



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

1/26/2021



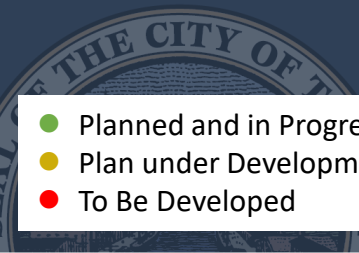


New Items



- HEAL the HEART of Tacoma
 - Exploring grant opportunity through 2021 Global Mayor's Challenge
 - CCT will meet on 2nd and 4th weeks of the month January – March
- Section 2: New Policies & Transforming Existing Programs
 - Chief Equity Officer Recruitment
 - Subject Matter Expert panel selected candidates for preliminary interviews 1/25
 - Citywide Executive Anti-Racist Transformation Discussions
 - Held two all-city executive meetings to establish strategic direction for anti-racist transformation 1/20 & 25
 - Third all-city executive meeting scheduled for 1/29
- Section 3: Current State Analysis of TPD
 - NNSC to meet with key stakeholders (New Chief, CPAC, Project PEACE)

*New items in orange text

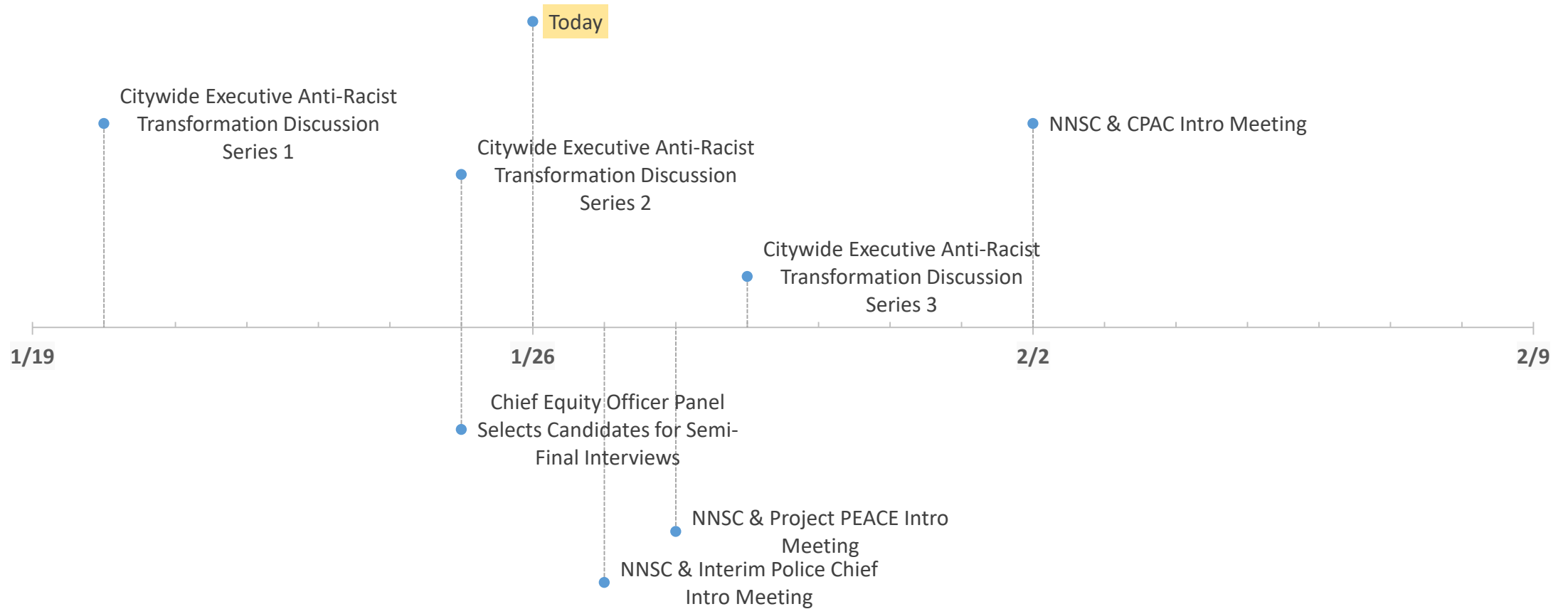


- Planned and in Progress
- Plan under Development
- To Be Developed

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"> • Mayor Presentation on vision to CCT 1/11 • Core Coordinating Team Kickoff 12/23 • Community partner identified for CCT stipend administration 12/9 • Core Coordinating Team appointed 12/8 	<ul style="list-style-type: none"> • Exploring grant opportunity through 2021 Global Mayor's Challenge • CCT to meet second and fourth weeks of the month • 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"> • Executive Anti-Racist Transformation Discussions 1/20 & 25 • Chief Equity Officer SME panel selects interviewees 1/25 • GG Directors received citywide employee survey results 1/11 • City SME recommendations for REAPs provided to departments 1/11 	<ul style="list-style-type: none"> • Executive Anti-Racist Transformation Discussion 1/29 • 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) 	<ul style="list-style-type: none"> • NNSC Meetings with Project PEACE, Police Chief, CPAC 1/27-2/2
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 	
Section 5: Legislative Platform to Transform Institutional Racism	●	<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			█									
Chief Equity Officer Recruitment												
Candidate Review	█											
Semi-Final Interviews		█										
Final Interviews			█									
Council Confirmation of Appointee				█								
New Chief Equity Officer Begins					█							

All sections will be informed by community involved processes

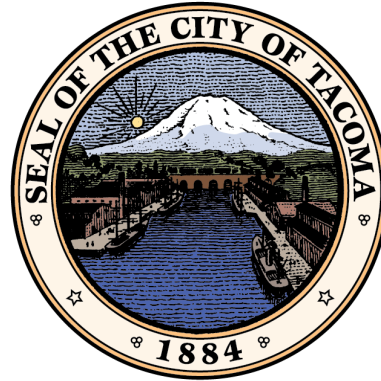


Draft Transformation Timeline



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Section 2: Prioritize anti-racism in new policies and programs and the transformation of existing programs (starting with policing)												
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	█											
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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