



WEEKLY REPORT TO THE CITY COUNCIL

April 24, 2025

Members of the City Council
City of Tacoma, Washington

Dear Mayor and Council Members:

ITEMS OF INTEREST

1. Website Modernization and Domain Update Coming Soon: The City of Tacoma is launching a modernized website and new domain at **tacoma.gov** on **April 30, 2025**, replacing the current **cityoftacoma.org**. **The update focuses on improved navigation, mobile accessibility, updated content, and compliance with accessibility standards.** This change reflects Tacoma's commitment to better service, security, and user experience. No changes are planned for mytpu.org, tacomalibrary.org, and tacomavenues.org. As part of the transition, most City email addresses will shift from "@cityoftacoma.org" to "@tacoma.gov," starting May 9, 2025. For more details, visit cityoftacoma.org/WebRedesign. Existing shortened URLs will automatically redirect to the new site after launch.
2. The [2024 Climate Action Plan Progress Report](#) has just been released. This annual report describes progress on the 2021-2024 implementation actions as well as 2030 target indicators. **The 2030 Climate Action Plan charts a path towards reaching net-zero emissions in 2050 while preparing and protecting people, infrastructure and ecosystems.** It is a commitment to doing the City's part through immediate and long-term investments to respond to the climate crisis and improve community health, safety, job opportunities, and equity by working both to reduce carbon pollution and adapt to the worsening impacts of our changing climate. **Highlights of the third benchmark year of 2024 include:**
 - Secured \$30 million through more than 20 federal and state grants for sustainability work and establishment of long-term planning strategies in the areas like building decarbonization, street safety and mobility, and fleet decarbonization;
 - Elevated the role of sustainability in City operations by moving the Office of Environmental Policy and Sustainability into the City Manager's Office;
 - Made significant progress on or completed critical planning processes, including: Home in Tacoma Phase 2, the Tideflats Subarea Plan, and the One Tacoma Comprehensive Plan;
 - Awarded more than \$100,000 in Sustainability Small Grant funding to twenty-two nonprofits and individuals; and
 - Made rapid progress toward our 2030 goal of reducing municipal fleet emissions by 50%.

3. City Manager's Office Chief Strategy Officer Jacques Colon provides the attached **2024 Equity End of Year Report**.
4. City Manager's Office Constituent Relations Analyst Karyssa Mathison provides the attached **Constituent Intake Report**.
5. Interim Tacoma Police Chief Patti Jackson provides the attached **Weekly Crime Report**.
6. Please see the attached City of Tacoma **Weekly Meeting Schedule**.
7. Temporary and Emergency Shelter Performance: The City posts weekly updates and information about its Temporary and Emergency Shelter locations including current census, number of available beds, and exits to housing. **Updates are reported weekly, and this information can be found at:**
https://cityoftacoma.org/UserFiles/Servers/Server_6/File/NCS/weeklydataupdate.pdf.
8. Alzheimer Memorial Church, Give Me A Chance, Shelter Standdown: **The family shelter (1121 South Alzheimer Street), operated by Alzheimer Memorial Church (Alzheimer), is currently preparing to standdown.** Alzheimer staff will continue to work with the current families on their stability and housing plans during this transition and into permanent housing or other temporary solutions by **June 30, 2025**. Since opening in February 2020, the shelter has served 239 individuals, with 173 of the clients have confirmed being connected to permanent housing.

On April 21, 2025, there were 11 residents at the site and every household is currently working with case management. Neighborhood and Community Services is meeting with Alzheimer weekly to assess operational needs and will continue to support the shelter during this transition. **The City is committed to ensuring that every resident has the option to transition to the new location or has an alternative shelter location should they wish by or before June 30, 2025.**
9. Encampment Outreach: For the week of **April 14 – 18, 2025**, the City's Homeless Engagement and Alternatives Liaison (HEAL) team visited **18 locations**. This resulted in **41 (27 new, and 14 repeat)** individuals contacted and referred to community services; **1 individual** was placed in shelter. This information can be found at: [HEAL Team Engagement Dashboard | Tacoma Open Data](#).

STUDY SESSION / WORK SESSION

10. **The City Council Study Session of Tuesday, April 29, 2025, will be conducted as a hybrid meeting.** This meeting can be attended in-person at the Tacoma Municipal Building, Council Chambers, located at 747 Market Street on the 1st floor or be heard by dialing (253) 215 – 8782 or through Zoom at: www.zoom.us/j/89496171192 and entering the meeting ID 894 9617 1192; passcode 89659 when prompted. This meeting will be broadcast on TV Tacoma and Facebook.

The discussion items will include: (1) **Other Items of Interest – Council Consideration Request: Tacoma Porchfest Sponsorship**; (2) **Committee Reports**; (3) **Agenda Review and City Manager’s Weekly Report**; (4) **Executive Session – Pending & Potential Litigation and Evaluate the Qualifications of an Applicant for Public Employment.**

Under other items of interest, the following item will be discussed:

- **Council Consideration Request:** Tacoma Porchfest Sponsorship
[Council Member Scott]

11. The updated **Tentative City Council Forecast and Consolidated Standing Committee Calendar** are attached for your information.

MARK YOUR CALENDARS

12. You are invited to the below event:

- **17th Annual South Sound Sustainability Expo – April 26, 2025, 10:00 a.m. – 3:00 p.m., University of Washington Tacoma Campus, 1900 Commerce Street, Tacoma WA, 98402.** Community members are invited to join the City of Tacoma on April 26, 2025, from 10: a.m. to 3:00 p.m., at the 17th Annual South Sound Sustainability Expo, returning to the University of Washington Tacoma campus along the Prairie Line Trail. This free, family-friendly event is open to the public and connects residents, businesses, and organizations dedicated to building a more sustainable South Sound. More information is available at: SouthSoundSustainabilityExpo.org or by calling (253) 381-2228.

