Update on Systems Transformation
City of Tacoma | City Manager’s Office
City Council Study Session
11/16/2021
• Section 2: New Policies & Transforming Existing Programs
  • EEO Training Pilot: A Supervisor’s Guide to Creating and Maintaining an Equitable Workplace
    • Designed pilot of supervisor peer-based community of practice to launch Q1 2022
    • 9 subjects that aid supervisors in creating equitable, EEO-compliant workplaces
    • 18 hours of content over 4 months; bi-weekly peer cohort sessions with instructor support

• Internal, Organizational Anti-Racist Transformation Mission, Vision, and Values
  • ~614 staff attended Open Houses to ask questions and interact with the Transformation Team regarding the organizational Anti-Racist Transformation Mission, Vision, Values 11/8 - 10
New Items

• Section 4: Administrative Changes & Process Improvements
  • TPD IT systems assessment with Slalom Consulting
    • Kickoff meeting to begin technology assessment recommended by 21CP 11/10

• Police Chief Recruitment
  • Candidate interviews 11/16-17 (schedule of events on next slide)
  • Recruitment Brochure and Contact Information available on Chief of Police Recruitment Website
Interview and Engagement Schedule

• Tuesday, November 16: City Council Study Session
• Wednesday, November 17:
  • 8:00 a.m. – 12:00 Interviews: professional panel & agency panel
  • 4:00 p.m. – 7:00 p.m. Public Reception
    • 4:00 p.m. – 5:00 p.m. Meet and greet with candidates
    • 5:30 p.m. – 7:00 p.m. In-person/Virtual Question and Answer Event

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<tr>
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<th>TV Tacoma (Channel 12)</th>
<th>CityPost (Channel 21)</th>
<th>Zoom</th>
<th>Facebook &amp; tvtacoma.com</th>
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<tbody>
<tr>
<td>8:00 - 12:00</td>
<td>Agency Panel LIVE</td>
<td>Professional Panel LIVE</td>
<td>Agency Panel LIVE &amp; Professional Panel LIVE*</td>
<td>Agency Panel LIVE</td>
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<td>1:00 - 4:00</td>
<td>Professional Panel Rebroadcast</td>
<td>Agency Panel Rebroadcast</td>
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<td>Professional Panel Rebroadcast</td>
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<td>5:30-7:00</td>
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<td>Community Panel (In-person &amp; Virtual)**</td>
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*Community members can also dial (253) 215-8782 (Event ID: 841 5485 8987, Passcode: 810059)

**Community members can also dial (253) 215-8782 (Event ID: 829 3481 5097, Passcode: 493619)
Transformation Timeline & History

- [https://cityoftacoma.org/transform](https://cityoftacoma.org/transform)
- Timeline of transformation activities since passing Resolution 40622:
  - Filter by:
    - Council Priority Area
    - Selected Projects
    - Time period
  - Click on the file icons to see related documents and meeting recordings
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