New Items

• Council Actions and HEAL the HEART of Tacoma (Community Led Systems Transformation)
  • [Core Coordinating Team Application Available 10/20 – 11/9](#)
    • Application Closed 11/9
    • 143 Applications Received
    • Community Vitality and Sustainability Committee Interviews Candidates 11/19 & 11/23
New Items

- Section 4: Administrative Changes & Process Improvements
  - Chief of Police Recruitment
    - Semi-Finalist Interviews 11/12-13
  - Body Worn Camera Public Disclosure Analysts Positions
    - 1 Public Disclosure Analyst Selected and Begins Work 11/23
  - Body Worn Camera Implementation
    - Identified project manager to coordinate implementation 11/4
Chief of Police Recruitment: How the community can get involved

• Participate in the Community Survey (closes 11/20) ([https://www.surveymonkey.com/r/RS5H9FN](https://www.surveymonkey.com/r/RS5H9FN))

• Participate in interviews of the finalist candidates during the week of 11/30 (final format & venue to be determined)

• Call or email Shelby Fritz, Assistant Human Resources Director, and let her know what you would like to see in the next Police Chief ([sfritz@cityoftacoma.org](mailto:sfritz@cityoftacoma.org) or 253.591.5413)

• Stay tuned to the Police Chief recruitment webpage for the most up-to-date information
Community Feedback to 21CP

Reminder
Have feedback for 21CP Solutions as they conduct the current state analysis of TPD operations?

voicesofttacoma@21cпsolutions.com
<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 |  | * • Core Coordinating Team Applications Closed 11/9  
• Presentation to Anchor Institutions 10/29  
• Core Coordinating Team Applications Available 10/20  
• Mayor presented to stakeholder groups 10/7-13 | * • CVS Interviews Applicants 11/19 & 23  
• Evaluation of financial impacts and mitigation approaches through service delivery transformation |
| Section 1: Anti-Racist focused Budget Development |  | * • Selected to participate in What Works Cities Budgeting for Equity and Recovery Program  
• Livable Wage Jobs/Belief & Trust Priority Areas Study Session 11/3  
• Access to Infrastructure Priority Area Study Session 10/27  
• Affordable Housing & Health Priority Areas Study Session 10/20 |  
| Section 2: New Policies and Programs / Transforming Existing Programs |  | * • Created rubric to prioritize problem statements 10/16  
• Advanced Racial Equity Training (Cohort 1 of 3) 10/9  
• GARE Workshop 3 Completed 10/7 | * • Finalizing GARE workshop themes for Council presentation in December  
• Analyzing Racial Equity Action Plans for next steps in December |
| Section 3: Current State Assessment of TPD Systems |  | * • 21CP meetings w/ community groups 10/23  
• 2nd virtual site visit with TPD 10/14  
• 21CP completed analyzing all relevant policies  
• 21CP virtual site with TPD 10/7  
• Established voicesoftacoma@21cpsolutions.com | * • 21CP to meet with community stakeholders  
• Analyzing alignment of staffing study recommendations |
| Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing |  | * • Identified Project Manager for Body Worn Cameras 11/4  
• Community Conversation Chief Recruitment (Zoom) 10/29  
• Semi-Finalist Chief Candidates Selected 11/2  
• Submitted Obama Pledge 90-day Report 10/26  
• CoP Recruitment Posting Closed 10/23 | * • Chief of Police Semi-Finalist Interviews 11/12-13  
• Survey for community input for CoP recruitment closes 11/20  
• Continued 8 Can’t Wait Training during fall in service 9/2 – 10/28  
• Negotiations with Police Labor Unions |
| Section 5: Legislative Platform to Transform Institutional Racism |  | * • Federal political landscape and priorities discussion with Council—Committee of the Whole 10/13  
• Draft State Legislative Agenda at Study Session 9/29 | * • Draft for Council/Board discussion on 11/17  
• Developing draft legislative agenda for state and federal priorities for 2021 |
Next Steps Timeline

- **10/27**
  - Access to Infrastructure Priority Area Study Session

- **11/3**
  - Semi-Finalist Chief of Police Candidates Selected

- **11/10**
  - Livable Wage Jobs and Belief & Trust Priority Areas Study Session
  - Identified BWC Project Manager

- **11/17**
  - Semi-Finalist Chief of Police Candidates First Interview
  - CVS Interviews HEAL Applicants

- **11/24**
  - Second Reading of Proposed Budget
  - CVS Interviews HEAL Applicants
  - Community Survey: Chief Recruitment Closes
  - 1 Public Disclosure Analyst Starts Work
  - CVS Interviews HEAL Applicants

**Today**

- Community Conversation (Zoom) Chief of Police Recruitment
- HEAL the HEART of Tacoma Presentation to Anchor Institutions
- REAP Technical Review
### Draft Transformation Timeline

#### Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from COVID-19

- Proposed Budget to Council
- Council Study Sessions
- Adopted Budget

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

- Racial Equity Action Plans (REAPs)
- Final REAPs Due
- Advanced Racial Equity Training: Social Conditioning on Race
  - Senior Leader Training
  - Facilitator Training
  - Broader Roll Out

#### Section 3: Assess the current state of systems in place at the Tacoma Police Department

- Review TPD Policies, Procedures, and Protocols
- Review of TPD technology systems, data, and data analysis
- Qualitative audit of TPD investigations
- Review of community policing and engagement study

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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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<thead>
<tr>
<th>Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements</th>
<th>Sep</th>
<th>Oct</th>
<th>Nov</th>
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<th>Q1 2021</th>
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<th>Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism</th>
<th>Sep</th>
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Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
11/10/2020