

A photograph of three police officers in uniform, smiling and looking at items laid out on a table. The officer on the left is wearing a cap with 'CAL POL' on it. The officer in the middle is wearing a cap with 'Hartley' on it. The officer on the right is wearing a turban. The items on the table include bags and clothing. The entire image is overlaid with a blue tint and a white border.

PARTNERSHIPS & COMMUNITY HIGHLIGHTS



CALGARY
POLICE
SERVICE

2022

YEAR IN REVIEW



TABLE OF CONTENTS



In response to a city council notice of motion, **the CPS contributed \$8M to co-fund the Community Safety Investment Framework (CSIF)**

- PARTNERSHIPS & COMMUNITY 2**
- CRISIS TRANSFORMATION 3**
- WHAT ARE THE CALL DIVERSION INITIATIVES? 4
- ANTI-RACISM..... 7**
- WHAT HAS BEEN IDENTIFIED AS SYSTEMIC RACISM? 8
- WHAT ARE THE MAIN SUCCESSES?14
- INDIGENOUS RELATIONS TEAM 20**
- THE THREE PILLARS 21
- CALGARY INDIGENOUS COURT.....28
- CALGARY DRUG TREATMENT COURT..... 30**
- YOUTH DIVERSION32**
- VOLUNTEERS.....35
- VICTIM ASSISTANCE SUPPORT TEAM.....36
- YOUTH ENGAGEMENT 37
- DIVERSITY AND ENGAGEMENT 41
- CRIME PREVENTION 42**
- HATE CRIMES.....43

PARTNERSHIPS & COMMUNITY AT THE HEART OF WHAT WE DO

The partnership and community engagement strategy falls under the Bureau of Service and Community Support. The Bureau is responsible for much of our Service's strategic planning, research, and analysis that guides our direction as an organization. This work is informed through internal and external assessments of challenges and opportunities in contemporary policing.

The Bureau also houses several units and teams that strive to identify, conceive and build trusting relationships with the community at large. Through the Diversity Advisory Boards, Anti-Racism Action Committee and Crisis Service Transformation initiatives, the area is well positioned to ensure that the Service remains relevant, responsive and agile to emerging community expectations.

They are also responsible for co-delivering all youth-based programming with partners from The City of Calgary and the Calgary Police Youth Foundation. Initiatives such as the School Resource Officer program, as well as seven distinct programs offered collaboratively with the Calgary Police Youth Foundation, endeavor to build trusting relationships between police and youth while reducing the risk of criminality or victimization among the youth population in Calgary.

— *Deputy Chief Katie McLellan & Superintendent Asif Rashid*

CRISIS TRANSFORMATION

In 2021, a multi-agency investment assessment panel was struck to intake, assess and assign investments both internally and in community to align with the CPS; commitments to anti-racism which were declared in the fall of 2020.



Four outcome areas were identified prior to the investments being made, and each investment decision was weighed against these four outcome areas:

1

Strengthening existing partnerships

2

Ensuring a workplace that embraces equity, diversity, and inclusiveness

3

Alignment with becoming an anti-racist organization

4

Reducing demand for frontline resources

WHAT ARE THE CALL DIVERSION INITIATIVES?

911/211 Co-location

Crisis call takers from 211/Distress Centre Calgary have been embedded into the City of Calgary 911 call centre to help divert appropriate calls to 211/Distress Centre.

Community Mobile Crisis Response Teams

A partnership with The Alex in which civilian multidisciplinary crisis response teams (made up of health workers, social workers, peer support workers) respond to low-risk mental health calls.

DOAP Dispatch Project

DOAP (Downtown Outreach & Addictions Partnership, an initiative of Alpha House) is being directly dispatched by 211/Distress Centre to 'Unwanted Guest' calls in the Downtown Core.

Diversion to Other Services

CPS is also developing a working group to evaluate other non-crisis call types that can be diverted to more appropriate responders such as bylaw services, transit or EMS.

Mobile Response Team

MRT will continue to provide insight on patient medical and mental health conditions to our members around the clock. In November 2022, it was announced that the new 60/90 protocol increased calls to MRT by approximately 300 per cent.

Phase 1 of the protocol saw success with an increase in calls to the Mobile Response Team Mental Health Consultation Line and a decrease in Form 10 apprehensions.

Phase 2 launched in November 2022, and it involves a 90-minute escalation process to reduce in-hospital wait times for officers with apprehended individuals. This is a partnership with Alberta Health Services.

MAKE THE RIGHT CALL

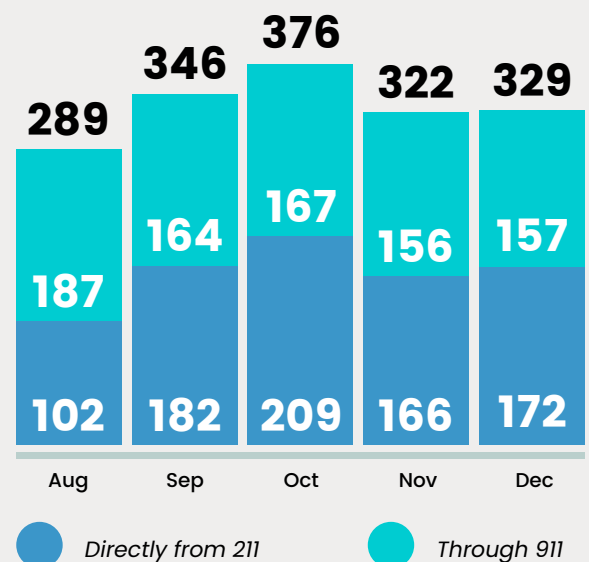
In January 2022, The Calgary Police Service, Calgary 911 and 211 began a five-month call-diversion and co-location initiative to ensure Calgarians were getting the most appropriate service response in their time of need.

As part of our overall commitment to our community, CPS, Calgary 911 and 211 have worked collaboratively to find a long-term solution to assist people in distress who are better served by mental health, addiction or social services, rather than a police response.

DOAP PROJECT



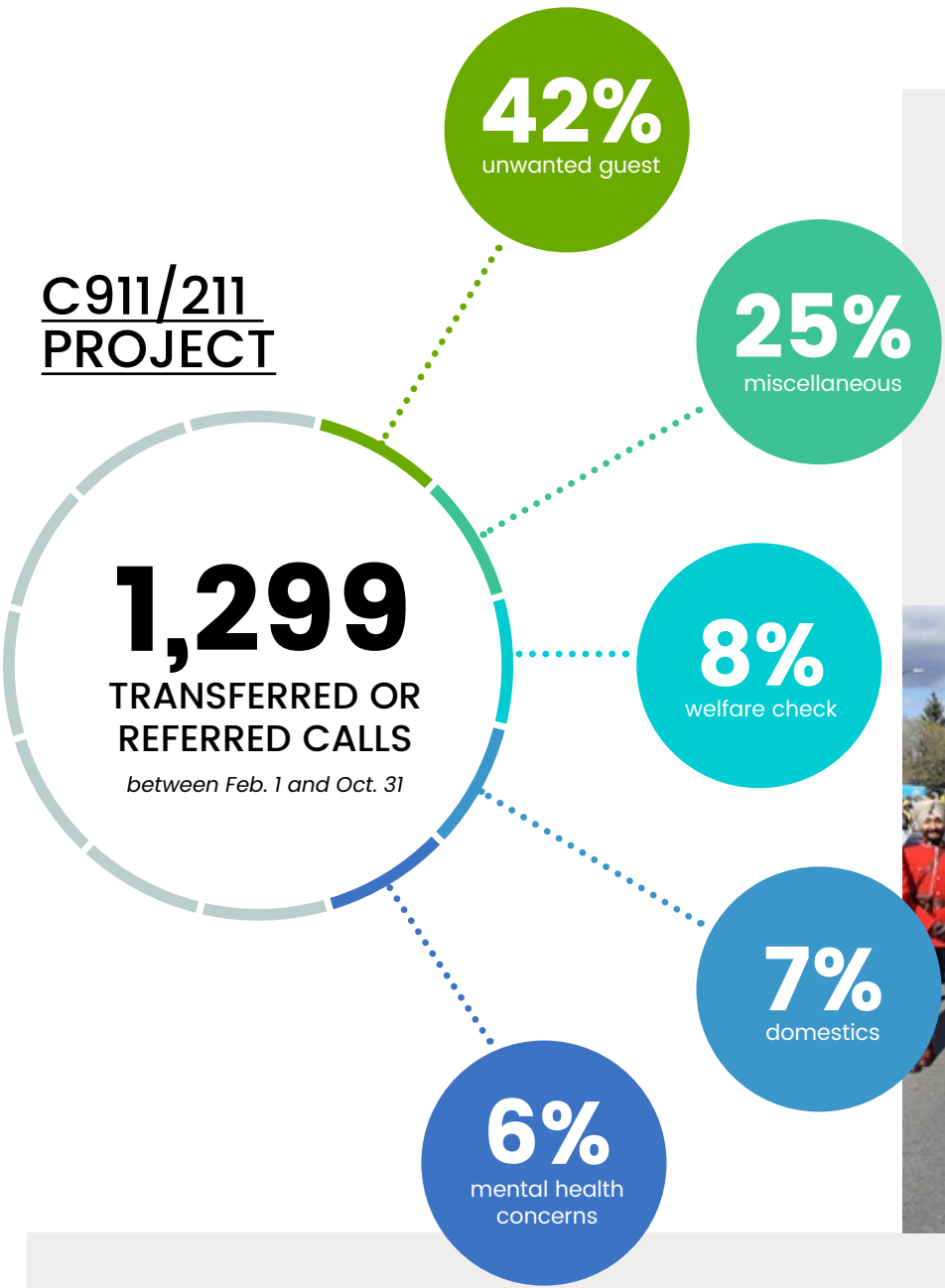
DOAP Dispatches (2022)



WHAT ARE THE METRICS?

