

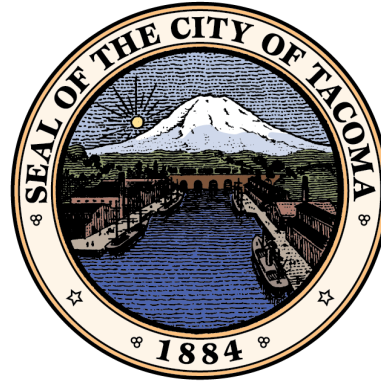


Update on Systems Transformation

City of Tacoma | City Manager's Office

City Council Meeting

09/13/2022



Departmental Highlight

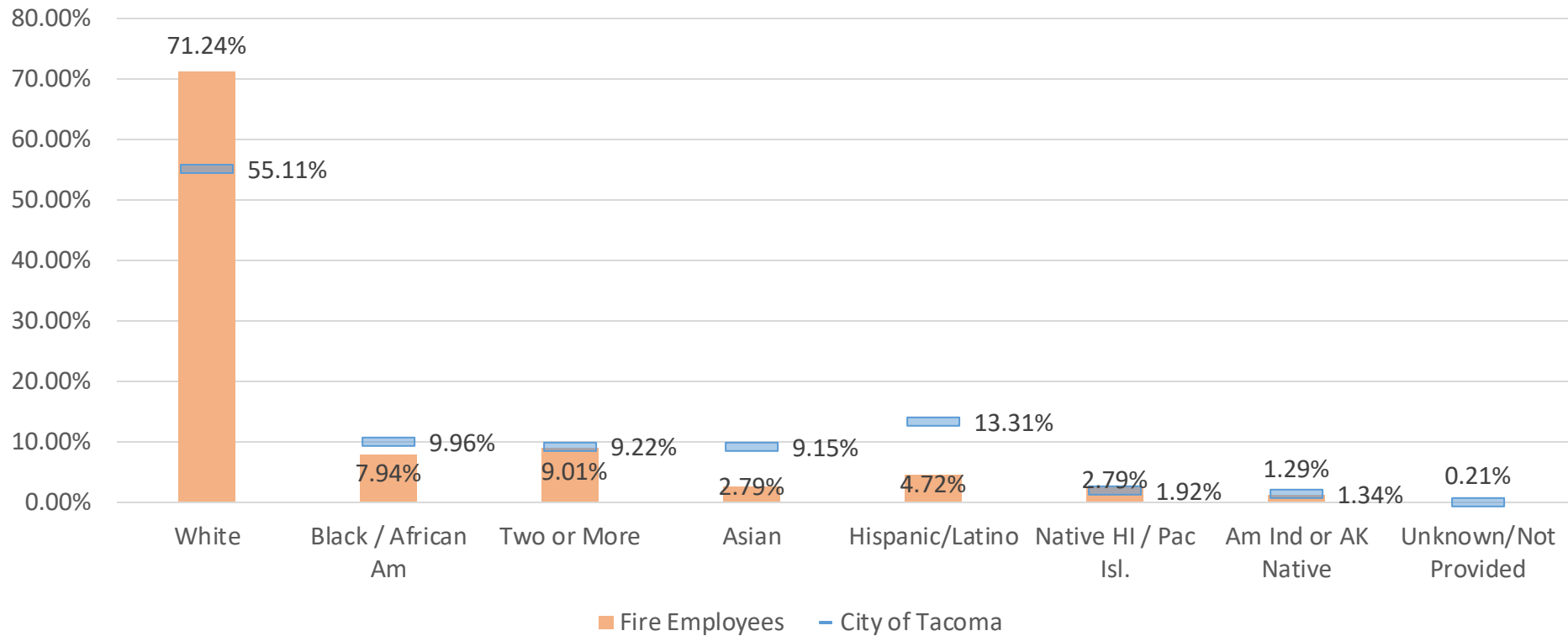
Tacoma Fire Department



Workforce Reflects the Community



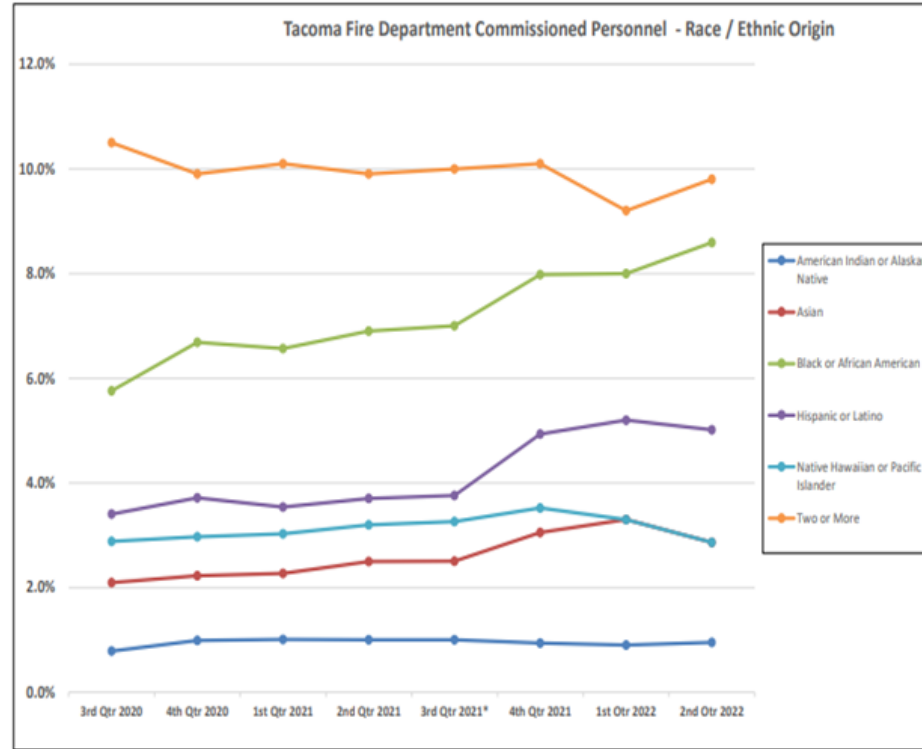
Tacoma Fire Employees Racial Demographics compared to Tacoma Population as of 9/1/22



Workforce Reflects the Community



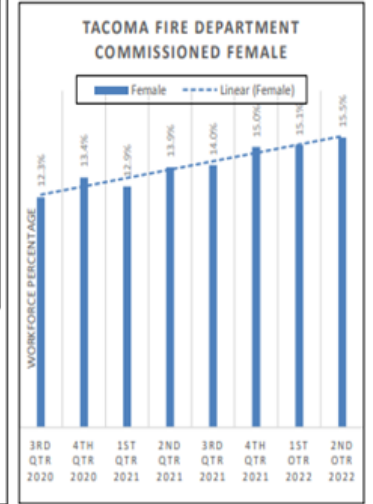
- Implemented online entry level testing and conducted virtual interviews.
- Implemented online access to information sessions and recruitment efforts
- Expanded advertisement on social media platforms
- Updated retention strategies
- Conducted:
 - Cadet Academy
 - Women in the Fire Service Workshop



Tacoma Fire Department	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Pacific Islander	Two or More	White
3rd Qtr 2020	0.8%	2.1%	5.8%	3.4%	2.9%	10.5%	74.5%
4th Qtr 2020	1.0%	2.2%	6.7%	3.7%	3.0%	9.9%	73.5%
1st Qtr 2021	1.0%	2.3%	6.6%	3.5%	3.0%	10.1%	73.5%
2nd Qtr 2021	1.0%	2.5%	6.9%	3.7%	3.2%	9.9%	72.7%
3rd Qtr 2021*	1.0%	2.5%	7.0%	3.8%	3.3%	10.0%	72.4%
4th Qtr 2021	0.9%	3.1%	8.0%	4.9%	3.5%	10.1%	69.5%
1st Qtr 2022	0.9%	3.3%	8.0%	5.2%	3.3%	9.2%	70.1%
2nd Qtr 2022	1.0%	2.9%	8.6%	5.0%	2.9%	9.8%	69.9%

