Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
12/29/2020
Section 2: New Policies & Transforming Existing Programs

- Chief Equity Officer recruitment
  - SME panel has reviewed applications and has requested supplemental information from candidates in preparation for semi-finalist interviews
  - Semi-finalist interviews are projected to begin the last week of January
  - Final interviews projected for mid-February
- Social Conditioning on Race trainings scheduled every-other-month for 2021

Section 4: Administrative Changes & Process Improvements

- Interim Police Chief Mike Ake announced 12/28
- Body Worn Cameras
  - Training officers field evaluation of Axon BWC is proceeding as planned
  - Deployment to 80 Patrol and Community Oriented Policing Officers begins 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>
</tr>
</thead>
</table>
| Council Action and HEAL the HEART of Tacoma            |        | - 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       |        | - 2021-2022 Biennial Budget Adopted 11/24  
- Selected to participate in What Works Cities Budgeting for Equity and Recovery Program                                                                                                                 | - Chief Equity Officer semi-finalist interviews (late January)  
- Chief Equity Officer final interviews (mid-February)                                                                                         |
| Section 2: New Policies and Programs / Transforming Existing Programs |        | - REAP Alignment workshops, 12/8 - 11  
- 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                                                                                           | - 21CP to meet with community stakeholders  
- Analyzing alignment of staffing study recommendations                                                                                                           |
| 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                                                                                                       | - Interim Chief of Police announced 12/28  
- 80 Body Worn Cameras to be deployed to patrol officers on 1/4/21                                                                                  |
| Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing      |        | - 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  
| 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                                                                                                       | - To Be Developed                                                                                                                                                                                                  |
Next Steps Timeline

- **Today**
  - Interim Chief of Police announced
- 12/22
  - Core Coordinating Team kickoff meeting
- 12/29
  - Interim Chief of Police starts
- 1/5
  - BWC Operational Deployment begins (80 patrol officers)

Chief Equity Officer initial application review
### Draft Transformation Timeline

#### Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from COVID-19

- Reappropriation Budget Adjustment
- Mid Biennium Modification

#### Section 2: Prioritize anti-racism in new policies and programs and the transformation of existing programs (starting with policing)

- Racial Equity Action Plans (REAPs)
- Alignment and Capacity Building Workshops
- Pilot accountability mechanisms

#### Section 3: Assess the current state of systems in place at the Tacoma Police Department

- Review of TPD technology systems, data, and data analysis
- Qualitative audit of TPD investigations
- Review of community policing and engagement study

#### Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements

- Body Worn Cameras
  - Purchase
  - Rolling Training/Deployment
- Chief of Police Recruitment
  - Finalists Interviewed
  - Goal for Offer Letter
  - New Chief Starts with City of Tacoma

#### Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism

- Developing agenda for state and federal priorities for 2021
- Legislative Session Begins 1/11/2021

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**All sections will be informed by community involved processes**
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