Metrics for call diversion will include the percentage of public-generated calls diverted from our frontline to other services. Our Service Plan notes that we will aim for two to five per cent reduction. This is based on an extrapolation of initial pilot numbers and estimates.

Metrics for crisis transformation are in development with our partners, but will focus on citizen satisfaction and person-centered outcomes (such as reduction in Form 10s, increased access to services/resources, etc.)

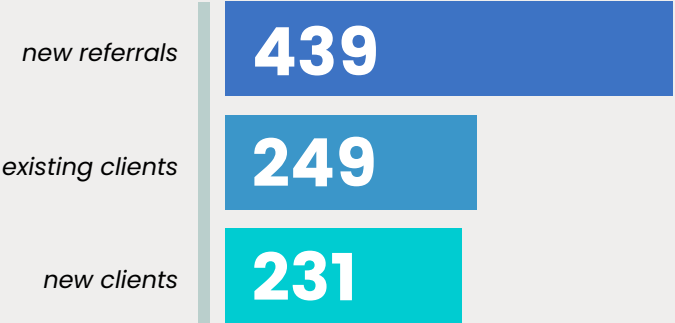


MRT PROJECT

2,573
CALLS INTO THE CONSULT LINE

PACT PROJECT

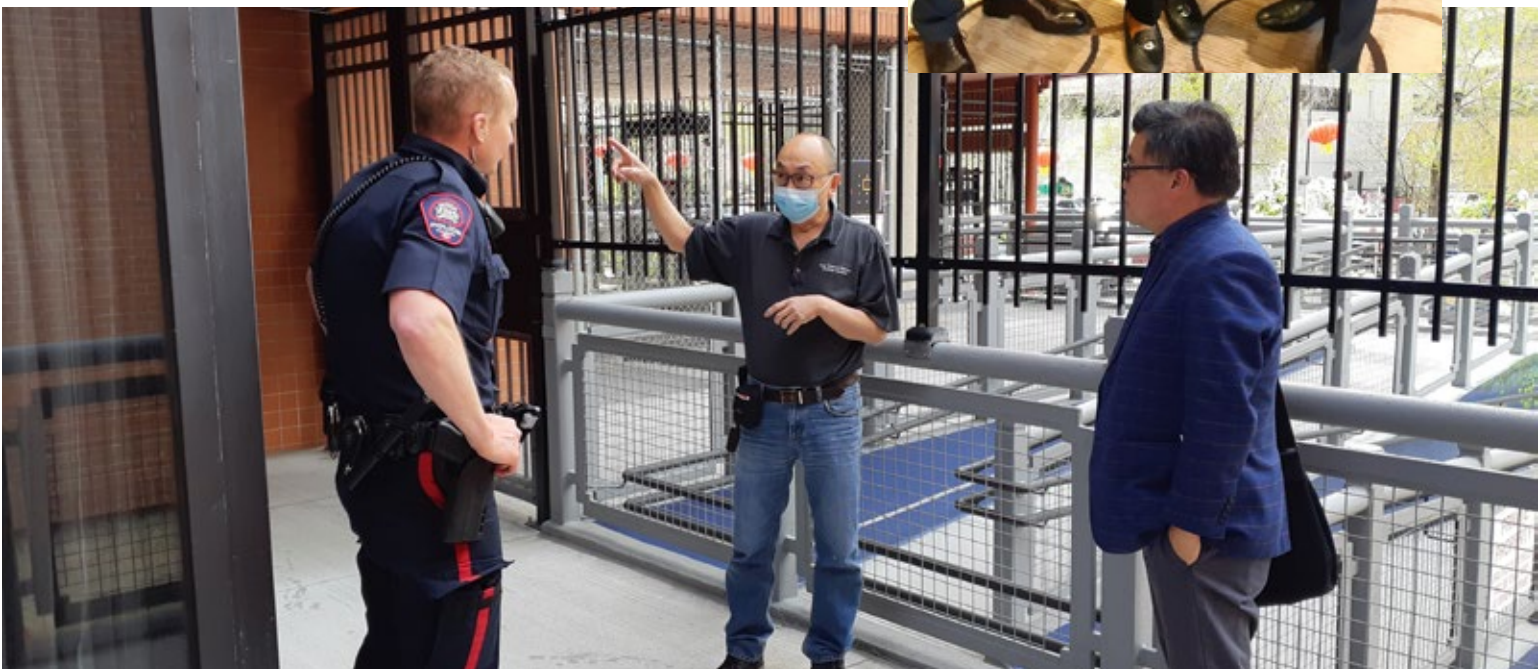
3,627
CALLS WITH
PACT DISPATCH



ANTI-RACISM

It has been just over a year since we committed to the Calgary Police Commission and City Council that we would be relentless in our pursuit of anti-racism, equity, and inclusion. The last year has been one of listening, learning, and developing our plan to move forward.

While we are very proud of the work we have done, we acknowledge that this work will take time, ongoing commitment to resources, and continued engagement specifically with Racialized Calgarians.



WHAT HAS BEEN IDENTIFIED AS SYSTEMIC RACISM?

WHAT IS BEING DONE TO ADDRESS IT?

- 1** | Racialized applicants to CPS may be lower due to these communities not viewing policing as a profession of choice due to systemic racism.

1.14 of the Anti-Racism Strategic Roadmap – Expand the current working group focused on race-based data.

Community engagement with ActionDignity and Habitus Consulting has commenced to help inform CPS of community perception of policing: Tier 1 community engagement is complete, and we are building on the concerns brought forward by Racialized communities such as hate crimes, racial profiling, InfoPosts, recruiting, and our School Resource Officer program.

- 2** | Police service delivery is primarily in English.

1.15 of the Anti-Racism Strategic Roadmap – Review and implement strengthened language and interpretation support for all police services.

Nine languages were added to the Alarm Bylaw Operating system as of November 2021 (Punjabi (text in Gujarati Punjabi), Cantonese (traditional Chinese text), Mandarin (simplified Chinese text), Spanish, French, Vietnamese, Hindi, Urdu, and Arabic).

Twelve languages were added to the policing Information checks for citizens as of November 2021.

Nine languages were added to Crime Prevention materials related to an online robbery series. This summer, Operation Cold Start materials were also translated into nine languages.

Google Translate live was introduced on the CPS external website.

3 | Chaplaincy program ties to colonialism and may not be inclusive of all faiths including atheism.

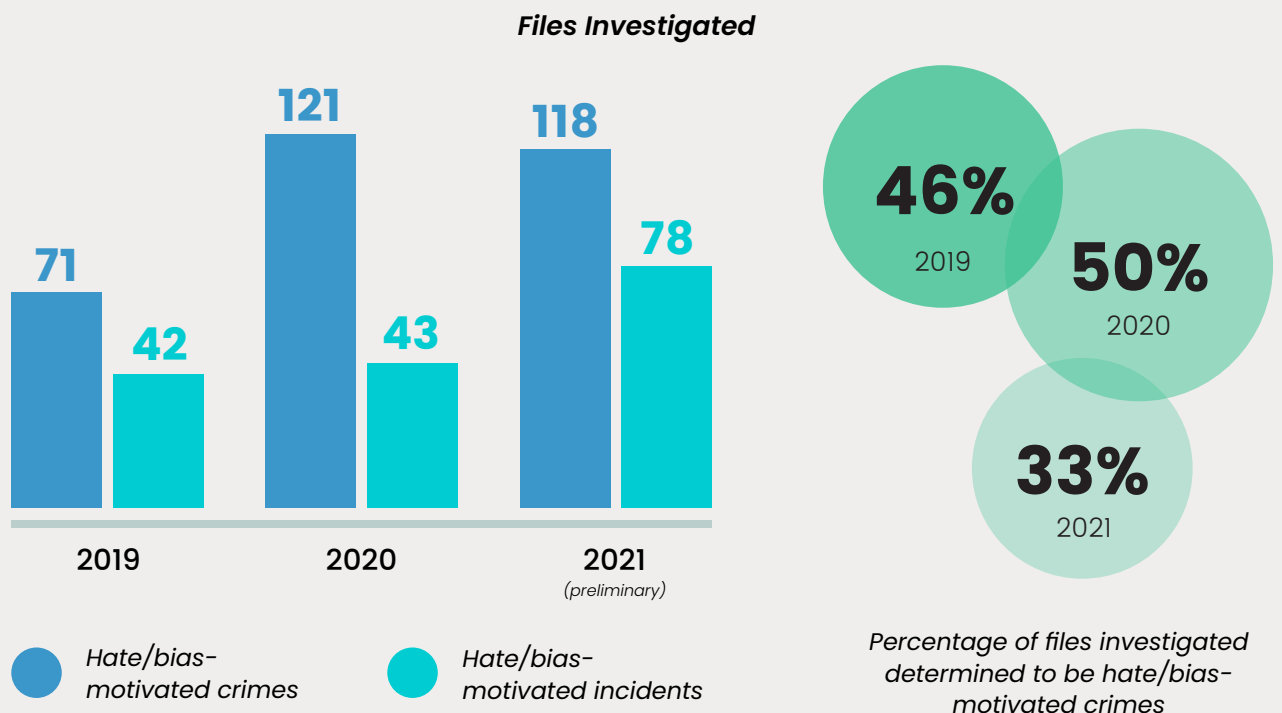
3.5 of the Anti-Racism Strategic Roadmap – Implement a formal line of communication that allows officers, leadership, and other staff to anonymously flag potential areas of systemic racism for review.

