



# Anti-Racism Strategic Plan Fact Sheet

## Our journey:

Collective stories and experiences of the impact of systemic racism have demonstrated the need for The City of Calgary to deepen its commitment to becoming an anti-racist organization. Becoming an anti-racist organization has been a journey that involved a call to action, engagement, learning, unlearning, and relearning about our understanding of racism in Calgary. The following are the key events and progress to date:

- A petition signed by 70,000 calling for a public hearing on systemic racism – June 2020
- Notice of Motion – June 2020
- Three-day public hearing – July 7-9, 2020
- Anti-Racism Action Committee established - October 2020
- Anti-Racism Program established - March 2021
- Community Engagement – 2021-2022
- Employee Engagement – 2021-2022
- Racial Equity Assessment Model – 2021
- United Against Racism – Hearing the Voice of Youth – March 2022
- Public Safety Engagement – 2022-2023
- 21-day Anti-Racism Challenge – September 2022
- Council update – January 2023
- The City of Calgary First Anti-Racism Strategic Plan 2023-2027 (**This is where we are**)

## Overview:

The five-year strategic plan: ***Dismantling Systemic Racism, Transforming Lives: The City of Calgary Anti-Racism Strategic plan (2023-2027)*** is the overarching framework for addressing systemic racism in The City of Calgary. The detailed and measurable actions for achieving a racially just Calgary are contained in the two action strategies and the executive summary, namely:

- Organizational Strategy: The Ripples of Change: The City of Calgary Organizational Action Strategy
- The Community Anti-Racism Action Strategy: Weaving a Shared Path Forward for an Anti-Racist Calgary
- Public Safety Executive Summary: One City – One Journey – One Safe Crossing

## Focus Areas:

**Focus Area 1:** Develop and Implement Anti-Racism Education and Training

**Measurable Outcome:** Increased anti-racism awareness, knowledge, and skills.

**Focus Area 2:** Promote and Integrate Disaggregated Race-based Data.

**Measurable Outcome:** Evidence-based decision-making to improve City services

**Focus Area 3:** Increase Representation of Indigenous, Black, and diverse Racialized Peoples in City Leadership

**Measurable Outcome:** Increase representation of Indigenous, Black, and diverse Racialized Peoples in roles in positions of leadership.

**Focus Area 4:** Develop, Promote, and Deliver Racially Equitable Programs, Services, Policies, and Systems equitable

**Measurable Outcome:** Equitable programs, services, policies, and systems and elimination of key equity barriers.

**Focus Area 5:** Create Anti-Racist Safe Spaces and Processes that are free from hate.

**Measurable Outcome:** Resources and measures to ensure the psychological and physical safety of staff and community members.

## **Anti-Racism Program:**

The Anti-Racism program team includes 16 team members. The following is the list of leads in the team:

<b>Name</b>	<b>Role</b>
<b>Dr. Linda Kongnetiman</b>	<b>Managing Lead</b>
<b>Lorelei Higgins</b>	<b>Community Lead</b>
<b>Feisal Kirumira</b>	<b>Public Safety Lead</b>
<b>Dr. Abisola Oyasiji</b>	<b>Acting Organizational Lead</b>

## **Anti-Racist Array Public Display:**

The interactive, digital anti-racist exhibition showcases the ongoing initiatives that The City is committed to implementing within the next five years. Moreover, it highlights the contributions of community members engaged in anti-racism efforts across various sectors. Additionally, the exhibition vividly captures artistic expressions of anti-racism images from youth in Calgary.