-Racism Strategic Roadmap – Equity, specifically racial equity as it pertains to service design and delivery:

- 1.1 Partnered with Mount Royal University to co-create and implement the ARAC Website.
- 1.2 Added an Indigenous Investigator to the Missing Persons Unit.
- 1.3 Modernized advisory boards/circles and created a reporting mechanism through the “What we did” progress reports within the CPS.
- 1.13 Evaluated the Body-Worn Camera program from an anti-racism and inclusion lens.
- 1.15 Reviewed and strengthened language support by implementing Google Translate Live on the CPS external website.
- 1.6 Conducted a thorough review of the School Resource Officer program.
- 1.18 Strengthened the Indigenous worldviews of working areas across all divisions, via a partnership between the Indigenous Relations Team and our Major Crimes Section, specifically the Missing Persons Unit.

External ARAC 12 Action Items

The following action items were created by the External ARAC in June of 2022. Progress on each action item will be captured in the monthly “What we did Report”. Below are the action items and the month the progress updates were reported:

1. Anti-Racism Policy- will be updated in December 2023.
2. Anti-Racism Audit – will be updated in November 2023 (on-going).
3. Language and Communications – progress updated in the November 2022 report.
4. Missing and Murdered Indigenous Women and Girls (MMIWG) - updated in September 2022 report.
5. Accountability – progress updated in January 2023 report (PSS updates)
6. Indigenous Distinct from Diversity – will be updated September 2023 (on-going).
7. Equitable Service Delivery – progress updated in February 2023 report.
8. Closure of Existing ARAC Recommendations – to be completed by the end of 2023.
9. Police Leadership within the Justice System – will be updated June 2023.
10. Race-Based Data – progress updated in November 2022 report.
11. Training – progress updated in September 2022 report (on-going).
12. A Sub-Committee for Implementation – will be updated May 2023.

Crisis Response Project

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 alternative community resources. For the month of February, approximately 436 calls were referred or transferred to 211.

Community Mobile Crisis Response

On February 15, 2023, Community Mobile Crisis Response (CMCR) teams began taking calls that were triaged through 211; within the first two weeks, eight calls were diverted to CMCR. On March 8, 2023, the CMCR team expanded to District 5.

Downtown Outreach Addictions Partnership Team

The Downtown Outreach Addictions Partnership (DOAP) statistics for the month of February are as follows:

- 268 total DOAP dispatch requests
- 138 requests from Calgary 911
- 130 requests from community callers
- 97% of requests accepted by DOAP

Total program dispatch request numbers to date are 2222.

Mental Health/Suicide Card Change

In December 2022, the CPS approved changes to the C911 mental health and suicide cards used to divert calls to 211 when police dispatch is not warranted. Below are the statistics from December 2022 to February 2023:

- 58 crisis interventions
- 8 reconnected with C911 for support
- 7 connected to 211 after police were dispatched
- 43 resolved with 211 without emergency services intervention

Total program crisis intervention calls transferred from C911 to 211 to date is 120.

Attachments (if any)

List attachments here.

Approval signatures

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2023 03 08

(Name), (Rank)

Date

Community Services
Section

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EXECUTIVE SPONSOR

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8 March, 2023

(Name), (Rank)

Date

(Bureau/Division)

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2023-03-09

Katie McLellan, Deputy Chief

Date

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(YYYY MM
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Mark Neufeld, Chief of Police

Date

Office of the Chief
