Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
2/2/2021
New Items

- Section 2: New Policies & Transforming Existing Programs
  - Body Worn Cameras
    - Accelerating deployment of cameras to all uniformed patrol officers by 2/28
    - 111 out of 255 cameras have been deployed as of 2/1
  - Citywide Executive Anti-Racist Transformation Discussions
    - Third (1/29) and fourth discussions (2/4) about Anti-Racist transformation strategic direction

- Section 3: Current State Analysis of TPD
  - 21CP provided [64 preliminary recommendations](#) 1/29
    - Forwarded to City Council
    - Posted on [https://cityoftacoma.org/transform](https://cityoftacoma.org/transform)
    - Final report with substantial discussion of analyzed data, rationale for recommendations, and examples of best/promising practices by 3/15
New Items

- Section 5: Legislative Agenda at Local, State, and Federal Level
  - Mayor Woodards testified on SB 5055 concerning law enforcement personnel collective bargaining 1/14
  - DM Blocker testified on HB 1082 concerning state oversight and accountability of peace officers and corrections officers 1/15
  - DM Blocker testified on SB 5051 concerning state oversight and accountability of peace officers and corrections officers 1/18
  - CM Ushka testified on HB 1090 concerning private, for-profit detention facilities 1/21
  - CM Walker testified on HB 1135 making transportation appropriations for the 2021-2023 fiscal biennium 1/21
  - Mayor Woodards testified on HB 1267 concerning investigation of potential criminal conduct arising from police use of force, including custodial injuries, and other officer-involved incidents 1/26
    - HB 1267 will be considered in Executive Session by the House Committee on Public Safety 2/4
  - CM Thoms gave public comment on Forward Washington Proposal 1/28
## Systems Transformation Update

### Resolution Section

<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             |        | • Mayor Presentation on vision to CCT 1/11  
• Core Coordinating Team Kickoff 12/23  
• Community partner identified for CCT stipend administration 12/9  
• Core Coordinating Team appointed 12/8                                                                                                                                                                                                                                                                                                                                 | • Exploring grant opportunity through 2021 Global Mayor’s Challenge  
• CCT to meet second and fourth weeks of the month  
• 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                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                            |
| **Section 2**: New Policies and Programs / Transforming Existing Programs |        | • Accelerated BWC implementation timeline by one money 2/1  
• Executive Anti-Racist Transformation Discussion 1/29 & 2/4  
• Body Worn Camera Informational Video Deployed  
• Executive Anti-Racist Transformation Discussions 1/20 & 25  
• Chief Equity Officer SME panel selects interviewees 1/25                                                                                                                                                                                                                                                                                   | • All additional BWC deployed by 2/28  
• Chief Equity Officer applications being reviewed by SME panel                                                                                                                                                                                                                                                                                                                                 |
| **Section 3**: Current State Assessment of TPD Systems   |        | • 21CP Provided 64 initial recommendations 1/29  
• NNSC Meetings with Project PEACE, Police Chief, CPAC 1/27-2/2  
• People’s Public Forum with LegallyBLACK 1/8  
• 21CP Meetings w/ Community Groups (ongoing)                                                                                                                                                                                                                                                                                                                                                                         | • Body Worn Cameras deployed to all patrol officers 2/28  
• Final report with substantial discussion of analyzed data, rationale for recommendations, and examples of best/promising practices by 3/15                                                                                                                                                                                                                     |
| **Section 4**: Administrative Changes and Process Improvements to Increase Transparency in Policing         |        | • 2,115 videos uploaded to date 1/11  
• 80 Body Worn Cameras to be deployed to patrol officers 1/4/21  
• Interim Chief of Police Michael Ake 1/4  
• Body Worn Cameras deployed to training officers 12/14  
• CPAC meetings with 21CP and Nick Brown on oversight 12/2-3                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                            |
| **Section 5**: Legislative Platform to Transform Institutional Racism                                      |        | • Several Council Members, DM, and Mayor provided testimony on numerous items of legislature  
• Legislative Agenda for State and Federal Priorities adopted 12/1                                                                                                                                                                                                                                                                                        | • HB 1267 goes to House Committee Executive Session 2/4                                                                                                                                                      |
Next Steps Timeline

- **Today**
- NNSC & CPAC Intro Meeting
- Citywide Executive Anti-Racist Transformation Discussion Series 4
- 64 Preliminary Recommendations from 21CP
- Citywide Executive Anti-Racist Transformation Discussion Series 3
- NNSC & Project PEACE Intro Meeting
- NNSC & Interim Police Chief Intro Meeting
HEAL the HEART of Tacoma
Finalize Core Coordinating Team Admin Contract
CCT meeting twice monthly to establish foundation
CCT appoints the Policing Transformation Team

Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from COVID-19
Equity Analysis in Budget Proposals
Reappropriation Budget Adjustment
Equity Analysis in Budget Proposals
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)
Pilot accountability mechanisms
Mid Year Review of REAPs
Project PEACE 2.0
Project PEACE Position Filled
Project PEACE Policy and Community Engagement Work Begins
Chief Equity Officer Recruitment
Candidate Review
Semi-Final Interviews
Final Interviews
Council Confirmation of Appointee
New Chief Equity Officer Begins

All sections will be informed by community involved processes
### Draft Transformation Timeline

<table>
<thead>
<tr>
<th>Section 2: Prioritize anti-racism in new policies and programs and the transformation of existing programs (starting with policing)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Retention Strategies</strong></td>
</tr>
<tr>
<td>Retention Team provides recommendations</td>
</tr>
<tr>
<td>Initial implementation support for organization-wide BIPOC retention efforts</td>
</tr>
<tr>
<td><strong>Advanced Racial Equity Training: Social Conditioning on Race</strong></td>
</tr>
<tr>
<td>Senior Leader Training</td>
</tr>
<tr>
<td>Facilitator Training</td>
</tr>
<tr>
<td>Broader Roll Out</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Section 3: Assess the current state of systems in place at the Tacoma Police Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contract with 21 Century Policing (21CP)</td>
</tr>
<tr>
<td>21CP onboarding/CPAC Presentation</td>
</tr>
<tr>
<td>Review TPD Policies, Procedures, and Protocols</td>
</tr>
<tr>
<td>Review of TPD technology systems, data, and data analysis</td>
</tr>
<tr>
<td>Qualitative audit of TPD investigations</td>
</tr>
<tr>
<td>Review of community policing and engagement study</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Body Worn Cameras</strong></td>
</tr>
<tr>
<td>80 Officer Pilot Deployment</td>
</tr>
<tr>
<td><strong>Chief of Police Recruitment</strong></td>
</tr>
<tr>
<td>Interim Chief of Police Begins</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legislative Session Begins 1/11/2021</td>
</tr>
</tbody>
</table>

All sections will be informed by community involved processes.
Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
2/2/2021