



Calgary's Commitment



Canadian Coalition of Municipalities against Racism and Discrimination

July 4, 2007

Calgary: Free of Racism and Discrimination

Special points of interest:

- * What is the Coalition of Municipalities against Racism and Discrimination (CCMARD)?
- * What is Calgary's Commitment to CCMARD?
- * Who are involved in this initiative?
- * What are the next steps?

On September 11, 2006, the City of Calgary signed a declaration to join the Canadian Coalition of Municipalities against Racism and Discrimination (CCMARD). Since this date, an internal advisory team has been commissioned, which includes City Council members Joe Ceci, Diane Colley-Urquhart, and André Chabot, Jake Kuiken (Fair Calgary), Cheryl Goldsmith (Human Resources), Jason Luan (FCSS), Carrie Neilson (Aboriginal Liaison), Stephen Hansen/Jean-Paul Boyes (Transportation - Access Calgary), Sgt. Bev Voros (Calgary Police Service), Alison Buie (Mayor's Office), and Valerie Pruegger (Project Manager). This committee has had several meetings and is formulating a plan to identify how the municipal government can enhance the work it is doing to ensure that as an employer, a government leader, and a service provider it is creating an inclusive city and work-

place. The initial focus will be on The City of Calgary's internal processes and practices arising from consultations conducted with members of the community.

On June 1st, 2007 Calgary hosted the 13 municipalities who have signed on to the CCMARD to date. This includes Wood Buffalo, Brooks, Edmonton, Drayton Valley, Lion's Bay, Thunder Bay, Oshawa, Windsor, Toronto, Gatineau, Montreal, and Halifax.

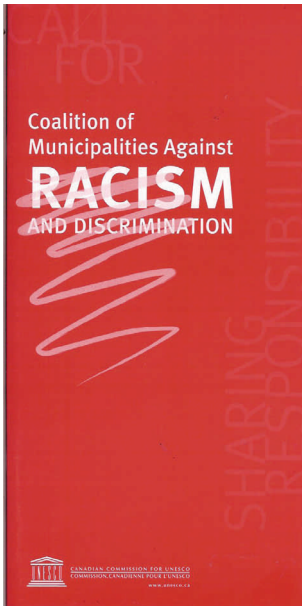
Representatives from these centers met and discussed how they could move forward with their commitments to CCMARD, either individually or together. David Wald, Secretary-General of the Canadian Commission for UNESCO stated, "these municipalities are leading the country in taking concrete action to create more equitable communities where everyone can participate".



The City of Calgary will continue to engage, update, and inform all community stakeholders about CCMARD.

The City of Calgary has committed that within the next year it will:

- ⇒ Conduct a scan of current internal practices
- ⇒ Engage internal focus groups to address [CCMARD's 10 point plan](#)
- ⇒ Host community consultations
- ⇒ Develop an action plan



A Coordinator is hired!

Cam Stewart, of Kanata Intercultural Consulting has been contracted to coordinate Calgary's CCMARD response. Over the next year he will work closely with City of Calgary's management and staff to develop an organizational framework and action

plans. In addition, Cam will develop and distribute a monthly newsletter to keep community, city employees and concerned citizens updated. If you have any questions please contact Cam by email at: cam.stewart@kanataint.ca

