



Update on Systems Transformation

City of Tacoma | City Manager's Office
City Council Meeting
6/14/2022



Departmental Highlight

Police



Transformational Highlight



- Workplace reflects the community
- Purposeful outreach and engagement
- Equitable service delivery

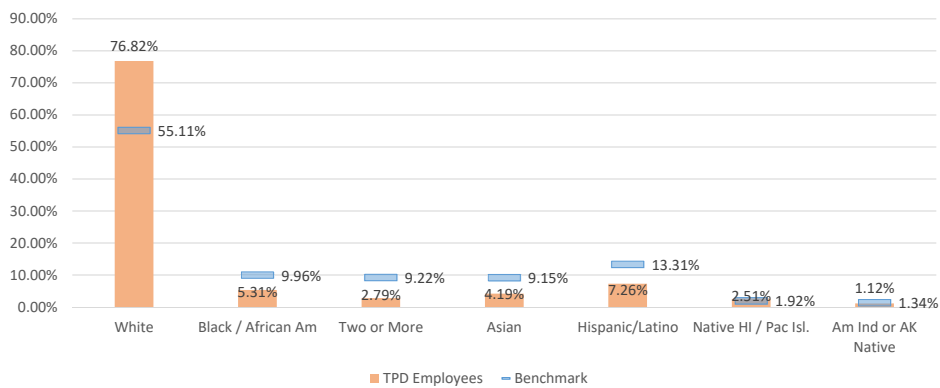
<https://reflectandprotect.org/#get-started>



Workforce Reflects the Community



TPD Employees Racial Demographics compared to Tacoma Population as of 5/31/22



Workforce Reflects the Community



Recruitment/Hiring

- Website
- Recruiting Officer

Increase Diversity Of Candidate Pools

- 30x30 National Initiative Pledge

Increase retention of employees of diversity and gender

- Focus group created

In These Halls... Training the Guardians of Democracy.



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Purposeful Outreach and Engagement



- Increase Community Trust, Accountability and Transparency Between Communities of Color and Law Enforcement
- Meet with community, neighborhood and business groups to continue building partnerships by seeking public input and encouraging open and honest dialogue
- Collaboration and partnership with Office of Equity and Human Rights and Heal the Heart
- Began initial steps with the National Network for Safe Communities (NNSC) toward police and community reconciliation
- Procedural Justice Training (Instructors, Recruits, Officers and Leadership)



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Purposeful Outreach and Engagement



- Coffee Time with police
- Tacoma School Spelling Bee
- Recruiting at local high schools
- Shoptalk
- Partner with TeamwrkFoundation.org and The Multicultural Child Family Hope Center



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Equitable Service Delivery



Build trust, accountability, and transparency in our actions, decisions, and communications with communities of color

- Review and revision of department policies, beginning with Use of Force policy.
- Earned 20/21 Accreditation (Commission on Accreditation for Law Enforcement Agencies) JMS
- Deployed 60 additional BWC for use by non-patrol officers.
- Completed test and evaluation of dash camera system.
- Community members participated in negotiation of labor contract.
- Created cell phone application to collect demographic data for dispatched and self-initiated officer activity.

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Departmental Look Forward



- Continued partnership with NNSC and Community on reconciliation
- Implementation of dash cameras in 2023
- Ongoing efforts to increase diversity of department
- Continued law enforcement community events

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City Manager Update

Recent Accomplishments



- Organization-wide roll out of Equitable Recruiting and Selection Program 5/23
- Council submitted letter to the federal delegation supporting immediate closure of the Northwest ICE Processing Center and to take immediate actions to advance the health, safety, and welfare of detainees held there, and advocating for comprehensive immigration reform 5/24
- Equity in Contracting: launched "How to do business with the City" workshop series 6/1

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Work in Progress



- 2023-2024 Biennial Budget Development
 - Departments working to submit proposals to the City Manager with a focus on racial equity and service delivery
- Community Engagement
 - Broadway Farmers Market: 925 Broadway (between 9th and 11th)
 - Thursday, June 23: 10 AM to 3 PM
 - Eastside Farmers Market: Eastside Community Center, 1721 E 56th St.
 - Tuesday, June 28: 3 PM to 7 PM
- Presentations to the City Council in October & November

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Transformation Timeline & History



These monthly presentations, an interactive timeline, and links to documents/resources continue to be found at

<https://cityoftacoma.org/transform>

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