



Stanhope Conference

Canadian Police Knowledge Network

Defining Policing During the Defund Movement
Chief Constable Mark Neufeld

How It Started

- COVID-19 Pandemic
 - Resources already strapped and staff stressed & anxious
 - US spillover - with so many people home, many unemployed, issues were exacerbated
- May 2020
 - Death of George Floyd
 - International calls for defunding of police and anti-racism awareness
- June 15, 2020
 - City Council Notice of Motion requesting CPS report back on anti-racism work and future plans for policing a diverse city
- July 2020
 - City Council hosts hearings on racism in Calgary; defunding takes centre stage



What We Heard

- Review the role of police
- Protect the public fairly and equitably
- Improve accountability and transparency
- Increase workforce diversity and inclusion
- Improve community engagement



Understanding Systemic Racism

- “Systemic racism is embedded in policies, procedures and processes within an institution based on negative beliefs, attitudes and ideologies towards racialized people that exclude, disadvantage or harm. These are reinforced by systems of power that create inequities, and no individual intent is required.”



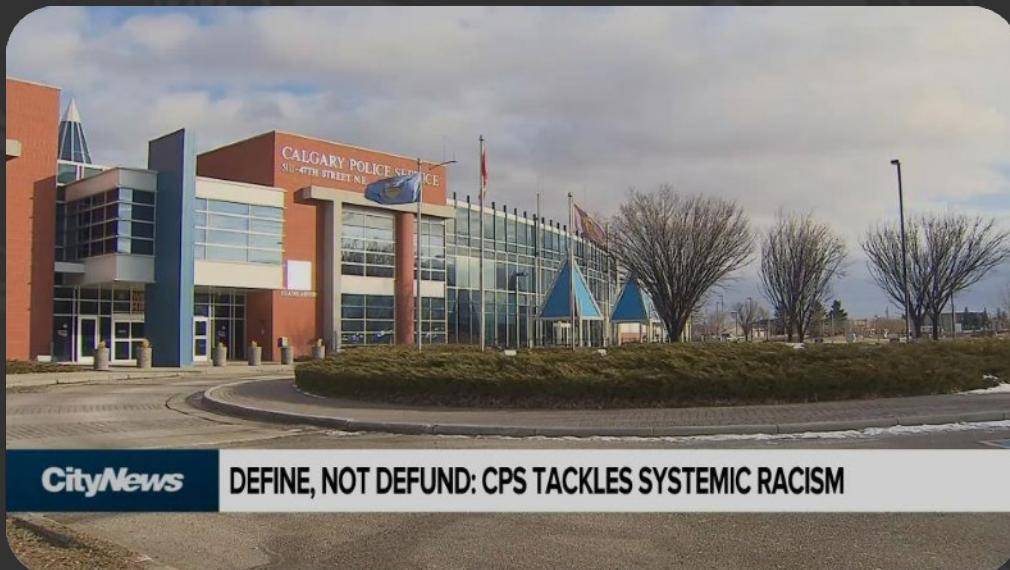
Defund Movement

We heard that the role of police needed to be examined & police need to be defunded

- There is a desire to explore new models of community safety that involve different responses to these complex issues, reallocating police resources to fund community agencies and allow police to focus on police work



Commitment to reallocate funds towards alternative call response.



CityNews

DEFINE, NOT DEFUND: CPS TACKLES SYSTEMIC RACISM

Our Response

- Developing an anti-racism and equity strategy
- Creating an Equity, Diversity and Inclusion Committee
- Applying an anti-racism lens to existing policies, procedures, training and programs
- A review of how we collect and record race-based data
- Implementing an independent review of our School Resource Officer (SRO) program.
Although the program is heavily supported by the Service and our partners, it has also come under some criticism from diverse students for not meeting their needs



Our Commitment

We Will...

- dismantle systemic racism at CPS:
- undertake transformational culture change to create an equitable and inclusive workplace
- examine all programs, policies and practices with an anti-racist and equity lens
- intentionally focus on our role and responsibility in reconciliation with Indigenous communities
- acknowledge historical and current wrongs and structural inequities
- challenge power imbalances
- challenge the complacency that gives power to racism, starting with our own leadership
- work with the community to develop solutions
- be fully accountable for this work and report publicly on our progress and challenges
- take an evidence-informed approach, learning from and acknowledging our mistakes
- be driven by our values of respect, honesty, compassion, courage, fairness, accountability and integrity



Our Reality

**CALGARY
SUN**
FRIDAY, SEPTEMBER 11, 2020

HOUSE OF CARS
SALES / SERVICE / FINANCING
LARGEST SELECTION
BEST PRICES
WWW.HOUSEOFCARSCALGARY.COM

**Calgary police chief
unveils strategy to fight
racism » PAGE 4**

**COPS
OPEN
DEFUNDING
DOOR**

**Officers thrown
under the bus**
RICK BELL on PAGE 5

RICK BELL ON PAGE 5

Public Perception

Citizen **confidence** in CPS has **significantly improved**

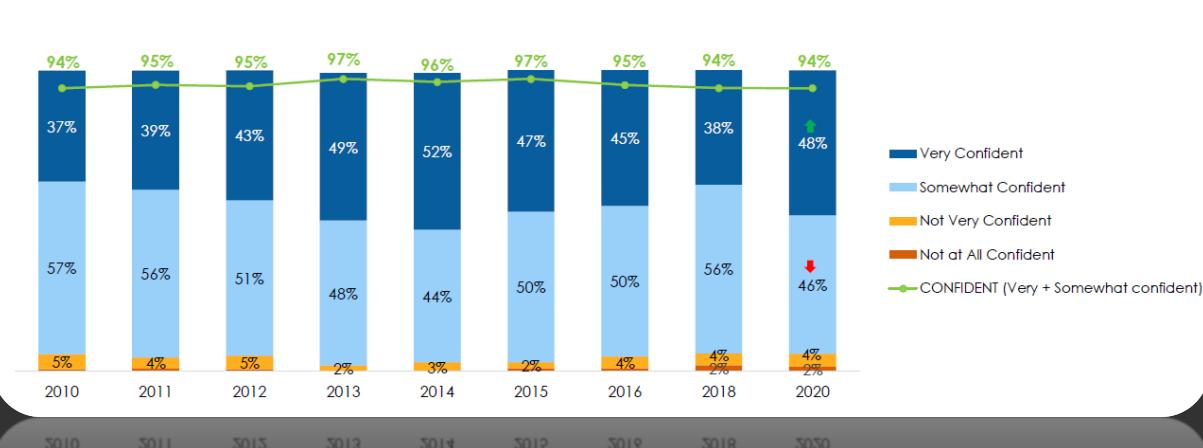
- **94%** are confident(almost half are very confident) that CPS can deliver the services needed to make Calgary a safe place to live

Citizen **trust** in the CPS is **strong**

- More than one-half of Calgarians strongly agree that they trust CPS

Since 2018, citizens who are **very confident** that CPS can deliver the services needed to make sure Calgary is a safe place to live increased by 10%.

Exhibit 8 Question: How confident are you that the Calgary Police Service can deliver the services needed to make sure Calgary is a safe place to live?





Questions

