Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
2/16/2021
New Items

• Section 2: New Policies & Transforming Existing Programs
  • Workforce Equity Study
    • Reviewed consultant’s first draft of recommendations and analysis 2/8 – 2/12
  • Chief Equity Officer Recruitment
    • Hiring Panel reviewed video interviews for 13 candidates 2/8 – 2/15
    • HR begins scheduling final interviews with candidates 2/16
  • Neighborhood and Community Services Safety Position
    • Position will be responsible to synthesize information from multiple aspects of the transformational efforts across the organization to inform recommendations on community safety programming.
    • Position description has been submitted to Human Resources for review and the position is expected to be filled in late March or early April.

• Section 3: Current State Analysis of TPD
  • City staff reviewing 64 preliminary recommendations provided by 21CP for impact and implementation needs, noting questions/feedback for 21CP
  • Divertible Calls Study with Matrix
    • Gathering data and information to perform analysis
New Items

• Section 4: Administrative Changes & Process Improvements
  • Body Worn Cameras as of 2/16:

• Section 5: Legislative Agenda at Local, State, and Federal Level
  • Mayor Woodards testified on [HB 1507](https://example.com) to establish an avenue for independent prosecutions of police use of deadly force in Washington 2/15
### Systems Transformation Update

**Resolution Section** | **Status** | **Recent Accomplishments** | **In Progress/Up Next**
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**Council Action and HEAL the HEART of Tacoma** | | | • 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** | | | • 2021-2022 Biennial Budget Adopted 11/24
• Selected to participate in What Works Cities Budgeting for Equity and Recovery Program

**Section 2: New Policies and Programs / Transforming Existing Programs** | | | • Chief Equity Officer Recruitment video interviews 2/13 and scheduling final interviews 2/16
• First draft of workforce equity study reviewed 2/8 - 2/15
• Accelerated BWC implementation timeline by one month 2/1
• Executive Anti-Racist Transformation Discussion 1/25, 2/20, 2/29, 2/4
• NCS position to support community safety transformation to be hired in March/April
• All additional BWC deployed by 2/28
• Chief Equity Officer applications being reviewed by SME panel

**Section 3: Current State Assessment of TPD Systems** | | | • 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
• 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 4: Administrative Changes and Process Improvements to Increase Transparency in Policing** | | | • 222/255 body worn cameras deployed 2/15
• 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

**Section 5: Legislative Platform to Transform Institutional Racism** | | | • 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

*New items in orange text*
Next Steps Timeline

- Chief Equity Officer Video Interviews
- Mayor Woodards Testimony on HB 1507
- Chief Equity Officer Final Interviews Scheduling Begins
- Deadline for Bills to Advance from State Policy Committee
**HEAL the HEART of Tacoma**
- Finalize Core Coordinating Team Admin Contract
- CCT meeting twice monthly to establish foundation
- CCT appoints the Policing Transformation Team

**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
- Mid Biennium Modification

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

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- Initial implementation support for organization-wide BIPOC retention efforts

### Advanced Racial Equity Training: Social Conditioning on Race
- Citywide Roll Out

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All sections will be informed by community involved processes
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