



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

6/29/2021





New Items



- Section 2: New Policies & Transforming Existing Programs
 - Alignment of City Initiatives with Anti-Racist Transformation
 - Identified 635 City initiatives associated with anti-racist transformation
 - Working with sponsors to finalize prioritization throughout July
 - Human Resources Director Recruitment
 - [Position posted](#) and receiving applications through **tomorrow** 6/30



- Section 3: Current State Analysis of TPD
 - Divertible Calls / Alternative Response Study
 - Study Session with full Council 6/29
- Section 4: Administrative Changes & Process Improvements
 - Body Worn Cameras/Dashboard Cameras
 - OMB and CI presented ARPA and camera funding update at CVS on 6/24

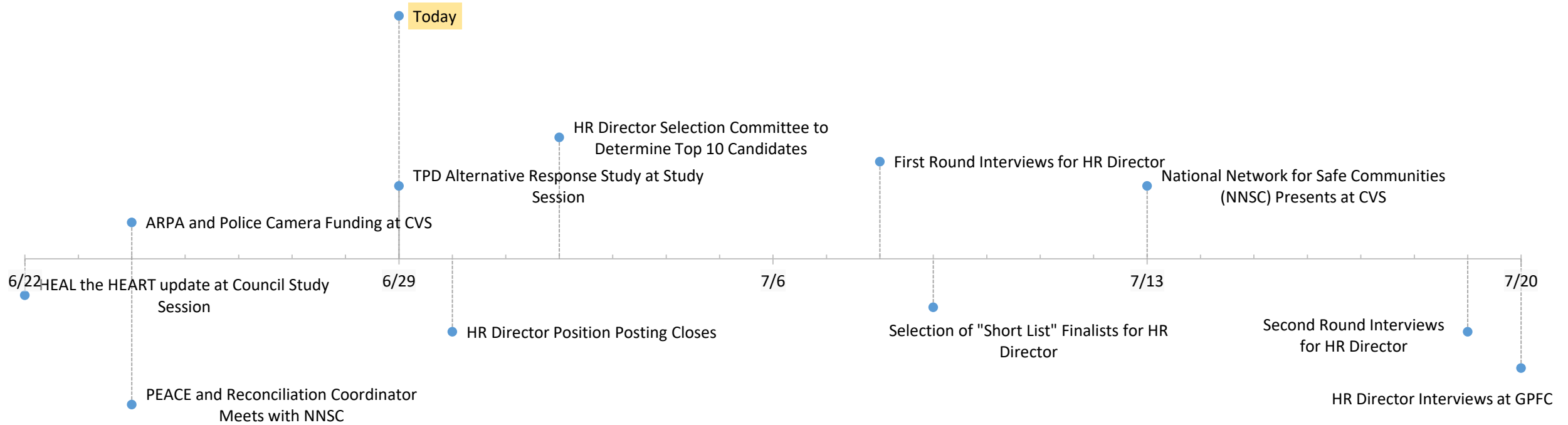
*New items in orange text

Systems Transformation Update

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

Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
Council Action and HEAL the HEART of Tacoma	●	<ul style="list-style-type: none"> • Heal the Heart Update presentation at Study Session 6/22 • Council confirmation of 2 new CCT Appointment 6/8 • CCT update to Council on foundation building work 3/16 	<ul style="list-style-type: none"> • Finalize Core Coordinating Team Charter • Establishing 2 Transformation Teams
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> • 2021-2022 Budget Book Finalized 2/22 • Council Retreat Presentation on 2020 Actuals/2021 Calendar 2/27 • 2021-2022 Biennial Budget Adopted 11/24 	
Section 2: New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> • PEACE and Reconciliation Coordinator Begins 6/21 • Workforce Equity Study Report Roll Out 5/3-5/11 • Anti-racist priority area workshops 2/5 – 4/27 • PEACE and Reconciliation applications closed 3/15 • Affordable Housing Action Strategy update at Study Session 2/23 	<ul style="list-style-type: none"> • OEHR/Project PEACE Exec Cmt. to establish role in reconciliation • NCS position to support community safety on hold • OEHR/EEO/HR Retention Strategies Recommendations to CMO/UD • 4/15 CCR – OEHR explore establishment of paid cultural or heritage holiday for City Staff. Presentation to GPFC by end of September
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> • 21CP presentation to Council 5/18 • Alternative Response Study Report Roll Out 4/30 – 5/14 • Presentation to Community Vitality and Safety on BWC program 4/22 	<ul style="list-style-type: none"> • TPD Alternative Response Study at Council Study Session 6/29
Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> • ARPA and Camera Funding at CVS 6/24 • Priority Area Initiative Inventory Regroup Meetings 5/25 – 6/2 • 256/256 body worn cameras deployed 2/28 	
Section 5: Legislative Platform to Transform Institutional Racism	●	<ul style="list-style-type: none"> • HB 1267 (Office of Independent Investigations) and 1090 (Private Detention Center Ban) passed Senate Committees • US House passed the George Floyd Justice in Policing Act 3/3 	

Short Range Timeline





Long Range 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	█	█										
Establish CCT Charter			█	█	█	█						
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				█								
Council Adopts Reappropriation					█							
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)												
Anti-Racist Strategic Plan												
Anti-Racist Transformation Objective Development			█	█								
City Program & Transformation Objective Alignment					█							
Identify Priority Transformation Projects					█	█						
Deploy Centralized Resources to Support Anti-Racist Transformation Projects					█	█	█					
Racial Equity Action Plans (REAPs)												
Pilot Accountability Mechanisms	█	█	█	█	█	█						
Mid Year Review of REAPs							█					
Workforce Equity Study												
Data Analysis	█	█	█									
Final Report				█	█	█						
NCS Safety Position												
Recruitment and Hiring					█	█						

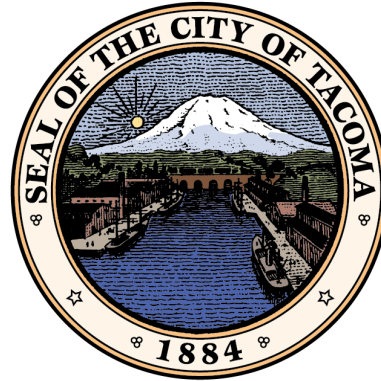
All sections will be informed by community involved processes



Long Range Transformation Timeline

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
PEACE and Reconciliation												
Coordination with NNSC		█	█	█								
Project PEACE Position Filled					█	█						
Project PEACE Policy and Community Engagement Work Begins							█	█	█			
Retention Strategies												
Retention Team provides recommendations	█	█	█									
Initial implementation support for organization-wide BIPOC retention efforts				█	█	█						
Racial Equity Training												
Social Conditioning on Race Citywide Roll Out	█	█	█	█	█	█	█	█	█	█	█	█
Implicit Bias Training with City Council				█	█	█	█	█	█			
Equity 101 with TPD										█	█	█
Section 3: Assess the current state of systems in place at the Tacoma Police Department												
21CP Analysis of TPD												
Staff Review of Preliminary Recommendations		█	█									
Final Report from 21CP			█	█								
Divertible Calls Study												
Data Gathering, Interviews		█	█									
Final Draft of Report				█								
Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements												
Body Worn Cameras												
80 Officer Pilot Deployment	█											
255 Cameras Deployed to All Patrol Officers		█	█									
17 Additional Cameras Deployed to Special Teams												
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	█											

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