Sincerely,



Elizabeth Pauli
City Manager



Tacoma City Council Constituent Intake Website Data Report: April 2025

Total Request
Submissions

368

Total Submissions

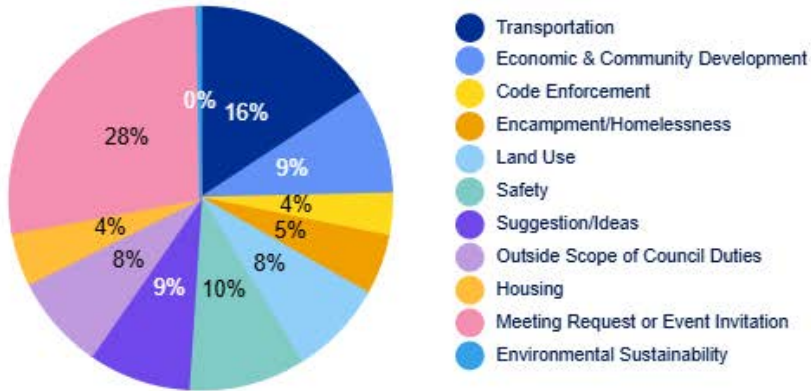
Request
Submissions

244

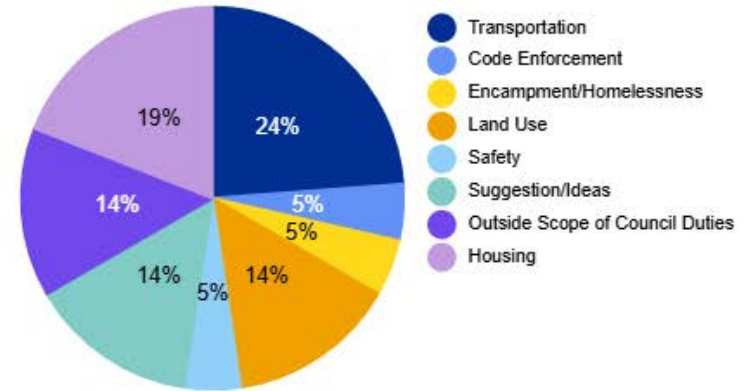
Inquiries that include
+1 Council Member

Topic Codes

Summary

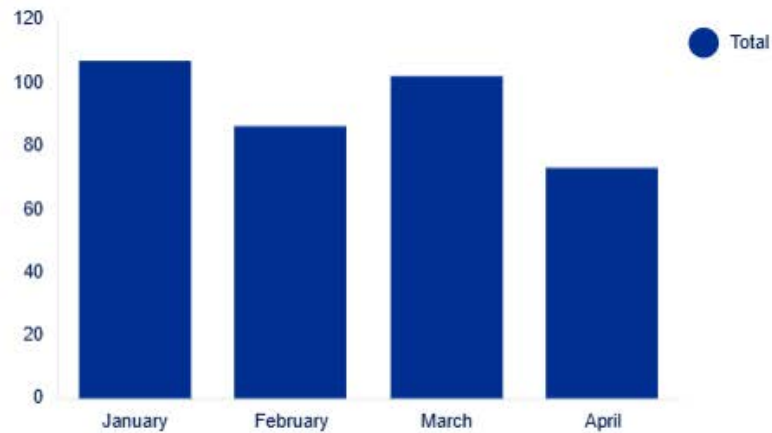


Last 14 Days

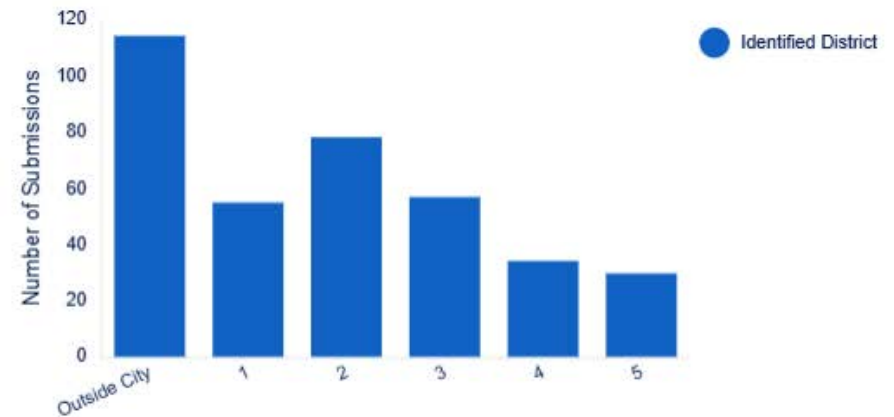


Submission Summary

Submissions by Month



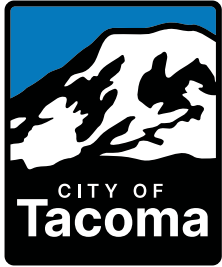
Submissions by Council District



Council Districts

Contact: Karyssa Mathison, Constituent Relations Analyst
kmathison@cityoftacoma.org





2024

EQUITY END OF YEAR REPORT



I am very pleased to transmit to the Tacoma City Council the 2024 Equity End of Year Report. In past years, we have reported our progress to Council through department updates. This year we are providing a comprehensive written report that reflects the extensive breadth of the work that we have undertaken to embed equity in all facets of our work.