Chaplaincy review was headed by the Regimental Sergeant Major with support from the Office of Respect and Inclusion and Anti-Racism Team. The review has acknowledged the connection of religion and the historical roots to institutional racism. Our Service is working to ensure that our program and support staff provide a safe environment for all members that is respectful of diversity and inclusive.

4 | Racialized communities may be underreporting hate crimes due to lack of trust.

1.17 of the Anti-Racism Strategic Roadmap – Strengthen hate crimes investigations, reporting and follow-up through continued, active input from Indigenous, Black, and other Racialized communities.

From 2019–2021, the number of files investigated by Hate Crime coordinators based on suspected hate or bias motivation have significantly increased.



5 | Cultural humility when interacting with different cultures.

3.11 of the Anti-Racism Strategic Roadmap – Co-create anti-racism training with Indigenous, Black, and other Racialized community members and key community partners. Leadership and the rest of the workplace should participate in essential, regular training to strengthen their knowledge and expertise around Indigenous, Black, and Racialized communities.

The CPS Diversity Resource Team Education Coordinator and Anti-Racism Team with working knowledge of racial trauma are working together to develop curriculum and education that addresses cultural competency and humility to ensure safe, equitable and respectful interactions with Racialized Calgarians.

Diversity and Cultural Humility education lessons are being developed for recruits and CPS members.

6 | Recruit completion rates for Racialized candidates may be lower due to cultural challenges and biases in testing.

2.6 of the Anti-Racism Strategic Roadmap – Support the advancement of anti-racism and inclusion within law enforcement as members of the Canadian Association of Chiefs of Police and the Alberta Association of Chiefs of Police (AACP).



7 | All CPS testing is based on western standards and may have unintended cultural biases.

CPS has progressed five initiatives to support applicants. They are as follows:

- **Exemption 1** — Removal of First Aid Certificate and CPR Certificate from application criteria.
- **Exemption 2** — Terminology change with regards educational pre-requisites.
- **Exemption 3** — Allow the Alberta Police Cognitive Ability Test (APCAT) to be taken online.
- **Exemption 4** — Removal of maximum number of attempts on Alberta Police Cognitive Ability Test (APCAT).
- **Exemption 5** — Removal of Alberta Communication Test (ACT) from the application process.

8 | Elder prayer is not inclusive and may promote one religion over others and may not be part of reconciliation.

3.5 of the Anti-Racism Strategic Roadmap - Implement a formal line of communication that allows officers, leadership, and other staff to anonymously flag potential areas of systemic racism for review.

Extensive community engagement has verified that the Elder prayer/blessing is a culturally significant way of thinking, knowing and being that supports the community and CPS on its path to reconciliation.

CPS incorporated traditional ceremony into police graduations in 2019 by offering a smudge to recruits, including traditional songs and blessings into the graduation ceremony honours and most recently in 2022, included an Elder as part of the inspection party.

TRC Commitment 42:

We call upon the federal, provincial, and territorial governments to commit to the recognition and implementation of Aboriginal justice systems in a manner consistent with the Treaty and Aboriginal rights of Aboriginal peoples, the Constitution Act, 1982, and the United Nations Declaration on the Rights of Indigenous Peoples, endorsed by Canada in November 2012.

9 | Complaints process is not seen as transparent and is hard to navigate for Racialized citizens.

1.19 of the Anti-Racism Strategic Roadmap – Prioritize enhancement of cultural and psychological safety procedures across all aspects of the CPS, particularly around investigations, engagement with victims/their families, suspects, during patrol and community prevention work.

Key actions taken by the Professional Standards Section includes capturing race-based data.



10 | Police do not understand the history of policing as it relates to systemic racism.

1.18 of the Anti-Racism Strategic Roadmap – Strengthen Indigenous world-view approaches to working areas across all CPS divisions, led by the Indigenous Relations Team.

As of December 2022, nine of 16 modules have been launched. Module 2 explains the Treaty 7 Nations and worldviews. Module 3 explains the lawful Treaty relationship that the Crown has with Indigenous Peoples. Module 4 provides a brief history of Indigenous Peoples and police. Modules 5&6 explain the Indian Act and how it affects Indigenous Peoples and their relationship with the police. Module 7 explains residential schools as it applies to Indigenous Peoples and police. Module 8 explains the Sixties Scoop and how it applies to relationship between Indigenous Peoples and police. Module 9 is Indigenous Peoples and trauma which explains inter-generational trauma and trauma aware practices that are applicable to police.

11 | InfoPosts are seen as targeting racialized communities.

1.20 of the Anti-Racism Strategic Roadmap – Continue to advocate for community involvement to inform the provincial direction on how InfoPosts are collected, used, and reported.

Bill 63 (Alberta Street Check Bill) continues to be reviewed with the AACP Street Check Working Group, reporting up to the AACP Law Amendments Committee.

Quarterly reports on our InfoPost collection, including demographic information, are published on our external website to ensure transparency about how we are collecting this information.

12 | Internal promotion process is more challenging.

3.1 of the Anti-Racism Strategic Roadmap – Strengthen leadership communication and relationships with unions to effectively build alignment and address racial equity gaps within the CPS.

A Human Resources People Plan was implemented to ensure a continual improvement approach exists for the promotion, competition, and expression of interest process. Work continues towards having policies that are fair, transparent, and consistently applied to the promotion, competition and expression of interest process.

13 | No standards on language or terminology in Sentry/Officer Reports.

1.14 of the Anti-Racism Strategic Roadmap – Expand the current working group focused on race-based data.

CPS continues to work with Statistics Canada and Canadian Association of Chiefs of Police to create a national framework and processes for the collection and reporting of disaggregated race data. This will inform standardized language and terminology within our records management system that is consistent with Canadian Law Enforcement.

WHAT ARE THE MAIN SUCCESSES WITH RESPECT TO CPS ANTI-RACISM COMMITMENTS?

1 | Co-development and implementation of the CPS Anti-Racism Strategic Roadmap with Habitus and ActionDignity.

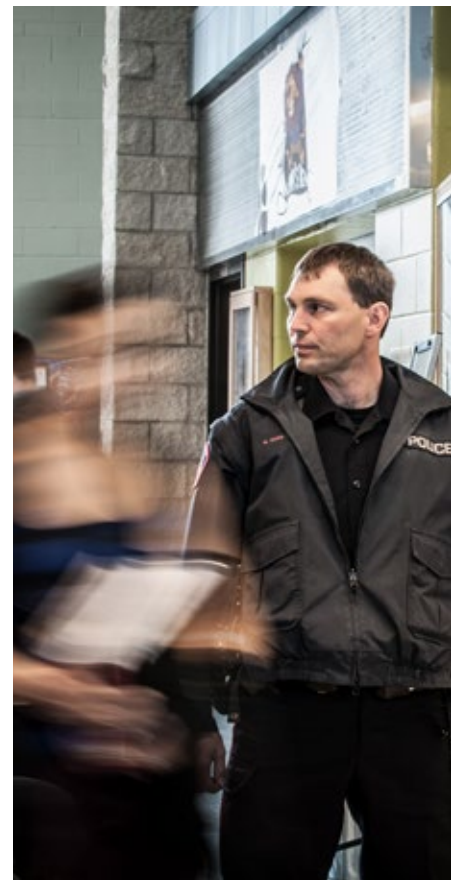
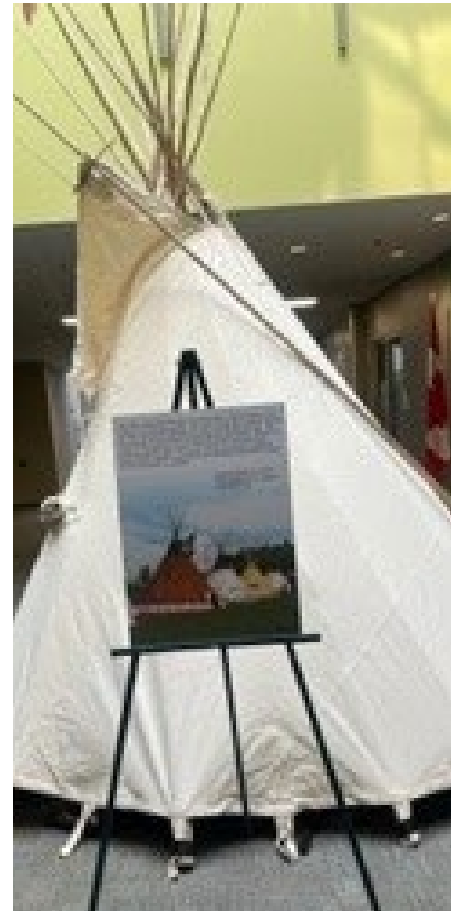
Nearly 150 hours of dedicated anti-racism and policing discussions to create a safe space for voicing concerns and creating solutions. Over 110 hours of internal consultation and engagement to inform the development of the Anti-Racism Strategic Roadmap.

