



REPORT TO CALGARY POLICE COMMISSION



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

Date

2023 05 31

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

March 22, 2023, marked the International Day for the Elimination of Racial Discrimination. Our CPS Anti-Racism Strategic Advisor, Shu Porter, sat down with our Strategic Communications Section and provided her insight on what it really means to eliminate racism.

Anti-Racism Manager Position

The revised posting for the Anti-Racism Manager position closed on March 10, 2023. Interviews were conducted and the successful Candidate Ms. Cynthia Okafor will be starting her new career with CPS on June 5, 2023.

Support for City of Calgary Anti-Racism Program Team

On May 9, 2023, the CPS Anti-Racism Team supported the City of Calgary Anti-Program Team as they presented their Anti-Racism Framework to Mayor Gondek and City Council Members.

The motion was unanimously carried, and plans are in place for a strategic planning session to further coordinate and better align the Anti-Racism work with the City and CPS.

Update for Indigenous Relations Team

Honoring Indigenous relationships, education, and actioning the CPS Indigenous Roadmap in correspondence with MMIWG Call to Action 9.1, members of the Indigenous Relations Team attended and presented at the Moving Forward on the Pathways to Justice for MMIWG Conference in Edmonton. Other prominent attendees and presenters included Executive Director of Awo Taan Healing Lodge Society, Josie Nepinak and Calgary Police Commissioner Marilyn North Peigan.

On April 18, 2023, members of our Indigenous Relations Team were present as Dr. Terry Poucette, Team Lead for the City of Calgary Indigenous Relations Office, presented the 2022-2023 White Goose Flying Annual Progress Update to Mayor Gondek and City Council members. CPS reconciliation initiatives were captured from under the Adult Justice Stream within the report which was carried unanimously by City Council.

The Calgary Police Service Indigenous Relations Team has had a long-standing relationship with local agencies such as Closer to Home and Simon House. These relationships help foster community connections while building trust between the community and the Service. In early 2023, IRT was invited to a meeting between Closer to Home and Simon House to discuss addictions, recovery, and a path forward to healing.

During this collaborative meeting between our partner agencies, the idea of a healing powwow was discussed. A traditional powwow is an Indigenous gathering where community can sing, dance, reconnect, celebrate ancestral histories, tell stories, heal, and honour others. The community requested the Calgary Police Service to be a part of this healing ceremony as the CPS has been leading reconciliation efforts, has a long-standing relationship with Treaty 7 Nations, and is respected throughout.

The First Annual All My Relations Healing Powwow occurred on Saturday May 6, 2023, at the Bowness Community Association. The event included a drummer from Treaty 7 as well as drummers and ceremonialist from outside the province and country. This was the first recovery and healing powwow in Calgary, and it is considered an honour to have been invited as partners to this event.

Update for The Diversity Resource Team

The month of Ramadan observed by Muslim Calgarians and worldwide, embodies fasting, prayer, reflection, and community. Members of the Diversity Resource Team invited their peers, colleagues, and friends to partake in many Iftar's throughout Calgary, building positive relationships, connections, and allyship between the Calgary Police Service and the Muslim Community.

March 31, 2023, marked Transgender Day of Visibility. Community leader Anna Murphy was integral to bringing together community, allies, and changemakers to deliver a heartfelt and

meaningful message affirming that two spirit, transgender, gender diverse, non-binary, and all gender diverse folks matter and are loved.

On April 19, 2023, the Diversity Resource and Indigenous Relations Teams extended an invitation to all CPS members to attend the CPS Diversity Fair. On this day members learned the role our teams and advisory boards play within the cultural communities across Calgary, including ongoing projects, education, art exhibitions, culture, music, dances, songs, and activities that all Calgarians can participate in across the city.

May 13, 2023, marked the 2023 Nagar Kirtan (Dashmesh Parade). Our Diversity Resource Team worked with event organizers, our Recruiting Unit, and our Major Events & Emergency Management Section (MEEMS) to ensure a safe and memorable experience for everyone in celebration of this significant Sikh holiday.

Community Mobilizers

Five Community Mobilizers officially started their careers with the Calgary Police Service on April 17, 2023. A training framework was developed based on the Job Task Analysis and the Standard Operating Procedures, which considers the Mobilizer's mandate, team composition, role, and function, as well as administrative/reporting mechanisms. Success will be evaluated through impact surveys at 6- and 12-months post implementation, to measure improvements in community and CPS relations. The Community Mobilizer Team will be complimented by four Indigenous Community Mobilizer positions. This competition was posted live on April 3, 2023, closed on April 18, 2023, and garnered a total of 70 candidates for 4 positions. Four candidates have been selected and are currently in the Human Resources Hiring process.

Update for Hate Crime Prevention Team

The Hate Crime Prevention Team continues to investigate and bring public awareness to hate incidents and hate crimes with the purpose of prevention and support for the victims and families. On May 2, 2023, Hate Crimes Prevention Team Investigator Matt Messenger began his feature debut on our CPS social media accounts as he connects with the community to talk about hate crimes, their impacts, and how to report hate crimes or incidents. In June the Hate Crimes Prevention Team will be providing an update on their portfolio.

Update on Anti-Racism Strategic Roadmap

Twelve Action Items Identified:

The method that was created to address and respond to the twelve action items identified by the external Anti-Racism Action Committee is the "what we did report" which is the report that addresses one of the action items monthly. The information for the report on the specific action item is collected by the Anti-Racism Strategic Advisor and then compiled and given to the ARAC a week before their monthly meeting. In addition to the report, the Advisor coordinates with the subject matter expert from the CPS to present on the findings and create an opportunity for ARAC to engage with the SME, ask questions, and provide insights on follow up actions and next steps.

The May 11, 2023 “what we did report” focused on race-based data. The presentation and discussion included historical race data collection, current state of police race data collection, reporting requirements, CPS data systems and limitations, and race-based data reports produced by Ontario Police Services that is reflected in Provincial Legislation requirements.

In addition to the strategic roadmap deliverables that are currently being addressed, the CPS is also on track with the racial equity in service design and delivery. We are currently in year 2-3, 1.10 action item which is to “conduct an external assessment of diversity, Indigenous communities and ARAC impacts on current Anti-Racism actions and systems change”.

Update on Crisis Response Project

Community Mobile Crisis Response Statistics from Feb 15 to April 2, 2023:

- Calls responded to - 28
- 100% of calls – response was in under 30 minutes
- Top Primary Call Types:
 - Mental Health & Housing
- Top Additional Call Types: (concerns identified on scene with client and CMCR team)
 1. Mental Health
 2. Basic Needs
 3. Housing insecurity
 4. Financial concerns
 5. Physical health concerns
- Calls from District 4 & 5 since expansion March 8th
 - District 4: 6 calls
 - District 5: 11 calls

Attachments (if any)

Approval signatures

AUTHOR signature:

Avril Martin

2023 05 15

Avril Martin, Inspector

Date

Community Services
Section

Strategic Planning & Partnerships
Division

EXECUTIVE SPONSOR signature:

Beverly Voros

(2023-05-15)

Beverly Voros, Acting Superintendent

Date

Strategic Planning, Research and Analysis Section

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(2023-05-23)

Katie McLellan, Deputy Chief

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CHIEF OF POLICE signature:

Mark Neufeld, Chief of Police

Date

Office of the Chief
