



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session
4/20/2021



New Items



- Section 2: New Policies & Transforming Existing Programs
 - Organizational Culture workshop to identify high-level Anti-Racist objectives aligned with Council and organizational priority areas 4/15
 - Final in series of 8 workshops for internal and Council Priority Areas
 - Kickoff meetings – Identifying City work that aligns with Anti-Racist Transformation Strategic Plan Objectives 4/22 & 4/27
 - Senior staff from throughout the organization will be working to identify City programs, budget initiatives, work outlined in Racial Equity Action Plans (REAPs), recommendations from consultant studies (e.g. 21CP Current State TPD Analysis and Keen Independent's Workforce Equity Study), etc. that will contribute to the City's portfolio of Anti-Racist Transformation work

New Items



- **Section 2: New Policies & Transforming Existing Programs**

- **Workforce Equity Study**

- Final Workforce Equity Study report will be provided to HR by Keen Independent 4/27
- Keen Independent scheduling presentations to:
 - City of Tacoma Employees 5/3
 - City Directors and Superintendents 5/5
 - Civil Service Board 5/6
 - Joint Labor Committee 5/10
 - City Council/Utility Board 5/11
 - Tacoma Public Library Board TBD

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New Items



- **Section 3: Current State Analysis of TPD**

- **Body Worn Cameras**

- Presentation to Community Vitality and Safety Committee (CVS) on current status of TPD's body worn camera program and initial evaluation of potential future project phases to be considered for prioritization 4/22

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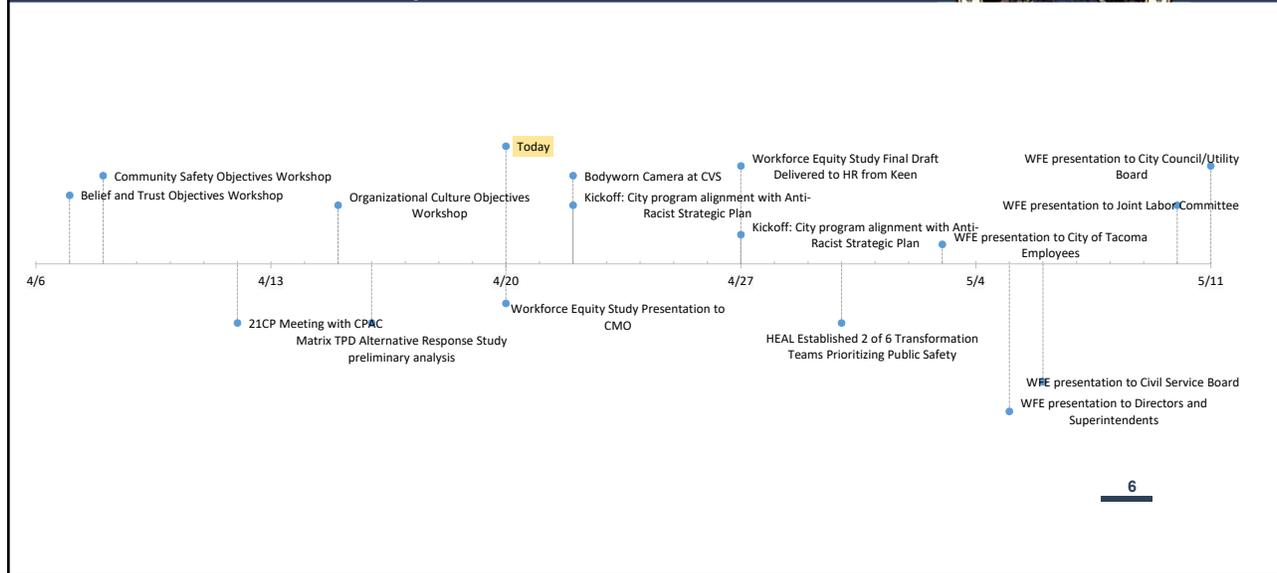
*New items in orange text

