



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

12/29/2020



New Items



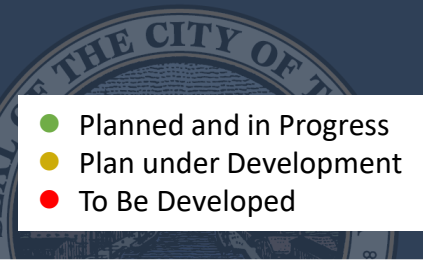
- Section 2: New Policies & Transforming Existing Programs
 - Chief Equity Officer recruitment
 - SME panel has reviewed applications and has requested supplemental information from candidates in preparation for semi-finalist interviews
 - Semi-finalist interviews are projected to begin the last week of January
 - Final interviews projected for mid-February
 - Social Conditioning on Race trainings scheduled every-other-month for 2021
- Section 4: Administrative Changes & Process Improvements
 - Interim Police Chief Mike Ake announced 12/28
 - Body Worn Cameras
 - Training officers field evaluation of Axon BWC is proceeding as planned
 - Deployment to 80 Patrol and Community Oriented Policing Officers begins 1/4/2021

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

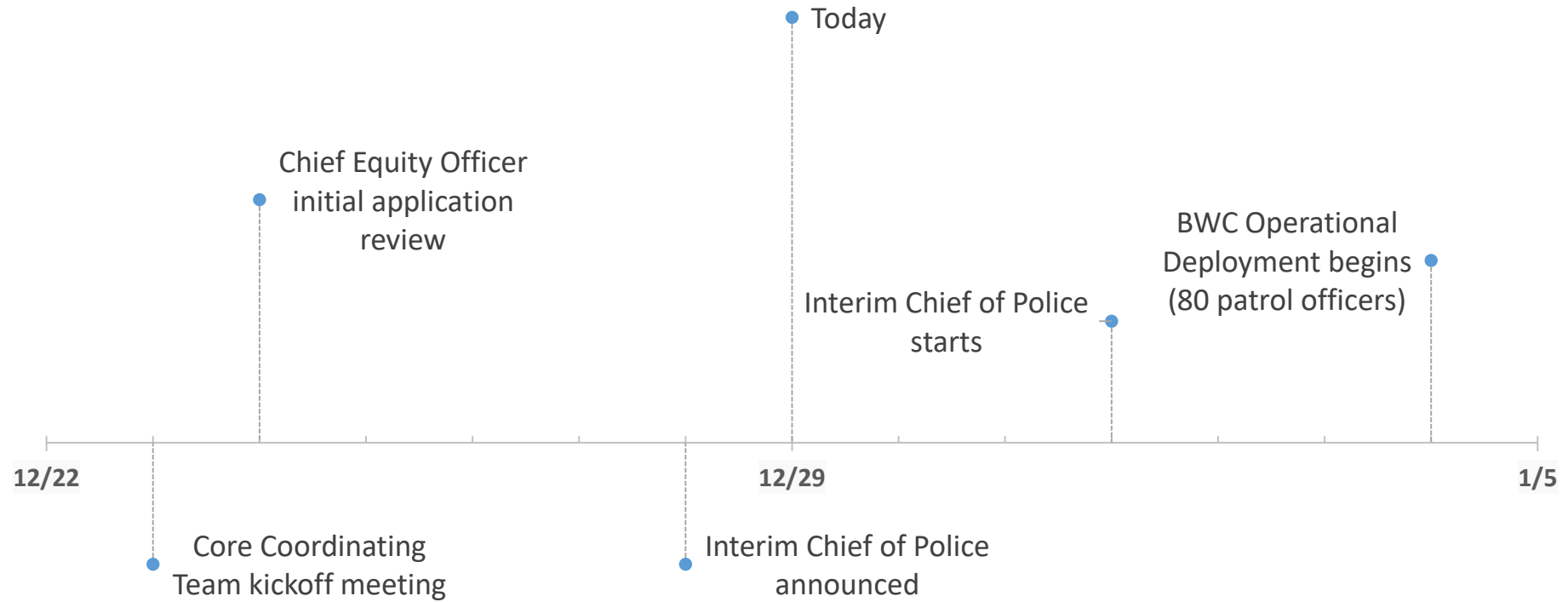


Systems Transformation Update

| Resolution Section | Status | Recent Accomplishments | In Progress/Up Next |
|--|--------|---|--|
| Council Action and HEAL the HEART of Tacoma | ● | <ul style="list-style-type: none"> • 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"> • Scheduling first CCT meeting for December 2020 • 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"> • REAP Alignment workshops, 12/8 - 11 • Final Senior Leader Trainings Social Conditioning on Race 12/11 • Citywide employee engagement survey – survey closed 11/13 • Advanced Racial Equity Training (Cohort 1 of 3) 10/9 | <ul style="list-style-type: none"> • Chief Equity Officer semi-finalist interviews (late January) • Chief Equity Officer final interviews (mid-February) |
| Section 3: Current State Assessment of TPD Systems | ● | <ul style="list-style-type: none"> • 21CP Meetings w/ Community Groups (ongoing) • 2nd virtual site visit with TPD 10/14 • 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"> • 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 • Second Public Disclosure Analyst Started 11/23 | <ul style="list-style-type: none"> • Interim Chief of Police announced 12/28 • 80 Body Worn Cameras to be deployed to patrol officers on 1/4/21 |
| Section 5: Legislative Platform to Transform Institutional Racism | ● | <ul style="list-style-type: none"> • Legislative Agenda for State and Federal Priorities adopted 12/1 • Federal political landscape and priorities discussion with Council— Committee of the Whole 10/13 | |



Next Steps Timeline





Draft Transformation Timeline



| | Sep | Oct | Nov | Dec | Q1 2021 | Q2 2021 | Q3 2021 | Q4 2021 | Q1 2022 | Q2 2022 | Q3 2022 | Q4 2022 |
|---|-----|-----|-----|-----|---------|---------|---------|---------|---------|---------|---------|---------|
| Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from COVID-19 | | | | | | | | | | | | |
| Reappropriation Budget Adjustment | | | | | | ■ | | | | | | |
| 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) | | | | | | | | | | | | |
| Alignment and Capacity Building Workshops | | | ■ | ■ | | | | | | | | |
| Pilot accountability mechanisms | | | | | ■ | | | | | | | |
| Advanced Racial Equity Training: Social Conditioning on Race | | | | | | | | | | | | |
| Broader Roll Out | | | | | ■ | ■ | ■ | ■ | | | | |
| Section 3: Assess the current state of systems in place at the Tacoma Police Department | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | |
| Purchase | | | ■ | ■ | | | | | | | | |
| Rolling Training/Deployment | | | | ■ | ■ | | | | | | | |
| Chief of Police Recruitment | | | | | | | | | | | | |
| Finalists Interviewed | | | | ■ | | | | | | | | |
| Goal for Offer Letter | | | | ■ | | | | | | | | |
| New Chief Starts with City of Tacoma | | | | | ■ | | | | | | | |
| Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism | | | | | | | | | | | | |
| Developing agenda for state and federal priorities for 2021 | ■ | ■ | ■ | | | | | | | | | |
| Legislative Session Begins 1/11/2021 | | | | | ■ | | | | | | | |

All sections will be informed by community involved processes



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