



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

2/23/2021

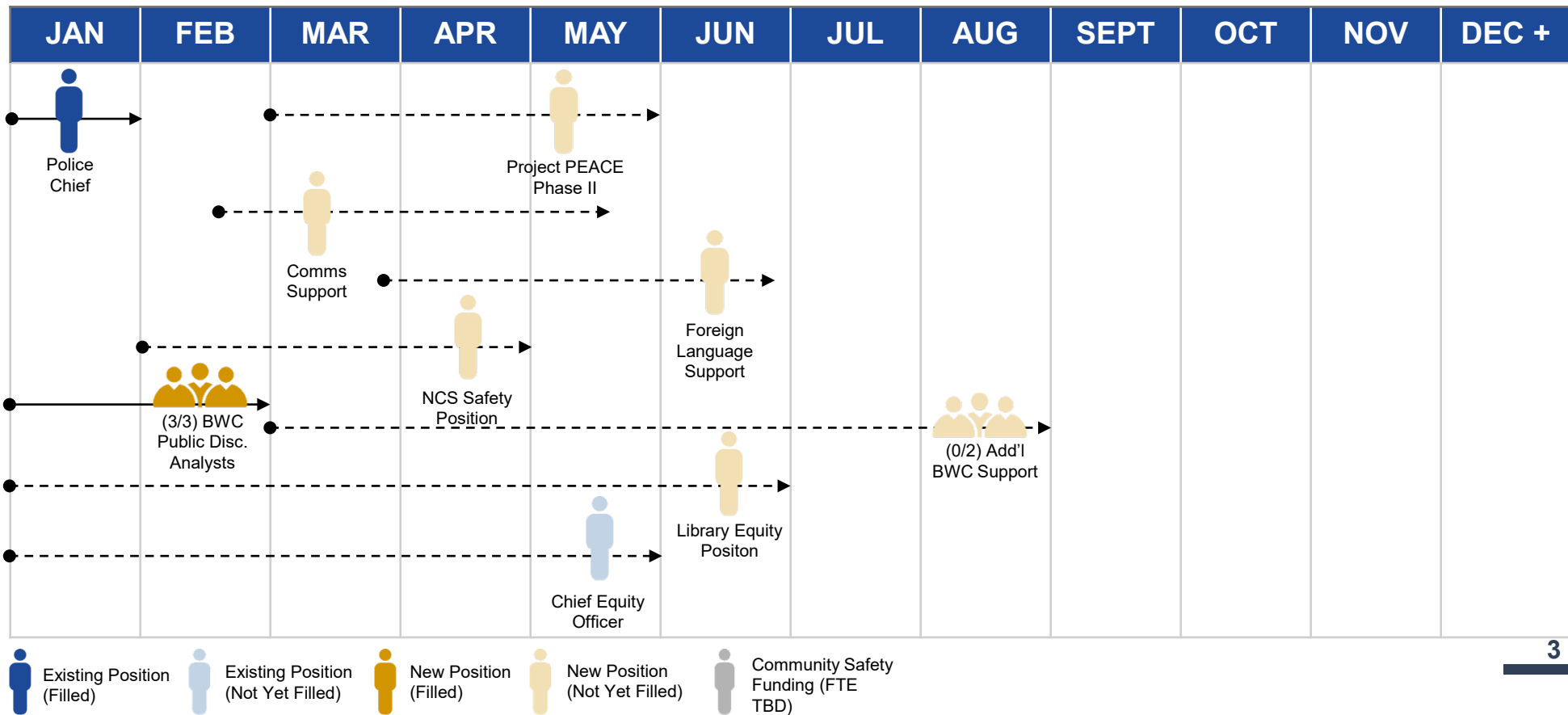


- HEAL the HEART of Tacoma
 - Establishing Core Coordinating Team (CCT) Operating Norms and Charter (Colemon & Associates)
 - Finalizing Contract for CCT Participation Stipends (Greater Tacoma Community Foundation)

New Items



- Section 2: New Policies & Transforming Existing Programs
 - Hiring Timeline (2021)





- Section 3: Current State Analysis of TPD
 - 64 Initial Recommendations
 - Compiling high-level insights, questions, and comments from internal subject matter experts
 - Divertible Calls Study with Matrix
 - Conducted interviews in the Police Department
 - Analyzing policing data related to current response types
 - Next Steps:
 - Identify alternative providers
 - Begin external interviews (regional providers)
 - Interview NCS Human Service Staff
 - Interview Fire Department Staff – TFD Cares
 - First draft report - beginning of April

New Items



- Section 4: Administrative Changes & Process Improvements

Body Worn Cameras (BWC)