Tacoma Residents (20)	1.4%	8.6%	10.3%	11.9%	0.9%	57.6%	8.8%
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Tacoma Fire Department Commissioned Personnel 8-Q EEO Trend Report
Race/Ethnic Origin and Gender
3rd Qtr 2020 - 2nd Qtr 2022



Tacoma Fire Department	Female	Male
3rd Qtr 2020	12.3%	87.7%
4th Qtr 2020	13.4%	86.6%
1st Qtr 2021	12.9%	87.1%
2nd Qtr 2021	13.9%	86.1%
3rd Qtr 2021	14.0%	86.0%
4th Qtr 2021	15.0%	85.0%
1st Qtr 2022	15.1%	84.9%
2nd Qtr 2022	15.5%	84.5%

49.8%	50.2%
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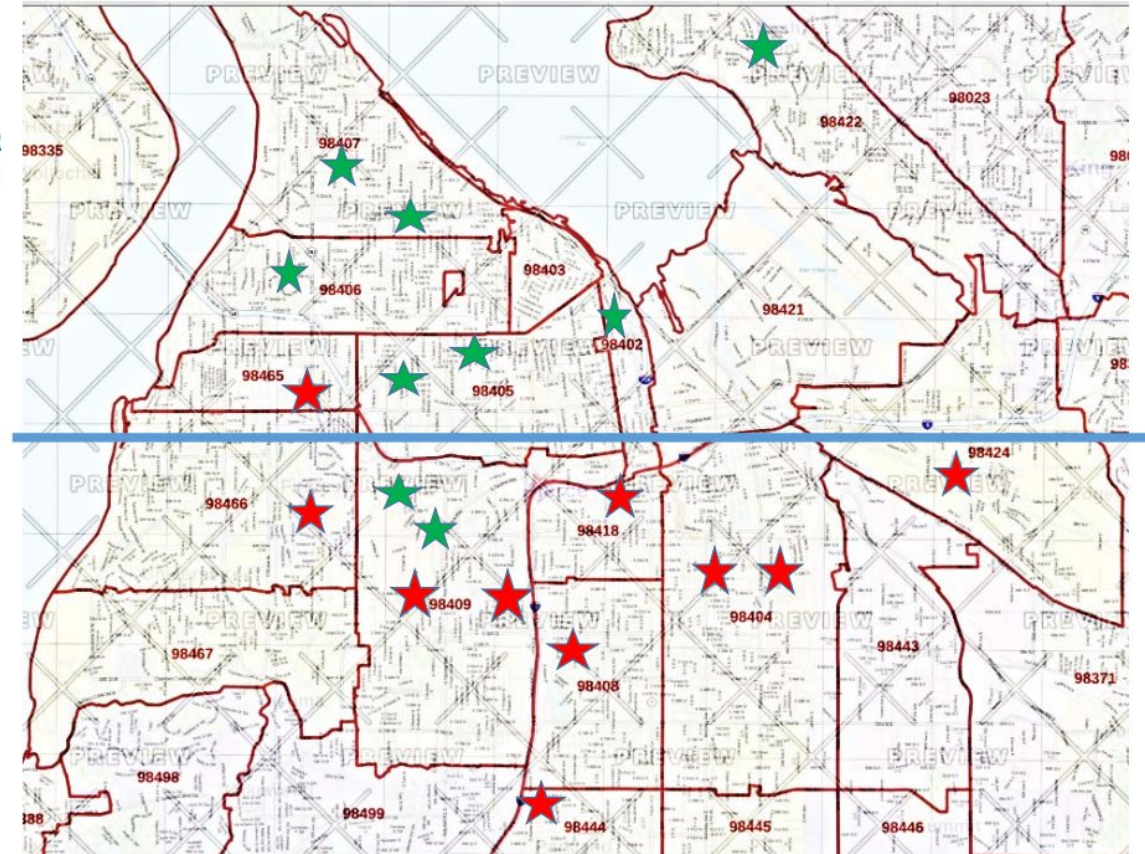
Purposeful Outreach and Engagement



Q3 2019

- Identified areas of need based on CPR data and targeted those communities with more training with a specific focus on schedule, location and language barriers.

