



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Melanie Harding, Chief Policy Analyst to the Mayor, City Manager's Office  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution - Confirming Appointment of Individuals to the Heal the Heart Core Coordinating Team - June 8, 2021  
**DATE:** June 3, 2021

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**SUMMARY AND PURPOSE:**

Confirming the appointment of the following individuals to the Heal the Heart Core Coordinating Team:

- Chris Tubig
- Lucia Earl-Mitchell

**COUNCIL SPONSORS:**

Mayor Victoria Woodards, Deputy Mayor Blocker, and Councilmember Ushka

**BACKGROUND:**

On December 8, 2020, the City Council passed Resolution No. 40708 formally appointing members and an alternate to the Heal the Heart Core Coordinating Team. These appointments supported Resolution No. 40667, authorizing the one-time use of \$75,000, budgeted from the Council Contingency Fund, to stand up a community-led, multi-sector systems transformation effort to address all institutions, systems, policies, practices, and contracts impacted by systemic racism and Resolution No. 40622, affirming the City's commitment to anti-racist systems transformation throughout the community.

Resolution No. 40708 named Chris Tubig as an alternate to the Core Coordinating Team. Subsequently, Annalycia Matthews - who was one of the Core Coordinating Team members appointed under Resolution No. 40708 - obtained employment with the City of Tacoma and resigned her position on the Core Coordinating Team to avoid the appearance of any conflicts of interest. The Core Coordinating Team has nominated Chris Tubig to fill the seat that has opened due to this resignation.

While initial appointments were made to represent a diverse cross-section of viewpoints and lived experiences, it was anticipated that additional viewpoints or gaps in representation may be identified by the Core Coordinating Team. In their discussions, the Core Coordinating Team expressed a desire to add a member with lived experience as a member of the Puyallup Tribe. They have nominated Lucia Earl-Mitchell as a member to add this perspective, and they anticipate bringing forward a second person for confirmation who is a member of the Puyallup Tribe.

The Heal the Heart Core Coordinating Team provided an update to the City Council at the March 16, 2021 Study Session, and they are currently scheduled to present to the City Council on the work done since that time, as well as next steps, on June 22, 2021.



**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

Nationally, this is a historic moment of reckoning on issues related to race. Locally, Tacoma’s elected leaders have received thousands of emails and countless telephone calls, and the City has seen widespread demonstrations calling on the community to address the impacts of systemic racism, with a priority being placed on policing in the City of Tacoma. Resolution No. 40622 called for this systems transformation effort to be community led and to engage the public, centering the voices of those most impacted by systemic racism.

**2025 STRATEGIC PRIORITIES:**

**Equity and Accessibility: (Mandatory)**

This funding will stand-up a process that seeks to reduce racial and other inequities, disparities, or discrimination to under-represented communities through community-led, multi-sector systems transformation.

**Economy/Workforce: Equity Index Score: Moderate Opportunity**

Increase the number of Tacoma households that have livable wage jobs within proximity to the city.

**Education: Equity Index Score: High Opportunity**

Increase the number of quality out of school time learning opportunities distributed equitably across the city.

Increase digital access and equity across the city.

**Civic Engagement: Equity Index Score: Moderate Opportunity**

Representation at public meetings will reflect the diversity of the Tacoma community

Increase the percentage of residents who believe they are able to have a positive impact on the community and express trust in the public institutions in Tacoma.

**Livability: Equity Index Score: Moderate Opportunity**

Improve health outcomes and reduce disparities, in alignment with the community health needs assessment and CHIP, for all Tacoma residents

Increase positive public perception of safety and overall quality of life.

**Explain how your legislation will affect the selected indicator(s).**

Heal the Heart is a community-led initiative that seeks to reduce racial and other inequities, disparities, or discrimination to under-represented communities through systems transformation. While the work will begin with policing, it is envisioned to be comprehensive and sustained across all systems/sectors and may have measurable outcomes on any/all Tacoma 2025 indicators.

**ALTERNATIVES:**

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not confirm the nominated individuals	Potential cost savings of approximately \$200/month in honorariums paid in acknowledgement of the team members’ time and expertise	Impact the Core Coordinating Team’s work capacity and ability to reflect varied viewpoints, which could impede the community-led work



**EVALUATION AND FOLLOW UP:**

This process is likely to include evaluating existing performance measures and/or benchmarks and potentially establishing new measures to accurately reflect meaningful progress.

**STAFF/SPONSOR RECOMMENDATION:**

The sponsors recommend approval of this resolution.

**FISCAL IMPACT:**

The fiscal impact of these specific appointments is estimated at \$100/month, based on a honorarium of \$50/per meeting for two meetings per month for one additional member.

Fund Number & Name	COST OBJECT (CC/WBS/ORDER)	Cost Element	Total Amount
1. Council Contingency Fund	660000		\$100/month
<b>TOTAL</b>			\$100/month

**What Funding is being used to support the expense?**

The Council allocated \$75,000 from the Council Contingency Fund in Resolution No. 40667 for the Heal the Heart initiative, including honorariums for the Core Coordinating Team.

**Are the expenditures and revenues planned and budgeted in this biennium’s current budget?**

**NO, PLEASE EXPLAIN BELOW**

The ongoing impacts from this specific legislation are limited to \$100/month and are funded through the Council Contingency Fund.

**Are there financial costs or other impacts of not implementing the legislation?**

**YES**

Without intervention, systemic racism will continue to have reoccurring costs to public health and wellbeing that will continue to fall inequitably on residents/businesses who are Black, Indigenous, and community members of color.

**Will the legislation have an ongoing/recurring fiscal impact?**

**YES**

Ongoing impacts from this specific legislation are limited to \$100/month. The Mayor’s Office is currently exploring funding options for the ongoing Heal the Heart work.

**Will the legislation change the City’s FTE/personnel counts?**

**No**

**ATTACHMENTS:**

Resolution