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# Our Commitment to Anti-Racism, Equity and Inclusion (Verbal)

November 26, 2024

**For Public Release**

**Date:** 2026-07-02  
**Dept:** Community Services

# 2024 Annual Policing Plan

## FOCUS AREA: Our Diversity

### OUTCOME:

1. Advance anti-racism commitments
2. Progress a culture of accessibility, inclusion and Belonging

### GOAL

- Honour our relationship with Indigenous Peoples and commitment to Truth and Reconciliation
- Address systemic racism within the organization and strive to achieve racial equity in service delivery to the community
- Embed equity in our systems and services



## Strategic Roadmap Vision Statement

*The Strategic Roadmap identifies actions that will address systemic racism to ensure that Indigenous, Black and Racialized Calgarians have, and should expect equitable, accountable and fair treatment from the Calgary Police Service.*



- The Calgary Police Service creates a racially equitable organization evidenced in its structures, staffing, processes, terms and conditions, impact and policies.
- Indigenous, Black, and Racialized communities feel safer, better protected and have greater access to responsive service delivery.
- Joint accountability and strengthened relationships with partners, community, the Calgary Police Commission, City Council and the City of Calgary to achieve racial equity.
- The Calgary Police Service staff and leadership is educated and empowered to identify and address systemic racism within the Calgary Police Service and in the community.



# REO: Key Achievements and Highlights

- **Implementation of CPS Anti-Racism Strategic Roadmap** and completion of majority of priorities for years 1 and 2.
- **Anti-racism lens to elevate** Indigenous, Racialized and member voices in participatory problem solving (i.e., ARAC, Advisory Committee).
- **Hiring of Nine Community Mobilizers** (Four Indigenous and five diverse community members).
- **Development and implementation** of Anti-Racism Learning Series, Cultural Humility Training diversity.
- **Enhancement of services** in order to make them fair, equitable, and accessible (i.e., enhancement of services, language translation, PSS, Body-Worn Camera, Security Services).



# EDIB: Key Achievements and Highlights

- **Conducted an EDIB Maturity Assessment.** Results will be rolled out and an implementation plan will be developed. Recommendations will be integrated in the framework and strategy.
- **Framework and Strategy.** In the process of developing a framework and strategy with a culture of accountability.
- **Operationalize Inclusive Design.** Work in progress to integrate EDIB in policies, practices and procedures (e.g., position profiles, hiring strategy)
- **Employee Resource Groups.** Two established (Calgary Women in Policing and Gender and Sexual Diverse). Two in the process of development (Accessibility/Neurodiverse, Racialized)
- **Assessing member's experience by demographic.** CPS will conduct pulse checks to measure inclusion index, psychological safety index, harassment and discrimination. Results will be reported by demographic groups.
- **Safe Disclosure Office.** A dedicated resources is in place to establish the SDO. The office will be formally launched.
- **Respectful Workplace Policy.** Revised to be rolled out soon.
- **Education and Awareness.** Offering workshops to advance the workplace culture.







# Work in Progress – Attracting and Retaining Diverse Applicants

The Service is maintaining efforts to use innovative marketing and outreach tools to support a diverse applicant pool. These efforts included:

- A large multi-channel traditional media campaign was delivered in English, Chinese, Punjabi, and Tagalog in Alberta, Vancouver, and Toronto.
- A successful campaign with Windspeaker Radio which consisted of targeted radio and digital ads delivered in English, Stoney Nakota, and Blackfoot languages to reach Indigenous communities in Alberta.
- Outreach efforts continued in collaboration with community organizations to target diverse communities - Indigenous Pathways To Policing, Called to Serve Podcast as well as our efforts to attract Women applicants including the Women's Recruiting Bootcamp and our programs for Women Varsity Athletes.
- CPS will leverage the City of Calgary's Disaggregated Diversity Data Strategy to understand demographic information on employee life cycle.



# Highlight of the 2024 CPS Inclusion Summit

| PROGRAM HIGHLIGHTS   | Delivery  | Attendance                 | Total Attendance Stats   |
|--|-----------|----------------------------|--|
|  <p><b>Kickoff (October 23)</b><br/>                     Provided employees the opportunity to participate in person or virtually as we explored how we can create more inclusive workplaces, engage in meaningful conversations on topics of EDIB. Kick off was Led by Chief Mark Neufeld. Keynote Speaker: Chief Cadmus Delorme. Other Speakers: Commissioner Sam Hope, Executive Director Katherine Murphy</p>     | Hybrid    | 190 in Person<br>69 Online | <p><b>763</b><br/>                     People attended the events. in person</p>                           |
|  <p><b>District Event (October 21-31)</b><br/>                     Inclusion Summit Breakfast at the Districts. Officers participated in the event by filling out the 'What belonging means?'</p>   | In person | 320<br>Approximately       |  |
|  <p><b>Leadership Panel Workshop (October 31)</b><br/>                     Leaders from across the service shared their stories and leadership journey – how they are promoting and modelling leadership to foster a safe, respectful, and inclusive workplace culture. Convener – CPO Kim Armstrong. On the Panel: Inspectors Keith Hurley, Matt Baker, Collen Bowers, Superintendent Asif Rashid and ED Murphy.</p> | Hybrid    | 100 in Person<br>84 Online |  |
|  <p><b>Promo Message from The Chief Constable Mark Neufeld &amp; Others</b><br/>                     A promo video from the Executive Sponsor of Equity, Diversity, Inclusion and Belonging + Other Promo in the Newsroom</p>   | Online    | 910 Views                  |  |
|  <p><b>Livestream Engagement and Replays</b></p>  | Online    | 461 Views                  |  |
|  <p><b>Total Inclusion Summit Newsroom Engagement</b></p>   | Online    |                            | <p><b>3,734</b><br/>                     Clicks on several Newsroom posts between August and November.</p> |