



REPORT TO CALGARY POLICE COMMISSION



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

Date

2024 10 21

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)

Racial Equity Office Update

The REO continues to provide ongoing training to members as part of its Anti-Racism Training Series. Training was provided to members of the service and a few members from the CPC on September 18. There was a total of 11 participants in attendance. The REO also adapted its series by providing a tailored, interactive session for the entire team at Youthlink on October 2. There was a total of 25 participants in attendance. The REO is currently exploring making its training mandatory for the entire Service.

As part of its consulting activities, the REO is currently working with the CPS library to align its priorities with our commitments as a service to anti-racism, equity and inclusion. The REO will also be working with the library to update its catalogue with relevant material related to anti-racism and exploring opportunities to utilize library space for future REO activities. The REO is also working with Security Operations to enhance access to security services provided to the community, in particular, newcomers and those with literacy and language barriers. This work came about due to concerns expressed by community members in navigating the services provided by CPS.

The project with Deloitte to develop a Racial Equity Engagement Tool officially kicked-off the week of August 26. The project will consist of three phases and will span over the course of 4-5 weeks. It is expected that once the tool is developed, it will assess the efficacy of the work performed by REO and examine opportunities for internal re-engagement with CPS membership.

External ARAC is currently in the process of discussing how they can support the REO in completing a racial equity audit focused around strengthening community policing and its impact to community (item 1.12 of the Strategic Roadmap). *Note: this would align to the Racial Equity Engagement Tool currently being developed by Deloitte. The committee is also in the process of developing their end of year report and finalizing plans for the end of year town hall which will be taking place on November 28th, 2024.

Attachments (if any)

List attachments here.

Approval signatures

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2024 10 21

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