

Update on Systems Transformation

City of Tacoma | City Manager's Office

City Council Study Session

11/16/2021

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





- Section 4: Administrative Changes & Process Improvements
 - TPD IT systems assessment with Slalom Consulting
 - Kickoff meeting to begin technology assessment recommended by 21CP 11/10
 - Police Chief Recruitment
 - Candidate interviews 11/16-17 (schedule of events on next slide)
 - Recruitment Brochure and Contact Information available on <u>Chief of Police</u> Recruitment Website

Police Chief Recruitment Schedule of Events

Interview and Engagement Schedule

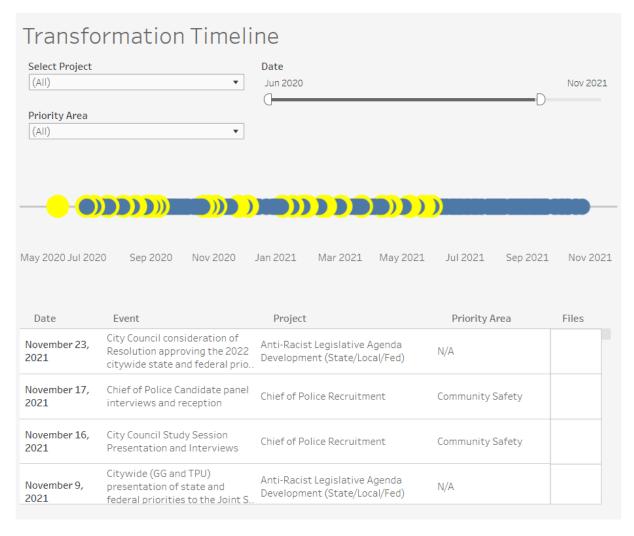
- Tuesday, November 16: City Council Study Session
- Wednesday, November 17:
 - 8:00 a.m. 12:00 Interviews: professional panel & agency panel
 - 4:00 p.m. 7:00 p.m. Public Reception
 - 4:00 p.m. 5:00 p.m. Meet and greet with candidates
 - 5:30 p.m. 7:00 p.m. In-person/Virtual Question and Answer Event

| | TV Tacoma (Channel 12) | CityPost (Channel 21) | Zoom | Facebook & tvtacoma.com |
|--------------|---|-----------------------------|--|-----------------------------------|
| 8:00 - 12:00 | Agency Panel LIVE | Professional Panel LIVE | Agency Panel LIVE & Professional Panel LIVE* | Agency Panel LIVE |
| 1:00 - 4:00 | Professional Panel Rebroadcast | Agency Panel Rebroadcast | | Professional Panel Rebroadcast |
| 5:30-7:00 | Community Panel (In-person & Virtual)** | | | |

*Community members can also dial (253) 215-8782 (Event ID: 841 5485 8987, Passcode: 810059)

^{**}Community members can also dial (253) 215-8782 (Event ID: 829 3481 5097, Passcode: 493619)

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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