



Meeting Minutes  
August 11, 2021 | 5:00pm - 7:00pm

Invited Attendees
<p><b>Committee Members:</b> Beth Brusselers, Trent Daley, Rehana Gilani, Feisal Kirumira, Joud Nour Eddin, Andrew Parker, Faisal Salama, Sameer Singh, Shalini Sinha</p> <p><b>Regrets:</b> Nestor Avalos, Councillor Mo Banga, Samuel Juru, Harman Singh Kandola, Councillor Scott McKeen, Ada Okeke, Kimberly Yamada</p> <p><b>Guests:</b> Al Boychuk, Yasin Cetin (EPS presenter)</p> <p><b>Council Sponsors:</b></p> <p><b>Administration:</b> Mike Chow, Antoinette Davis, Carissa Lamoureux, Mike Chong</p>

1.0 Welcome	ACTION	LEAD
<p><b>1.1 Call to Order</b></p> <ul style="list-style-type: none"> <li>- The meeting was called to order at 5:05 pm and roll call was completed by the Chair.</li> <li>- The Treaty 6 Land Acknowledgement was made.</li> </ul>		

2.0 Review	ACTION	LEAD
<p><b>2.1 Agenda Review</b></p> <p><b>MOTION:</b> <b>To adopt the August 11, 2021 meeting agenda.</b> <b>Moved by Faisal Salama</b> Majority Vote</p>	Carried	

3.0 Minutes	ACTION	LEAD
<p><b>3.1 Review and approval of minutes from <a href="#">July 14, 2021</a> meeting</b></p> <p><b>MOTION:</b> <b>To adopt the July 14, 2021 ARAC meeting minutes.</b> <b>Moved by Rehana Gilani</b> Majority Vote</p>	Carried	

4.0 Edmonton Police Service Presentation	ACTION	LEAD

#### 4.1 Commitment to Action

- Presentation
  - Through the “Commitment to Action” initiative, the Edmonton Police Service (EPS) is creating spaces for engagement with community.
  - Commitment to Action asked attendees:
    - How has your community /family/life been impacted by policing?
    - What are some solutions as we move forward?
    - How can EPS improve policy development?
    - Who else should we be listening to?
    - Are there other questions we should be asking?
  - To discuss these questions with the community, EPS hosted one listening/community session per month with approximately 30 attendees per session.
  - 18 targeted sessions were hosted in the community.
  - In total, over 800 people were engaged.
  - A What We Heard report will go to Council in the Fall and an additional report will be presented to Council in the last quarter of 2021 or during the first quarter in 2022.
  - EPS is simultaneously engaging community and implementing recommendations received from community.
  - Work completed:
    - Creation of a 2 hour in-person training course on Unconscious Bias, which all EPS members must take.
    - Development of an inclusive language guide for EPS officers to use.
    - Training opportunities for new recruits with the LGBTQ2+ communities.
    - Over 20 hours of training on cultural safety and policing modules developed.
    - Creation of an inclusive language guide for police officers.
    - Online reference materials (i.e. using a GBA+ lens, etc.)
    - Practicum opportunities for new employees starting in Fall 2021. Practicums will place officers in plain clothes with a social services agency to support the agency’s work and create experiences for EPS.
    - Internally EPS will:
      - Create an Employee Resource Group.
      - At the EPS Chief’s level, create an ongoing dialogue on the barriers that BIPOC members face in the promotion process.
  - Discussion:
    - Will this make a difference? How to change mindsets?
    - How to increase diversity with a GBA+ lens
    - Are racialized members getting promotions?
    - Commitment to Action - what exactly is the action? Commitment to what? Will this create a system shift?
    - What are the barriers for new recruits? How to engage BIPOC communities?
      - EPS hired a research team to look at the current process and understand what gaps exist that affect BIPOC recruits.
    - How can current officers be incentivized to apply what they have learned?

Yasin Cetin  
will report  
back to ARAC

5.0 Discussion Point	ACTION	LEAD
<p><b>5.1 Collaborative decision-making process</b></p> <ul style="list-style-type: none"> <li>- At the July 14, 2021 ARAC meeting there was a discussion about how the City Manager could work with ARAC in a collaborative way.</li> <li>- Community must be able to come to the table as equals. BIPOC members have a voice that challenges the natural power/balance that exists within society.</li> <li>- Additional information was requested from Administration about the collaborative process: <ul style="list-style-type: none"> <li>- Administration will set up ways to create the desired outcomes that ARAC has identified with the Task Force report.</li> <li>- Administration would traditionally create a project plan and then delineate the deliverables (project charter).</li> <li>- No public engagement will occur until after the Municipal election period in the Fall.</li> <li>- Administration will look to determine tangible actions and outcomes that bring about change.</li> <li>- A report will be presented to Council in the first quarter of 2022, with the process outlined by the end of 2021.</li> </ul> </li> <li>- What do we expect from the outcomes of the process? <ul style="list-style-type: none"> <li>- ARAC will start creating outcomes and the onus for creating the process for the outcomes will be led by City Administration.</li> </ul> </li> </ul>		

6.0 Chair Updates	ACTION	LEAD
	Tabled	

7.0 Subcommittee & Working Group Updates	ACTION	LEAD
<ul style="list-style-type: none"> <li>- Public Engagement &amp; Outreach subcommittee</li> <li>- Funding subcommittee</li> <li>- Community Safety subcommittee</li> <li>- Holocaust Remembrance Working Group</li> <li>- Appointment Process Working Group</li> </ul>	Tabled Tabled Tabled Tabled Tabled	

8.0 City Admin Updates		
	Tabled	

9.0 Adjournment		
<ul style="list-style-type: none"> <li>- The meeting adjourned at 7:00 pm.</li> </ul>		

Next Meeting		
Date	Time	Location
September 8, 2021	5:00 to 7:00 pm	Google Meet