Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
11/3/2020
New Items

• Council Actions and HEAL the HEART of Tacoma (Community Led Systems Transformation)
  • Core Coordinating Team Application Available 10/20
    • 101 Applications Received as of 11/2
    • Presentation to Anchor Institutions 10/29

• Section 1: Anti-Racist Focused Budget Development
  • Livable Wage Jobs, Belief & Trust Priority Areas Study Session 11/3
  • 1 of 30 cities selected to participate in the What Works Cities City Budgeting for Equity and Recovery program
• Section 2: New Policies & Transforming Existing Programs
• Racial Equity Action Plans
  • Technical Review through mid-November
  • Framework Area Goal Review December
• GARE Workshop
  • Present themes to Council December
• Section 4: Administrative Changes & Process Improvements
  • Chief of Police Recruitment
    • 40+ Attendees at Community Conversation on 10/29
    • Semi-Finalist Candidates Selected by Search Committee 11/2
    • Semi-Finalist Interviews 11/9
    • Final Interviews week of 11/30
  • Body Worn Camera Public Disclosure Analysts Positions
    • Two candidates provided conditional offers pending background and reference checks
Chief of Police Recruitment Survey (Closes 11/20)
We want to hear from the community about what is important to you when recruiting the next Chief of Police. Please share your feedback by taking this brief survey by November 20, 2020.

https://www.surveymonkey.com/r/RS5H9FN
Community Feedback to 21CP

Reminder
Have feedback for 21CP Solutions as they conduct the current state analysis 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** | | • Selected to participate in What Works Cities Budgeting for Equity and Recovery Program  
• Presentation to Anchor Institutions 10/29  
• Core Coordinating Team Applications Available 10/20  
• Mayor presented to stakeholder groups 10/7-13 | |
| **Section 1: Anti-Racist focused Budget Development** | | • Livable Wage Jobs/Belief & Trust Priority Areas Study Session 11/3  
• Access to Infrastructure Priority Area Study Session 10/27  
• Affordable Housing & Health Priority Areas Study Session 10/20  
• Community Safety Priority Area Study Session 10/13  
• Proposed budget to Council 10/6 | • Evaluation of financial impacts and mitigation approaches through service delivery transformation |
| **Section 2: New Policies and Programs / Transforming Existing Programs** | | • Created rubric to prioritize problem statements 10/16  
• Advanced Racial Equity Training (Cohort 1 of 3) 10/9  
• GARE Workshop 3 Completed 10/7 | • Finalizing GARE workshop themes for Council presentation on 12/1  
• Analyzing Racial Equity Action Plans for next steps by 12/15 |
| **Section 3: Current State Assessment of TPD Systems** | | • 21CP meetings w/ community groups 10/23  
• 2nd virtual site visit with TPD 10/14  
• 21CP completed analyzing all relevant policies  
• 21CP virtual site with TPD 10/7  
• 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** | | • Community Conversation Chief Recruitment (Zoom) 10/29  
• Semi-Finalist Chief Candidates Selected 11/2  
• Submitted Obama Pledge 90-day Report 10/26  
• CoP Recruitment Posting Closed 10/23 | • Survey for community input for CoP recruitment closes 11/20  
• Continued 8 Can’t Wait Training during fall in service 9/2 – 10/28  
• Negotiations with Police Labor Unions |
| **Section 5: Legislative Platform to Transform Institutional Racism** | | • Federal political landscape and priorities discussion with Council—Committee of the Whole 10/13  
• Draft State Legislative Agenda at Study Session 9/29 | • Draft for Council/Board discussion on 11/17  
• Developing draft legislative agenda for state and federal priorities for 2021 |
Next Steps Timeline

- **Community Conversation (Zoom) Chief of Police Recruitment**
  - 10/27

- **Livable Wage Jobs and Belief & Trust Priority Areas Study Session**
  - 11/3

- **HEAL the HEART of Tacoma Presentation to Anchor Institutions**
  - 11/10

- **REAP Technical Review**
  - 11/17

- **Community Survey: Chief Recruitment Closes**
  - 11/24

- **Semi-Finalist Chief of Police Candidates Selected**
  - 11/10

- **Semi-Finalist Chief of Police Candidates First Interview**
  - 11/10

- **First Reading of Proposed Budget**
  - 11/17

- **Second Reading of Proposed Budget**
  - 11/17

- **Access to Infrastructure Priority Area Study Session**
  - 10/27
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>
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<th>Oct</th>
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