CPS Anti-Racism Strategic Roadmap endorsed and approved by ELT/SLT in August 2022 and presented to CPC Anti-Racism committee September 2022.

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.

2 | 10-month workplan created.

The objective is to “unfreeze” the status quo within the CPS to progress the three Strategic Roadmap major goals: 1. Equity in service design and delivery 2. Joint partner accountability and 3. Foundations to empower employees on this anti-racism journey.



3 | Continuity of Anti-Racism Team, Inspector, Civilian Manager, Anti-Racism Strategic Advisor, with working knowledge of racial trauma.

Postings with HR.

CPS tracked in-kind salary dollars and hours through Finance.

Year	Salary (\$)	Hours (#)
2021	\$1,904,714.00	24,258
2022 (as of Sept. 30)	\$1,251,287.00	15,117

4 | Collaboration with Major Crimes/Missing Persons Team.

1.18 of the Anti-Racism Strategic Roadmap – Strengthen Indigenous world-view approaches to working areas across all CPS divisions, led by the Indigenous Relations Team.

1.2 of the Anti- Racism Strategic Roadmap - Invest in an Indigenous Investigator for Missing Persons Unit.

Providing guidance to the Missing Persons Team to develop and implement a dedicated Indigenous Missing Persons Investigator. Although this position is long awaited, it must come into the Service in a “good way” and prior to its launch, our partners will help guide the position profile to suit the needs of the community. The IRT is liaising between the Missing Person’s Team and Indigenous communtiy members to discuss mutal needs and the best shared path in the development of an Indigenous Missing Person Investigator.

5 | External Anti-Racism Action Committee 12 action items.

- Anti-racism policy
- Anti-racism audit
- Language and communications
- Missing and Murdered Indigenous Women and Girls (MMIWG)
- Accountability
- Indigenous Relations Team created, distinct from Diversity Teams
- Equitable service delivery
- Closure of existing ARAC recommendations
- Police leadership within the justice system
- Race-based data
- Training
- A sub-committee for implementation

6 | Anti-Racism Action Committee website developed.

1.1 of the Anti-Racism Strategic Roadmap – Partnered with Mount Royal University to create a website designed to be an interface between the community and the CPS for updates, resources, and a calendar of events.

This website has been created in collaboration with post-secondary students and has been built with the community in mind. We want the community to feel like it is their website to stay up-to-date on the progress made on the commitments from 2020, to find out which community events we will be attending, and to access crime prevention materials that have been translated into 12 languages.

We know that the community wants more engagement with police, and this website is another tool for Calgarians to access information and resources specific to anti-racism, equity, diversity, and inclusion, to give feedback, and to request CPS members to attend community events.

The website will also serve as a portal for Habitus/ActionDignity to point people to as we expand our external engagement on the actions identified by the communities we serve and the CPS Anti-Racism Action Committees. The portal will have initial feedback, blog posts, and the invitation to participate in the broader engagement.

7 | ELT/SLT Anti- Racism training

3.11 of the Anti-Racism Strategic Roadmap – Co-created anti-racism training with Indigenous, Black, and other Racialized community members and key community partners. Employees participate in essential, regular training to strengthen their knowledge and expertise around Indigenous, Black, and Racialized communities.

The CPS Executive and Senior Leadership Team (ELT/SLT) committed to participating in Anti-Racism workshops every six weeks starting July 2022.

Structured learning opportunities lend themselves to a purposeful interest in the transformational culture change at CPS to create a racially equitable and inclusive workplace.

8 | 0800 training block parade workshops 2023.

3.9 of the Anti-Racism Strategic Roadmap – Invest in resources and staffing to support effective engagement across CPS teams and leadership, particularly for ongoing change management, supporting challenging conversations and helping to build values alignment across the organization.

We continue to connect with our frontline members and incorporate their feedback and comments into future training. Feedback thus far has included sharing stories from respected officers, opening dialogue around officer's everyday experiences with citizens (for example, a routine traffic stop and being called a racist without just cause), language, culture, definitions and examples of racism, myths, and misconceptions of racism and how it manifests in society and the workplace. We are working with our Learning and Development Unit on various delivery methods.

9 | BWC/ICDV policy review.

1.16 of Anti-Racism Strategic Roadmap – Continue the use and training of Body-Worn Camera (BWC) at the start of training and continue to rollout to all operational members.

Reviewed by the Anti-Racism Team through a racial equity lens that addresses the process and outcome, inequities, racism, and discriminatory practices and ensures the inclusion of those most impacted by structural racial inequities.

10 | De-escalation and use of force policy review.

1.19 of the Anti-Racism Strategic Roadmap – Prioritize enhancement of cultural and psychological safety procedures across all aspects of the CPS, particularly around investigations, engagement with victims/their families, suspects, during patrol and community prevention work.

The Anti-Racism team audited the newly released De-Escalation and Use of Force Policy In 2022. The review of the policy was conducted with a view to ensure that it afforded fair and equitable outcomes for Calgarians, specifically, indigenous, black and Racialized community members. Culturally appropriate language was adjusted, and recommendations were made to ensure the inclusion of those most impacted by structural racial inequities.

11 | Community and membership engagement with Habitus and ActionDignity

We are building on preliminary community engagement and now will co-develop actions and strategies to respond to the concerns raised by the community (hate crimes, racial profiling, InfoPosts, hiring, School Resource Officer programs and other items identified by community and or strategic roadmap).

We have started to engage Senior Leadership and 13 one-on-one hour-long interviews have been completed. The purpose of the one-on-one interview is to understand how anti-racism and racial equity can be achieved within CPS, to gain an understanding of barriers and challenges that may prevent the success of this work and to understand the context of working, policies, procedures, governance, communication, and decision-making.

Next steps will be hosting six discussion meetings with CPS staff at various levels and ranks. These discussions will foster constructive spaces that will help us identify common language, culture, and concerns that CPS officers have in their working environment. A thorough evaluation will also be completed with the assistance of community partners.

12 | Community Mobilizers

Community Mobilizers serve as police ambassadors embedded within the community. The mission is to promote two-way engagement and planning to support improved police service design to marginalized and racialized communities. This position also works with communities at grassroots level to help foster and build trust and relationships and access to services through breaking down barriers and perceptions.



13 | Youth Advisory Board.

The primary focus of the Youth Advisory Board is to promote effective two-way communication between the CPS and youth in the city of Calgary. The Board seeks to be inclusive and will not limit participation based on country of origin, gender, culture, religion, language, ethnicity and sexual orientation. The Board aspires to promote education and awareness; identify and resolve crime and safety concerns; increase police awareness of youth; and to increase youth awareness of police-related issues.

The Board will advise CPS on the impact of CPS policies, programs and services on youth as well as potential barriers to access. The Board will provide CPS with an understanding of the issues affecting young people across Calgary as well as look at how current services are working and provide feedback on how they can be improved.

Members are expected to make a one-year commitment to the Board. Community groups and current Board members will be asked to recommend new representatives who will be required to undergo the approval process.

- Members do not have to be affiliated with any community group to sit on the Board;
- Members will be between the ages of 12 and 17 years of age;
- Members can apply if they turn 18 years of age within the serving year;
- Members must reside in Calgary, Alberta; and,
- The Board will hold a maximum of 13 members.

14 | Police Engaging Youth in Schools (PEYS) Project.

The CPS is committed to providing equitable outcomes for all students. The PEYS project will reimagine how police engage with students. The project will involve the following:

Student Reengagement to confirm:

- Racism and Equity, Diversion & Inclusion issues
- Root causes for these issues
- Thoughts on improving outcomes for all

An all-partner roundtable to:

- Share experiences, perspectives and expertise
- Define community outcomes for police engaging youth in schools
- Scheduled to be presented to the Calgary Police Commission in June 2023.

A phased implementation of an action plan will be defined after the final report is received.

INDIGENOUS RELATIONS TEAM

The Indigenous Relations Team (IRT) was formalized in early 2022 in response to CPS' commitments towards dismantling systemic racism, coupled with alignment to Call to Action 9.4, which reads:

"We call upon non-Indigenous police services to ensure they have the capacity and resources to serve and protect Indigenous women, girls, and 2SLGBTQIA people. We further call upon all non-Indigenous police services to establish specialized Indigenous policing units within their services located in cities and regions with Indigenous populations."

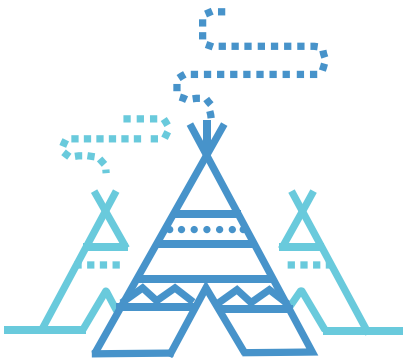


Establishing and maintaining an Indigenous Relations Team (IRT) between the CPS and Indigenous communities is a central function to meaningful consultation which ensures open and transparent communication. Additionally, liaising with appropriate groups or government agencies on issues relative to Indigenous communities allows the IRT to inform decisions impacting the Indigenous community aligned with the tenet that "nothing about us, without us." The IRT aligns its work by honouring Indigenous culture and community outreach which supports all CPS bureaus, the Indigenous Roadmap, education and works towards policy and process change.

