



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

11/3/2020





New Items



- Council Actions and HEAL the HEART of Tacoma (Community Led Systems Transformation)
 - [Core Coordinating Team Application](#) Available 10/20
 - 101 Applications Received as of 11/2
 - Presentation to Anchor Institutions 10/29
- Section 1: Anti-Racist Focused Budget Development
 - Livable Wage Jobs, Belief & Trust Priority Areas Study Session 11/3
 - 1 of 30 cities selected to participate in the What Works Cities City Budgeting for Equity and Recovery program



New Items



- Section 2: New Policies & Transforming Existing Programs
- Racial Equity Action Plans
 - Technical Review through mid-November
 - Framework Area Goal Review December
- GARE Workshop
 - Present themes to Council December



- Section 4: Administrative Changes & Process Improvements
 - Chief of Police Recruitment
 - 40+ Attendees at Community Conversation on 10/29
 - Semi-Finalist Candidates Selected by Search Committee 11/2
 - [Semi-Finalist Interviews 11/9](#)
 - [Final Interviews week of 11/30](#)
 - Body Worn Camera Public Disclosure Analysts Positions
 - Two candidates provided conditional offers pending background and reference checks



Community Feedback



Chief of Police Recruitment Survey (Closes 11/20)

We want to hear from the community about what is important to you when recruiting the next Chief of Police. Please share your feedback by taking this brief survey by November 20, 2020.

<https://www.surveymonkey.com/r/RS5H9FN>



Community Feedback to 21CP

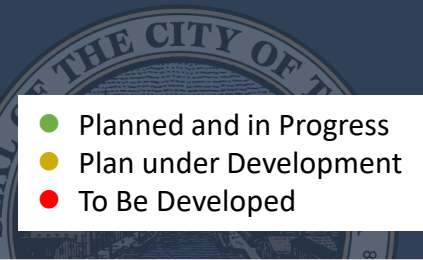


Reminder

Have feedback for 21CP Solutions as they conduct the current state analysis of TPD operations?

voicesoftacoma@21cpsolutions.com

*New items in orange text



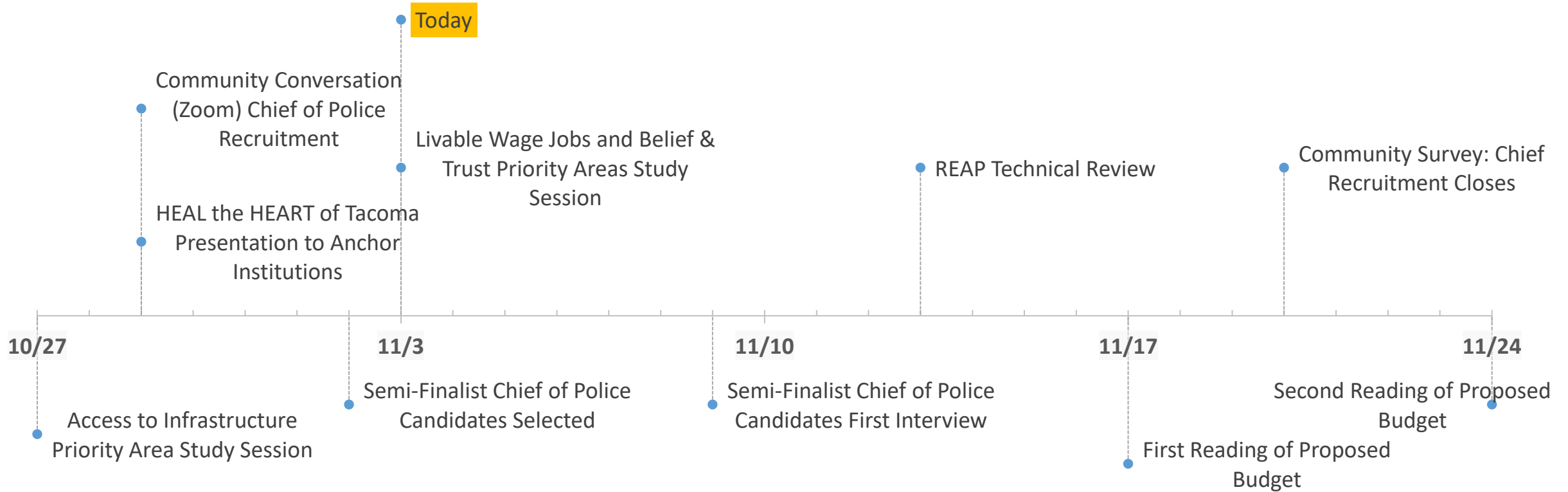
- Planned and in Progress
- Plan under Development
- To Be Developed

