

City of Tacoma

Organizational Anti-Racist Transformation



We are all Transforming Tacoma. Whether your work focuses on our people, customers, assets, services – our focus on transforming Tacoma into an anti-racist city connects us all.

As we move forward, we center the voices of those most impacted by systemic racism and continue to follow the lead of our community through Heal the Heart of Tacoma. We also look within to become more anti-racist in everything we do at the City. To accomplish this, we are all expected to be guided by this vision, mission, and values framework for Anti-Racist Systems Transformation:

OUR VISION

(Our ideal state):

We are an anti-racist organization creating just and equitable outcomes for all; focusing on long term, systemic change and accountability to the community.

OUR MISSION

(What we will do to achieve our vision):

We dismantle institutional and structural racism. We listen to voices of people of color and utilize data to identify, understand and actively work to adopt anti-racist policies and eliminate barriers to success for people of color. We acknowledge and repair harm caused by the City of Tacoma.

OUR VALUES

(how we will accomplish our mission):

CHANGE: We are bold in leading change internally and with our partners. We focus on systems and power. We disallow the concept of perfection and focus on achieving progress. We adopt actionable plans and measure progress. We are comfortable being uncomfortable and are committed to moving forward.

COMMUNITY: We value and amplify the voices of those most impacted by systemic racism, seeking their input, guidance, and honoring the wisdom of their experience. We increase access to resources, services and decision making power to ensure equitable representation and participation.

COMPASSION: We meet people where they are along their journey and support each other in navigating the challenges of antiracism work, recognizing and addressing the unique impacts on people of color.

CULTURAL COMPETENCE: We expect ongoing individual and organizational learning to understand the history and implications of racism in order to undo institutional structures that perpetuate it. We create a welcoming workplace where all employees feel accepted, valued and can perform and develop to their highest ability.

Putting it to Action

We continue to direct our work according to the standards set forth in Resolution 40622:

- Keeping anti-racism as a top priority in budget development.
- Prioritizing anti-racism in the planning of an economic recovery strategy following COVID-19.
- Prioritizing anti-racism in the evaluation of new policies and programs as well as the sustained and comprehensive transformation of existing services, with initial priority given to policing.
- Actively seeking and implementing interim administrative changes and process improvements that can legally be taken immediately to improve transparency and accountability in policing.

As we have determined our path and evaluated our existing efforts, Anti-Racist Systems Transformation work at the City of Tacoma will be managed through two main initiatives:

DEPARTMENTAL RACIAL EQUITY ACTION PLANS (REAPS): Your REAP includes goals and actions for your team to be more equitable and anti-racist in your workforce, community engagement and service delivery.

CROSS-DEPARTMENTAL TRANSFORMATION PROJECTS: Jointly-resourced, Director-sponsored projects to improve specific areas of our service. Some of the projects already underway are:

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- **City of Tacoma Organizational Culture**
 - Employee Retention Strategy
 - Addressing Workforce Equity Study
 - Addressing Employee Survey
 - Equitable Hiring
 - **Policing Transformation**
 - Community Reconciliation
 - Use of Force Policies/ Practices
 - Alternative Response
 - 21st Century Policing
 - **Homelessness**
 - **Anti-Displacement**
 - **Livable Wage Jobs**
 - Equity in Contracting
 - **Community Engagement**
 - Language Access
 - Participatory Budgeting
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Want to Learn More? Learn more about the City of Tacoma's efforts to become an anti-racist organization, please visit the Transforming Tacoma web page.