THE INDIGENOUS RELATIONS TEAM ALIGNS ITS WORK BENEATH THREE PILLARS



Community Connections



Honouring our Nation-to-Nation Treaty Partners



Symbolic Reminders of Indigenous History and Culture



COMMUNITY CONNECTIONS

Intent

Organizing and participating in outreach, liaison and engagement events to support Indigenous communities, promote knowledge sharing, advance reconciliation and work towards healing and relationship building.

MMIWG Calls for Justice 9.7

Partner with frontline organizations that work in service delivery, safety, and harm reduction for Indigenous women, girls and 2SLGBTQ2IA people to expand and strengthen police services delivery.

Actions

- IRT and the Calgary Police Youth Foundation assisted in the annual “Backpacks for Brighter Futures” campaign to provide 880 backpacks to Indigenous and Racialized youth attending school in the Fall.
- Provided school supplies for preschool children through the Aboriginal Head Start Program at Abbeydale school.
- Attended Pride events in September to acknowledge the intersectionality on various levels for Indigenous people.
- Participating in the Stardale youth women’s circle to build relationships.
- Walked with the American Indian Movement (AIM) from Stoney Nation to Calgary in honor of community members who passed away from addictions and overdoses.



Actions (cont.)

- IRT was present and offered support for the James Smith Cree Nation vigil held in Calgary to remember the lives lost.
- Attended various events on the National Day for Truth and Reconciliation including: the Pokaiks Walk on Prince's Island; participating in the events at Fort Calgary; joining the Pow Wow at the Saddledome.
- IRT participated in the "Sisters in Spirit" walk and vigil to remember and commemorate Missing and Murdered Indigenous Women and Girls.
- Participated in the ceremony and activities for the "Healing Our Spirit" Sixties Scoop Walk on Oct. 16th.
- Celebrating Metis culture, history and contributions with the community from Nov. 14 to 20.
- Collaboration with Circle of Wisdom for Christmas dinner and Pow Wow to honour seniors and Elders.
- Hosted a Christmas dinner for Indigenous youth in partnership with community agencies.
- Participated and collaborated with Niitsitapi Winter Solstice Pow Wow.
- Collaboration with Calgary Police Youth Foundation to support the Winter Solstice Food Hamper Drive that supports Indigenous schools and families.



HONORING OUR NATION-TO-NATION TREATY PARTNERS

Intent

Developing a Nation-to-Nation relationship with Indigenous community members, Elders and Traditional Knowledge Keepers to understand, support and incorporate traditional ways of knowing, thinking and being. Receiving these teachings is a step towards reconciliation and establishing respectful Nation-to-Nation relationships. These teachings are then utilized to guide internal changes to policy, education and standard operating procedures and provide opportunities for CPS members to connect directly with Indigenous teachings that

provide a non-Westernized, decolonized approach to healing, mental health, wellness and trauma recovery.

TRC Calls to Action 45. iii

Renew or establish Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships into the future.

Actions

- Participated in discussions with Siksika Nation Chief and Council members to discuss CPS support of an independent police service and to offer assistance and/or guidance as requested.
- CPS members participation in Teepee Teachings with Dr. Linda Manyguns at Mount Royal University (MRU) to gain knowledge and understanding of Indigenous culture.
- Discussion with Elders from Treaty 7 in order to gain traditional knowledge, observe protocols and understand the importance of meaningful consultation and application of reconciliatory initiatives.
- For the first time in CPS history, the graduation ceremony included a Blackfoot Elder as part of the inspection party. Elder Clarence Wolfleg, a decorated retired member of the Canadian Armed Forces and former head of the Siksika Tribal Police shared his personal battle song and provided a prayer to the graduates.

SYMBOLIC REMINDERS OF INDIGENOUS HISTORY AND CULTURE

Intent

Presenting visual, symbolic reminders of Indigenous culture and history while educating the CPS membership, is a way to acknowledge and honour the land and people who are our Treaty partners.

MMIWG Calls for Justice 9.2

Build respectful working relationships with Indigenous Peoples by knowing, understanding, and respecting the people they are serving.

Actions

- A formal ceremony held on June 21 to raise the Treaty 7 and Metis Nation flags to fly permanently at the CPS WestWinds Campus.
- Raising the CPS teepee during the Calgary Stampede with the Urban Society for Aboriginal Youth (USAY).
- In support of the City of Calgary, IRT helped raise the YARD teepee at a Fort Calgary event on July 1 to create awareness of the decolonized Indigenous history of Canada.
- Raising of the Blackfoot teepee (gifted to CPS) in the CPS headquarters building for Truth and Reconciliation Day (September 30th) and Sisters In Spirit Day (October 4th) to help the CPS membership reflect on the colonial history and horrific legacy of residential schools, honour those children who died and recognize survivors. CPS members were also provided with orange pins to wear as symbolic reminders and ribbons were also placed on CPS vehicles.
- In July, IRT hosted the U.S. Ambassador to Canada for a tour and discussion about the Sacred Space at Westwinds.
- Mandatory e-learning modules developed to enhance the knowledge of CPS members about the colonialization of Indigenous Peoples, and subsequent efforts to reconcile and restore relationships with these communities continue to be developed and offered to all CPS employees. At present, nine of 16 modules are available for the membership to review.





The overall goal of this work is to gain knowledge and understanding of Indigenous ways of knowing, thinking and being and to share those learnings with the CPS membership. Additionally, the training demonstrates our appreciation and respect for Indigenous culture and the organization's commitment to seeking the truth and fostering an environment conducive to reconciliation.

As the team engages and interacts with the community, it builds the basis from which to promote Indigenous worldviews, history and tradition within CPS. By recognizing Indigenous rights and perspectives, the IRT works towards rebuilding, strengthening and valuing the Nation-to-Nation relationship between the CPS and the community.

The IRT is in the process of strategic planning to create its foundational document that will outline the basis for the IRT to be established as a permanent business operation within CPS.

Ultimately, the overall outcome of all this work is to build trust and partnerships between the CPS and the Indigenous community. The actions and activities undertaken by the IRT are a path to towards fostering reconciliation.

The IRT has held consultations with Elders and Traditional Knowledge Keepers to understand the importance of grounding the Team's work in tradition, recognizing the balance between policing and restoring harmony in communities and reflecting Indigenous practice in its approach to policy, programs, and service provision.

The foundational document will outline the necessity for creating the IRT, its guiding values, mission, core work areas, objectives, evaluation approach, staffing roles and approach to truth and reconciliation. The document will demonstrate the similarities between traditional Indigenous peacekeeping and explore the mirrored beliefs that exist between CPS core values and the Indigenous worldview represented in the Seven Sacred Teachings. Upon completion, the document will be presented to the Indigenous Advisory Circle, Elders and Traditional Knowledge Keepers to ensure that it has an Indigenous lens and is acceptable to the community it serves.



THE INDIGENOUS ROAD MAP

The Indigenous Roadmap is our tangible response to specific TRC Calls to Action and MMIWG Calls for Justice. The IRT has been engaged in developing solutions, creating partnerships for specific responses and/or advocating to address these calls. In 2023, we will review and revise the Roadmap to reflect community requests, priorities and willingness to support the work.



CALGARY INDIGENOUS COURT

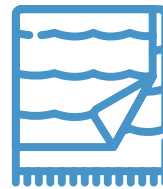
Calgary Indigenous Court (CIC) was established in 2019 to provide a culturally relevant, restorative, and holistic system of justice for Indigenous individuals, including offenders, victims and the community harmed by an offender's actions. The CIC is a response to the unique challenges and circumstances of the Indigenous people.

The CIC sits every Wednesday, beginning at 9 AM, in Courtroom 1800 of the Calgary Courts Centre. It deals primarily with bail and sentencing hearings, and is open to any offender who is Indigenous and chooses to participate in the CIC.

The focus is on a restorative justice approach to crime, through peacemaking and connecting accused people to their cultures and communities.

The CIC utilizes:

- Dedicated judges who are either Indigenous or experienced in Indigenous Restorative Justice
- A designated Indigenous Crown Prosecutor
- Designated duty counsel and Indigenous legal counsel
- Restorative Justice Peacemakers
- Traditional Knowledge Keepers
- Indigenous court workers
- Community support agencies

**4****CIC Graduates****1****Blanket Ceremony
Conducted****9****Peacemaking
Circle Conducted**

PEACEMAKING CIRCLE

On July 19, CIC Liaison Officer Cst. Stump took part in a Peacemaking Circle representing the Calgary Police Service. This ceremony took place at the offices of the Elizabeth Fry Society. Peacemaker Coordinator Dawn Ferguson and Elder Monica Chiefmoon were present, as well as Shawn Cote, the Community Engagement coordinator from Native Counselling Services Alberta.

