



Update on Systems Transformation

City of Tacoma | City Manager's Office
City Council Meeting
3/9/2021



New Items



• Heal the Heart of Tacoma



Diverse Community Voices

Representing lived experience of racism & disability
Activists, youth, LGBTQ+, immigrants
Members of faith, social justice & business communities



17 Members

All Districts Represented



New Items



- **Council Actions and HEAL the HEART**
 - Council Retreat session on transformation 2/27
 - Mayor met with the Core Coordinating Team (CCT) about the vision for the policing transformation team 3/8

- **Section 1: Anti-Racist focused Budget Development**
 - Provided update on 2020 budget actuals, and 21 budget calendar at Council Retreat 2/27
 - Published 2021-2022 Adopted Budget Book 2/22

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New Items



- **Section 2: New Policies & Transforming Existing Programs**
 - Affordable Housing
 - [Affordable Housing Action Strategy \(AHAS\)](#) update at Study Session 2/23
 - [Rental Housing Code Update](#) at Study Session 2/23
 - [Presentation on House Bill 1590](#) / RCW 82.14.530 allowing for 1/10th of 1% sales tax for affordable housing 2/23
 - PEACE and Reconciliation Coordinator Recruitment
 - [Job posted](#) 2/26
 - Applications close 3/12

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New Items



• Section 2: New Policies & Transforming Existing Programs (cont.)

- Workforce Equity Study
 - Developing communication & roll out plan week of 3/8
 - Leadership Review Group receives draft 3/12
 - Meeting with Keen Independent to present draft of Workforce Equity Study report to Leadership Review Group week of 3/15
- City of Tacoma People Data Analytics
 - Connected data from NEOGOV recruiting software to central database for improved analytics and reporting to support equitable hiring 2/26

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New Items



• Section 3: Current State Analysis of TPD

- 64 Initial Recommendations
 - Provided questions/feedback by recommendation to 21CP to help inform final report 3/2
 - Final report due mid-March
- Divertible Calls Study (Matrix)
 - Completed TPD Interviews
 - Analyzing Computer Aided Dispatch (CAD) data and 311 data
 - Developing descriptive profile that outlines TPD's current approach and an analysis of its activity, workload, surrounding context, and issues

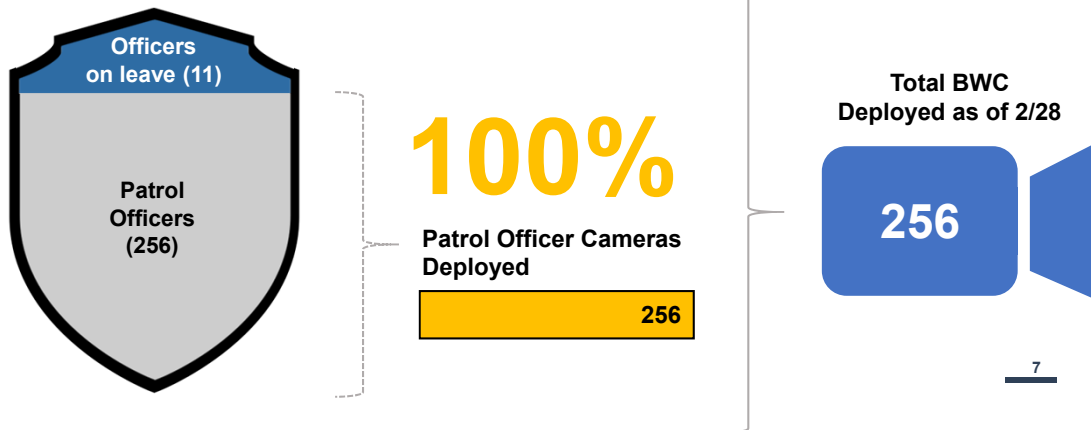
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New Items



• Section 4: Administrative Changes & Process Improvements

Body Worn Cameras (BWC)




