



Update on Systems Transformation

City of Tacoma | City Manager's Office

City Council Meeting

11/23/2021



New Items



- 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.



- 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



- 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 [Chief of Police Recruitment Website](#)



Transformation Timeline & History

Transformation Timeline

Select Project: (All) [v]

Date: Jun 2020 [slider] Nov 2021

Priority Area: (All) [v]

| Date | Event | Project | Priority Area | Files |
|-------------------|---|--|------------------|-------|
| November 23, 2021 | City Council consideration of Resolution approving the 2022 citywide state and federal prio.. | Anti-Racist Legislative Agenda Development (State/Local/Fed) | N/A | |
| November 17, 2021 | Chief of Police Candidate panel interviews and reception | Chief of Police Recruitment | Community Safety | |
| November 16, 2021 | City Council Study Session Presentation and Interviews | Chief of Police Recruitment | Community Safety | |
| November 9, 2021 | Citywide (GG and TPU) presentation of state and federal priorities to the Joint S.. | Anti-Racist Legislative Agenda Development (State/Local/Fed) | N/A | |

- <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

| Priority Area | Files |
|------------------|--|
| Community Safety | |
| Community | Learn more ▶ View documents ▶ View related media |



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