The offender and victim, who are ex-common-law partners, were both very open and honest about their relationship, as well as their ongoing and historic struggle with alcoholism. The two share a 20-month-old baby and both have decided to step away from their relationship and work on their friendship. They both voluntarily enrolled in counselling and have vowed to put their child first while working on themselves to be better people—and better parents.

Both parties made themselves vulnerable and shed heartfelt tears during the circle; a significant amount of emotion and truths were shared. Both victim and accused took away great learnings from the Peacemaking Circle, and each were gifted a CPS Indigenous Court challenge coin for their innermost personal participation.

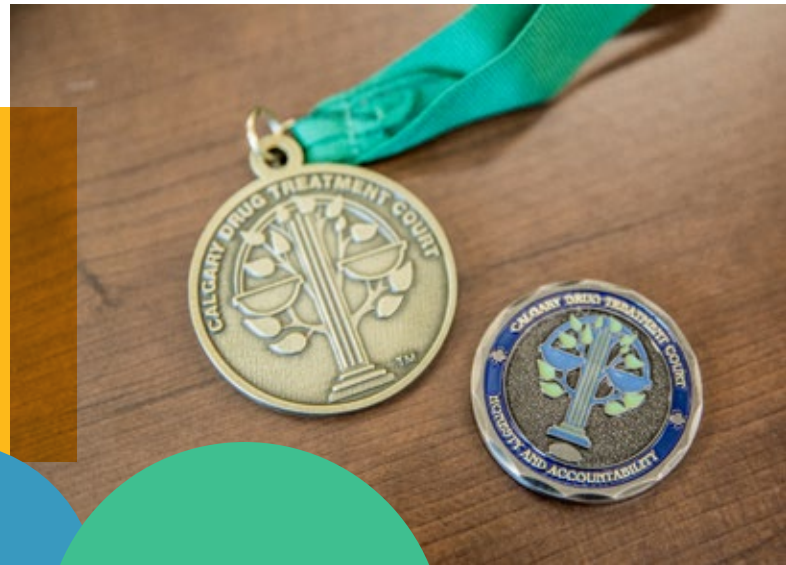
CHANGEMAKERS AWARD CEREMONY

Cst. Stump was a recipient of the Changemaker Award. He was recognized and honoured by New Tribe Magazine and the Urban Society for Aboriginal Youth during the Changemakers Award Ceremony. This award was given for his work with Indigenous people within the justice system.



CALGARY DRUG TREATMENT COURT

Calgary Drug Treatment Court (CDTC) is a collaborative effort to assist those who have been charged with criminal offences that involve drug use.



Applications are referred to the CDTC by either the police, Crown prosecutors or defense counsel.

76
APPLICANTS

2021

100+
APPLICANTS
(PROJECTED)

2022

70%

graduates who remain free from substantive criminal behaviour

67%

graduates who have fewer contacts with police after graduation

\$15
million

estimated worth of stolen goods saved annually

Nasser's Story

Nasser Chams, 55, started in Calgary Drug Treatment Court (CDTC) in June 2021. He began using drugs and alcohol at age of 13, which led to him committing property crime at the age of 14 to pay for his habits. Nasser was living in a group home surrounded by negative peers and ended up dropping out of school at a young age.

At 17 years old, he started using drugs such as cocaine and mushrooms and took to selling cocaine to pay for his addictions, which led to his first arrest at age 18. Upon his release from jail, Nasser was able to stay sober for 10 years. However, he was involved in an accident, and once he started using OxyContin for pain management, he became addicted again. He soon started using cocaine and fentanyl, and Nasser again turned to selling drugs to sustain his habit. Nasser describes this time of his life as out of control and being at the end of his rope—his marriage had ended, and he had lost everything that he cared for and loved.

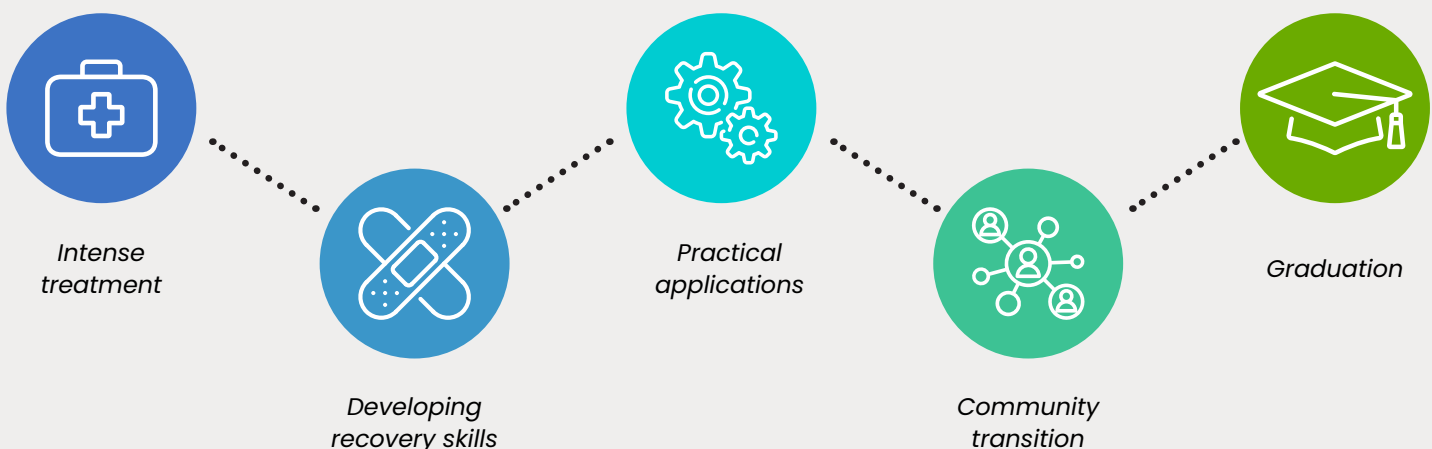
Nasser was offered an opportunity in 2021 for CDTC, which he skeptically welcomed. Watching the success of his peers made him realise that change was possible, which altered his mindset about the CDTC program. During his time in the program Nasser was able to obtain employment, reconnect with family, and learn to take accountability and ownership of his actions. Nasser has now been sober for more than 460 days.

Nasser has also expressed his appreciation towards his initial arresting officers Const. Jens Radetzki #5029 and Const. Julie Franklin #5396. He spoke about them being kind and respectful and has invited these officers to his CDTC graduation, an excellent example of the positive impact these officers had on Nasser.

“My life looks totally different today then it did when I began. I appreciate the entire team’s help. The structure and the second chance, it has truly made me a better person.”

—Nasser Chams

The CDTC five-phase approach

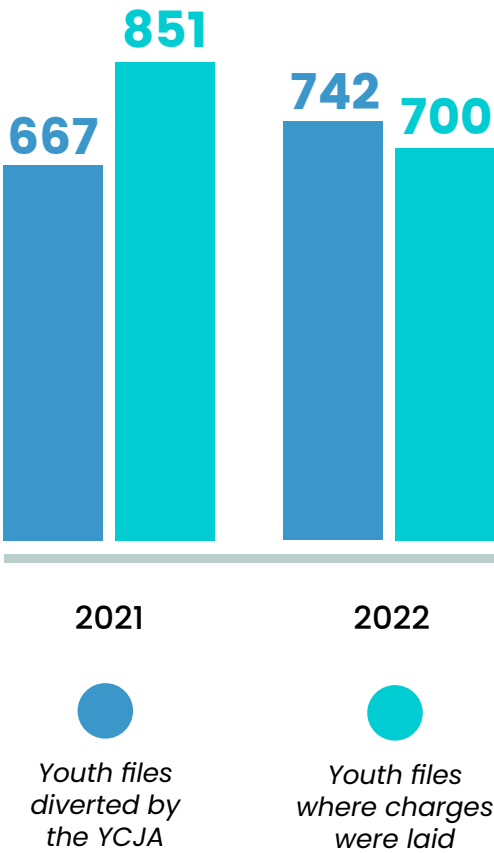
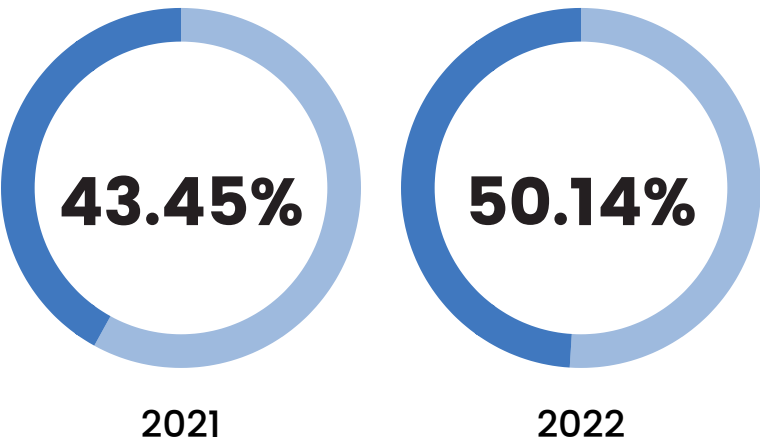


YOUTH DIVERSION



CPS has invested in training and strong encouragement for officers to consider youth diversion before charges are laid. We have a full-time member looking at all youth files and ensuring youths—who accept responsibility and meet the criteria for diversion—get diverted.

