



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

10/27/2020



New Items



- Council Actions and HEAL the HEART of Tacoma (Community Led Systems Transformation)
 - [Core Coordinating Team Application](#) Available 10/20
 - 56 Applications Received as of 10/26
 - [Presentation to Anchor Institutions](#) 10/29
- Section 1: Anti-Racist Focused Budget Development
 - Access to Infrastructure Priority Area Study Session 10/27
 - [Livable Wage Jobs and Belief & Trust Priority Areas Study Session](#) 11/3



New Items



- Section 2: New Policies & Transforming Existing Programs
 - Vicarious Trauma Training for Senior Leaders 10/23
- Section 3: Current State Analysis of TPD Systems
 - 21CP met with community groups and representatives including the Tacoma Ministerial Alliance, Black Collective, and Asian Pacific Cultural Center 10/23
 - 21CP to engage with Mayor and Councilmembers (dates TBD)



- Section 4: Administrative Changes & Process Improvements
 - Chief of Police Recruitment
 - Community Survey extended to November 20 (1,700+ responses to date)
 - Met with Racial Equity Action Network 10/21
 - Met with Tacoma Pierce County Coalition to End Homelessness 10/22
 - Position posting closed 10/23
 - Search Committee began review of application 10/26
 - Community Conversation via Zoom (6 to 7:15 PM) 10/29
 - Semi-Finalist Candidates Selected by Search Committee 11/2
 - Semi-Finalist Interviews 11/9
 - Final Interviews week of 11/30



- Section 4: Administrative Changes & Process Improvements (cont.)
 - Body Worn Camera Public Disclosure Analysts Positions
 - Final interviews 10/20
 - Independent Investigation Team
 - Candidates in various stages of the hiring process: several in background investigations, 2 have been trained, working to identify 5-6 additional candidates
 - Obama Pledge
 - 90-day report submitted to My Brother's Keeper Alliance/Obama Foundation to fulfill the Mayor's Pledge requirements 10/23



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>



Chief of Police Community Conversation

October 29, 2020

6 – 7:15 PM

[Click this link to join on Zoom](#)

Event ID: 835 4575 3757

Passcode: 758963

You can also join by calling (253) 215-8782



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

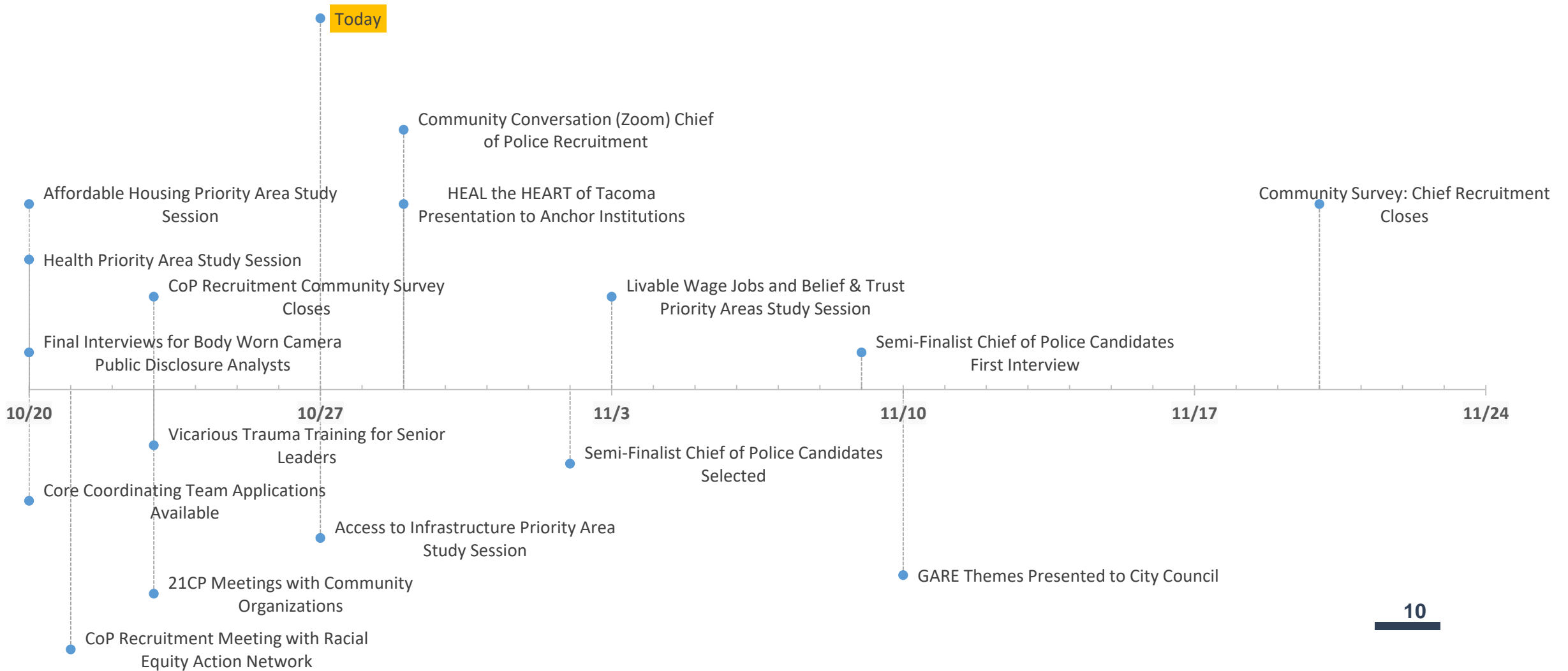
- Planned and in Progress
- Plan under Development
- To Be Developed

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"> Core Coordinating Team Applications Available 10/20 Mayor presented to stakeholder groups 10/7-13 Mayor presentation of HEAL the HEART of Tacoma to Council 10/6 \$75,000 in startup funding from Council Contingency 10/6 	<ul style="list-style-type: none"> Presentation to Anchor Institutions scheduled 10/29
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> 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"> Livable Wage Jobs/Belief & Trust Priority Areas Study Session 11/3 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 problem statements for City leadership review 10/27 October – December: OEHR leads capacity building efforts to ensure readiness to execute on plans beginning 1/1/2021
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"> Submitted Obama Pledge 90-day Report 10/26 CoP Recruitment Posting Closed 10/23 Final Interviews for Body Camera Public Disclosure Analysts 10/20 Meeting with Latinx Unidos of the South Sound 10/17 Launched survey for community input for CoP recruitment Launched survey for TPD input for CoP recruitment 	<ul style="list-style-type: none"> Community Conversation Chief Recruitment (Zoom) 10/29 Semi-Finalist Chief Candidates Selected 11/2 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			█	█				

All sections will be informed by community involved processes



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