In establishing the Office of Equity and Human Rights and adopting Resolution 40622, the City Council has provided strong direction and leadership around equity. These efforts have been critical to ensuring that this is not a stand-alone initiative but a fundamental part of how we serve the community. This report demonstrates the meaningful steps we have taken - from expanding language access, to strengthening our equitable engagement strategies and leveraging our nationally recognized Equity Index – to ensure that our commitment to equity is at the forefront of all that we do.

To further optimize our efforts, and enhance alignment with Council priorities, this past November, I established the Center for Strategic Priorities (Center). The Center brings together the expertise and efforts of the Office of Equity and Human Rights, Office of Strategy, Office of Environmental Policy and Sustainability, and Government Relations Office to deepen our collective impact. Through this integrated approach, we will elevate the City's ability to advance key priorities and implement a cohesive vision for Tacoma's future. While there is still work to be done, I am proud of our progress and grateful for the work of colleagues, employees, partners, and residents who share in this effort. Together, we will continue to make Tacoma a vibrant and thriving city for all.

In service,



Elizabeth Pauli
City Manager



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INTRODUCTION



The following report is provided by the City Manager to the City Council in accordance with TMC 1.06.110. The report contains an update on progress in advancing equity at the City of Tacoma, including progress on organizational and departmental actions that advance the equity goals of the City Council outlined in Resolution 39019, Resolution 39893, Resolution 40622, and Ordinance 28866.

This report contains background on the resolutions and ordinances that are foundational to the equity work in the City and guide the work of the Office of Equity and Human Rights. The information is structured around the Equity and Empowerment

Framework with the actions divided into the goals they further. The report also provides City highlights and department actions, with an emphasis on the actions occurring in 2024¹. The highlights provide greater detail and information on key accomplishments, many of which occurred across multiple departments.

The City is committed to advancing diversity across the organization and advancing equitable engagement and service delivery within the work of each department. This report demonstrates progress achieved in 2024 and creates a foundation for the City to continue to build on these actions in 2025.

¹ Actions may have begun previous to 2024, but were continued or completed in 2024.

BACKGROUND

While the work of improving the lives of residents across the City has been happening for generations, Tacoma City Council began formalizing the City's approach to addressing inequities in 2014 with Resolution 39019, adopting the City's Equity and Empowerment Framework. In 2020, the City Council built on this framework in adopting Resolution 40622. To support this work, Council passed Ordinance 28866, codifying the Office of Equity and Human Rights (OEHR) and outlining the equity-related responsibilities of the City Manager.



Tacoma's Equity and Empowerment Framework

In 2014, Tacoma's City Council adopted Resolution 39019, establishing the Equity and Empowerment Initiative framework.

This framework is centered on five primary goals:

1. The City of Tacoma Workforce Reflects the Community it Serves
2. Purposeful Community Outreach and Engagement
3. Equitable Service Delivery to Residents and Visitors
4. Support Human Rights and Opportunities for Everyone to Achieve their Full Potential
5. Commitment to Equity in Policy Decision-making

Through this Resolution, the City Council adopted the Equity and Empowerment Initiative framework to make equity a consistent guiding principle across the City and to call out specific goals to guide the City's operational and policy decisions. The resolution also directed the City Manager to utilize the necessary administrative resources to implement this framework.

Anti-Racist Systems Transformation

In 2020, Resolution 40622 was passed by the Tacoma City Council. It affirmed the City Council's dedication and commitment to comprehensive and sustained transformation of all of the institutions, systems, policies, practices, and contracts impacted by systemic racism, with initial priority being given to policing in the City of Tacoma. The resolution was adopted following the death of Manuel Ellis, who died in Tacoma Police custody on March 3, 2020. The resolution acknowledged efforts in the City to address equity and justice, and also the limited impacts of the reforms.



The resolution contained the following directives to the City Manager:

- The City Manager is directed to keep anti-racism as a top priority in the process of budget development and prioritize anti-racism in the planning of an economic recovery strategy following COVID-19.
- The City Manager is directed to prioritize anti-racism in the evaluation of new policies and programs, as well as the sustained and comprehensive transformation of existing services, with initial priority being given to policing.
- The City Manager is directed to assess the current state of systems in place at the Tacoma Police Department in consultation with police reform experts and give specific attention to how current policies and existing studies, agency composition, hiring, promotions, staffing levels, training, and accountability systems align to create just outcomes and use this assessment as a foundation for the work of comprehensive transformation.
- The City Manager is directed to actively seek and implement interim administrative changes and process improvements that can legally be taken immediately to improve transparency and accountability in policing.
- The City Manager is hereby directed to work with the Mayor and City Council to build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism for the greater equity and wellbeing of all residents of Tacoma, Washington State, and the United States.

City of Tacoma Office of Equity and Human Rights

In late 2014, the City established the Office of Equity and Human Rights (OEHR), which was codified in the Tacoma Municipal Code with Ordinance 28866 in 2022. This ordinance recognizes that the City Manager's internal Office of Equity and Human Rights has been a leader in the City of Tacoma's transformation efforts, and codifies the City's Office of Equity and Human Rights as well as the responsibilities of the City Manager as follows to ensure continuation of this work in the years to come:

- The City Manager shall develop policies, practices and strategic investments to reverse racial disparity trends in the community and eliminate institutional racism at the City of Tacoma to ensure that outcomes and opportunities for all people are no longer predicable by race.
- The City Manager shall ensure all City of Tacoma departments and offices incorporate racial equity principles in all aspects of strategic planning and budgetary planning.
- The City Manager shall provide to the City Council, on at least an annual basis, a formal report on progress made to advance equity, including progress made on City of Tacoma racial equity action planning, contracting and workforce diversity goals, and any other goals as determined by the City Council that impact the racial equity framework.

