



REPORT TO CALGARY POLICE COMMISSION



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

Date

2023 06 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
 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)

Anti-Racism Team Update

As we look ahead to the summer and fall months of 2023, one of our focuses is for the Anti-Racism Team to re-engage the Internal Anti-Racism Action Committee (ARAC), building on the foundation of work that began in March of 2021.

On Thursday June 8, 2023, the Anti-Racism Team published a CPS Newsroom post acknowledging and thanking the returning members of ARAC for the path they have paved for our Service to advance our anti-racism and racial equity work, both internally and within the community. We acknowledged the resource challenges that resulted in limited second term internal ARAC engagement, which has been rectified by onboarding additional staff and implementing a strategy moving forward which will better mobilize and engage the ARAC. This will enable us to continue to be relentless in our pursuit of anti-racism, diversity, and inclusion.

On June 28, 2023, the Anti-Racism Team will host an information session for the current Internal ARAC members. They will introduce the new Anti-Racism Team members, then review the CPS Anti-Racism Strategic Roadmap and work that has been accomplished thus far, review the role of Internal ARAC, and will discuss the next steps for the committee members.

We look forward to the opportunity to have members of ARAC engage in discussion with the Calgary Police Commission Anti-Racism Committee to gain insight on the progress we've made,

and hear their suggestions for the successful achievement of the three goals of our Anti-Racism Strategic Roadmap:

1. Equity, specifically racial equity as it pertains to service design and delivery
2. Joint accountability through partnerships
3. Foundations to empower our employees as anti-racism leaders

Indigenous Relations Team Update

The Indigenous Relations Team (IRT) is an official codified team within the Calgary Police Service Organizational Structure, with an authorized strength of one Sergeant and two Constables. The Team is in the process of building on the foundation built by past and current members who have retired, been recently promoted, or are returning to frontline policing. The Calgary Police Service (CPS) is currently working with Human Resources to post for one Sergeant and two Constables to continue our Service's ongoing commitment to addressing police related Truth and Reconciliation Calls to Action and Missing and Murdered Indigenous Women and Girls Calls for Justice.

The month of June marks Indigenous Awareness Month and we are honoured to be invited to participate in the many cultural teaching events, building new relationships and strengthening existing ones. June 21, 2023, marked Summer Solstice, the beginning of a new season of life. Summer Solstice is also an opportunity for CPS to demonstrate our continuous commitment of acknowledging the significance of the past. Some events that the CPS have been invited to participate in during June and July are as follows:

- Aboriginal Awareness Week Calgary Grand Entry and Family Powwow – June 24, 2023.
- Canada Day Cultural Teachings including the YARD Tipi at Fort Calgary in partnership with the City of Calgary – July 1, 2023.

Our Service has released module 15 of our Indigenous E-Learning Series titled "Truth and Reconciliation, Part 1. The sixteenth and final module, Part 2 will be released next month. The numbers below reflect the number of members that have completed each module to date and the percentage breakdown of sworn and civilian:

First, the total completions:

Module	Total Completions
EL: Course: Indigenous Education (Module 01: Introduction)	2623
EL: Course: Indigenous Education (Module 02: Worldviews and Ways of Life)	2526
EL: Course: Indigenous Education (Module 03: Treaty 7)	2464
EL: Course: Indigenous Education (Module 04: A Brief History of Indigenous Peoples and the Police)	2379
EL: Course: Indigenous Education (Module 05: Dispossessing of the Land)	2316
EL: Course: Indigenous Education (Module 06: Assimilation)	2233
EL: Course: Indigenous Education (Module 07: Residential Schools)	2149
EL: Course: Indigenous Education (Module 08: Sixties Scoop)	2055
EL: Course: Indigenous Education (Module 09: Indigenous People and Trauma)	1987
EL: Course: Indigenous Education (Module 10: Indigenous People and Health)	1837
EL: Course: Indigenous Education (Module 11: Over-representation in the Criminal Justice System)	1609
EL: Course: Indigenous Education (Module 12: MMIWG)	1457
EL: Course: Indigenous Education (Module 13: Why Indigenous Peoples Protest)	1289
EL: Course: Indigenous Education (Module 14: Protest Case Studies)	1104
EL: Course: Indigenous Education (Module 15: Truth and Reconciliation, Part 1)	565

Second the Percentages broken down by Sworn and Civilian:

