



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

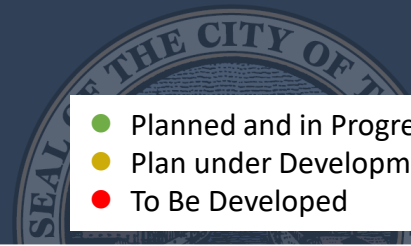
3/23/2021





- Section 3: Current State Analysis of TPD
 - 21CP Current State Analysis
 - [Detailed report from 21CP with 64](#) recommendations posted 3/19
 - Scheduling 21CP presentation to City Council for 4/20
 - Putting final recommendations into rubric for prioritization and implementation
- Section 5: Legislative Agenda at the Local, State, and Federal Level
 - State Legislation Progress
 - HB 1090 – Private Detention Center Ban Bill passed out of the Senate Human Services Committee and is now in the Senate Rules Committee
 - HB 1267 – Establishing the Office of Independent Investigations passed out of the Senate Law and Justice Committee and is now in the Senate Ways and Means Committee

*New items in orange text



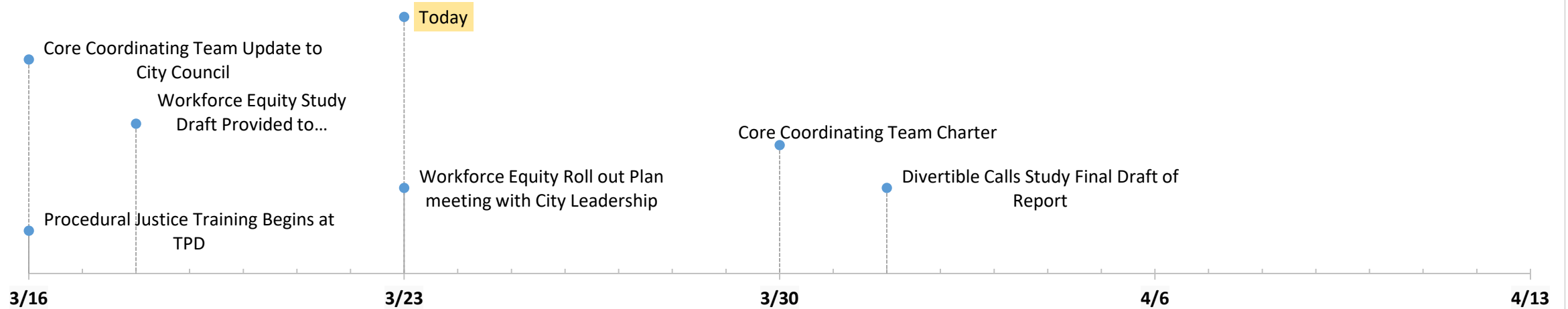
Systems Transformation Update

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

Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
Council Action and HEAL the HEART of Tacoma	●	<ul style="list-style-type: none"> • CCT update to Council on foundation building work 3/16 • Meeting with congressional delegation 3/10 • Mayor met with the Core Coordinating Team (CCT) about the vision for the policing transformation team 3/8 • Council retreat session on transformation 2/27 	<ul style="list-style-type: none"> • Finalize Core Coordinating Team Charter 3/31 • 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 Budget Book Finalized 2/22 • Council Retreat Presentation on 2020 Actuals/2021 Calendar 2/27 • 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"> • PEACE and Reconciliation applications closed 3/15 • Affordable Housing Action Strategy update at Study Session 2/23 • Rental Housing Code Update at Study Session 2/23 • Presentation on sales tax for affordable housing 2/23 	<ul style="list-style-type: none"> • Workforce Equity communication/roll out plan in development • Review draft of workforce equity study 3/19 • NCS position to support community safety transformation to be hired in March/April
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> • Detailed report from 21CP posted online 3/19 • Independent Investigation Team (IIT) Recruitment Completed 2/16 • City reviewing 64 initial recommendations • 21CP Provided 64 initial recommendations 1/29 • NNSC Meetings with Project PEACE, Police Chief, CPAC 1/27-2/2 	<ul style="list-style-type: none"> • First Draft of Divertible Calls Study 4/1 • 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"> • 256/256 body worn cameras deployed 2/28 • 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 (Office of Independent Investigations) and 1090 (Private Detention Center Ban) passed Senate Committees • US House passed the George Floyd Justice in Policing Act 3/3 	



Next Steps Timeline





Long Range 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						█	█					
Workforce Equity Study												
Data Analysis	█	█										
Final Report			█									
Project PEACE 2.0												
Project PEACE Position Filled					█	█						
Project PEACE Policy and Community Engagement Work Begins						█	█	█	█			

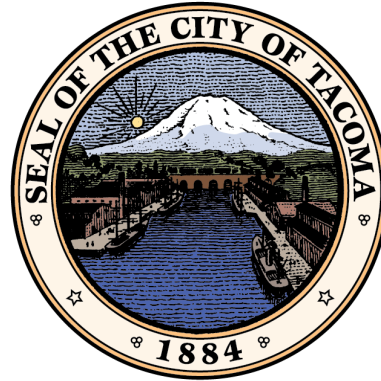
All sections will be informed by community involved processes



Long Range 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



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

3/23/2021

