



# Update on Systems Transformation

City of Tacoma | City Manager's Office

**Study Session**

**12/15/2020**





# New Items



- Council Actions and HEAL the HEART of Tacoma (Community Led Systems Transformation)
  - Council Confirmed Core Coordinating Team (CCT) 12/8
  - Mayor identified community partner to administer Core Coordinating Team (CCT) stipend 12/9
  - Working with Core Coordinating Team (CCT) to schedule first meeting before year-end



# New Items



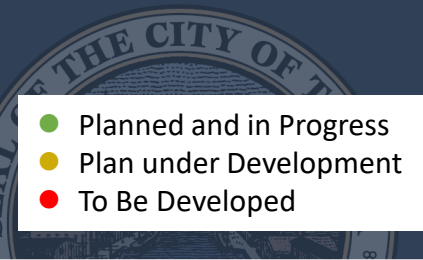
- Section 2: New Policies & Transforming Existing Programs
  - Completed 3 workshops for cross-departmental alignment of Racial Equity Action Plans (REAPs) 12/8-11
  - Completed all senior leader Social Conditioning on Race Trainings 12/11
  - NCS in process of finalizing MOU with Pierce County Chaplaincy for Community Trauma Response Team (CTRT)
  - Social Conditioning on Race trainings scheduled every-other-month for 2021
- Section 4: Administrative Changes & Process Improvements
  - City Council confirmation of Police Chief candidate 12/15
  - Body Worn Cameras
    - 20 Axon Body 3 cameras deployed to training officers beginning 12/14
    - Full deployment to all Patrol and Community Oriented Policing Officers 1/4/2021

**COMMUNITY INPUT NEEDED**  
on Current State of TPD Operations

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\*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
<b>Council Action and HEAL the HEART of Tacoma</b>	●	<ul style="list-style-type: none"> <li>• Community partner identified for CCT stipend administration 12/9</li> <li>• Core Coordinating Team appointed 12/8</li> <li>• Mayor’s Youth Commission Presentation 11/21</li> <li>• CVS Interviews Applicants 11/19 &amp; 23</li> </ul>	<ul style="list-style-type: none"> <li>• Scheduling first CCT meeting for December 2020</li> <li>• In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma</li> </ul>
<b>Section 1:</b> Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> <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:</b> New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> <li>• Final Senior Leader Trainings Social Conditioning on Race 12/11</li> <li>• Citywide employee engagement survey – survey closed 11/13</li> <li>• Advanced Racial Equity Training (Cohort 1 of 3) 10/9</li> </ul>	<ul style="list-style-type: none"> <li>• REAP Alignment workshops, 12/8 - 11</li> <li>• Equity Empowerment Framework goal reviews of REAPs 12/15</li> <li>• Finalizing GARE workshop themes for Council presentation in December</li> </ul>
<b>Section 3:</b> Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> <li>• 21CP Meetings w/ Community Groups (ongoing)</li> <li>• 2<sup>nd</sup> virtual site visit with TPD 10/14</li> <li>• Established <a href="mailto:voicesoftacoma@21cpsolutions.com">voicesoftacoma@21cpsolutions.com</a></li> </ul>	<ul style="list-style-type: none"> <li>• 21CP to meet with community stakeholders</li> <li>• Analyzing alignment of staffing study recommendations</li> </ul>
<b>Section 4:</b> Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> <li>• Body Worn Cameras deployed to training officers 12/14</li> <li>• CPAC meetings with 21CP and Nick Brown on oversight 12/2-3</li> <li>• IIT – 2 Community representatives trained, 3 additional selected</li> <li>• Second Public Disclosure Analyst Started 11/23</li> </ul>	<ul style="list-style-type: none"> <li>• Chief of Police Confirmed by Council 12/15</li> <li>• Body Worn Cameras deployed to patrol officers 1/4/21</li> <li>• Chief of Police finalist interviews 12/7-8</li> <li>• Chief of Police Community Q&amp;A 12/7</li> <li>• Body Worn Camera Training 12/1-4</li> </ul>
<b>Section 5:</b> Legislative Platform to Transform Institutional Racism	●	<ul style="list-style-type: none"> <li>• Legislative Agenda for State and Federal Priorities adopted 12/1</li> <li>• Federal political landscape and priorities discussion with Council— Committee of the Whole 10/13</li> </ul>	



# Next Steps Timeline



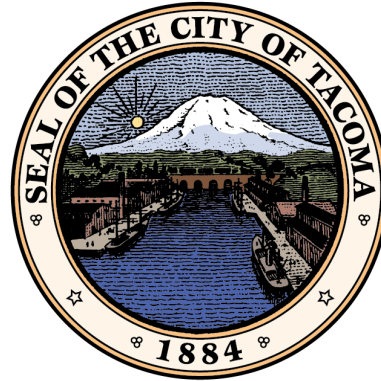


# Draft Transformation Timeline



	Sep	Oct	Nov	Dec	Q1 2021	Q2 2021	Q3 2021	Q4 2021	Q1 2022	Q2 2022	Q3 2022	Q4 2022
<b>Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from COVID-19</b>												
Reappropriation Budget Adjustment						■						
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>												
Alignment and Capacity Building Workshops			■	■								
Pilot accountability mechanisms					■							
<b>Advanced Racial Equity Training: Social Conditioning on Race</b>												
Broader Roll Out					■	■	■	■				
<b>Section 3: Assess the current state of systems in place at the Tacoma Police Department</b>												
Review of TPD technology systems, data, and data analysis			■	■								
Qualitative audit of TPD investigations	■	■										
Review of community policing and engagement study	■	■	■									
<b>Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements</b>												
<b>Body Worn Cameras</b>												
Purchase			■	■								
Rolling Training/Deployment				■	■							
<b>Chief of Police Recruitment</b>												
Finalists Interviewed				■								
Goal for Offer Letter				■								
New Chief Starts with City of Tacoma					■							
<b>Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism</b>												
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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