

Update on Systems Transformation

City of Tacoma | City Manager's Office

City Council Meeting

11/23/2021

New Items

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- Section 1: Anti-Racist Budget Development and Economic Recovery
 - On 11/16 the City Council passed the 2021-2022 Mid Biennial Budget Modification which funded multiple items to help advance transformational work at the City, including:
 - A transformation police captain
 - Project PEACE and reconciliation work
 - Additional staffing for the Homeless Outreach Team in NCS
 - Heal the Heart funding
 - The Equity Action Collaborative
 - And an organizational culture specialist in OEHR to support Affinity Groups and future organizational culture work in support of BIPOC staff and the City's Anti-Racist Transformation work.

New Items

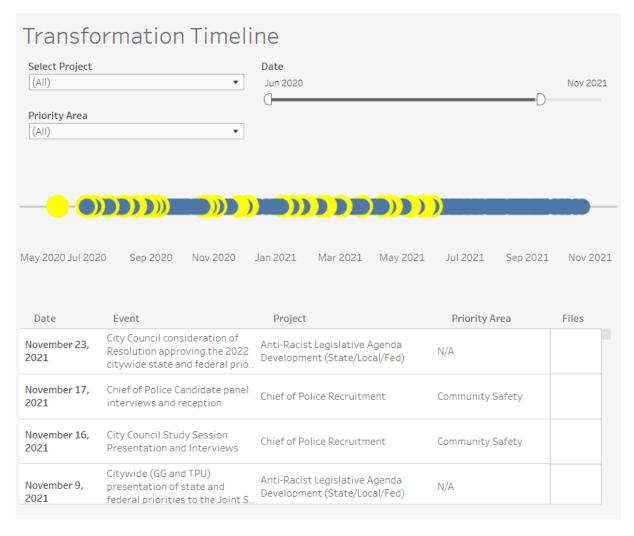


- Section 2: New Policies & Transforming Existing Programs
 - EEO Training Pilot: A Supervisor's Guide to Creating and Maintaining an Equitable Workplace
 - Designed pilot of supervisor peer-based community of practice to launch Q1 2022
 - 9 subjects that aid supervisors in creating equitable, EEO-compliant workplaces
 - 18 hours of content over 4 months; bi-weekly peer cohort sessions with instructor support
 - Internal, Organizational Anti-Racist Transformation Mission, Vision, and Values
 - ~614 staff attended Open Houses to ask questions and interact with the Transformation Team regarding the organizational Anti-Racist Transformation Mission, Vision, Values 11/8 - 10

New Items

- Section 4: Administrative Changes & Process Improvements
 - TPD IT systems assessment with Slalom Consulting
 - Kickoff meeting to begin technology assessment recommended by 21CP 11/10
 - Identifying Core Project Team
 - Police Chief Recruitment
 - Candidate interviews 11/16-17
 - Agency and Community Panels
 - Public Reception/Q&A
 - TPD Employee Q&A Event 11/18
 - Recruitment Brochure and Contact Information available on <u>Chief of Police</u> <u>Recruitment Website</u>

Transformation Timeline & History



- https://cityoftacoma.org/transform
- Timeline of transformation activities since passing Resolution 40622:
 - Filter by:
 - Council Priority Area
 - Selected Projects
 - Time period
 - Click on the file icons to see related documents and meeting recordings





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