

## CANADIAN COALITION OF MUNICIPALITIES AGAINST RACISM

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### SUMMARY/ISSUE

The Canadian Commission for UNESCO (CCU) has asked The City of Calgary to participate and sign onto the Canadian Coalition of Municipalities Against Racism (CCMAR) Declaration.

### PREVIOUS COUNCIL DIRECTION/POLICY

On 2005 November 10, the Intergovernmental Affairs Committee considered supporting the Canadian Coalition of Municipalities Against Racism as item IGA2005-29. The Committee directed Administration to provide feedback and input on the Canadian Commission for UNESCO's proposed initiative; to conduct further investigation and research into The City of Calgary's participation relative to its current policy initiatives; and to report back on both of these streams of work to the S.P.C. on Community and Protective Services no later than 2006 July with a recommendation regarding The City of Calgary's participation in the Coalition of Municipalities against Racism.

### ADMINISTRATION RECOMMENDATION:

The S.P.C. on Community and Protective Services recommends that Council support and sign The Declaration To Join Canadian Coalition Of Municipalities Against Racism (Attachment 3).

### INVESTIGATION

The CCU invited The City of Calgary and other municipalities across Canada to participate in a pilot initiative calling for municipalities to combat racism (Attachment 1). The Action Plan is based on 10 commitments for combating racism in areas including community development, employment, and policing, among others.

After a review of various initiatives and policies at The City and ongoing work by imagineCALGARY and Fair Calgary as they

apply to each commitment (Attachment 2), it is apparent that The City of Calgary is already engaged in many of the suggested action steps on this issue. The benefit of signing the declaration is that it shows a clear commitment by The City to ensuring that Calgary is the best place to live for all Calgarians. It will also lend support to initiatives such as Fair Calgary and will provide The City with an opportunity to work with other municipalities on issues of racism and exclusion. In 2006 May, a community consultation was held to hear what community members would like The City to do in regards to this initiative (Attachment 2).

### IMPLICATIONS

#### General

Members of racialized (racialization is the process of categorizing people in terms of perceived race and subjecting them to differential and unequal treatment on that basis ) community groups and advocates against racism have sought municipal government leadership on these issue over the past several years. One result of this was Diversity Calgary, a joint community and City initiative from 2000-2005. Signing on to this declaration, allows The City of Calgary to make a visible and public stand on its vision of social inclusion for all citizens.

#### Social

Research has shown that individual and systemic racism are serious concerns in Calgary's health, social service, justice and education systems. Incidents of alleged racial profiling in night clubs, and fear among many Muslim group members post 9-11, demonstrate that many racialized Calgarians may experience inequitable opportunities, unsafe environments, and lack of access to services.

#### Environmental

None as a result of this report.

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**Economic (External)**

Experiences of racism, individual or systemic, can impact on a person's (or group's) ability to be a fully functioning and contributing citizen. Research suggests that many visible minority Canadians and immigrants are unemployed or under-employed, earning much less than their Canadian born counterparts. Studies of attraction and retention factors for immigrants show that people are attracted to communities that are safe and free of discrimination. As Calgary is hoping to attract more skilled immigrant labour, a public declaration against racism and discrimination may be one factor in a location decision by people who are racialized.

**BUSINESS PLAN/BUDGET IMPLICATIONS**

There are no budget implications associated with The City of Calgary support and signing onto the Canadian Coalition of Municipalities Against Racism Declaration. The City can declare its interest in the declaration and use initiatives and policy already underway as the foundation for the action plan. The actions require that Fair Calgary include policy initiatives to ensure inclusion as a service provider, member of the community and guardian of public order; and it is suggested that Community and Neighbourhood Services take existing data, such as poverty rates, income levels, labour market participation, education rates, etc., and conduct comparative analyses by ethnicity or 'race', to create an annual 'anti-racism' report card.

**RISKS**

Community groups have long looked to The City of Calgary to take a leadership role on this issue. Not signing the declaration may send the wrong signal as to where Calgary stands as an inclusive community.

**ATTACHMENTS**

1. Draft Call for a Coalition of Municipalities Against Racism and Discrimination
2. City of Calgary Actions Per CCMAR Commitments
3. Declaration To Join Canadian Coalition Of Municipalities Against Racism