Update on Systems Transformation
City of Tacoma | City Manager’s Office
City Council Meeting
11/23/2021
New Items

• Section 1: Anti-Racist Budget Development and Economic Recovery
  • On 11/16 the City Council passed the 2021-2022 Mid Biennial Budget Modification which funded multiple items to help advance transformational work at the City, including:
    • A transformation police captain
    • Project PEACE and reconciliation work
    • Additional staffing for the Homeless Outreach Team in NCS
    • Heal the Heart funding
    • The Equity Action Collaborative
    • And an organizational culture specialist in OEHR to support Affinity Groups and future organizational culture work in support of BIPOC staff and the City’s Anti-Racist Transformation work.
New Items

• 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
Section 4: Administrative Changes & Process Improvements

- TPD IT systems assessment with Slalom Consulting
  - Kickoff meeting to begin technology assessment recommended by 21CP 11/10
  - Identifying Core Project Team

- Police Chief Recruitment
  - Candidate interviews 11/16-17
    - Agency and Community Panels
    - Public Reception/Q&A
  - TPD Employee Q&A Event 11/18
  - Recruitment Brochure and Contact Information available on Chief of Police Recruitment Website
Transformation Timeline & History

- 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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