Update on Systems Transformation

City of Tacoma | City Manager’s Office

Study Session
12/8/2020
New Items

- Council Actions and HEAL the HEART of Tacoma (Community Led Systems Transformation)
  - Core Coordinating Team to be appointed 12/8
  - In discussions with National Network for Safe Communities (NNSC) for potential grant-funded reconciliation process in Tacoma

- Section 2: New Policies & Transforming Existing Programs
  - Cross-departmental alignment of Racial Equity Action Plans (REAPs)
    - Internal REAP Workshops: Equitable Service Delivery 12/8; Purposeful Community Outreach 12/10; Workforce Reflects the Community 12/11
New Items

• Section 4: Administrative Changes & Process Improvements
  • Chief of Police Recruitment
    • Community Q&A on 12/7 at 6 PM
    • City Council participation/interviews on 12/8
  • Body Worn Cameras
    • Body worn camera training for officers and staff 12/1-4
    • 20 Axon Body 3 cameras will be deployed to training officers beginning 12/14
    • Full deployment to all Patrol and Community Oriented Policing Officers 1/4/2021
  • Community Police Advisory Committee
    • Met with 21CP on 12/2 and Nick Brown on 12/3 about developing recommendations related to future oversight

• Section 5: Legislative Agenda at Local, State, and Federal Level
  • Council passed State and Federal Priorities resolution 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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</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 | • Core Coordinating Team to be appointed 12/8  
• 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 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 | | |
| 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 | • REAP Alignment workshops, 12/8 - 11  
• Equity Empowerment Framework goal reviews of REAPs 12/15  
• Finalizing GARE workshop themes for Council presentation in December |
| 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 | • | • CPAC meetings with 21CP and Nick Brown on oversight 12/2-3  
• 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 | • Body Worn Cameras deployed to training officers 12/14  
• Body Worn Cameras deployed to patrol officers 1/4/21  
• Chief of Police finalist interviews 12/7-8  
• Chief of Police Community Q&A 12/7  
• Body Worn Camera Training 12/1-4 |
| Section 5: Legislative Platform to Transform Institutional Racism | • | • Legislative Agenda for State and Federal Priorities adopted 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 | |

*New items in orange text*
Next Steps Timeline

- **State and Federal Priorities Adopted**
- **BWC Training for Officers and Staff** (12/1-4)
- **Chief of Police Community Q&A**
- **Core Coordinating Team Appointed**
- **Final Interviews for Chief of Police** (week of 12/7)
- **CPAC meeting with 21CP**
- **CPAC meeting with Nick Brown**
- **REAP Workshop: Workforce Reflects Community**
- **REAP Workshop: Purposeful Community Outreach**
- **REAP Workshop: Equitable Services**
- **REAP Workshop: Purposeful Community Outreach**
- **20 Axon Cameras Deployed to Training Officers**

**Timeline:**
- 12/1
- 12/8
- 12/15
- 12/22
- 12/29
### Draft Transformation Timeline

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

- 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 (sta)

- **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

All sections will be informed by community involved processes
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### Draft Transformation Timeline

<table>
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<th>Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements</th>
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<td><strong>8 Can't Wait</strong></td>
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<td>Practical Policy Training at Fall In-Service</td>
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<td>Labor Negotiations</td>
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<td>Civilian Staff Hiring/Training</td>
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<td>Rolling Training/Deployment</td>
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<td><strong>Chief of Police Recruitment</strong></td>
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<td>Post Position; Outreach and Advertising</td>
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<td>Review Applicants</td>
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<td>Semi-Finalists Interviewed</td>
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<td>Finalists Interviewed</td>
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<td>Goal for Offer Letter</td>
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<td>New Chief Starts with City of Tacoma</td>
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<td><strong>Independent Investigation Team: I-940</strong></td>
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<td>IIT Volunteer Applications Review</td>
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<th>Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions</th>
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<td>Developing agenda for state and federal priorities for 2021</td>
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