Percentage of youth files that have been diverted



Joe's Story

Joe was referred to the Extra Judicial Sanctions program following a charge of Mischief to Property. During the initial meeting with the Calgary Youth Justice Committee volunteers, Joe shared that he had a conflict with group home staff. Joe shared that staff had removed some of his belongings from his room and would not give him his cellphone, resulting in him getting angry and causing damage to the home he was currently living in. Joe also shared that at some point during the conflict he chose to leave the house, because another youth was starting to act out. Joe recognized that his own behaviour was negatively influencing the other youth, and he didn't want the other youth to think that his actions were OK. The YJC volunteers acknowledged this was a very mature and insightful decision.

ALBERTA COMMUNITY YOUTH JUSTICE AWARD

As CYJS has a strong partnership with the CPS, the CPS nominated the Calgary Youth Justice Society for the Alberta Community Youth Justice Award. As such, CYJS was the recipient. This could not have been done without the great work CPS did to assist CYJS. It is a true partnership we try to blossom.



CALGARY
YOUTH
JUSTICE
SOCIETY



Joe's Story (cont.)

In getting to know Joe, the volunteers learned that he has spent a significant time living in care, has very limited contact with his family, and was sad about having to continue living in his current group until he turned 18. Joe went on to share that living in group care was frustrating and stressful, as the other youth are often loud and “bug” him. Joe clarified that the other group home youth are younger than him—they often turn to him for help or to hang out, but he would prefer to be left alone. He acknowledged that he doesn't always respond to the stress in a positive way.

When asked about different things in his life like school, peers, hobbies and interests, Joe shared that his favorite class at school was animation. When he was asked about his animation class, Joe happily shared more details and expressed that pursuing animation as a career was something he would be interested in.

The YJC volunteers felt that Joe would benefit from attending In the Lead 180. He is seen as a role model by his peers, and he had demonstrated leadership by leaving the group home in a de-escalation attempt. In supporting his passion for animation, the volunteers also assigned Joe to create an animation that showed different ways he could better cope with the stress of living in a group home. When the volunteers suggested the animation be two minutes, Joe shared that making an animation was very time consuming. He was limited to creating it at school because the group home computer did not have the necessary software. The group home staff supported Joe and said they would work to get the software needed on the home computer. Joe advocated for the animation to be no more than a minute, and as he was the expert the volunteers agreed.

At the closing meeting Joe shared that he enjoyed attending In the Lead 180, as he was able to connect with peers his own age, and it reinforced the positive qualities he knows he has. Joe then shared the animation he created, and he seemed quite proud of it. He happily agreed to allow the YJC program to use it as an example of a positive sanction. The animation highlighted different coping strategies, including going for a run or walk, talking to a friend, taking a nap, or playing a computer game. Joe shared that the animation was a good reminder to try and manage his stress and frustrations. Overall, Joe said his experience with the EJS program and YJC volunteers was positive, and he was thankful for the opportunity. The group home staff supporting Joe also expressed appreciation and felt it was a positive experience for Joe and helped him take responsibility.

VOLUNTEERS

Volunteers were permitted back to CPS facilities to perform their volunteer duties in March 2022, after most being shut down since March 2020.

The 28th Annual CPS Volunteer Recognition Banquet was held on Sept. 26, 2022 (the first time since 2018).

All of the Diversity Resource Team Advisory Board volunteers have been registered as CPS volunteers. As some have volunteered their time for many years prior to being registered, each will receive a reward for their valuable service.

The Calgary Police Youth Foundation is an Associate CPS Volunteer Program. All CPYF Volunteers completed the Enhanced Security Clearance Declaration and Volunteer Service Application and are registered as Associate CPS Volunteers.

9,384 VOLUNTEER HOURS
(2022)



ALBERTA LAW ENFORCEMENT NOMINATIONS

Special Projects Team Volunteer Mr. Bill Weeks volunteered over 1,360 hours from Oct. 2018 until Sept. 2022 to process all Alberta Law Enforcement nominations and provide the appropriate award(s) which included:

4,946

12 YEAR
MEDALS

2,402

22 YEAR
SERVICE BARS

632

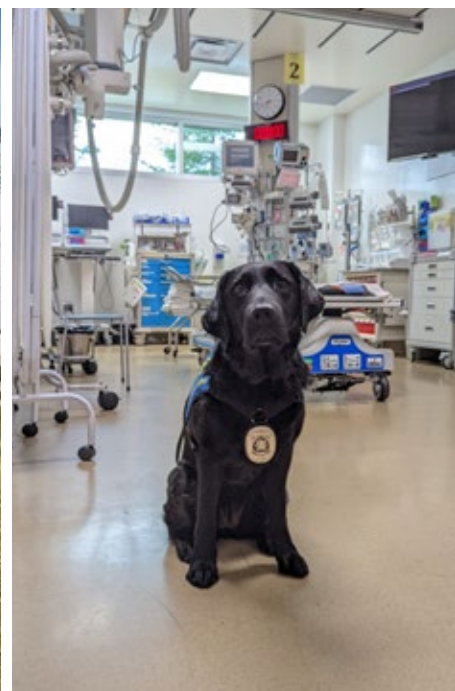
32 YEAR
SERVICE BARS

104

40 YEAR
SERVICE BARS

VICTIM ASSISTANCE SUPPORT TEAM

The Victim Assistance Support Team (VAST) provides information, support, and referrals to victims of crime and tragedy. Victims of personal crime and trauma will normally receive follow-up contact from VAST within 72 hours of a report being submitted.



YOUTH ENGAGEMENT

MASST

The Multi-Agency School Support Team (MASST) was established in 2009 as an early intervention, school-based program to support children (five to 12 years old) who are exhibiting behaviour which puts them at risk for negative, possibly criminal patterns of behaviour or victimization into teen years. MASST is delivered in partnership with the Calgary Police Service, The City of Calgary – Calgary Neighbourhoods, Alberta Health Services, the Calgary Board of Education and the Calgary Catholic School District.

The 12 MASST teams consist of a police officer and a registered social worker who work closely with the youth client, their family, school administrators, and community agencies. Additionally, MASST provides a clinician through Alberta Health Services for clients with acute mental health needs. On average, MASST has between 115 to 130 clients participating at any given time. Participation varies from client to client and can stay up to two years in the program.

The program focuses on the following areas: school performance, behaviour and attendance, self-management and responsible decision making, social skills, pro-social activities, and mental health and wellness. Participation in the program is voluntary.

Participant Outcomes	Family Outcomes
<ul style="list-style-type: none"> ● Positive change in school performance, behaviour, and attendance ● Improved pro-social attitudes/beliefs ● Reduced anti-social behaviours ● Improved self-control ● Improved constructive use of time ● Improved positive peer relationship ● Reduced negative peer influences ● Improved positive adult role models/mentors ● Improved attitudes/reduce exposure to drug/alcohol use 	<ul style="list-style-type: none"> ● Parents have increased knowledge of child risk factors and possible consequences ● Parents have increased knowledge of programs/services to address their child's identified needs ● Parents have improved relationship with children ● Parents have improved relationship with school

YARD

The Youth at Risk Development (YARD) Program is a community-based, early-intervention program supporting youth aged 10 to 17 that are currently at risk, affiliated with a gang, or involved in gang activity. YARD is delivered in partnership with the Calgary Police Service, The City of Calgary – Calgary Neighbourhoods, and Alberta Health Services.

The five YARD teams, which include an Indigenous-focused team, consist of a police officer and a registered social worker who work closely with the youth client, their family, school administrators, and community agencies. Additionally, YARD provides a clinician through Alberta Health Services for clients with acute mental health needs. YARD develops an individualized case plan for each client, based on their circumstances, and assists them in avoiding or leaving the gang lifestyle. On average, YARD has between 65 to 75 clients participating at any given time. Participation varies from client to client with most spending approximately one year in the program.

The program focuses on the following areas: improving interpersonal relationships, improving mental health and wellness, increased life skills, and increased prosocial activities. Participation in the program is voluntary.

YARD conducts yearly evaluations of the program to ensure that the mandate and program outcomes are being met. In the latest evaluation from 2021, 79 per cent of clients had no criminal charges or decreased charges 6 months after leaving the program. Significant improvements were also observed in the 4 program outcome areas listed above.



ISSP

The Integrated School Support Program (ISSP) is a crime-prevention initiative that is intended to provide essential services to address a variety of needs in a diverse school and community. The goal is to improve academic performance and the social, emotional, and physical well-being of children. We want to enhance and make accessible the supports and resources necessary to fulfill this goal. This program is funded by the Calgary Police Youth Foundation.

Our objective is to provide the necessary wraparound supports in the school, including a positive police presence, on-site psychologist, physical education teacher, social worker, access to a health clinician, breakfast and lunch programs, and after-school programs. Other long-term objectives include such things as childcare, prenatal support and education, providing support for community projects, and creating parent programs that address needs as identified by community members.

It is a collaborative initiative funded by the Calgary Police Youth Foundation and led by the Calgary Police Service with the Calgary Board of Education, Calgary Catholic School District, and the City of Calgary's Community and Neighborhood Services. Together these agencies provide critical 360-degree support to youth and their families.