In November 2024, the City established the Center for Strategic Priorities (Center) for the purpose of elevating and enhancing the work of several priority areas for the City. The Center is comprised of four offices: the Office of Equity and Human Rights (OEHR), the Office of Environmental Planning and Sustainability (OPES), the Office of Strategy, and the Government Relations Office. The Center was created to ensure the work of these offices is elevated and further integrated into all areas of the organization. OEHR is central to the focus and efforts of the Center. There will be an emphasis and sustained effort to ensure the City is continuing to demonstrate commitment to the equity policy and principles established by the Council.

Equity Highlights from 2015-2023

With the direction provided by the City Council through the resolutions and ordinances, the City of Tacoma has been working to address inequities for Tacoma residents using the Equity and Empowerment Framework since 2014. This work has included leadership from City Council on policies such as Resolution 40622, program improvements through tools such as the Tacoma Equity Index, partnerships with agencies and organizations across Tacoma, and more.

The following are only a few of the examples of past work done by the City of Tacoma:

- Deepened the efforts toward transforming every aspect of city government in pursuit of strategic, systemic change and made significant progress in collaboration with every government department and at Tacoma Public Utilities.
- Implemented and required all employees participate in an Equity 101 training.
- Mandated integration of racial equity analysis into every budget proposal.
- Mandated that each department develop a Racial Equity Action Plan and report status on plan goals.
- Instituted Equitable Recruiting guidelines to eliminate bias and increase workforce diversity.
- Conducted listening sessions with BIPOC employees and established affinity groups.
- Established a nationally recognized Equity Index for data-backed decision-making.
- Mandated that every Council Action Memorandum address equity impacts.
- Codified the Office of Equity and Human Rights.
- Added Anti-Racism to the guiding principles for all supervisors.
- Supported the Tacoma Police Department's (TPD) development and adoption of new Use of Force Policy and ensured compliance with the state's new Use of Force policy.

- Expanded the Use of Force policy to include additional training requirements.
- Conducted a comprehensive assessment of TPD's practices, procedures, and operations.
- Guided changes throughout TPD based on the assessment.
- Increased hiring of Black police officers by 22% since 2018.
- Increased employment of female police officers by 2.4% since 2018.
- Expanded the HEAL Team to provide services to individuals experiencing homelessness and reduce reliance on TPD for response to certain calls relating to homelessness.
- Created the HOPE Team for alternative response to mental and behavioral health calls.
- Worked with unions to allow unarmed civilian Community Service Officers to respond to certain calls.
- Worked with unions to eliminate the "compelled statements" provision in the Police Union's contract.
- Worked with unions to pilot demographic data collection to monitor for bias.
- Worked with unions to change the felony suspension rule to require unpaid leave upon felony charges.
- Prioritized funding for body-worn and in-car video cameras.
- Banned "Thin Blue Line" stickers on TPD vehicles.
- Launched public-facing dashboards with crime data and police accountability information.

More information about past work can be found on the Transforming Tacoma website, the Equity Index Collection of Case Studies, TPD's Policing Accountability and Transparency website, Departmental End of Year Reports, and other program and department reports.

2024 CITY OF TACOMA EQUITY HIGHLIGHTS

The City of Tacoma continues to prioritize advancing equity across every City department and service area. The following are some of the highlights of the work the City of Tacoma has done in 2024 to continue efforts to address and undo racial, gender, sexual orientation, and other inequities in Tacoma:

Equity and Empowerment Goal 1: The City of Tacoma's Workforce Reflects the Community it Serves

A workforce that reflects the community it serves is crucial for promoting equity, as it brings a variety of perspectives and experiences to decision-making and service delivery. Actively addressing racial, gender, and other disparities and providing accommodations for people with disabilities in hiring, promotion, and retention helps create a fairer and more accessible work environment. This approach strengthens the City's ability to effectively serve the diverse needs of its residents.

