Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
10/6/2020
New Items

• Section 1: Anti-Racist Focused Budget Development
  • Proposed Budget presented to Council 10/6

• Section 2: New Policies & Transforming Existing Programs
  • GARE Workshop 2 Completed 9/30 (Final GARE workshop 10/7)
  • Draft overview of Core Coordinating Team make up and responsibilities 10/6
  • Council draft legislation for Council consideration on 10/6 to provide funding for:
    • body cameras
    • systems transformation start-up
    • systems transformation language access enhancements
New Items

• **Section 2: New Policies & Programs / Transforming Existing Programs (cont.)**
  - Advanced Racial Equity Training: Social Conditioning on Race
    - Session 1 (of 3 remaining in the year) scheduled for 10/9
  - Final Racial Equity Action Plans Submitted to OEHR on 9/30
    - Formatting and other minor adjustments to be made during October
    - October – December: OEHR leads capacity building efforts to ensure readiness to execute on plans beginning 1/1/2021

• **Section 3: Current State Analysis of TPD Systems**
  - 21CP continues review of TPD policies
  - Day long “virtual site visits” scheduled with TPD staff 10/7 & 10/14
    - Similar events involving community stakeholders being planned and scheduled
• Section 4: Administrative Changes & Process Improvements
  • Chief of Police Recruitment
    • Completed recruitment brochure 9/29
    • Met with Latinx Unidos of South Sound members to gather feedback on desired characteristics of next police chief 9/29 & 10/2
    • Continuing scheduling meetings with external stakeholder groups including LUSS, Black Collective, Racial Equity Action Network, Black Parenting Alliance, Human Rights Commission, Hilltop Action Coalition, Ministerial Alliance, and Asian Pacific Cultural Center
    • Added Local 6 and Local 26 to search committee to evaluate applications and conduct first round interviews
New Items

• Section 4: Administrative Changes & Process Improvements
  • Body Worn Camera Public Disclosure Analysts Positions –
    • Position closed on 9/30
    • HR Analyst and Public Disclosure Manager are reviewing applications for potential interview
    • Background check process being reviewed and confirmed
    • Estimated hiring date 12/7

• 8 Can’t Wait Policies:
  • TPD training personnel during Fall In Service Training 9/2 – 10/28
    • banned chokeholds, duty to intervene, and warn before shooting
    • After training, these policies become effective TPD policy and TPD is in full compliance with 8 Can’t Wait
New Items

• Section 5: Legislative Agenda at the Local, State, and Federal Level
  • Federal political landscape and priorities discussion with Council—Committee of the Whole 10/13
  • Joint Study Session between City Council and Public Utility Board—Review Final Citywide 2021 State and Federal Priorities 11/17
  • Council Adopt Legislative agenda 11/24
Reminder
Have feedback for 21CP Solutions as they conduct the current state analysis of TPD operations?
voicesoftaconma@21cpsolutions.com
### Systems Transformation Update

<table>
<thead>
<tr>
<th>Resolution Section</th>
<th>Status</th>
<th>Recent Accomplishments</th>
<th>In Progress/Up Next</th>
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| **Section 1:** Anti-Racist focused Budget Development | ![Plan under Development] | • Proposed budget to Council 10/6  
• Budget presentation preparation meetings 9/10-19  
• 9/1 Revenue Update at Study Session  
• 3,000 responses to Balancing Act survey | • Evaluation of financial impacts and mitigation approaches through service delivery transformation |
| **Section 2:** New Policies and Programs / Transforming Existing Programs | ![Plan under Development] | • Draft overview of Core Coordinating Team Responsibilities  
• Legislation providing funding for body cameras, system transformation, and language access enhancements 10/2  
• 9/30 GARE Workshop 2 Completed  
• Final Racial Equity Action Plans from departments 9/30  
• Transformation meeting with NNAC 9/18 | • October – December: OEHR leads capacity building efforts to ensure readiness to execute on plans beginning 1/1/2021  
• Session 1 of Advanced Racial Equity Training 10/9  
• GARE Workshop 3: 10/7  
• Incorporating equity into “ci4i” process improvement framework |
| **Section 3:** Current State Assessment of TPD Systems | ![Plan under Development] | • 21CP beginning stakeholder engagement  
• Established voicesoftacoma@21cpsolutions.com  
• 21CP Comprehensive Data Request to TPD  
• 21CP presented proposal and plan to Council 8/18 | • 21CP virtual site visits with TPD 10/7 & 10/14  
• 21CP analyzing relevant policies  
• 21CP developing stakeholder list for engagement  
• Analyzing alignment of staffing study recommendations |
| **Section 4:** Administrative Changes and Process Improvements to Increase Transparency in Policing | ![Plan under Development] | • First Review of Body Worn Camera Public Disclosure Analyst Positions 9/30  
• Completed Chief recruitment brochure 9/29  
• Chief of Police (CoP) Job Posted 9/25  
• Body Worn Cameras Delivered to TPD 9/15  
• Launched Chief of Police recruitment webpage | • Scheduling community outreach, town halls, and engagement for Chief of Police recruitment process  
• Continued 8 Can’t Wait Training during fall in service 9/2 – 10/28  
• Body Worn Camera Position Hiring in process 9/14 - December  
• Negotiations with Police Labor Unions |
| **Section 5:** Legislative Platform to Transform Institutional Racism | ![Plan under Development] | • Draft State Legislative Agenda at Study Session 9/29 | • Draft for Council/Board discussion on 11/17  
• Developing draft legislative agenda for state and federal priorities for 2021 |
Next Steps Timeline

- **9/29**
  - Chief of Police Recruitment Brochure Created
  - CoP Recruitment Team met with Latinx Unidos

- **9/29**
  - Racial Equity Action Plans Final

- **10/6**
  - Draft legislation to provide funding for Body Cameras, Systems Transformation, & Language Access
  - CoP Recruitment Team met with Latinx Unidos
  - Review of BWC Applications
  - Final REAPs from Departments

- **10/13**
  - GARE Workshop 2
  - First Interviews for BWC Positions
  - Advanced Racial Equity Training Session
  - Proposed Budget to Council

- **10/20**
  - 21CP Virtual Site Visit
  - Second Interviews for BWC Positions
  - Federal Political Landscape & Priorities Discussion at Committee of the Whole

- **9/29 - 10/6**
  - CoP Recruitment Team met with Latinx Unidos

- **Today**
  - 21CP Virtual Site Visit

- **10/13 - 10/20**
  - GARE Workshop 3
  - First Interviews for BWC Positions

- **10/20**
  - 21CP Virtual Site Visit
  - Second Interviews for BWC Positions
  - 90 Day Deadline for Obama Pledge

- **9/29 - 10/20**
  - Proposed Budget to Council
  - Advanced Racial Equity Training Session
  - Federal Political Landscape & Priorities Discussion at Committee of the Whole
  - Second Interviews for BWC Positions
  - 90 Day Deadline for Obama Pledge
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<th>Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from</th>
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All sections will be informed by community involved processes
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