New Items



• Section 4: Administrative Changes & Process Improvements

- Procedural Justice Training
 - 4 hour sessions for all commissioned personnel 3/16 – 4/1
 - Topics Covered:
 - Respect
 - Trustworthiness and Transparency
 - Giving Voice
 - Neutrality
 - Conducted by Lorie Fridell, PhD with [Fair and Impartial Policing, Inc.](#) the #1 provider of implicit-bias-awareness training for law enforcement in North America.
 - Logistical meeting to facilitate transition to virtual classes to avoid any delays due to COVID restrictions 3/11

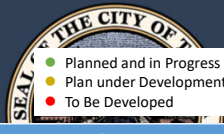


New Items

- **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
 - Independent Investigation Team (IIT)
 - Community Representatives Recruitment Completed 2/16
- **Section 5: Legislative Agenda at the Local, State, and Federal Level**
 - House Bill 1090, banning private detention centers in Washington State, passed in the House of Representatives by a bipartisan vote of 76-21 2/23
 - HB 1267 establishing the Office of Independent Investigations passed the House of Representatives 3/3
 - Included amendment requested by City of Tacoma to include in-custody deaths in addition to use of deadly force incidents.
 - US House of Representative passed the George Floyd Justice in Policing Act 3/3

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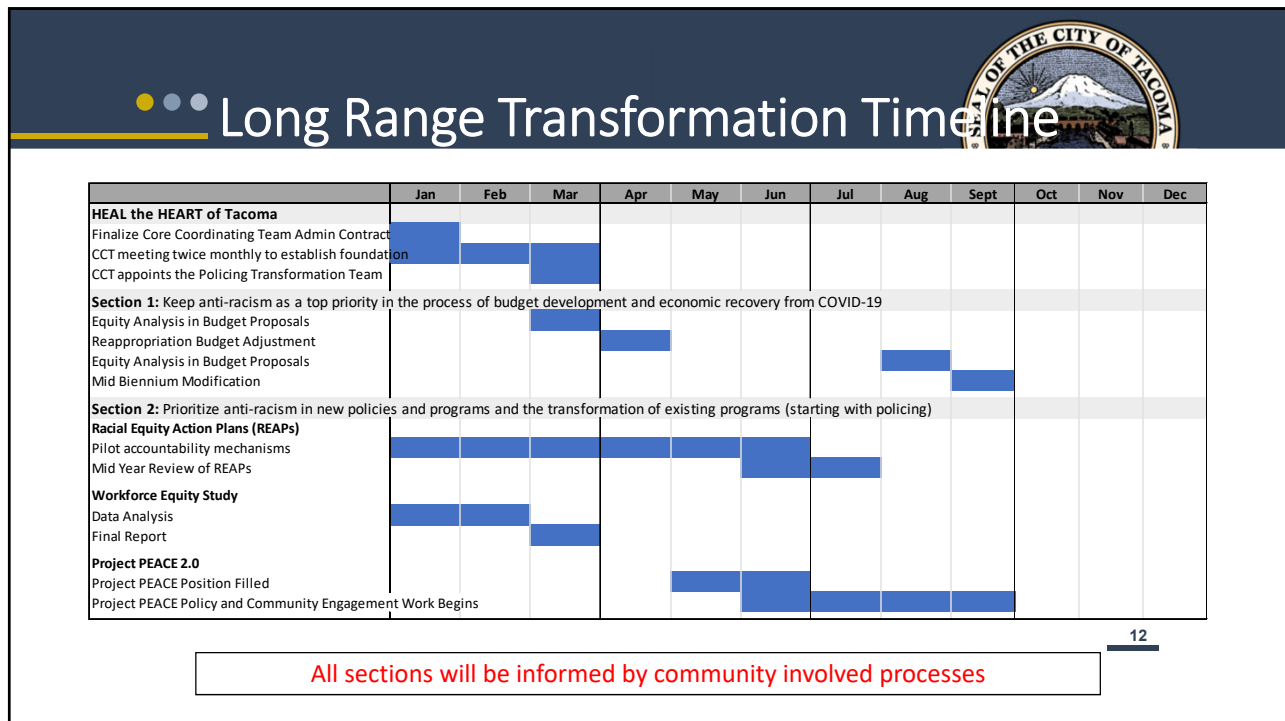
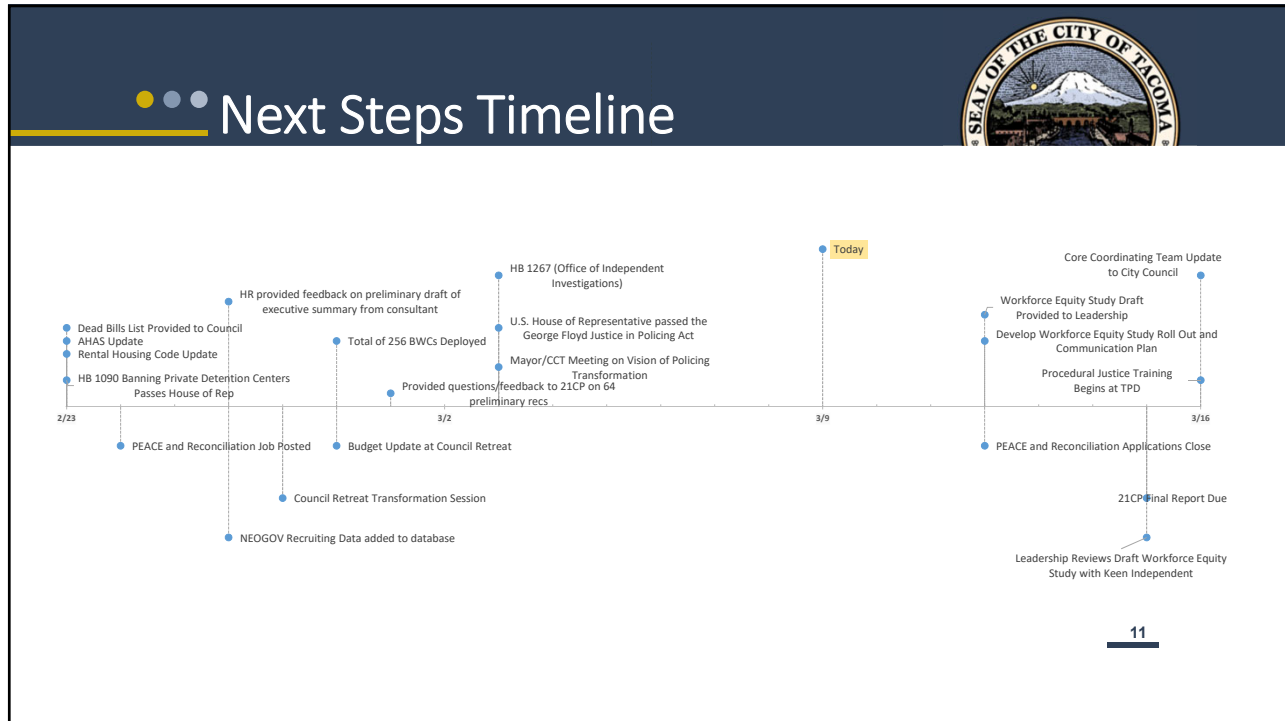
*New items in orange text



