

The logo for Action Dignity features a stylized letter 'A' composed of several parallel diagonal lines in various colors: yellow, pink, green, and blue. 

# Action Dignity

**Community Centered Approaches to Inclusive Public  
Safety Design**

**By  
Rofiah Sarumi and Aurelio  
Naraval**



# Introduction

---

- Death of George Floyd - May 2020
- >70,000 people signed an online petition
- Response - Calgary's Commitment to Anti-Racism
- The **City of Calgary Anti-Racism Strategic Plan 2023-2027** - commitment and actions to address systemic racism
- **Public Safety Anti-Racism Action Strategy** is one of the strategies employed by the City of Calgary to address anti-Racism.

## Purpose of the City of Calgary's Anti-Racism Strategy

---

- Transformative change towards achieving a racially-just Calgary
- Unmasking and eliminating systemic racism that is deeply rooted in the fabric of our society.
- Creating equity and non-discrimination – inclusive opportunities for everyone.
- Restoring Public Safety, order, dignity, and peace for the community & City of Calgary employees



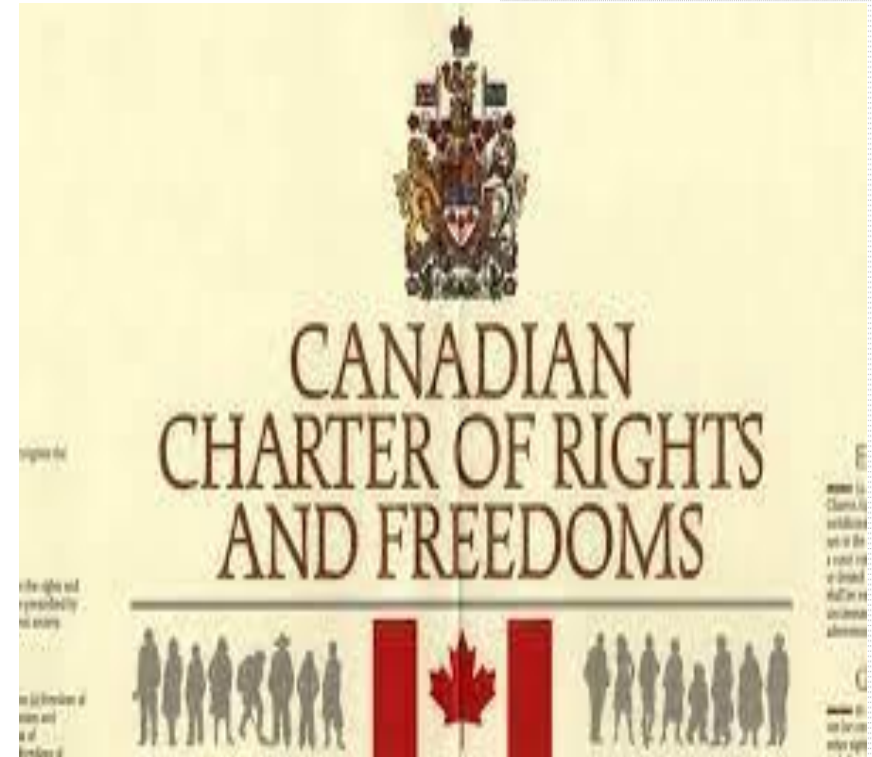
[www.actiondignity.org](http://www.actiondignity.org)  
[info@actiondignity.org](mailto:info@actiondignity.org)



## Public Safety Anti-Racism Action Strategy –

---

- need to examine and revise policies, bylaws, and legislation that regulate behaviors, statements, or decisions that cause or sustain racism and racialization.
- prioritizing prevention, protection against profiling,
- accountability
- standards for codes of behaviour, and
- education and training to create anti-racist environments.



