Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
9/22/2020
New Items 9/22/2020

• Section 1: Anti-Racist Focused Budget Development
  • 9/10-9/19 Budget presentation preparation by Council priority area

• Section 2: New Policies & Programs / Transforming Existing Programs
  • 9/18 Meeting with National Network for Safe Communities to further develop community led approach to transformation
  • GARE cohort workshops (city employees) to Identify problem statements and vision for transformation
    • Held first workshop on 9/21
    • Second and third workshops scheduled for 9/30 & 10/7
  • 9/22 Last of four employee listening sessions complete
• Section 4: Administrative Changes & Process Improvements
  • Chief of Police Recruitment
    • 9/18 Second search committee meeting to review competencies and feedback on recruitment brochure
    • Continued information gathering interviews:
      • Police Chief, Assistant Chief, City Council, Mayor, City Manager, 21CP
    • Working with MCO on broader outreach plan by 9/25
    • 9/25 Post Police Chief Recruitment
Community Feedback to 21CP

Have feedback for 21CP Solutions as they conduct the current state analysis of TPD operations?

voicesofttacoma@21cpsolutions.com
Job Postings

- Public Disclosure Video Review Analyst
- Chief of Police Recruitment Website
## 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>
| **Section 1:** Anti-Racist focused Budget Development |  | • Budget presentation preparation meetings 9/10-19  
• 9/1 Revenue Update at Study Session  
• 3,000 responses to Balancing Act survey  
• Priority Based Budgeting evaluation of racial and other equity impacts for general government programs | • Proposed budget to Council by 10/6  
• Analysis of Balancing Act survey data by demographic and location breakdowns  
• Evaluation of financial impacts and mitigation approaches through service delivery transformation |
| **Section 2:** New Policies and Programs / Transforming Existing Programs |  | • Transformation meeting with NNSC 9/18  
• GARE workshop 1 completed 9/21  
• Completed all Listening Sessions on 9/9, 15, 16, 22  
• UW-T Design workshop on equity and inclusion for COT employees 9/2-4  
• Advanced Racial Equity Training for Senior Leaders scheduled through December 2020 | • GARE Workshops on 9/30, 10/7  
• Final Departmental Racial Equity Action Plans due 9/30  
• Incorporating equity into “ci4i” process improvement Framework |
| **Section 3:** Current State Assessment of TPD Systems |  | • Established voicesoftacoma@21cpsolutions.com  
• 21CP Comprehensive Data Request to TPD  
• 21CP presented proposal and plan to Council 8/18 | • TPD tracking and processing 21CP data request  
• 21CP analyzing relevant policies  
• 21CP developing stakeholder list for engagement (engagements later this week)  
• Analyzing alignment of staffing study recommendations |
| **Section 4:** Administrative Changes and Process Improvements to Increase Transparency in Policing |  | • Second search committee meeting 9/18  
• Chief of Police info gathering with TPD, Council, Mayor 9/28  
• BWC Public Disclosure Analyst positions posted 9/14  
• Body Worn Cameras Delivered to TPD 9/11  
• Launched Chief of Police recruitment webpage | • Body Worn Camera Position Hiring in process 9/14 - December  
• 8 Can’t Wait Practical Training at TPD In Service 9/2  
• Appointment for Chief of Police Search Committee Underway  
• Negotiations with Police Labor Unions |
| **Section 5:** Legislative Platform to Transform Institutional Racism |  |  | • State-level priorities workshop in late September  
• Draft for Council/Board discussion on November 17  
• Developing draft legislative agenda for state and federal priorities for 2021 |
Next Steps Timeline

- **Today**: Launched Chief of Police Recruitment Website
- **Today**: Listening Session: People of Color
- **Today**: Community Outreach on Rental Housing Code
- **9/8**: Listening Session: Black/African American Men
- **9/8**: Community Outreach on Use of Force Policies Begin
- **9/8**: 21CP meetings with TPD and Community Begin
- **9/15**: Listening Session: Black/African American Women
- **9/15**: 3 Jobs Posted for Body Worn Camera Positions
- **9/22**: Body Cameras Delivered to TPD
- **9/22**: Listening Session: Black/African American White Allyship
- **9/22**: CPAC to Forward Draft Body Camera Policies to Council
- **9/29**: Post job announcement for Chief of Police
- **9/29**: SME Review of BWC Applications
- **9/29**: Racial Equity Action Plans Final
- **9/29**: GARE Workshop 1
- **9/29**: GARE Workshop 2
- **9/29**: GARE Workshop 3
- **9/29**: Proposed Budget to Council
- **9/29**: First Interviews for BWC Positions
- **9/29**: Second Interviews for BWC Positions
- **9/29**: 90 Day Deadline for Obama Pledge
- **9/29**: 9/8
- **9/29**: 9/15
- **9/29**: 9/22
- **9/29**: 9/29
- **9/29**: 10/6
- **9/29**: 10/13
- **9/29**: 10/20
- **9/29**: Chief of Police Recruitment Check in
Draft Transformation Timeline

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

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<thead>
<tr>
<th>Section 4: Improve transparency and accountability in policing via interim administrative changes and process</th>
<th>Sep</th>
<th>Oct</th>
<th>Nov</th>
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<th>Q1 2021</th>
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