



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

10/19/2021



New Items



- Council Actions and HEAL the HEART
 - Core Coordinating Team update at Council Study Session 10/19
- Section 2: New Policies & Transforming Existing Programs
 - Equitable Recruiting and Selection Practices
 - Refining final draft of Equitable Recruiting and Selection Practices program
 - Collecting feedback through 12/1
 - Committee, Board, and Commission Equity Training
 - OEHR led a 3-hour pilot racial equity training for CBC members 10/11
 - Roughly 30 CBC members attended representing ~6 Commissions
 - Equity Toolkit and Citywide Assessment
 - Beginning work with TPU on equity toolkit training and pilot community-based projects with results anticipated in Q3 2022
 - Aligning GG and TPU for year 2 of the citywide assessment using the Protocol for Culturally Responsive Organizations



- Section 4: Administrative Changes & Process Improvements
 - 21st CP Solutions - recommended policy updates
 - Contract with Lexipol to review & update various TPD policies approved 10/13
 - Police Chief Recruitment
 - **Reminder:** [Job posting](#) closed 10/15
 - Executive recruiter review/recommendations 10/17 – 11/3
 - Recruitment Timeline, Recruitment Brochure, and Contact Information available on [Chief of Police Recruitment Website](#)
 - RFP – Communication Strategy Assessment & Recommendations
 - Selection committee review of proposals 10/18



Section 5: Anti-racist legislative agenda development (state/local/fed)

- Federal level update and 2022 priorities discussion at City Council Study Session 10/12
 - [Presentation](#)
 - [Memo](#)
 - [2022 Federal Priorities](#)
- Citywide (GG and TPU) presentation of state and federal priorities to the Joint Study Session of the Public Utility Board and City Council 11/9



Transformation Timeline & History

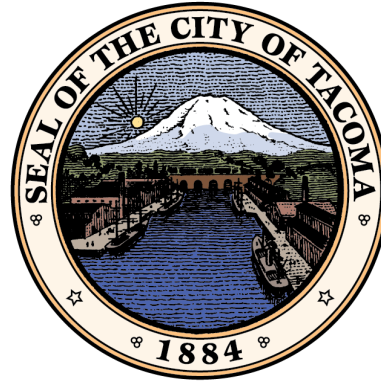
Transformation Timeline

Select Project: (All) | Date: Jul 2021 - Oct 2021 | Priority Area: (All)

Date	Event	Project	Priority Area	Files
September 30, 2021	Application period for Communication Strategy Assessment RFP closes	Administrative Changes & Process Improvements	Belief and Trust	
	City manager meeting on anti-racist budgeting efforts: Org. Culture	Anti-Racist Budgeting	Culture and Effectiveness	
	CPAC event to collect feedback on community oversight of TPD	Administrative Changes & Process Improvements	Community Safety	
	Cross-departmental anti-racist budgeting facilitated workshop: Affordable Housing/Homeless..	Anti-Racist Budgeting	Culture and Effectiveness	

- <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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