Cardiac Arrests
Q3 2019
Green= witnessed + bystander CPR
Red= witnessed, no bystander CPR
Blue Line= ~ Center Street



Purposeful Outreach and Engagement



19 Witnessed Cardiac Arrests

- 70% of Caucasian race cardiac arrests received citizen CPR
- 11% of Non-Caucasian race cardiac arrests received citizen CPR

Conducted mass CPR event on Saturday and Sunday at Foss HS and the Eastside community center to increase community access



Purposeful Outreach and Engagement



- **Community Advisory Committee**
 - 10 community members
 - Provided overview of:
 - Fire Department Operations
 - Recruitment and Hiring
 - Fire Department Budget
 - Ride-along opportunities
 - “Felt like a part of the crew”, “unlimited opportunity for questions”
 - Valued community feedback regarding pending proposals/ideas

●●● Equitable Service Delivery

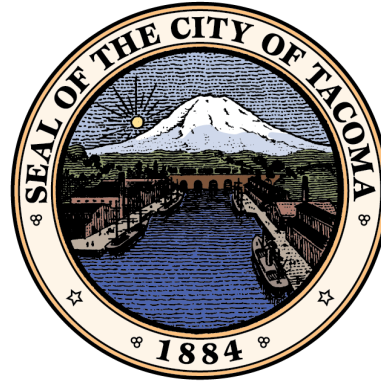


- Lessons learned from Emergency Preparedness efforts during the Lincoln Area Revitalization
- Planning post-COVID public education efforts that will better reach underserved communities

Departmental Look Forward



- Women in Public Safety event (September 23 & 24, 2022)
<https://www.governmentjobs.com/careers/tacoma/jobs/3691504/women-in-public-safety>
- Cadet Program (2023)
- Community Advisory Committee
- Public Service Events (ride-alongs, station visits)



City Manager Update



Recent Accomplishments



- Operationalizing Equity with Targeted Universalism
- Tacoma Police Department Procedural Justice Training
- Black Lives Matter Mural Dedication
- Equity Index presentation at the International Association of Official Human Rights Agencies conference in Los Angeles
- Equity and anti-bias training to Human Services Commission



Upcoming Community Engagements

- Community Police Advisory Committee (CPAC) Survey
www.cityoftacoma.org/cpac
- Fair Housing presentations and booths (Spanish and English)
equity@cityoftacoma.org
- Women in Public Safety event (September 23 & 24, 2022)
<https://www.governmentjobs.com/careers/tacoma/jobs/3691504/women-in-public-safety>
- Grit City Trees applications due September 30
https://www.cityoftacoma.org/government/city_departments/environmentalservices/urban_forestry/grit_city_trees
- CPR Sunday, October 9, 2022, Foss High School
www.cityoftacoma.org/cpr

Transformation Timeline & History



Transformation Timeline


Select Project: (All) [v]

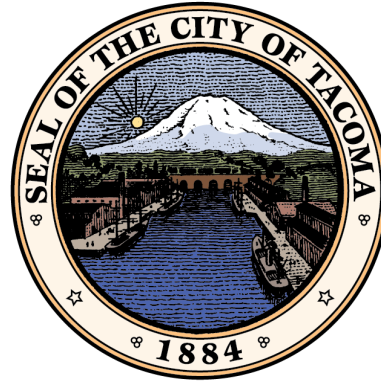
Date: Jun 2020 - Nov 2021

Priority Area: (All) [v]

Date	Event	Project	Priority Area	Files
November 23, 2021	City Council consideration of Resolution approving the 2022 citywide state and federal prio..	Anti-Racist Legislative Agenda Development (State/Local/Fed)	N/A	
November 17, 2021	Chief of Police Candidate panel interviews and reception	Chief of Police Recruitment	Community Safety	
November 16, 2021	City Council Study Session Presentation and Interviews	Chief of Police Recruitment	Community Safety	
November 9, 2021	Citywide (GG and TPU) presentation of state and federal priorities to the Joint S..	Anti-Racist Legislative Agenda Development (State/Local/Fed)	N/A	

- <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

Priority Area	Files
Community Safety	
Community	Learn more ▶ View documents ▶ View related media



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City Council Meeting

1/11/2022