99%

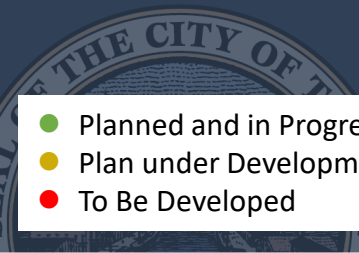
Patrol Officer Cameras Deployed

253

Total BWC
(Deployed by 2/28)

256

*New items in orange text



- Planned and in Progress
- Plan under Development
- To Be Developed

Systems Transformation Update

Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
Council Action and HEAL the HEART of Tacoma	●	<ul style="list-style-type: none"> • Staff presentation on policing transformation Work & timelines 2/8 • Mayor Presentation on vision to CCT 1/11 • Core Coordinating Team Kickoff 12/23 • Community partner identified for CCT stipend administration 12/9 • Core Coordinating Team appointed 12/8 	<ul style="list-style-type: none"> • Establishing CCT Norms and Stipends • CCT to provide an update to Council on foundation building work 3/16 • Exploring grant opportunity through 2021 Global Mayor's Challenge • In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> • 2021-2022 Biennial Budget Adopted 11/24 • Selected to participate in What Works Cities Budgeting for Equity and Recovery Program 	
Section 2: New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> • Chief Equity Officer Recruitment video interviews 2/13 and scheduling final interviews 2/16 • First draft of workforce equity study reviewed 2/8 - 2/15 • Accelerated BWC implementation timeline by one month 2/1 • Executive Anti-Racist Transformation Discussion 1/25,20,29, 2/4 	<ul style="list-style-type: none"> • NCS position to support community safety transformation to be hired in March/April • All additional BWC deployed by 2/28 • Chief Equity Officer applications being reviewed by SME panel
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> • City reviewing 64 initial recommendations • 21CP Provided 64 initial recommendations 1/29 • NNSC Meetings with Project PEACE, Police Chief, CPAC 1/27-2/2 • People's Public Forum with LegallyBLACK 1/8 	<ul style="list-style-type: none"> • First Draft of Divertible Calls Study 4/30 • Body Worn Cameras deployed to special teams 2/28 • Body Worn Cameras deployed to all patrol officers 2/28 • Final report with substantial discussion of analyzed data, rationale for recommendations, and examples of best/promising practices by 3/15
Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> • 253/255 body worn cameras deployed 2/22 • 2,115 videos uploaded to date 1/11 • 80 Body Worn Cameras to be deployed to patrol officers 1/4/21 • Interim Chief of Police Michael Ake 1/4 	
Section 5: Legislative Platform to Transform Institutional Racism	●	<ul style="list-style-type: none"> • HB 1267 passed House Committee Executive Session 2/4 • Several Council Members, DM, and Mayor provided testimony on numerous items of legislature 	



Draft Transformation Timeline



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
HEAL the HEART of Tacoma												
Finalize Core Coordinating Team Admin Contract	█											
CCT meeting twice monthly to establish foundation	█	█										
CCT appoints the Policing Transformation Team			█									
Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from COVID-19												
Equity Analysis in Budget Proposals			█									
Reappropriation Budget Adjustment				█								
Equity Analysis in Budget Proposals								█				
Mid Biennium Modification									█			
Section 2: Prioritize anti-racism in new policies and programs and the transformation of existing programs (starting with policing)												
Racial Equity Action Plans (REAPs)												
Pilot accountability mechanisms	█	█	█	█	█	█						
Mid Year Review of REAPs						█	█					
Project PEACE 2.0												
Project PEACE Position Filled					█	█						
Project PEACE Policy and Community Engagement Work Begins						█	█	█	█			
Chief Equity Officer Recruitment												
Candidate Review	█											
Interim Chief Equity officer Appointed		█										

All sections will be informed by community involved processes



Draft Transformation Timeline

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Retention Strategies												
Retention Team provides recommendations	█	█	█									
Initial implementation support for organization-wide BIPOC retention efforts				█	█	█						
Advanced Racial Equity Training: Social Conditioning on Race												
Citywide Roll Out	█	█	█	█	█	█	█	█	█	█	█	█
Section 3: Assess the current state of systems in place at the Tacoma Police Department												
21CP Analysis of TPD												
Staff Review of Preliminary Recommendations		█	█									
Final Report from 21CP			█	█								
Divertible Calls Study												
Data Gathering, Interviews		█	█									
Final Draft of Report				█	█							
Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements												
Body Worn Cameras												
80 Officer Pilot Deployment	█	█										
255 Cameras Deployed to All Patrol Officers		█	█									
17 Additional Cameras Deployed to Special Teams		█	█									
Chief of Police Recruitment												
Interim Chief of Police Begins	█	█										
Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism												
Legislative Session Begins 1/11/2021	█	█										

All sections will be informed by community involved processes



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