

# Update on Systems Transformation

City of Tacoma | City Manager's Office

**Study Session**

**3/16/2021**





# New Items



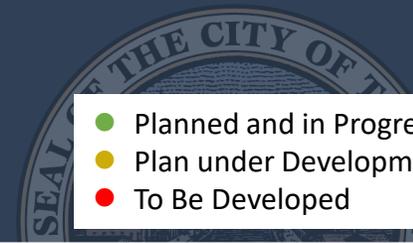
- Council Actions and HEAL the HEART
  - HEAL the HEART Core Coordinating Team
    - Core Coordinating Team presented updated to City Council 3/16
    - Finalize Core Coordinating Team Charter 3/31
- Section 2: New Policies & Transforming Existing Programs
  - Workforce Equity Study
    - Leadership Review Group receives draft 3/19
  - PEACE and Reconciliation Job Posting
    - Job posting closed 3/15

# New Items



- Section 3: Current State Analysis of TPD
  - 21CP Current State Analysis
    - Received draft detailed report from 21CP with 64 recommendations 3/15
    - Report will be posted by close of business Friday 3/19
- Section 4: Administrative Changes & Process Improvements
  - Procedural Justice Training
    - 4 hour sessions for all commissioned personnel 3/16 – 4/1
    - Topics Covered: Respect, Trustworthiness and Transparency, Giving Voice, Neutrality
- Section 5: Legislative Agenda at the Local, State, and Federal Level
  - Mayor and Council met with our congressional delegation on 3/10:
    - Advocated for an infrastructure stimulus package
    - Advocated on private detention centers, police/criminal justice transformation, and homelessness
    - Thanked them for the American Rescue Plan

