



Update on Systems Transformation

City of Tacoma | City Manager's Office

City Council Study Session

11/16/2021



- Section 2: New Policies & Transforming Existing Programs
 - EEO Training Pilot: A Supervisor's Guide to Creating and Maintaining an Equitable Workplace
 - Designed pilot of supervisor peer-based community of practice to launch Q1 2022
 - 9 subjects that aid supervisors in creating equitable, EEO-compliant workplaces
 - 18 hours of content over 4 months; bi-weekly peer cohort sessions with instructor support
 - Internal, Organizational Anti-Racist Transformation Mission, Vision, and Values
 - ~614 staff attended Open Houses to ask questions and interact with the Transformation Team regarding the organizational Anti-Racist Transformation Mission, Vision, Values 11/8 - 10



- Section 4: Administrative Changes & Process Improvements
 - TPD IT systems assessment with Slalom Consulting
 - Kickoff meeting to begin technology assessment recommended by 21CP 11/10
 - Police Chief Recruitment
 - Candidate interviews 11/16-17 (schedule of events on next slide)
 - Recruitment Brochure and Contact Information available on [Chief of Police Recruitment Website](#)



Police Chief Recruitment Schedule of Events

Interview and Engagement Schedule

- Tuesday, November 16: City Council Study Session
- Wednesday, November 17:
 - 8:00 a.m. – 12:00 Interviews: professional panel & agency panel
 - 4:00 p.m. – 7:00 p.m. Public Reception
 - 4:00 p.m. – 5:00 p.m. Meet and greet with candidates
 - 5:30 p.m. – 7:00 p.m. In-person/Virtual Question and Answer Event

	TV Tacoma (Channel 12)	CityPost (Channel 21)	Zoom	Facebook & tvtacoma.com
8:00 - 12:00	Agency Panel LIVE	Professional Panel LIVE	Agency Panel LIVE & Professional Panel LIVE*	Agency Panel LIVE
1:00 - 4:00	Professional Panel Rebroadcast	Agency Panel Rebroadcast	--	Professional Panel Rebroadcast
5:30-7:00	Community Panel (In-person & Virtual)**			

*Community members can also dial (253) 215-8782 (Event ID: 841 5485 8987, Passcode: 810059)
 **Community members can also dial (253) 215-8782 (Event ID: 829 3481 5097, Passcode: 493619)



Transformation Timeline & History

Transformation Timeline

Select Project: (All) [v]

Date: Jun 2020 - Nov 2021

Priority Area: (All) [v]

Date	Event	Project	Priority Area	Files
November 23, 2021	City Council consideration of Resolution approving the 2022 citywide state and federal prio..	Anti-Racist Legislative Agenda Development (State/Local/Fed)	N/A	
November 17, 2021	Chief of Police Candidate panel interviews and reception	Chief of Police Recruitment	Community Safety	
November 16, 2021	City Council Study Session Presentation and Interviews	Chief of Police Recruitment	Community Safety	
November 9, 2021	Citywide (GG and TPU) presentation of state and federal priorities to the Joint S..	Anti-Racist Legislative Agenda Development (State/Local/Fed)	N/A	

- <https://cityoftacoma.org/transform>
- Timeline of transformation activities since passing Resolution 40622:
 - Filter by:
 - Council Priority Area
 - Selected Projects
 - Time period
 - Click on the file icons to see related documents and meeting recordings

Priority Area	Files
Community Safety	
Community	Learn more ▶ View documents ▶ View related media



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