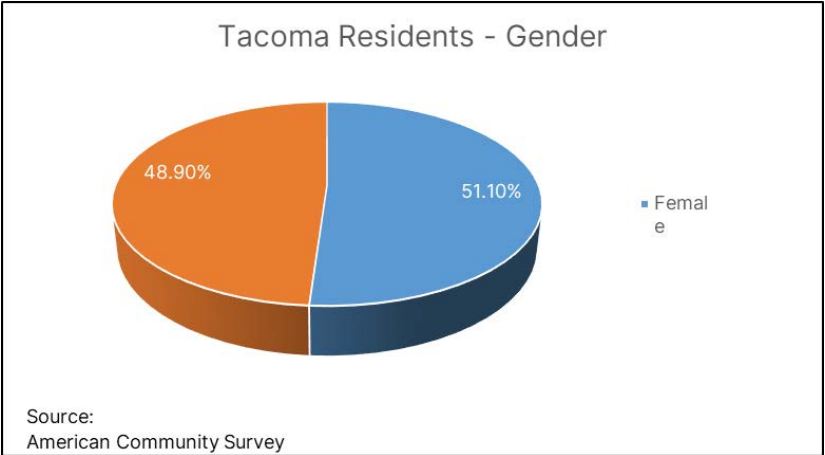
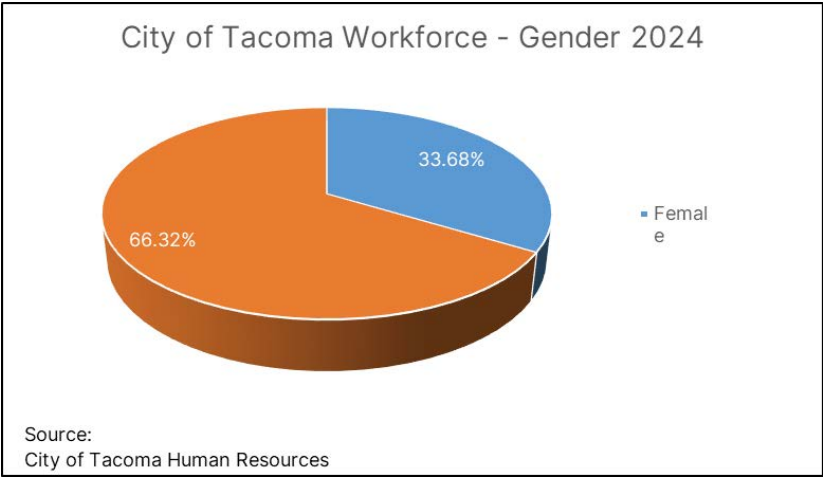
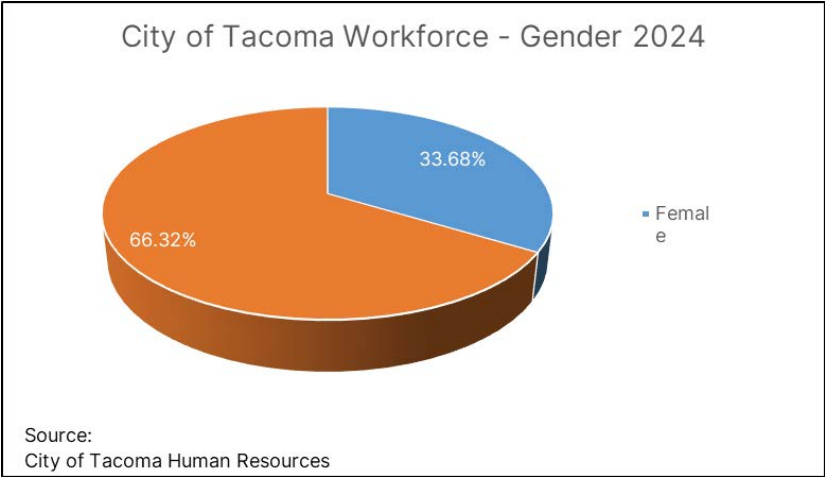
An early focus of the City's formalized equity efforts was developing tools and practices to build a more equitable hiring process that would help the City's workforce reflect the demographics of Tacoma's residents. With this in mind, the City developed *The Hiring Handbook: Applying an Equity Lens to Recruiting, Interviewing, Hiring & Retaining Employee*. The handbook became a citywide resource to City leadership and also garnered national attention from the Government Alliance on Race and Equity (GARE) as a model for equitable hiring practices in the public sector.

The City has continued to develop policies and practices that increase opportunities for prospective and current employees to demonstrate their skills and experiences in an environment of inclusion and belonging, ultimately resulting in a workforce that better reflects the Tacoma community. Human Resources and City Departments have implemented policies and practices to diversify hiring pools, remove unnecessary barriers in the application and hiring process, and retain and promote staff equitably across demographics. Examples of these efforts include departmental teams such as the Environmental Services Equity Team.

2024 Highlights Related to Equity and Empowerment Goal 1: The City of Tacoma’s Workforce Reflects the Community it Serves

- The City refined and built upon the **Equitable Recruitment and Selection program** to aid hiring managers in conducting a fair and equitable recruitment.
- In 2024, the City of Tacoma increased the number of employees identifying as BIPOC to 28.66%, a nearly 2% increase (1.71%) from 2023, as well as the number of employees identifying as female. While this is a modest increase, it was a positive change that was achieved despite budgetary challenges that included staff reductions at the City. It is notable that this increase was greater than the state: the State of Washington’s Executive Branch workforce saw a less than 1% increase in BIPOC representation, from 22.8% of the workforce in 2023 to 23.5% of the workforce in 2024 (WA FY 2024 HR Management Roll-Up Report).

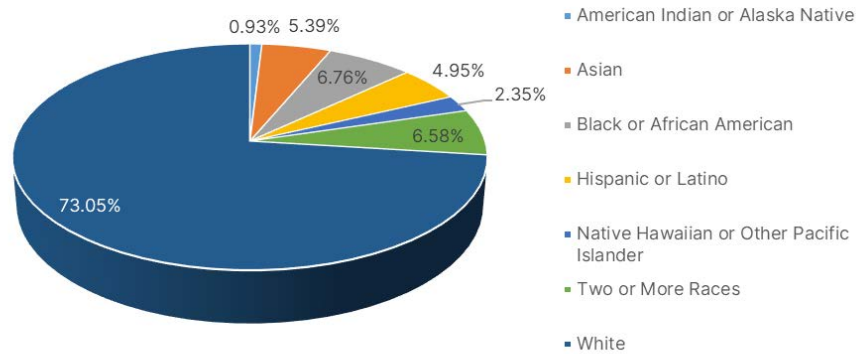
The following graphs provide the 2024 City of Tacoma workforce demographics compared to 2023 workforce and Tacoma resident demographics:



Gender	Male	Female
City of Tacoma Workforce 2023 Q4	66.84%	33.16%
City of Tacoma Workforce 2024 Q4	66.32%	33.68%
Tacoma Residents – American Community Survey (2023 1Y)	48.90%	51.10%