Module	% Completion (Civilian)	% Completion (Sworn)
EL: Course: Indigenous Education (Module 01: Introduction)	65%	88%
EL: Course: Indigenous Education (Module 02: Worldviews and Ways of Life)	61%	85%
EL: Course: Indigenous Education (Module 03: Treaty 7)	59%	83%
EL: Course: Indigenous Education (Module 04: A Brief History of Indigenous Peoples and the Police)	57%	81%
EL: Course: Indigenous Education (Module 05: Dispossessing of the Land)	55%	79%
EL: Course: Indigenous Education (Module 06: Assimilation)	54%	76%
EL: Course: Indigenous Education (Module 07: Residential Schools)	51%	73%
EL: Course: Indigenous Education (Module 08: Sixties Scoop)	49%	70%
EL: Course: Indigenous Education (Module 09: Indigenous People and Trauma)	46%	68%
EL: Course: Indigenous Education (Module 10: Indigenous People and Health)	41%	64%
EL: Course: Indigenous Education (Module 11: Over-representation in the Criminal Justice System)	34%	58%
EL: Course: Indigenous Education (Module 12: MMIWG)	31%	53%
EL: Course: Indigenous Education (Module 13: Why Indigenous Peoples Protest)	27%	47%
EL: Course: Indigenous Education (Module 14: Protest Case Studies)	23%	40%
EL: Course: Indigenous Education (Module 15: Truth and Reconciliation, Part 1)	11%	21%

Diversity Resource Team Update

On June 3, 2023, members from the Diversity Resource and Community Mobilizer Teams attended the Ukrainian Festival, where a CPS booth of resources was displayed to encourage conversation and education around Ukrainian heritage.

On June 4, 2023, members of the Diversity Resource and Community Mobilizer Teams in partnership with the CPS Gender and Sexual Diversity Advisory Board participated in the Lilac Festival. The CPS Community Urban Resource Bus was fortunate to have a spot on Fourth Street and it was a great day to engage in conversation with all the community members that stopped by.

On June 6, 2023, the five current Community Mobilizers presented their final presentations to their peers and other members of the Service. Topics included immigration status and help-seeking behaviour in diverse communities, trauma response in the South Sudanese community, and the impact of COVID-19 on At Risk Youths. The presentations were well received, and we look forward to further engagement both internally within CPS and externally amongst the community.

We are currently in the process of completing the hiring process for the four Indigenous Community Mobilizers with an estimated start date of July 18, 2023. Our four Indigenous Community Mobilizers will participate in a unique training framework that includes honouring traditional Indigenous culture and ceremony. We are very excited to have them as new members of the Calgary Police Service.

On June 9, 2023, CPS Community Mobilizer Gar Gar was awarded the Community Services Award at the Calgary Black Achievement Awards, for his many years serving the community. Congratulations, Gar Gar!

Crime Prevention Team Update

Our summer messaging campaigns promote public and personal safety; these include following the “9 pm routine” to ensure the security of our homes, gardens, campers, and vehicles, personal safety around Stampede festivities, as well as addressing social disorder and community issues.

Hate Crime Prevention Team Update

Late in December 2021, an assault occurred in the downtown LRT area that turned out to be a stabbing of 3 NFA victims in close proximity of one another. It was identified as possibly hate motivated as in the analyst’s opinion it was a targeted, coincidental, and the MO pointed to the same offender and victim type. Investigation by the hate crime coordinator revealed this was a case of two (self-admitted) white supremacists with a hate towards the NFA substance-dependent population, deciding to hurt some of them. The dedicated hate crimes Crown agreed on laying charges with hate-motivation as an aggravating factor.

The case was successfully prosecuted and on June 12, 2023, one of the two offenders received 6+ years federal prison sentence with hate motivation as aggravating factor. The act was described by the Judge as "mindless violence to a group of individuals who are extremely vulnerable individuals in our community." This is an excellent achievement given how narrow the definition of hate charges is in the Criminal Code and could become a precedent-setting case for the Canadian justice and policing system.

The Calgary Police Service remains committed to working with partner agencies to address barriers to reporting hate incidents and hate crimes, while simultaneously creating public awareness for the purpose of prevention, along with support for the victims and families of hate crimes and incidents.

Crisis Response Project Update

As of June 8, 2023, the following statistical update can be provided with respect to CPS crisis response initiatives:

C911 211 Co-location Program Total to Date:

Total transfers = 4098

2022 = 1789

2023 = 2309

Resources provided = 629

Community Mobile Crisis Response (CMCR) Statistics from June 1 to June 20, 2023

Total calls transferred to CMCR from June 1 to June 20, 2023, = 9

Total calls dispatched to CMCR since February 2023, = 95

Police and Crisis Team (PACT)

Total calls attended by PACT from June 1 to June 18, 2023, = 164

Total calls dispatched to PACT since January 2023, = 1345

Attachments (if any)

List attachments here.

Approval signatures

AUTHOR signature:

Avril Martin

2023 06 15

Avril Martin, Inspector

Date

Community Services
Section

Strategic Planning & Partnerships
Division

EXECUTIVE SPONSOR signature:

Beverly Voros

2023 06 15

Beverly Voros, Acting Superintendent

Date

Strategic Planning, Research and Analysis Section

DEPUTY CHIEF signature:

Katie McLellan

(20230621)

Katie McLellan, Deputy Chief

Date

Bureau of Service & Community Support

CHIEF OF POLICE signature:

(YYYY MM DD)

Mark Neufeld, Chief of Police

Date

Office of the Chief