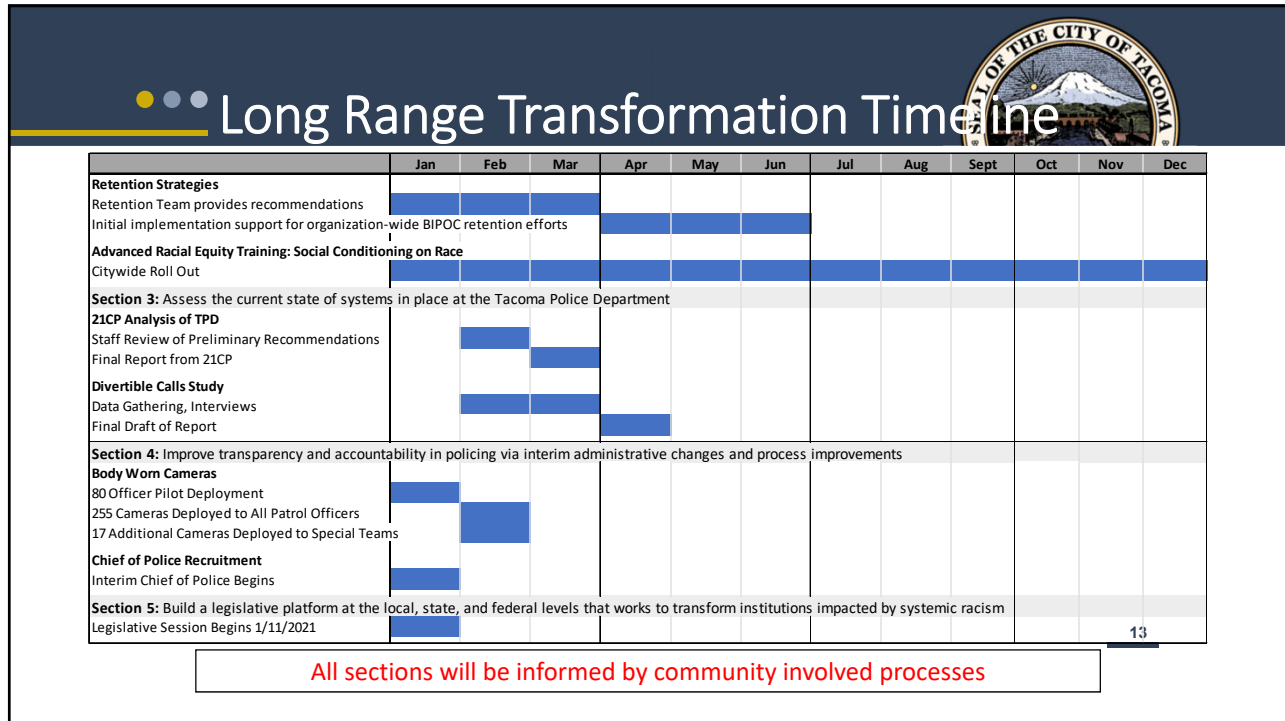
Systems Transformation Update


- Planned and in Progress
- Plan under Development
- To Be Developed

| Resolution Section | Status | Recent Accomplishments | In Progress/Up Next |
|--|--------|--|---|
| Council Action and HEAL the HEART of Tacoma | ● | <ul style="list-style-type: none"> • 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 • Staff presentation on policing transformation Work & timelines 2/8 | <ul style="list-style-type: none"> • CCT to provide an update to Council on foundation building work 3/16 • 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 • Selected to participate in What Works Cities Budgeting for Equity and Recovery Program | |
| Section 2: New Policies and Programs / Transforming Existing Programs | ● | <ul style="list-style-type: none"> • PEACE and Reconciliation Coordinator Position Posted 2/26 • 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 communication/roll out plan in development • Review draft of workforce equity study 3/15 • PEACE and Reconciliation applications close 3/12 • NCS position to support community safety transformation to be hired in March/April |
| Section 3: Current State Assessment of TPD Systems | ● | <ul style="list-style-type: none"> • Independent Investigation Team (IIT) Recruitment Completed 2/16 • City reviewing 64 initial recommendations • 21CP Provided 64 initial recommendations 1/29 • NNSC Meetings with Project PEACE, Police Chief, CPAC 1/27-2/2 | <ul style="list-style-type: none"> • First Draft of Divertible Calls Study 4/1 • 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) passed the House 3/3 • US House passed the George Floyd Justice in Policing Act 3/3 • Several Council Members, DM, and Mayor provided testimony on numerous items of legislature | |



All sections will be informed by community involved processes





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