Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
12/1/2020
• Section 1: Anti-Racist Focused Budget Development
  • 2021-2022 Biennial Budget Adopted 11/24

• Section 2: New Policies & Transforming Existing Programs
  • Continued alignment of internal anti-racist transformation work
    • Review of citywide Racial Equity Action Plans across Equity and Empowerment Framework goal areas
    • Development of Council Priority Area-based approach and next steps

• Section 3: Current State Analysis of TPD
  • 21CP continues to do engagement with council members, community groups, and TPD.
New Items

• Section 4: Administrative Changes & Process Improvements
  • Chief of Police Recruitment
    • Community Q&A on 12/7 at 6 PM. Click this link to join.
    • City Council participation/interviews on 12/8 (schedule forthcoming)
  • Body Worn Cameras
    • Body worn camera training for officers and staff 12/1-4
  • Independent Investigation Teams
    • 2 community representatives were selected and successfully completed PCFIT training pursuant to their roll
    • 3 additional community representative candidates have been selected pending their successful notification by COT HR

• Section 5: Legislative Agenda at Local, State, and Federal Level
  • State and Federal agendas presented for Council Approval 12/1
COMMUNITY INPUT NEEDED on Current State of TPD Operations

voicesoftacoma@21cpsolutions.com
## Systems Transformation Update

<table>
<thead>
<tr>
<th>Resolution Section</th>
<th>Status</th>
<th>Recent Accomplishments</th>
<th>In Progress/Up Next</th>
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</thead>
</table>
| **Council Action and HEAL the HEART of Tacoma** | | • Mayor’s Youth Commission Presentation 11/21  
• CVS Interviews Applicants 11/19 & 23  
• CIRA nomination to Core Coordinating Team received on 11/16  
• Core Coordinating Team Applications Closed 11/9 | |
| **Section 1: Anti-Racist focused Budget Development** | | • 2021-2022 Biennial Budget Adopted 11/24  
• First Reading of Proposed Budget 11/17  
• Selected to participate in What Works Cities Budgeting for Equity and Recovery Program | • Equity Empowerment Framework goal reviews of REAPs 12/15  
• Finalizing GARE workshop themes for Council presentation in December |
| **Section 2: New Policies and Programs / Transforming Existing Programs** | | • 2nd Senior Leader Training: Social Conditioning on Race  
• Citywide employee engagement survey – survey closed 11/13  
• Advanced Racial Equity Training (Cohort 1 of 3) 10/9  
• GARE Workshop 3 Completed 10/7 | |
| **Section 3: Current State Assessment of TPD Systems** | | • 21CP Meetings w/ Community Groups (ongoing)  
• 2nd virtual site visit with TPD 10/14  
• 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** | | • IIT – 2 Community representatives trained, 3 additional selected  
• Second Public Disclosure Analyst Started 11/23  
• BWC hardware installed at TPD HQ 11/20  
• Pilot of Vehicle Mounted Axon Signal for BWC 11/18  
• Chief of Police Semi-Finalist Interviews 11/12-13 | • Chief of Police finalist interviews 12/7-8  
• Chief of Police Community Q&A 12/7  
• Body Worn Camera Training 12/1-4  
• Survey for community input for CoP recruitment closes 11/20 |
| **Section 5: Legislative Platform to Transform Institutional Racism** | | • Legislative Agenda for State and Federal Priorities at Council 12/1  
• Federal political landscape and priorities discussion with Council—Committee of the Whole 10/13  
• Draft State Legislative Agenda at Study Session 9/29 | |
Next Steps Timeline

- First Reading of Proposed Budget
- Vehicle Mounted Camera Pilot
- CVS Interviews HEAL Applicants
- BWC Hardware Installed
- Community Survey: Chief Recruitment Closes
- Mayor’s Youth Commission Presentation

Today:
- 2nd Public Disclosure Analyst Starts Work
- 2021-2022 Biennial Budget Adopted

11/17:
- CVS Interviews HEAL Applicants
- First Reading of Proposed Budget

11/24:
- CVS Interviews HEAL Applicants

12/1:
- State and Federal Agenda at Council
- BWC Training for Officers and Staff (12/1-4)

12/8:
- Final Interviews for Chief of Police (week of 12/7)

12/15:
## Draft Transformation Timeline

<table>
<thead>
<tr>
<th>Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from Proposed Budget to Council</th>
<th>Council Study Sessions</th>
<th>Adopted Budget</th>
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<tbody>
<tr>
<td>Section 2: Prioritize anti-racism in new policies and programs and the transformation of existing programs (sta</td>
<td><strong>Racial Equity Action Plans (REAPs)</strong></td>
<td>Final REAPs Due</td>
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<td>Advanced Racial Equity Training: Social Conditioning on Race</td>
<td>Senior Leader Training</td>
<td>Facilitator Training</td>
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<tr>
<td>Section 3: Assess the current state of systems in place at the Tacoma Police Department</td>
<td>Review TPD Policies, Procedures, and Protocols</td>
<td>Review of TPD technology systems, data, and data analysis</td>
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All sections will be informed by community involved processes
Draft Transformation Timeline

<table>
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<th>Section 4: Improve transparency and accountability in policing via interim administrative changes and process</th>
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**8 Can’t Wait**
- Practical Policy Training at Fall In-Service

**Body Worn Cameras**
- Labor Negotiations
- CPAC Policy Review
- Civilian Staff Hiring/Training
- Interviews for 3 Public Disclosure positions
- Purchase
- Rolling Training/Deployment

**Chief of Police Recruitment**
- Post Position; Outreach and Advertising
- Review Applicants
- Semi-Finalists Interviewed
- Finalists Interviewed
- Goal for Offer Letter
- New Chief Starts with City of Tacoma

**Independent Investigation Team: I-940**
- IIT Volunteer Applications Review

**Section 5:** Build a legislative platform at the local, state, and federal levels that works to transform institutions
- Developing agenda for state and federal priorities for 2021

All sections will be informed by community involved processes
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