



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

2/16/2021





New Items

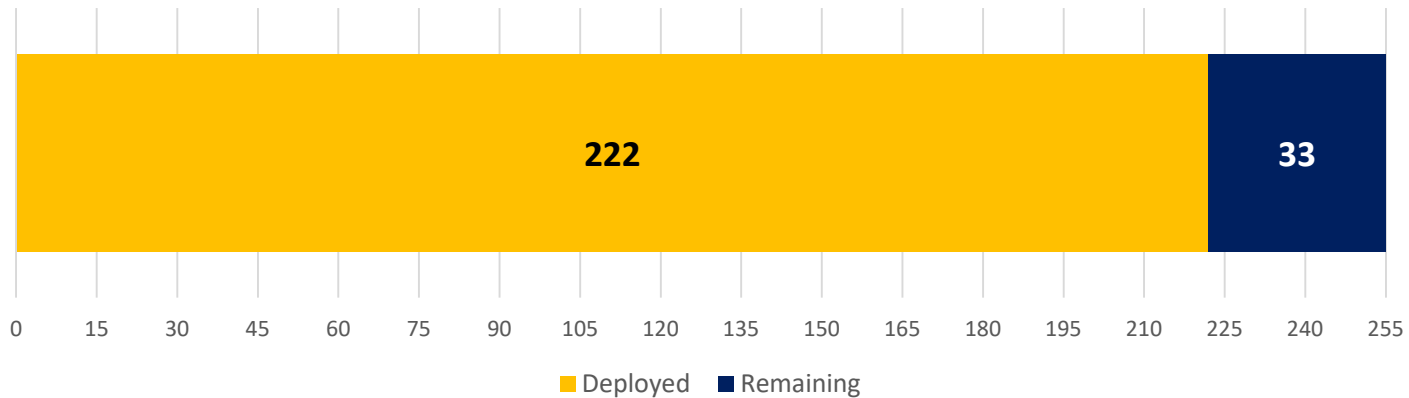


- Section 2: New Policies & Transforming Existing Programs
 - Workforce Equity Study
 - Reviewed consultant's first draft of recommendations and analysis 2/8 – 2/12
 - Chief Equity Officer Recruitment
 - Hiring Panel reviewed video interviews for 13 candidates 2/8 – 2/15
 - HR begins scheduling final interviews with candidates 2/16
 - Neighborhood and Community Services Safety Position
 - Position will be responsible to synthesize information from multiple aspects of the transformational efforts across the organization to inform recommendations on community safety programming.
 - Position description has been submitted to Human Resources for review and the position is expected to be filled in late March or early April.
- Section 3: Current State Analysis of TPD
 - City staff reviewing [64 preliminary recommendations](#) provided by 21CP for impact and implementation needs, noting questions/feedback for 21CP
 - Divertible Calls Study with Matrix
 - Gathering data and information to perform analysis

New Items

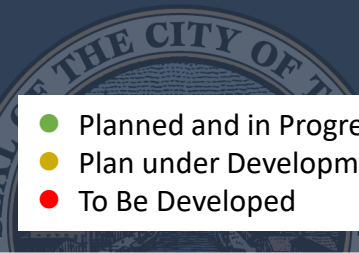


- Section 4: Administrative Changes & Process Improvements
 - Body Worn Cameras as of 2/16:



- Section 5: Legislative Agenda at Local, State, and Federal Level
 - Mayor Woodards testified on [HB 1507](#) to establish an avenue for independent prosecutions of police use of deadly force in Washington 2/15

*New items in orange text



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

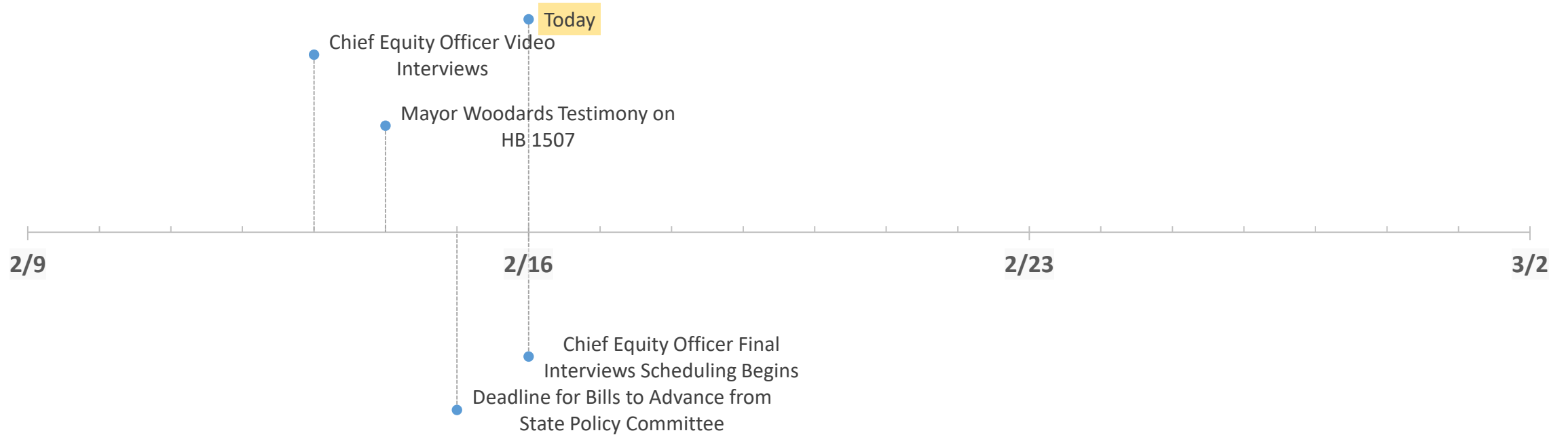


Systems Transformation Update

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"> • 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"> • 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"> • 222/255 body worn cameras deployed 2/15 • 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 • Body Worn Cameras deployed to training officers 12/14 	
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 • Legislative Agenda for State and Federal Priorities adopted 12/1 	



Next Steps Timeline





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)												
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	█	█										
Semi-Final Interviews		█	█									
Final Interviews			█	█								
Council Confirmation of Appointee				█	█							
New Chief Equity Officer Begins					█	█						

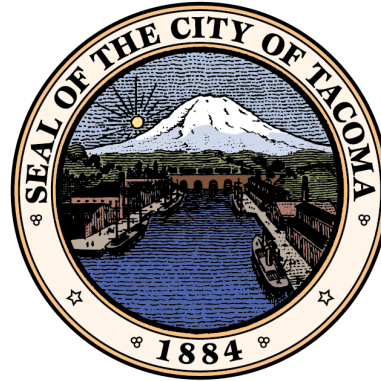
All sections will be informed by community involved processes



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												
Staff Review of Preliminary Recommendations		■										
Final Report from 21CP			■									
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		■										
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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