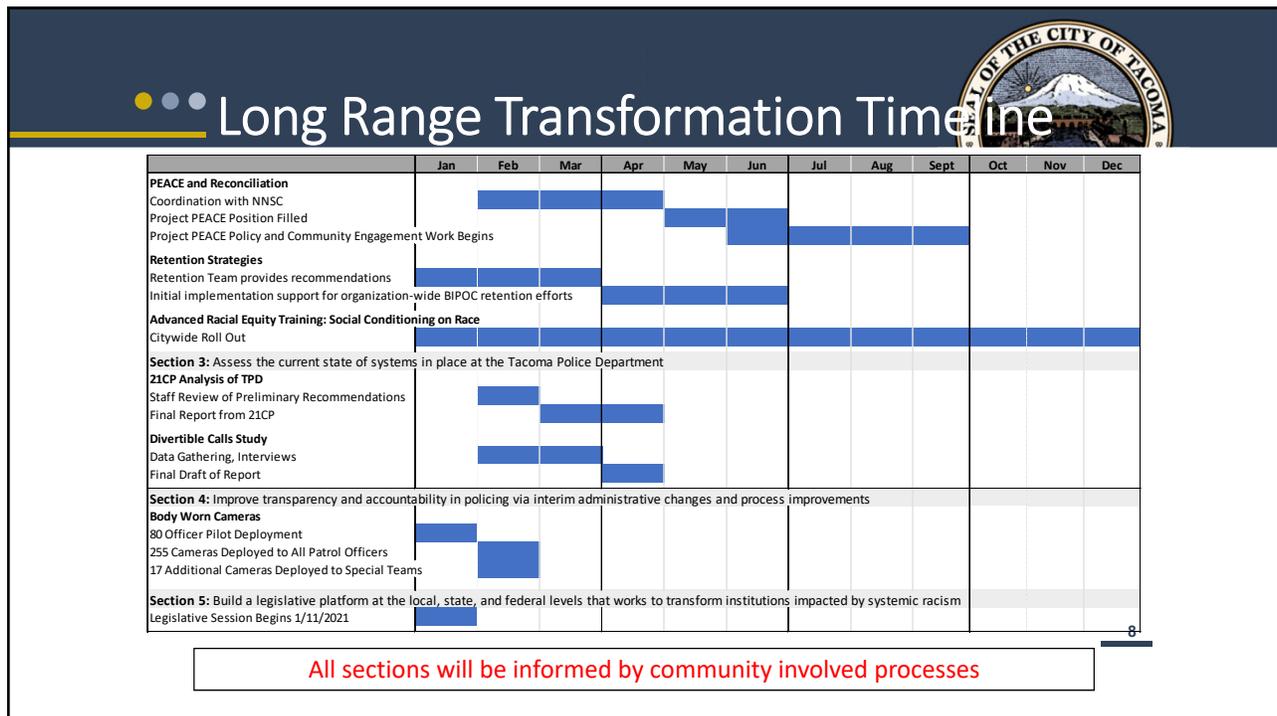
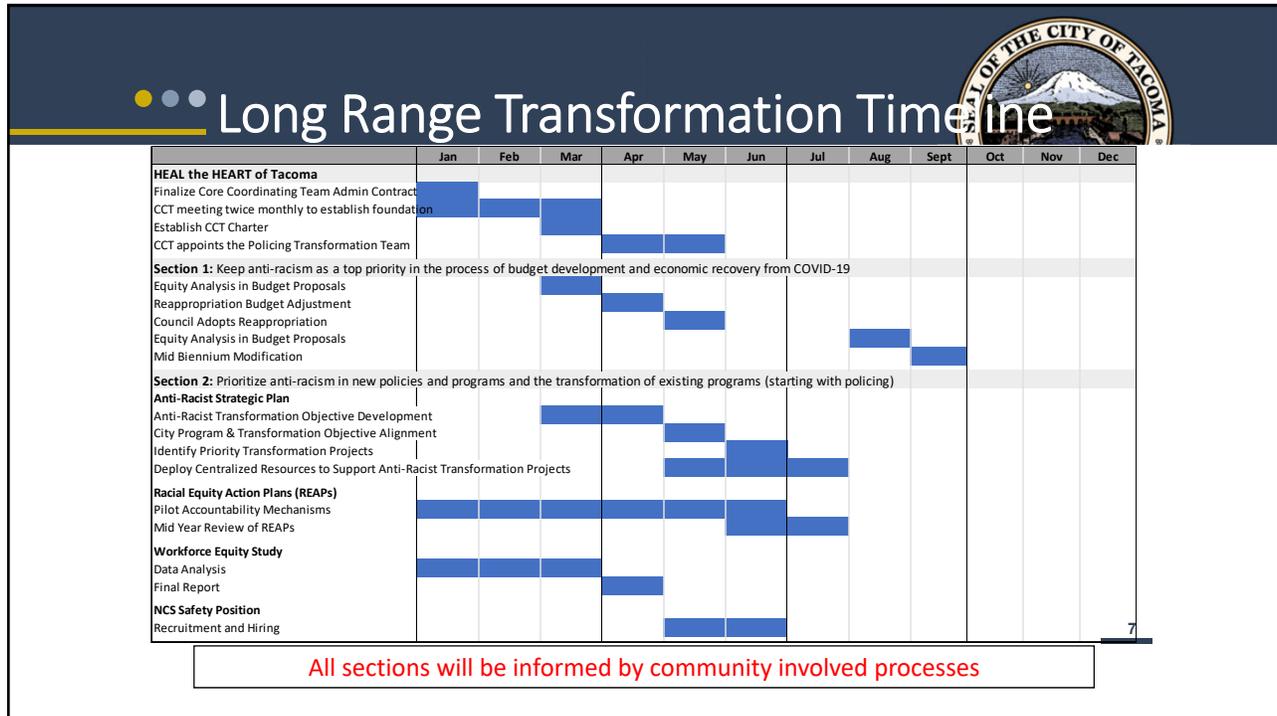
Systems Transformation Update



Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
Council Action and HEAL the HEART of Tacoma	●	<ul style="list-style-type: none"> CCT update to Council on foundation building work 3/16 Meeting with congressional delegation 3/10 Mayor met with the Core Coordinating Team (CCT) about the vision for the policing transformation team 3/8 Council retreat session on transformation 2/27 	<ul style="list-style-type: none"> Finalize Core Coordinating Team Charter 3/31 Exploring grant opportunity through 2021 Global Mayor's Challenge In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> 2021-2022 Budget Book Finalized 2/22 Council Retreat Presentation on 2020 Actuals/2021 Calendar 2/27 2021-2022 Biennial Budget Adopted 11/24 	
Section 2: New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> Anti-racist priority area workshops 2/5 – 4/27 PEACE and Reconciliation applications closed 3/15 Affordable Housing Action Strategy update at Study Session 2/23 Rental Housing Code Update at Study Session 2/23 Presentation on sales tax for affordable housing 2/23 	<ul style="list-style-type: none"> Workforce Equity Study Final Draft to HR 4/27 NCS position to support community safety transformation to be hired in June
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> 21CP meeting with CPAC 4/12 Detailed report from 21CP posted online 3/19 Independent Investigation Team (IIT) Recruitment Completed 2/16 City reviewing 64 initial recommendations 21CP Provided 64 initial recommendations 1/29 	<ul style="list-style-type: none"> Preliminary Analysis from Alternative Response Study 4/16 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	●	<ul style="list-style-type: none"> 256/256 body worn cameras deployed 2/28 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 	
Section 5: Legislative Platform to Transform Institutional Racism	●	<ul style="list-style-type: none"> HB 1267 (Office of Independent Investigations) and 1090 (Private Detention Center Ban) passed Senate Committees US House passed the George Floyd Justice in Policing Act 3/3 	

Next Steps Timeline







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- Council Actions and HEAL the HEART
- Section 2: New Policies & Transforming Existing Programs
- Section 3: Current State Analysis of TPD
- Section 4: Administrative Changes & Process Improvements
- Section 5: Legislative Agenda at the Local, State, and Federal Level

New Items



- Section 3: Current State Analysis of TPD
 - Divertible Calls Study (Matrix)
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- Section 4: Administrative Changes & Process Improvements
 - Deadly Force Review Board
 - Human Resources developing list of diverse community members to serve on review boards as needed