New Items

- Section 3: Current State Analysis of TPD
  - 21CP Current State Analysis
    - Detailed report from 21CP with 64 recommendations posted 3/19
    - Scheduling 21CP presentation to City Council for 4/20
    - Putting final recommendations into rubric for prioritization and implementation

- Section 5: Legislative Agenda at the Local, State, and Federal Level
  - State Legislation Progress
    - HB 1090 – Private Detention Center Ban Bill passed out of the Senate Human Services Committee and is now in the Senate Rules Committee
    - HB 1267 – Establishing the Office of Independent Investigations passed out of the Senate Law and Justice Committee and is now in the Senate Ways and Means Committee
<table>
<thead>
<tr>
<th>Resolution Section</th>
<th>Status</th>
<th>Recent Accomplishments</th>
<th>In Progress/Up Next</th>
</tr>
</thead>
</table>
| Council Action and HEAL the HEART of Tacoma                  |        | • CCT update to Council on foundation building work 3/16  
  • Meeting with congressional delegation 3/10  
  • Mayor met with the Core Coordinating Team (CCT) about the vision for the policing transformation team 3/8  
  • Council retreat session on transformation 2/27                                                                                                                                                                                                                                                                                                                                                                                                  | • Finalize Core Coordinating Team Charter 3/31  
  • 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 Budget Book Finalized 2/22  
  • Council Retreat Presentation on 2020 Actuals/2021 Calendar 2/27  
  • 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 |        | • PEACE and Reconciliation applications closed 3/15  
  • Affordable Housing Action Strategy update at Study Session 2/23  
  • Rental Housing Code Update at Study Session 2/23  
  • Presentation on sales tax for affordable housing 2/23                                                                                                                                                                                                                                                                                                                                                                                          | • Workforce Equity communication/roll out plan in development  
  • Review draft of workforce equity study 3/19  
  • NCS position to support community safety transformation to be hired in March/April                                                                                                                                                                                                                                                                                                                                                                     |
| Section 3: Current State Assessment of TPD Systems            |        | • Detailed report from 21CP posted online 3/19  
  • Independent Investigation Team (IIT) Recruitment Completed 2/16  
  • City reviewing 64 initial recommendations  
  • 21CP Provided 64 initial recommendations 1/29  
  • NNSC Meetings with Project PEACE, Police Chief, CPAC 1/27-2/2                                                                                                                                                                                                                                                                                                                                                                                | • First Draft of Divertible Calls Study 4/1  
  • 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 |        | • 256/256 body worn cameras deployed 2/28  
  • 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                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                         |
| Section 5: Legislative Platform to Transform Institutional Racism |        | • HB 1267 (Office of Independent Investigations) and 1090 (Private Detention Center Ban) passed Senate Committees  
  • US House passed the George Floyd Justice in Policing Act 3/3                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                         |
Next Steps Timeline

- **Today**
  - Core Coordinating Team Update to City Council
  - Workforce Equity Study Draft Provided to...
- 3/16
  - Procedural Justice Training Begins at TPD
- 3/23
  - Workforce Equity Rollout Plan meeting with City Leadership
- 3/30
  - Core Coordinating Team Charter
- 4/6
  - Divertible Calls Study Final Draft of Report
- 4/13
### Long Range Transformation Timeline

<table>
<thead>
<tr>
<th>HEAL the HEART of Tacoma</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finalize Core Coordinating Team Admin Contract</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CCT meeting twice monthly to establish foundation</td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CCT appoints the Policing Transformation Team</td>
<td></td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### 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

- Workforce Equity Study
  - Data Analysis
  - Final Report

- Project PEACE 2.0
  - Project PEACE Position Filled
  - Project PEACE Policy and Community Engagement Work Begins

---

**All sections will be informed by community involved processes**
## Long Range Transformation Timeline

<table>
<thead>
<tr>
<th>Section 3: Assess the current state of systems in place at the Tacoma Police Department</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>21CP Analysis of TPD</strong></td>
</tr>
<tr>
<td>Staff Review of Preliminary Recommendations</td>
</tr>
<tr>
<td>Final Report from 21CP</td>
</tr>
<tr>
<td><strong>Divertible Calls Study</strong></td>
</tr>
<tr>
<td>Data Gathering, Interviews</td>
</tr>
<tr>
<td>Final Draft of Report</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Body Worn Cameras</strong></td>
</tr>
<tr>
<td>80 Officer Pilot Deployment</td>
</tr>
<tr>
<td>255 Cameras Deployed to All Patrol Officers</td>
</tr>
<tr>
<td>17 Additional Cameras Deployed to Special Teams</td>
</tr>
<tr>
<td><strong>Chief of Police Recruitment</strong></td>
</tr>
<tr>
<td>Interim Chief of Police Begins</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legislative Session Begins 1/11/2021</td>
</tr>
</tbody>
</table>

All sections will be informed by community involved processes
Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
3/23/2021