New Items

• Council Actions and HEAL the HEART of Tacoma (Community Led Systems Transformation)
  • Council Confirmed Core Coordinating Team (CCT) 12/8
  • Mayor identified community partner to administer Core Coordinating Team (CCT) stipend 12/9
  • Working with Core Coordinating Team (CCT) to schedule first meeting before year-end
• Section 2: New Policies & Transforming Existing Programs
  • Completed 3 workshops for cross-departmental alignment of Racial Equity Action Plans (REAPs) 12/8-11
  • Completed all senior leader Social Conditioning on Race Trainings 12/11
  • NCS in process of finalizing MOU with Pierce County Chaplaincy for Community Trauma Response Team (CTRT)
  • Social Conditioning on Race trainings scheduled every-other-month for 2021

• Section 4: Administrative Changes & Process Improvements
  • City Council confirmation of Police Chief candidate 12/15
  • Body Worn Cameras
    • 20 Axon Body 3 cameras deployed to training officers beginning 12/14
    • Full deployment to all Patrol and Community Oriented Policing Officers 1/4/2021
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** | ![green_circle] | • Community partner identified for CCT stipend administration 12/9
• Core Coordinating Team appointed 12/8
• Mayor’s Youth Commission Presentation 11/21
• CVS Interviews Applicants 11/19 & 23 | • Scheduling first CCT meeting for December 2020
• In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma |

| **Section 1: Anti-Racist focused Budget Development** | ![green_circle] | • 2021-2022 Biennial Budget Adopted 11/24
• Selected to participate in What Works Cities Budgeting for Equity and Recovery Program | |

| **Section 2: New Policies and Programs / Transforming Existing Programs** | ![green_circle] | • Final Senior Leader Trainings Social Conditioning on Race 12/11
• 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** | ![green_circle] | • 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** | ![green_circle] | • Body Worn Cameras deployed to training officers 12/14
• 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 | • Chief of Police Confirmed by Council 12/15
• 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** | ![green_circle] | • Legislative Agenda for State and Federal Priorities adopted 12/1
• Federal political landscape and priorities discussion with Council—Committee of the Whole 10/13 | |

*New items in orange text
Next Steps Timeline

- Core Coordinating Team Appointed: 12/8
- Identified CCT Stipend Administrator: 12/8
- REAP Workshop: Equitable Services
- REAP Workshop: Purposeful Community Outreach
- REAP Workshop: Workforce Reflects Community
- Final Senior Leader Social Conditioning on Race Training: 12/15
- 20 Axon Cameras Deployed to Training Officers: 12/15
- Council Confirmation of Chief of Police: 12/22
- Today: 12/22
Draft Transformation Timeline

All sections will be informed by community involved processes
Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
12/15/2020