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"> • Selected to participate in What Works Cities Budgeting for Equity and Recovery Program • Presentation to Anchor Institutions 10/29 • Core Coordinating Team Applications Available 10/20 • Mayor presented to stakeholder groups 10/7-13 	
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> • Livable Wage Jobs/Belief & Trust Priority Areas Study Session 11/3 • Access to Infrastructure Priority Area Study Session 10/27 • Affordable Housing & Health Priority Areas Study Session 10/20 • Community Safety Priority Area Study Session 10/13 • Proposed budget to Council 10/6 	<ul style="list-style-type: none"> • Evaluation of financial impacts and mitigation approaches through service delivery transformation
Section 2: New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> • Created rubric to prioritize problem statements 10/16 • Advanced Racial Equity Training (Cohort 1 of 3) 10/9 • GARE Workshop 3 Completed 10/7 	<ul style="list-style-type: none"> • Finalizing GARE workshop themes for Council presentation on 12/1 • Analyzing Racial Equity Action Plans for next steps by 12/15
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> • 21CP meetings w/ community groups 10/23 • 2nd virtual site visit with TPD 10/14 • 21CP completed analyzing all relevant policies • 21CP virtual site with TPD 10/7 • Established voicesoftacoma@21cpsolutions.com 	<ul style="list-style-type: none"> • 21CP to meet with community stakeholders • Analyzing alignment of staffing study recommendations
Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> • Community Conversation Chief Recruitment (Zoom) 10/29 • Semi-Finalist Chief Candidates Selected 11/2 • Submitted Obama Pledge 90-day Report 10/26 • CoP Recruitment Posting Closed 10/23 	<ul style="list-style-type: none"> • Survey for community input for CoP recruitment closes 11/20 • Continued 8 Can't Wait Training during fall in service 9/2 – 10/28 • Negotiations with Police Labor Unions
Section 5: Legislative Platform to Transform Institutional Racism	●	<ul style="list-style-type: none"> • Federal political landscape and priorities discussion with Council— Committee of the Whole 10/13 • Draft State Legislative Agenda at Study Session 9/29 	<ul style="list-style-type: none"> • Draft for Council/Board discussion on 11/17 • Developing draft legislative agenda for state and federal priorities for 2021



Next Steps Timeline





Draft Transformation Timeline



	Sep	Oct	Nov	Dec	Q1 2021	Q2 2021	Q3 2021	Q4 2021
Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from								
Proposed Budget to Council	█							
Council Study Sessions	█	█	█					
Adopted Budget			█					
Section 2: Prioritize anti-racism in new policies and programs and the transformation of existing programs (sta								
Racial Equity Action Plans (REAPs)								
Final REAPs Due	█							
Advanced Racial Equity Training: Social Conditioning on Race								
Senior Leader Training	█							
Facilitator Training		█	█	█				
Broader Roll Out					█	█	█	█
Section 3: Assess the current state of systems in place at the Tacoma Police Department								
Review TPD Policies, Procedures, and Protocols	█	█						
Review of TPD technology systems, data, and data analysis			█					
Qualitative audit of TPD investigations	█	█						
Review of community policing and engagement study		█	█					

All sections will be informed by community involved processes

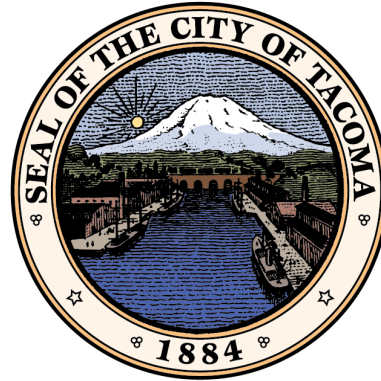


Draft Transformation Timeline



	Sep	Oct	Nov	Dec	Q1 2021	Q2 2021	Q3 2021	Q4 2021
Section 4: Improve transparency and accountability in policing via interim administrative changes and process								
8 Can't Wait								
Practical Policy Training at Fall In-Service	█							
Body Worn Cameras								
Labor Negotiations	█	█						
CPAC Policy Review	█							
Civilian Staff Hiring/Training	█	█	█	█				
Interviews for 3 Public Disclosure positions		█						
Purchase			█	█				
Rolling Training/Deployment					█	█		
Chief of Police Recruitment								
Post Position; Outreach and Advertising	█							
Review Applicants	█	█						
Semi-Finalists Interviewed			█					
Finalists Interviewed				█				
Goal for Offer Letter				█				
New Chief Starts with City of Tacoma					█	█		
Independent Investigation Team: I-940								
IIT Volunteer Applications Review	█							
Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions								
Developing agenda for state and federal priorities for 2021	█	█	█	█				

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