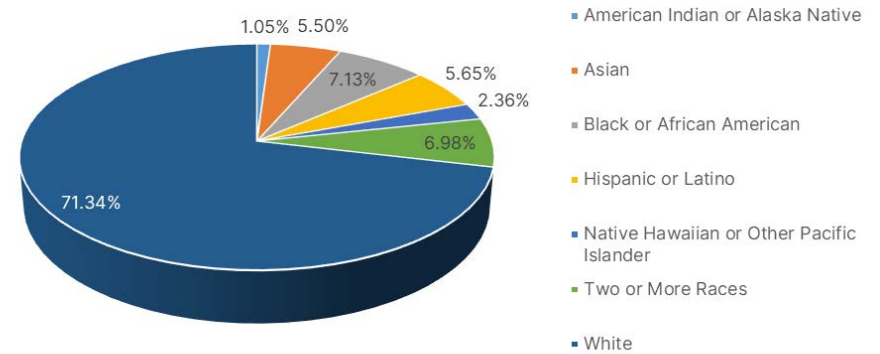
**While the City of Tacoma currently only reports data for two genders due to federal reporting requirements, the City acknowledges and supports that there are employees who identify in other ways.*

City of Tacoma Workforce - Race/Ethnicity 2023



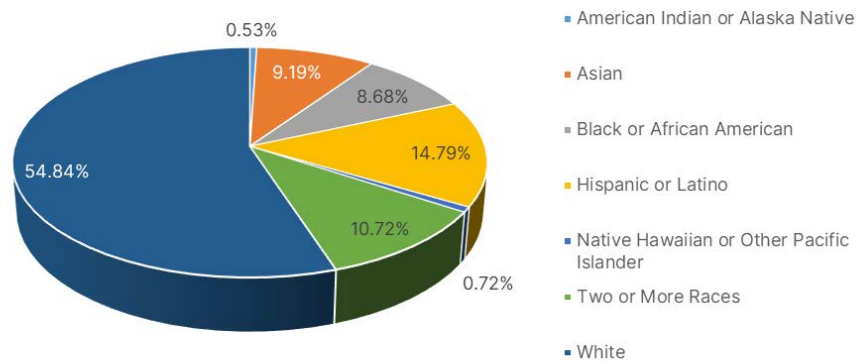
Source:
City of Tacoma Human Resources

City of Tacoma Workforce - Race/Ethnicity 2024



Source:
City of Tacoma Human Resources

Tacoma Residents - Race/Ethnicity



Source:
American Community Survey (2023 1Y)*

Ethnicity/Race	Am. Indian or Alaska Native	Asian	Black or African Am.	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races	White
City of Tacoma Workforce 2023 Q4	0.93%	5.39%	6.76%	4.95%	2.35%	6.58%	73.05%
City of Tacoma Workforce 2024 Q4	1.05%	5.50%	7.13%	5.65%	2.36%	6.98%	71.34%
Tacoma Residents – American Community Survey (2023 1Y)*	0.53%	9.19%	8.68%	14.79%	0.72%	10.72%	54.84%

*American Community Survey (ACS) results include category "Some other race" which is not included in City of Tacoma Workforce so the ACS total may be less than 100%.



- **Strengthening Affinity Groups**

In order to retain a diverse staff, many organizations have created opportunities for staff with a shared identity to come together for support, mentorship, and a sense of belonging. In 2024, the City of Tacoma held a series of workshops on creating those opportunities for City employees through affinity groups. Affinity Groups are employee-led networks formed around shared identities and backgrounds, often tied to protected class identities. They serve as spaces for employees to build community, access leadership opportunities, and foster an inclusive work environment.

Since their inception at the City of Tacoma in 2019, affinity groups (a subset of Employee Resource Groups) have grown to represent more than half of Tacoma's current workforce. The City seeks to improve the ability for affinity groups to meet the needs of diverse staff, and the workshops helped identify several key recommendations aimed at fostering greater engagement, public commitment, and continuing education.

In 2024, the City of Tacoma hired an Employee Engagement Coordinator to revitalize the City's employee affinity groups and build an employee engagement program, as well as acquiring funding to support and fund affinity group activities.

- The City built upon the data and reports available through our **Workforce Data and Analytics** program to support informed decision-making and awareness of workforce trends for leaders.

2024 Department Actions Related to Equity and Empowerment Goal 1: The City of Tacoma's Workforce Reflects the Community it Serves

Department: City Manager's Office

Actions:

City of Tacoma Leadership Reflecting the Community it Serves

- Leadership increases in 2023-2024 compared to 2018-2022:
 - 37% increase in women executive hire/promotion rate.
 - 11% increase in women executives in COT workforce.
 - 56% increase in BIPOC executives in COT workforce.
- As of 12/31/2024:
 - 57% women executives in COT workforce.
 - 37% BIPOC executives in COT workforce.

Media and Communications Office

- Provided graphics and photography support for the 2024 Rise to Be Conference, an employee-led symposium sponsored by the Women's LINC affinity group, to elevate the event's messaging, promote employee participation, and showcase the impact of affinity groups in fostering leadership and collaboration.

Office of Equity and Human Rights

- Supported Departmental implementation of Racial Equity Action Plans (REAPs)
- Supported Cultural Heritage Events:
 - Women's History Month: Partnered with the Media and Communications Office to compile over 100 employee shout-outs that were featured in a 16-page newsletter, recognizing the exceptional women staff across the organization.
 - Newsletter highlighted women authored literature recommendations and promoted local women-owned businesses in celebration of Women's History Month 2024.
 - Asian American Pacific Islander Month: The City of Tacoma proclaimed May 2024 as AAPI Heritage Month.



Department: Environmental Services

Actions:

- Developed equity/antiracist curriculum to increase organizational competency and capacity to create an inclusive work environment.
- Implemented targeted recruitment, hiring, and retention strategies geared towards BIPOC candidates and employees.
- Developed dept-wide team building program to advance people-centered initiatives.
- Increased equity team training for more advocacy and ambassadorship.
- Added team building across ES from leadership to work groups.
- Advocated for employees (pay equity, promotions, collaboration opportunities, etc.).
- Formed a community partnership with Workforce Central to provide resources and sponsorship for their Collaboration for a Cause annual job fair event.

