Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
2/9/2021
New Items

• HEAL the HEART of Tacoma
  • Staff Presentation to Core Coordinating Team (CCT) on policing transformation work & associated timelines 2/8
  • CCT to provide an update to Council on their foundation building work 3/16

• Section 2: New Policies & Transforming Existing Programs
  • Body Worn Cameras
    • 137 out of 255 cameras have been deployed as of 2/8
Section 3: Current State Analysis of TPD

- City staff reviewing 64 preliminary recommendations provided by 21CP
  - Identifying connections to work in progress
  - Identifying follow up questions/notes for 21CP
  - Initial prioritization and alignment for implementation (to be further informed by final report from 21CP in mid-March)

Section 5: Legislative Agenda at Local, State, and Federal Level

- HB 1267, establishing the Office of Independent Investigations, passed out of the House Safety Committee
- Deadline for bills to advance out of their assigned policy committee 2/15
- Anticipate a hearing this week on HB 1507 to establish an avenue for independent prosecutions of police use of deadly force in Washington
## Systems Transformation Update

### Council Action and HEAL the HEART of Tacoma

- **Status**: Green
- **Recent Accomplishments**:
  - Staff presentation on policing transformation Work & timelines 2/8
  - Mayor Presentation on vision to CCT 1/11
  - Core Coordinating Team Kickoff 12/23
  - Community partner identified for CCT stipend administration 12/9
  - Core Coordinating Team appointed 12/8
- **In Progress/Up Next**:
  - CCT to provide an update to Council on foundation building work 3/16
  - Exploring grant opportunity through 2021 Global Mayor’s Challenge
  - In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma

### Section 1: Anti-Racist focused Budget Development

- **Status**: Green
- **Recent Accomplishments**:
  - 2021-2022 Biennial Budget Adopted 11/24
  - Selected to participate in What Works Cities Budgeting for Equity and Recovery Program
- **In Progress/Up Next**:
  - All additional BWC deployed by 2/28
  - Chief Equity Officer applications being reviewed by SME panel

### Section 2: New Policies and Programs / Transforming Existing Programs

- **Status**: Green
- **Recent Accomplishments**:
  - Accelerated BWC implementation timeline by one month 2/1
  - Executive Anti-Racist Transformation Discussion 1/29 & 2/4
  - Body Worn Camera Informational Video Deployed
  - Executive Anti-Racist Transformation Discussions 1/20 & 25
  - Chief Equity Officer SME panel selects interviewees 1/25
- **In Progress/Up Next**:
  - Body Worn Cameras deployed to all patrol officers 2/28
  - Final report with substantial discussion of analyzed data, rationale for recommendations, and examples of best/promising practices by 3/15

### Section 3: Current State Assessment of TPD Systems

- **Status**: Green
- **Recent Accomplishments**:
  - City reviewing 64 initial recommendations
  - 21CP Provided 64 initial recommendations 1/29
  - NNSC Meetings with Project PEACE, Police Chief, CPAC 1/27-2/2
  - People’s Public Forum with LegallyBLACK 1/8
- **In Progress/Up Next**:

### Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing

- **Status**: Green
- **Recent Accomplishments**:
  - 2,115 videos uploaded to date 1/11
  - 80 Body Worn Cameras to be deployed to patrol officers 1/4/21
  - Interim Chief of Police Michael Ake 1/4
  - Body Worn Cameras deployed to training officers 12/14
  - CPAC meetings with 21CP and Nick Brown on oversight 12/2-3
- **In Progress/Up Next**:
  - Deadline for bills to advance out assigned policy committee 2/15
  - Anticipate a hearing this week on HB 1507 to establish an avenue for independent prosecutions of police use of deadly force in Washington

### Section 5: Legislative Platform to Transform Institutional Racism

- **Status**: Green
- **Recent Accomplishments**:
  - HB 1267 passed House Committee Executive Session 2/4
  - Several Council Members, DM, and Mayor provided testimony on numerous items of legislature
  - Legislative Agenda for State and Federal Priorities adopted 12/1
- **In Progress/Up Next**:
  - To Be Developed
Next Steps Timeline

- **NNSC & Interim Police Chief Intro Meeting**
- **NNSC & Project PEACE Intro Meeting**
- **64 Preliminary Recommendations from 21CP**
- **Citywide Executive Anti-Racist Transformation Discussion Series 3**
- **NNSC & CPAC Intro Meeting**
- **Citywide Executive Anti-Racist Transformation Discussion Series 4**
- **HB 1267 passed House Committee Executive Session**
- **Total of 138 Body Worn Cameras Deployed**
- **Staff Presentation to HEAL CCT on Policing Transformation**
- **Deadline for Bills to Advance from State Policy Committee**

Dates:
- 1/26
- 2/2
- 2/9
- 2/16

Today
**Draft Transformation Timeline**

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<th>HEAL the HEART of Tacoma</th>
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<td>CCT appoints the Policing Transformation Team</td>
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**Section 1:** Keep anti-racism as a top priority in the process of budget development and economic recovery from COVID-19

- Equity Analysis in Budget Proposals
- Reappropriation Budget Adjustment
- Equity Analysis in Budget Proposals
- Mid Biennium Modification

**Section 2:** Prioritize anti-racism in new policies and programs and the transformation of existing programs (starting with policing)

- Racial Equity Action Plans (REAPs)
- Pilot accountability mechanisms
- Mid Year Review of REAPs

**Project PEACE 2.0**

- Project PEACE Position Filled
- Project PEACE Policy and Community Engagement Work Begins

**Chief Equity Officer Recruitment**

- Candidate Review
- Semi-Final Interviews
- Final Interviews
- Council Confirmation of Appointee
- New Chief Equity Officer Begins

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All sections will be informed by community involved processes
# Draft Transformation Timeline

All sections will be informed by community involved processes.
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