



REPORT TO CALGARY POLICE COMMISSION



2023 Race Data Analysis Motions Response

Date

2024-12-10

Commission Role

- Information only Approval

Type of Meeting

- Executive Committee
 Full Committee
 Finance, Risk & Infrastructure Committee
 Policing Services Committee
 Police Personnel & Culture Committee
 Workplace Review Steering Committee

Purpose

- Obligation under the Police Act
 Update on progress
 Other: As per CPC Motions

Recommendations

1. Accept this report as fulfilling Motion 5.2
5.2 Race Data Report (2023)
MOVED and **SECONDED** to **direct** the service to return to the Anti-Racism Committee a root cause analysis, such as a “5 whys analysis”, of racial disparity identified by race-based data and for the service to develop a communications plan around the analysis.
2. Accept this report to fulfill Motion 6.1
6.1 Race Base Data (2023)
MOVED and **SECONDED** to **direct** the service to return to CPC in January 2025 a report on progress and response from local partners achieved after the release of the report.

Background / Issue

In September 2024, CPS publicly released two race data reports to fulfill, in part, our 2020 Commitment to Anti-Racism. The reports provided comprehensive disproportionality and disparity descriptive statistics that highlighted how the Indigenous community trended differently than the

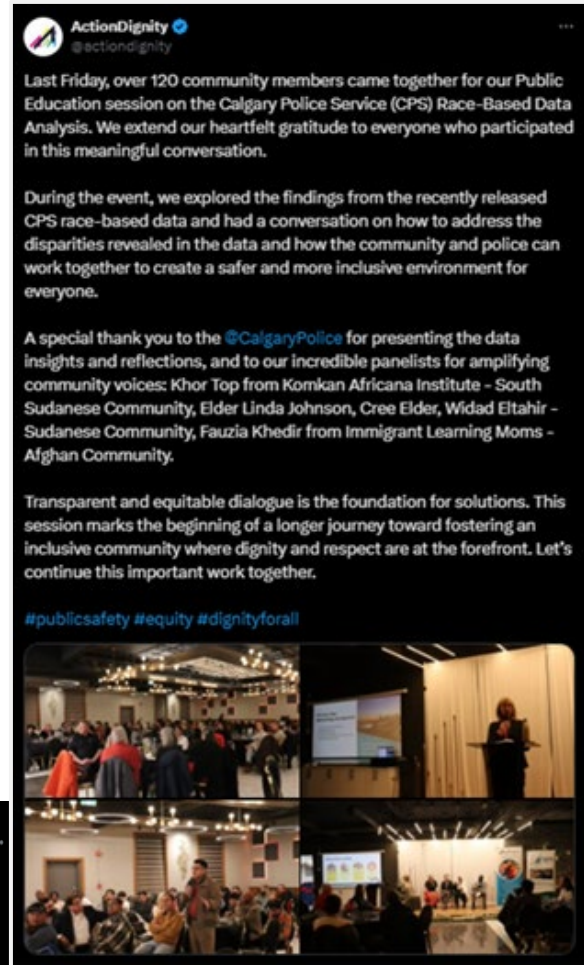
other racial groupings. The presentation of the work prompted two different notices of motion as listed.

There was a lot of interest in this work at the time of its release, including a media scrum and online and mainstream media news articles¹ - the coverage was for the most part balanced.

The CPS has also received requests for race data presentations from the Alberta Civil Liberties Research Centre, ActionDignity, and the RCMP HQ Internal Audit, Evaluation & Review Unit. Each of these sessions allotted time for questions where several themes emerged – acknowledgement & appreciation in conducting the analysis and producing these reports, further explanation regarding the methodology, how this data will inform change in the Service, and what are the next steps.

Other police agencies have also been interested in our reports, specifically the methodology section. There have been presentations made to the Alberta Association of Chiefs of Police, Peel Regional Police Service, and the Halifax Regional Police Service. There are also plans for presentations to the Government of Alberta's Provincial Data Working Group (AB) and Police Information and Statistics Committee (POLIS) of Statistics Canada.

The CPS External Anti-Racism Committee hosted a townhall where they followed up with questions to the report authors on the reception to the report and next steps. They also acknowledged the CPS consideration of their committee's feedback that had been given prior to the release of the report. We reported back on how they have been critical to our work, especially with the communication strategy. The Committee specifically acknowledged their appreciation when they saw how their feedback changed the look and wording in the race data Chief's videos.



¹ <https://www.cbc.ca/news/canada/calgary/calgary-police-race-data-report-analysis-black-indigenous-1.7334409>; <https://livewirecalgary.com/2024/09/25/calgary-police-service-releases-race-based-data-for-use-of-force-interactions-with-police/>; <https://calgaryherald.com/news/local-news/experts-gaps-race-based-data-critiquing-calgary-police-report>; <https://globalnews.ca/news/10776260/calgary-police-use-of-force-report/>; <https://calgary.citynews.ca/2024/09/25/calgary-police-commission-race-reports/>; <https://calgary.ctvnews.ca/indigenous-calgarians-overrepresented-in-crimes-missing-person-cases-report-1.70513>

Next Steps

Preparation for the next iteration of the reports is underway; the 2024 reports will incorporate analysis and operational implications. Deeper dives into the “why” will be examined and included to provide more context to the reports. A race data strategy has been drafted that includes the cornerstones of awareness, understanding, trust and communication, that will be shared in early 2025.

There is recognition that the CPS race data is only one component of a multi-faceted system and to truly make systemic change we need to partner with other sectors. In 2025, CPS is planning to host a multi-sectoral roundtable with the goals of creating awareness, sharing learnings, and examining how we can work collaboratively towards broader systems change. Sectors being considered include health, education, social serving agencies, corrections, and academia – vested community groups would also be included. This might be a series of sessions, with the hope of the first session taking place in 2025 Q1. Planning is currently underway for this initiative.

Discussion / Analysis

While, the CPS has made considerable strides in its commitment to collecting, analyzing, and sharing race data this is just the beginning. Community engagement will be integral to how the analysis and reporting is conducted. The creation of a race data strategy will be the guide for how this work will continue to evolve in a thoughtful and defensible way.

Conclusion

The level of interest and coverage of the race reports have been encouraging. This suggests that the hard work over the last two years to garner guidance, expertise, and critical insight from within the Service, other police agencies and the community has been valuable.

Attachments (if any)

Nil

Approval signatures

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2024-12-10

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Date

EXECUTIVE SPONSOR signature:



2024.12.11

Chad Tawfik, Deputy Chief

Date

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CHIEF OF POLICE signature:

Mark Neufeld, Chief of Police

Date

Office of the Chief