\*New items in orange text



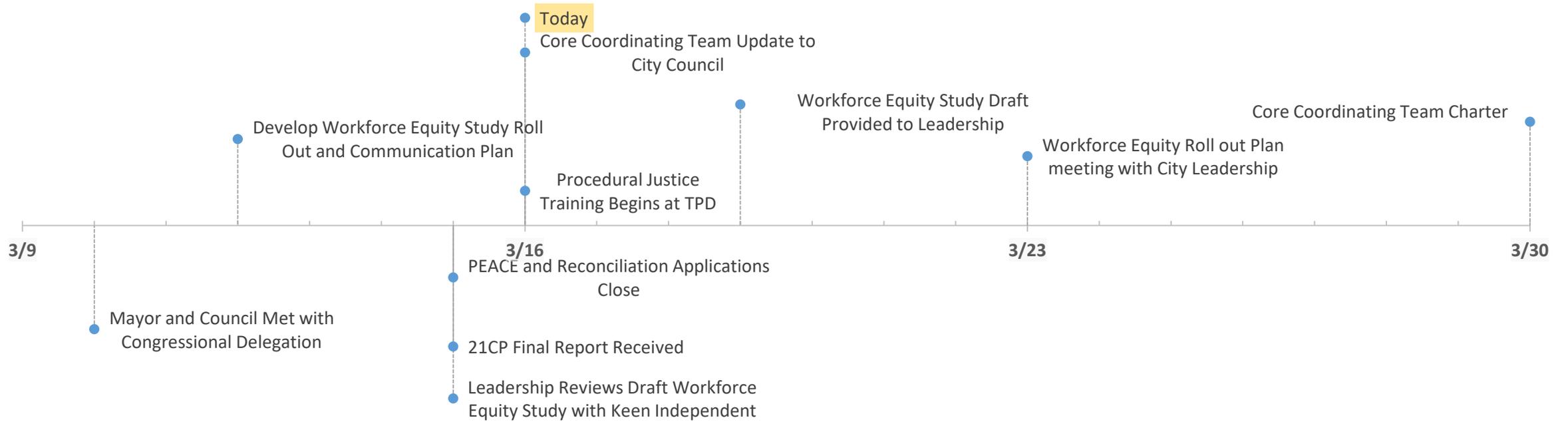
# Systems Transformation Update

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

Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
<b>Council Action and HEAL the HEART of Tacoma</b>	●	<ul style="list-style-type: none"> <li>● CCT update to Council on foundation building work 3/16</li> <li>● Meeting with congressional delegation 3/10</li> <li>● Mayor met with the Core Coordinating Team (CCT) about the vision for the policing transformation team 3/8</li> <li>● Council retreat session on transformation 2/27</li> </ul>	<ul style="list-style-type: none"> <li>● Finalize Core Coordinating Team Charter 3/31</li> <li>● Exploring grant opportunity through 2021 Global Mayor’s Challenge</li> <li>● In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma</li> </ul>
<b>Section 1: Anti-Racist focused Budget Development</b>	●	<ul style="list-style-type: none"> <li>● 2021-2022 Budget Book Finalized 2/22</li> <li>● Council Retreat Presentation on 2020 Actuals/2021 Calendar 2/27</li> <li>● 2021-2022 Biennial Budget Adopted 11/24</li> <li>● Selected to participate in What Works Cities Budgeting for Equity and Recovery Program</li> </ul>	
<b>Section 2: New Policies and Programs / Transforming Existing Programs</b>	●	<ul style="list-style-type: none"> <li>● PEACE and Reconciliation applications closed 3/12</li> <li>● Affordable Housing Action Strategy update at Study Session 2/23</li> <li>● Rental Housing Code Update at Study Session 2/23</li> <li>● Presentation on sales tax for affordable housing 2/23</li> </ul>	<ul style="list-style-type: none"> <li>● Workforce Equity communication/roll out plan in development</li> <li>● Review draft of workforce equity study 3/19</li> <li>● NCS position to support community safety transformation to be hired in March/April</li> </ul>
<b>Section 3: Current State Assessment of TPD Systems</b>	●	<ul style="list-style-type: none"> <li>● Received draft detailed report from 21CP 3/15</li> <li>● Independent Investigation Team (IIT) Recruitment Completed 2/16</li> <li>● City reviewing 64 initial recommendations</li> <li>● 21CP Provided 64 initial recommendations 1/29</li> <li>● NNSC Meetings with Project PEACE, Police Chief, CPAC 1/27-2/2</li> </ul>	<ul style="list-style-type: none"> <li>● First Draft of Divertible Calls Study 4/1</li> <li>● Body Worn Cameras deployed to all patrol officers 2/28</li> <li>● Final report with substantial discussion of analyzed data, rationale for recommendations, and examples of best/promising practices by 3/15</li> </ul>
<b>Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing</b>	●	<ul style="list-style-type: none"> <li>● 256/256 body worn cameras deployed 2/28</li> <li>● 2,115 videos uploaded to date 1/11</li> <li>● 80 Body Worn Cameras to be deployed to patrol officers 1/4/21</li> <li>● Interim Chief of Police Michael Ake 1/4</li> </ul>	
<b>Section 5: Legislative Platform to Transform Institutional Racism</b>	●	<ul style="list-style-type: none"> <li>● HB 1267 (Office of Independent Investigations) passed the House 3/3</li> <li>● US House passed the George Floyd Justice in Policing Act 3/3</li> <li>● Several Council Members, DM, and Mayor provided testimony on</li> </ul>	



# Next Steps Timeline





# Long Range Transformation Timeline

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
<b>HEAL the HEART of Tacoma</b>												
Finalize Core Coordinating Team Admin Contract	█											
CCT meeting twice monthly to establish foundation	█	█	█									
CCT appoints the Policing Transformation Team			█									
<b>Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from COVID-19</b>												
Equity Analysis in Budget Proposals			█									
Reappropriation Budget Adjustment				█								
Equity Analysis in Budget Proposals								█				
Mid Biennium Modification									█			
<b>Section 2: Prioritize anti-racism in new policies and programs and the transformation of existing programs (starting with policing)</b>												
<b>Racial Equity Action Plans (REAPs)</b>												
Pilot accountability mechanisms	█	█	█	█	█	█						
Mid Year Review of REAPs						█	█					
<b>Workforce Equity Study</b>												
Data Analysis	█	█										
Final Report			█									
<b>Project PEACE 2.0</b>												
Project PEACE Position Filled					█	█						
Project PEACE Policy and Community Engagement Work Begins						█	█	█	█			

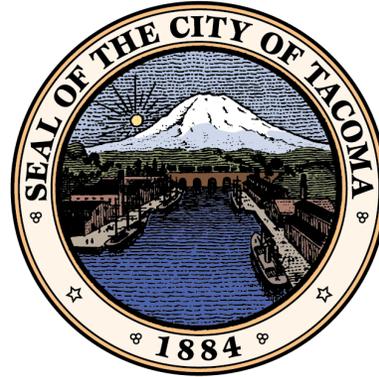
All sections will be informed by community involved processes



# Long Range Transformation Timeline

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
<b>Retention Strategies</b>												
Retention Team provides recommendations	█	█	█									
Initial implementation support for organization-wide BIPOC retention efforts				█	█	█						
<b>Advanced Racial Equity Training: Social Conditioning on Race</b>												
Citywide Roll Out	█	█	█	█	█	█	█	█	█	█	█	█
<b>Section 3: Assess the current state of systems in place at the Tacoma Police Department</b>												
<b>21CP Analysis of TPD</b>												
Staff Review of Preliminary Recommendations		█	█									
Final Report from 21CP			█	█								
<b>Divertible Calls Study</b>												
Data Gathering, Interviews		█	█									
Final Draft of Report				█	█							
<b>Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements</b>												
<b>Body Worn Cameras</b>												
80 Officer Pilot Deployment	█	█										
255 Cameras Deployed to All Patrol Officers		█	█									
17 Additional Cameras Deployed to Special Teams		█	█									
<b>Chief of Police Recruitment</b>												
Interim Chief of Police Begins	█	█										
<b>Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism</b>												
Legislative Session Begins 1/11/2021	█	█										

All sections will be informed by community involved processes



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