Powerplay

Powerplay is a free weekly hockey (winter) and soccer (summer) program that engages youth ages six to 17 and their families. This program aims to engage youth who are facing various cultural or financial barriers and give them an opportunity to learn to skate or play soccer while interacting with officers in a safe and supportive environment.

This event is attended by 60 participants each Wednesday of the month.

Members of CPS have used this event to create and strengthen relationships in these communities. Members have also used this relationship to discuss and inform of both internal and external resources to support families.

Cadets

Calgary Police Cadet Corp. is focused on youth between the ages of 12 and 18 in Calgary. The Corp. engages youth in a positive way by focusing on policing, while developing leadership skills, gaining education and enhancing physical fitness. With the support of the Calgary Police Service.

Currently the program is attended by 119 Cadets each week.

The program has several awards including: The Commanding Officers Award, the Citizenship Medal, Leadership Medal and Marksmanship Award. These cadets are recognized for their outstanding achievements in each category at the end of the year.



DIVERSITY AND ENGAGEMENT

The Diversity Resource Team (DRT) actively engages with Calgary's diverse communities. The team provides a variety of programs and presentations within the community. The team's specialized knowledge of Calgary's diverse cultures can help obtain successful resolutions to investigations or any other incidents or situations that arise. The DRT assists with investigations or incidents where specific knowledge of diverse populations can help.

189

DIVERSE COMMUNITY EVENTS ATTENDED



Advisory Board members are selected by community members in consultation with DRT members.

The Advisory Boards have assisted with:

- Indigenous education training modules
- LGBTQ2S+ training for all employees
- Advising on strategic matters such as use of force policy, the chaplaincy program, and recruiting matters
- Virtual Remote Interpretation Services: Deaf & Hear Alberta has created a remote interpretation service that connects deaf and hard of hearing members of the community with an American Sign Language (ASL) interpreter in real time
- Persons with Disabilities training

CIVILIAN BOARDS

Each Board is co-chaired by a constable and a community member who organize and chair monthly meetings.

1. Gender Sexual Diversity Board
2. Middle East Advisory Committee
3. Asian Advisory Committee
4. South Asian Advisory Board
5. Youth Advisory Board
6. Latin Advisory Board
7. African Advisory Board
8. Person with Disability Board
9. Indigenous Advisory Circle
10. Super Board (comprised of the chairs of the other nine Boards)

CRIME PREVENTION

The Crime Prevention team was reinstated in 2021; it consists of a Sergeant and three constables.

Fraud Prevention

All types of presentations and discussions have been held, with a focus on seniors and new Canadians.

Theft / B&E Prevention

Current priorities are the Bike Index, the 9 PM Routine, and Operation Cold Start.

Personal Safety

Creating presentations for business and community groups, such as town halls for business associations, etc.

Coordinated Safety Response Team

Working with The City and provincial partners in dealing with problem properties that are a haven for squatters, drug trafficking, or used for the sex trade.

Graffiti

Looking into this with a focus on City of Calgary properties; working with Corporate Security, Bylaw, and Transit.

Crime Prevention Through Environmental Design for Residents

Seeking to gain a provincial grant to support us providing courses for the public so that they can be better equipped in conducting their own site assessments for crime prevention.

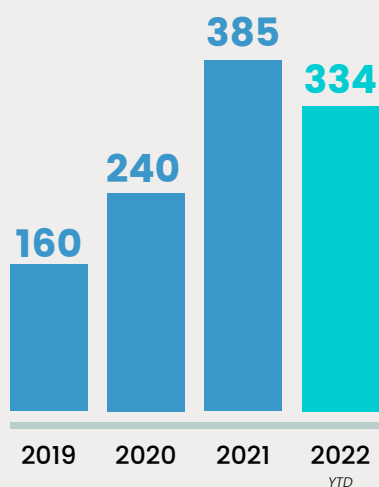
Robbery

Working with pharmacies (timed safes), liquor stores (scan entry systems), cannabis stores (removing window coverings), all of which involved working with professional bodies, other enforcement agencies, and business groups. Also working with the Bank of Canada to aide with their Armed Intruder Training program for financial institutions.

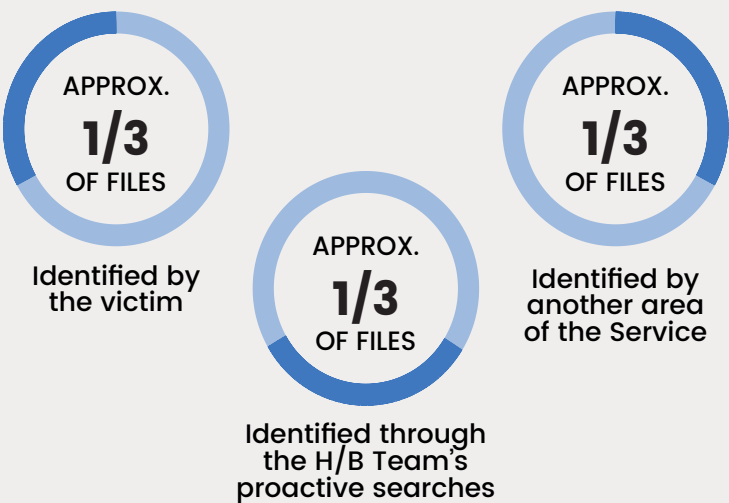
HATE CRIMES

Over the past two years, we have substantially increased the volume of reviewed files identified as potentially motivated by hate or bias (H/B).

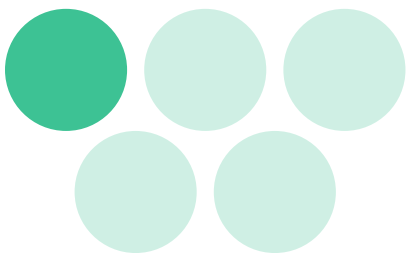
REVIEWED FILES POTENTIALLY MOTIVATED BY H/B



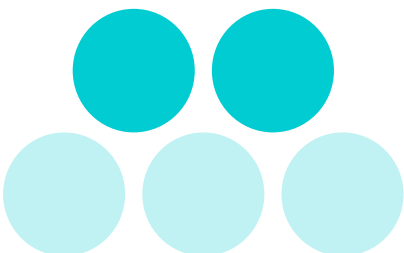
INCIDENTS MOTIVATED BY H/B



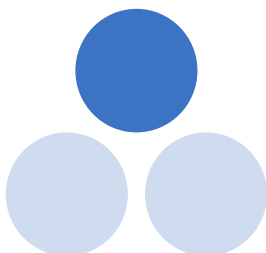
The volume of files investigated between 2020-2022YTD is not necessarily a reflection of exponentially higher occurrences involving hate/bias. The volumes are influenced by a large amount of proactive work being done in attempting to identify and investigate the highest volume of potentially H/B motivated files (between the investigators, the analyst, and thanks to concentrated efforts to increase internal officer awareness of HB displays and the importance of proper reporting), as well as by a temporary boost in the investigative capacity in early 2022.



1 in 5
FILES INVESTIGATED
Deemed to be **crimes** motivated by H/B



2 in 5
FILES INVESTIGATED
Deemed to be **incidents** motivated by H/B



1 in 3
FILES INVESTIGATED
Deemed to be **not motivated** by H/B

The most frequent motivator behind both crimes motivated by hate/bias and incidents motivated by hate/bias is race/ethnicity, distantly followed by religion, and sexual orientation. This spread is consistent over the last years.

In 2020/2021, there was a rise in anti-Asian sentiment attributable to the COVID pandemic. Recently, we have seen a rise in anti-Russian sentiment due to the ongoing war in Ukraine.

Any time period examined seems to bring along its own “trend” where we can identify files triggered by certain events on either the local, national, or global scale. Examples of these events, triggering “clusters” of files in their aftermath are:

2020	2021	2022
Incidents targeting East and Southeast Asian victims, triggered by social media comments on COVID-19 referring to the pandemic as “Asian virus” or “Chinese virus” and this community being called the “cause of the virus.”	Incidents targeting the Catholic church and Anglican church, occurring in the aftermath of media reports related to the discovery/identification of unmarked graves at former Residential Schools.	Incidents targeting a specific religious group, occurring days after a Netflix series related to this group aired.

It can be said in general that over the last approximately three years we did have an increase of displays of various types of hate/bias (even though not necessarily directly reflected in H/B motivated crimes and H/B motivated incidents). These are likely to be correlated with a general trend where our society is displaying symptoms related to stress, anxiety, and tiredness, often reflecting in increased mental health issues, addictions, a general loss of patience, tolerance, “filters” and behaviours associated with “good manners”.

- The Hate Crimes Prevention Team have created a solid working partnership with Calgary Transit, having provided H/B crime training for all the in-service members and recruits. They are actively engaged in recruit training on an ongoing basis. This was deemed vital due to a high volume of potential H/B motivated files stemming from LRT property over the past year.
- The Hate Crimes Prevention Team has fostered a strong working relationship with the University of Calgary Law Department to provide education for the students and professors.
- A H/B Investigator has presented at the RCMP National Security Workshop in December 2022.
- The CPS has a member assigned to the Provincial Hate Crimes Coordination Unit (HCCU), which is responsible for developing and delivering inter-agency coordination, in-service training, specialized investigative support, and community engagement programming in relation to hate/bias motivated crimes and incidents.



CALGARY
POLICE
SERVICE