Department: Finance

Actions:

- Implemented targeted recruitment, hiring, and retention strategies geared towards BIPOC candidates and employees.
 - Continued to work with HR, OEHR and other departments on improving the hiring process to eliminate disparities and attract more diverse candidate pools.
 - Refreshed anti-bias training and other tools to help hiring panels better identify and counteract biases in the hiring and interview process.
- Improved contract process to include increased utilization of Office of Minority and Women's Business Enterprises (OMWBE) vendors.
 - Partnered with Community & Economic Development (CED) on the update of the City's Disparity Study (from 2020). The City has made progress but still has work to do.

Department: Human Resources

Actions:

- Offered the second Equal Employment Opportunity (EEO) Community of Practice Cohort and established the class roster for the third EEO Community of Practice Cohort.
- Launched the biennial Employee Satisfaction Survey to identify what we are doing well and areas for improvement by workgroup, department, and City-wide.

Department: Information Technology

Actions:

- Developed a secure/limited-access SharePoint solution for the EEO Office to track, analyze and address complaints across protected categories with a focus on supporting historically marginalized communities.
- Participated in the EEO Community of Practice Cohort, completing the 6-month course intended to aid employees in their growth toward creating equitable, EEO-compliant workplaces.

Department: Neighborhood and Community Services

Actions:

- Ensured diversity of hiring pools by conducting demographic checks during the recruiting process.
- Offered quarterly Coffee & Conversations by the NCS diversity, equity, and inclusion (DEI) Team to convene for DEI-related discussions.
- Offered Director Listening Sessions for BIPOC staff to discuss their thoughts, concerns, and ideas to improve working conditions and improve BIPOC staff retention.
- Contracted for DEI consultation and learning opportunities for staff and contracted providers.

Department: Planning and Development Services

Actions:

- All PDS recruitment and promotional opportunities are competitively hired.
- Hiring panels include cross departmental and cross-functional positions and a PDS Equity Team member.

Department: Tacoma Police Department (TPD)**Actions:**

- Continued diverse hiring and recruiting efforts:
 - Comprehensive review of hiring practices with DOJ COPS office consultants (Cri-Tac).
 - Continued targeted recruitment, hiring, and retention strategies geared towards BIPOC candidates and employees (REAP).
 - Continued 30×30 women in law enforcement efforts.

Department: Tacoma Public Libraries**Actions:**

- Continued work on workforce representation, staff learning, and expanding multilingual collection access.

Department: Tacoma Venues & Events**Actions:**

- Implemented targeted recruitment and hiring strategies to increase BIPOC candidates' participation on CBCs.
- Developed inclusive vendor contracting guidelines and grant-funded opportunities that prioritize local and BIPOC-owned (OMWBE) businesses.
- Implemented strategies that emphasized equitable recruitment and targeted outreach to BIPOC communities (REAP) including high school students.
 - Mentored two high school interns from Tacoma's School of Industrial Design, Engineering and Art (IDEA).
 - Organized T-Town event in partnership with Tacoma Public Schools and Korsmo Construction showcasing City/TPU services; 100 job recruiting booths, 'try a trade' fair, with more than 1,500 high school student participants.
- Increased organizational awareness of Equity & Anti-Racism in Tacoma through series of online training modules for all full time and part time contracted staff with titles including Systemic Transformation and Everyone's Responsibilities.

Department: Public Works**Actions:**

- Implemented targeted recruitment, hiring, and retention strategies for BIPOC candidates in partnership with HR:
 - Reviewed and revised minimum qualifications for class specifications to eliminate employment barriers.
 - Collaborated with HR, Tacoma Water, and Local 117 Teamsters to update class specifications for Equipment Operator, Asphalt Plant Crew Leader, and Asphalt Plant Operator.
- Developed Internship and Fellowship Programs:
 - Developed and implemented an Internship Program to support equitable recruitment, including a partnership with the TCC MESA program to hire two engineering interns.
 - Created an Engineering Fellowship Program in collaboration with UWT, Environmental Services, and TPU. The first fellow began work in January 2025.
- Communication and Staff Development:
 - Provided a REAP update at a Public Works Summit to inform staff on progress and future goals.

Department: Tacoma Fire Department (TFD)**Actions:**

- Continued efforts with targeted recruitment, hiring, and retention strategies geared towards BIPOC candidates and employees.
- During recruitment period, TFD held two (2) Women in Fire Service events and three (3) Informational Sessions for the public.
- Invested in an online training system that comes with course content in cultural awareness, competency and equitable practice.

Equity and Empowerment Goal 2: Purposeful Community Outreach and Engagement

Identifying how City of Tacoma services can better meet the needs of Tacoma residents requires meaningful input and guidance from the community. As a result, the value of community engagement is one that must be shared across the organization in order to develop the most effective services as well as building the community's belief and trust in the City. As directed by the Equity and Empowerment Framework, the way the City approaches engagement and outreach must be done in an equitable manner. This includes collaborating with community partners, local businesses, and those most affected by City processes to ensure that their input is integrated into decision-making, helping to address disparities and create meaningful, lasting change throughout Tacoma.

