



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

1/12/2021



New Items



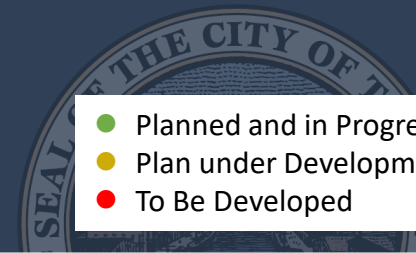
- Section 2: New Policies & Transforming Existing Programs
 - Citywide subject matter expert recommendations on Racial Equity Action Plans shared with departments 1/11
 - Citywide employee survey results with demographics rolling out to departments (GG directors received results 1/11)
- Section 4: Administrative Changes and Process Improvements
 - Process Transparency
 - [Body Worn Camera Informational Video](#) available online
 - The People's Public Forum: Hiring of Tacoma Interim Chief of Police [webinar with LegallyBLACK](#) 1/8
 - Body Worn Cameras: 2,115 videos uploaded to date
 - [93 additional body worn cameras will be deployed \(25-30 per week in Feb\) 2/26](#)

COMMUNITY INPUT NEEDED
on Current State of TPD Operations

voicesoftacoma@21cpsolutions.com



*New items in orange text

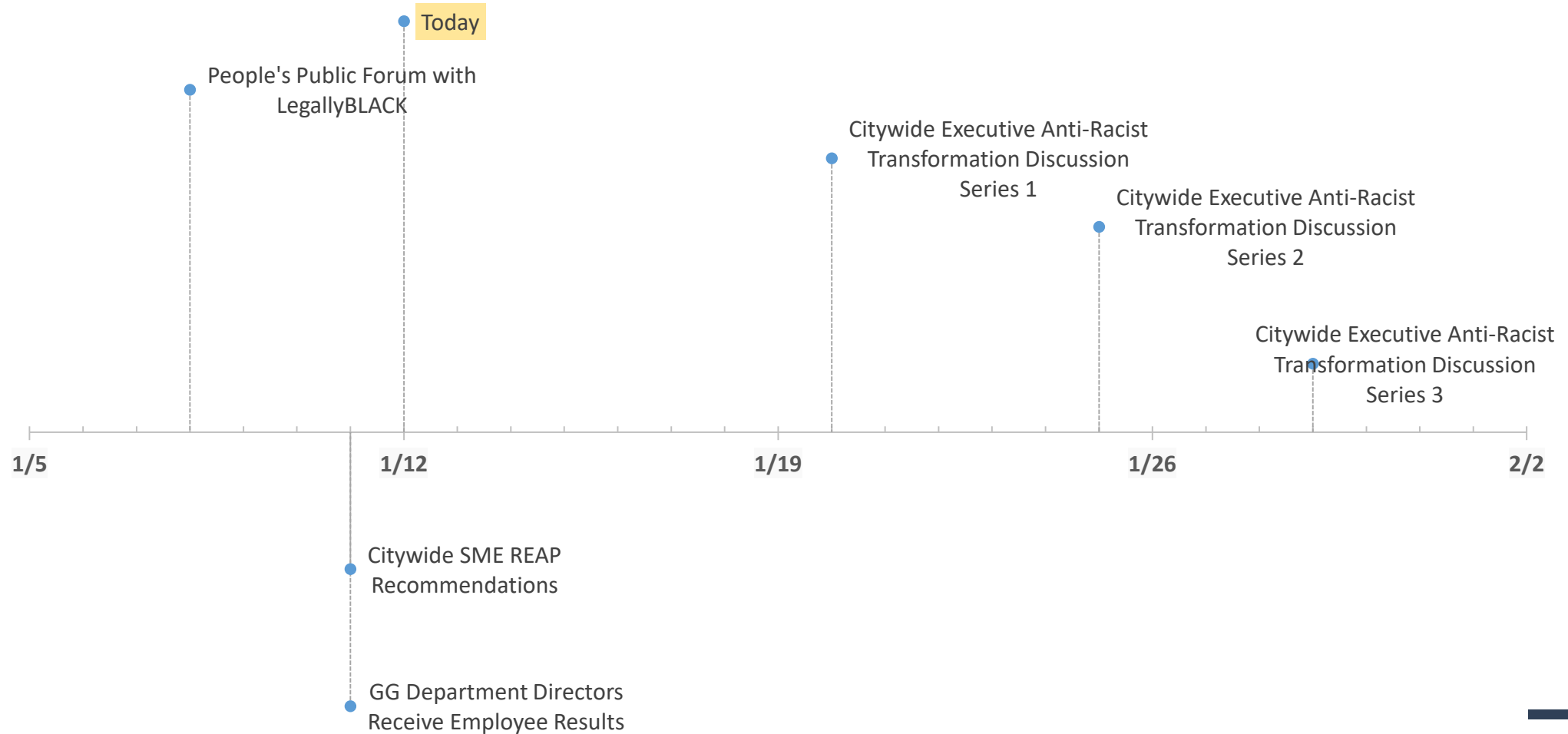


- Planned and in Progress
- Plan under Development
- To Be Developed

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"> • Core Coordinating Team Kickoff 12/23 • Community partner identified for CCT stipend administration 12/9 • Core Coordinating Team appointed 12/8 • Mayor’s Youth Commission Presentation 11/21 • CVS Interviews Applicants 11/19 & 23 	<ul style="list-style-type: none"> • 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"> • GG Directors received citywide employee survey results 1/11 • City SME recommendations for REAPs provided to departments 1/11 • REAP Alignment workshops, 12/8 - 11 • Final Senior Leader Trainings Social Conditioning on Race 12/11 • Citywide employee engagement survey – survey closed 11/13 	<ul style="list-style-type: none"> • 25-30 BWC deployed each week of February • 93 additional BWC deployed by 2/26 • Chief Equity Officer applications being reviewed by SME panel
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> • Body Worn Camera Informational Video Deployed • People’s Public Forum with LegallyBLACK 1/8 • 21CP Meetings w/ Community Groups (ongoing) • 2nd virtual site visit with TPD 10/14 • Established voicesoftacoma@21cpsolutions.com 	
Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> • 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 • CPAC meetings with 21CP and Nick Brown on oversight 12/2-3 • IIT – 2 Community representatives trained, 3 additional selected 	
Section 5: Legislative Platform to Transform	●	<ul style="list-style-type: none"> • 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)												
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			█									
Retention Strategies												
Retention Team provides recommendations	█	█	█									
Initial implementation support for organization-wide BIPOC retention efforts				█	█	█						
Advanced Racial Equity Training: Social Conditioning on Race												
Senior Leader Training												
Facilitator Training												
Broader Roll Out	█	█	█	█	█	█	█	█	█	█	█	█

All sections will be informed by community involved processes

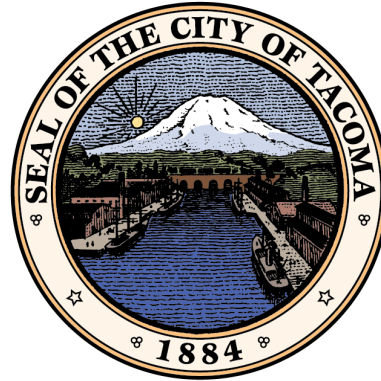


Draft Transformation Timeline



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Section 3: Assess the current state of systems in place at the Tacoma Police Department												
Contract with 21 Century Policing (21CP)												
21CP onboarding/CPAC Presentation												
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												
Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements												
Body Worn Cameras												
80 Officer Pilot Deployment	■											
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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