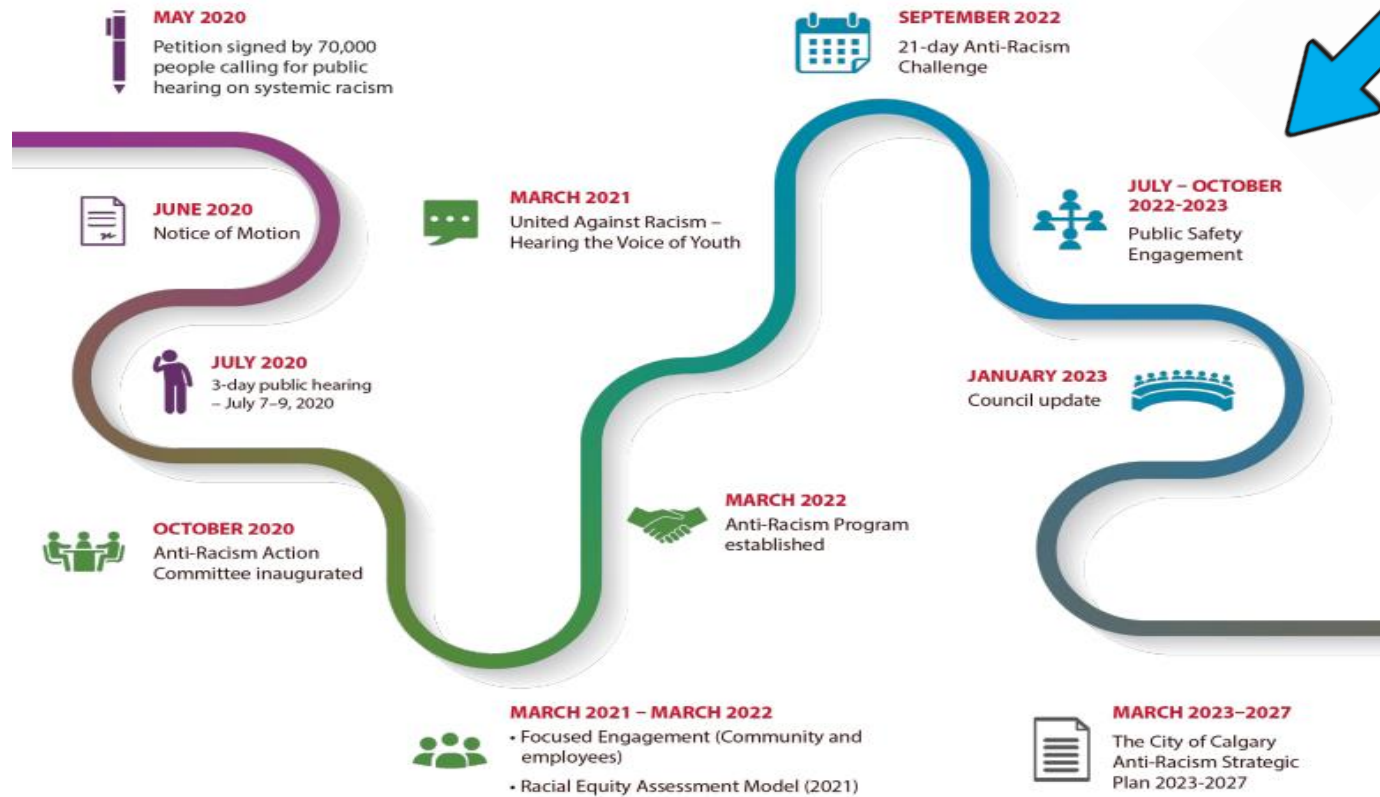
 ActionDignity

[www.actiondignity.org](http://www.actiondignity.org)  
[info@actiondignity.org](mailto:info@actiondignity.org)



# Milestones

# ActionDignity's involvement



Source - <https://www.calgary.ca/content/dam/www/csps/cns/documents/City-of-calgary-anti-racism-strategic-plan.pdf>

Dismantling Systemic Racism, Transforming Lives: The City of Calgary Anti-Racism Strategic Plan 2023-2027. Pg 19



[www.actiondignity.org](http://www.actiondignity.org)  
[info@actiondignity.org](mailto:info@actiondignity.org)



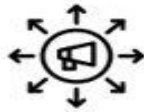
# Community engagement phase

---



# Why was ActionDignity involved? –community reach, partnerships, trust, expertise

---



**24,090** Calgarians  
Impacted by ActionDignity's Work



**119** Partnerships  
Activated with community based organizations, non profits, service providers and government institutions



**762** Community Leaders,  
Natural Supports and Brokers  
Engaged in capacity building activities to deliver multiple community action plans



**23,021** Racialized  
Community Members  
Engaged in programs to promote active citizenship



## What is ActionDignity's Value-add?

---

- ActionDignity brought the **equitable engagement lens** as *transformative change will only be achieved through authentic, collective and mutually-shared efforts* from Black, Indigenous and other racialized communities (BIRC)





# Intersections of the communities engaged - >1700 engaged in 5 months

Group	Intersection
1 Women shelter	Newcomer serving Women's shelter
2 Black Communities	Ethnocultural community - Sudanese
	Ethnocultural community - Somali
	Ethnocultural community - Ethiopia
	Ethnocultural community - Carribean
3 Ethnocultural Communities	Ethnocultural community – Indian / Pakistan
	Ethnocultural Community Chinese
	Ethnocultural community - Pilipino
	Ethnocultural - Afghan
4 Marginalized	Recovering drug users; homeless and vulnerable
5 Abilities	Disabled
6 Gender	Gender diverse; Race; religion
	Women (DV victims)
	Gender diverse; Race; religion
7 Indigenous 2nd Indigenous group	Indigenous, native and Metis
	Indigenous, native and Metis
8 Religious	Muslims; Christians; Hindu; Jews
9 Immigrant status	New immigrant < 5 years Old immigrant > 6 years

# Principles for community **engagement**

- **Ground-breaking and paradigm-shifting** engagement for ActionDignity and our community partners
- **Visibility and equitable engagement** of our community partners - not just for optics but also their voices
- **Ownership** of the process
- Outcome is **reflective** of our communities
- Using **ethnocultural** lens in community engagement
- **Building trust** with the communities to be engaged
- Providing **peer support** to participants



## How did we do these in 5 months?

---

- Community Connectors
  - Community Partners
  - Grassroots organizations
- } Co-hosting



# Methods

---

Culturally-appropriate methods like –

- Focus group discussions
- Interviews
- Surveys



# What culturally appropriate methods did we use?

---

- Different intersectionality
- Small groups < 20
- Creating safe-spaces – privacy and confidentiality assured
- Using first language when appropriate
- Non-judgmental process
- Involving community leaders in the conversations
- Providing peer support





*Thank you*