2024 Highlights Related to Equity and Empowerment Goal 2: Purposeful Community Outreach and Engagement

The following examples show some of the ways that the City of Tacoma worked to ensure outreach and engagement was done equitably in 2024:

- **Aligning Community Visioning through One Tacoma Engagement**

The City of Tacoma Comprehensive Plan (to 2050) is being updated and concurrently will refresh its Strategic Plan (to 2035) and develop a Community Safety Action Strategy. All three plans require community engagement to inform policies and strategies. It is a long-standing priority of the City of Tacoma to invest in engagement in service of equity and empowerment in all policies, with the City often going beyond the required regulatory public comment and hearing of RCW 36.70A.140 of the Growth Management Act in order to ensure equitable and inclusive public participation.

The Tacoma community has been extensively engaged in recent years for many intersecting initiatives. Several partner agencies are also planning community engagement on a similar timeline. However, there are likely to be remaining gaps. To address these issues, a community engagement strategy was developed to integrate the Comprehensive Plan, the City's Strategic Plan (Tacoma 2035), Community Safety

Action Strategy, and more. This integration has maximized leverage of existing data, partner engagement results, and existing engagement efforts to minimize respondent burden and confusion. Additional resources or “new engagement” is focused on thematic gaps and/or gaps by community group, including voices that might not be aware of a governmental strategic planning process in their city.



- **Many City events** brought people together to engage with the City and each other in 2024. One example of these events is the Martin Luther King Jr. Day Celebration on January 15th, 2024, at the Greater Tacoma Convention Center, which honored Dr. King's legacy with the theme “A Community Blueprint: Building Block by Block”. The event featured community service awards, performances, speakers, and a community outreach fair showcasing local businesses and non-profits.

- TVE hosted a workshop titled “**Diversity, Equity, Inclusion, and Access in Events**” on August 19, 2024, as part of their ongoing “SkillShops” series, designed to support event producers in creating safe, equitable, and inclusive community spaces in Tacoma. The workshop offered an overview of the newly published “Equity in Events Toolkit”, as well as practical tools to create inclusive and equitable community events. The workshop featured a panel of experts, including Council Member Olgy Diaz, representatives from the Tacoma Area Commission on Disabilities, Tacoma Pride Festival, and the City’s Office of Equity and Human Rights.
- **Participatory Budgeting** is a democratic process in which a community decides how to spend a portion of their government’s budget. The City of Tacoma piloted a \$1,000,000 participatory budgeting (PB) process with District 4 and then District 2. The first PB effort launched in District 4 in September of 2022. In the summer of 2023, 12,389 community members voted to fund youth and cultural programming.

In 2024, over 2,000 ideas were submitted by neighbors in Tacoma’s Council District 2 (Downtown, Dome District, Stadium District, Northeast Tacoma, and North Tacoma). The three most popular ideas were turned into proposals and voted on by the community, with voting closing on September 20, 2024. Over 6,000 Participatory Budgeting votes were tallied from community members in District 2. The winning proposal was announced on October 12 at the Festival Herencia Latina at the Tacoma Armory, which was to design and build a covered skate park featuring public art in Downtown Tacoma, in a location under I-705. The proposed project is an exciting community initiative aimed at creating a vibrant space for both skateboarding and public art. Implementation is projected to begin in 2025.

- **Committees, Boards and Commissions (CBCs)** represent a formalized process and pathway for community members to engage with their City on issues important to them and their communities, as well as advise Council about potential impacts and the needs of people who live, work, and visit Tacoma. These volunteers hold a unique position as both volunteers and as champions of effective City governance.

To learn more about CBC highlights from 2024, please see Appendix I: Committees, Boards, and Commissions (CBCs) 2024 Highlights.

2024 Department Actions Related to Equity and Empowerment Goal 2: Purposeful Community Outreach and Engagement

Department: City Manager's Office

Actions:

Customer Support Center

- Added 311 requests received information to Tacoma Open Data portal to proactively provide community members with information.

Media and Communications Office

- Partnered with the Office of Management and Budget to implement the Participatory Budgeting project, providing residents with a process to directly decide how to use funds in their district.
- Shared cultural proclamations from Council Meetings on City of Tacoma digital platforms.
- Social media posts celebrating COT-sponsored and partnered events including, but not limited to, Black History Month, Pride Month, Lunar New Year, Rev Dr Martin Luther King, Jr Celebration, etc.
- Social media posts informing the community of equity-based COT-sponsored and partnered events including, but not limited to, The Office of Minority & Women's Business Enterprises (OMWBE) Certification 201 Workshops, TPU's Women in Trades Event, etc.
- Supported the Equity in Contracting Program by creating graphics throughout the year that made program information more accessible and easier to understand. These visuals helped communicate opportunities and resources available to historically underutilized businesses, like contracting and procurement access and technical assistance.

- TV Tacoma broadcast and video shared on YouTube/COT digital platforms of:
 - Rev Dr Martin Luther King Jr celebration each year
 - City of Destiny Awards in 2024
 - Boys and Girls Club Legacy of Hope Event
 - Tacoma Reads with James McBride and Mayor Woodards
 - Black Night Market LLC
 - Caribbean Queens
 - Hilltop Artists
 - Mattice Beauty Supply LLC
 - Tacoma Refugee Choir
 - CityLine
 - Tacoma Report
 - artTown
 - Urban Green

Office of Environmental Policy and Sustainability

- Partnered with the Tacoma Tree Foundation for the third Climate Leadership Cohort that centers frontline communities (i.e. BIPOC, LGBTQ+ members, youth and elders, low-income populations). The program is an educational opportunity to learn about climate change impacts in Tacoma, consider and help generate solutions through a social justice lens, and provide participants with the means to become engaged in public decision-making processes and community-building. 15 members participated this year with a diverse set of capstone projects.

Office of Equity and Human Rights

- Supported Departmental implementation of Racial Equity Action Plans (REAPs).

- Advanced Language Access:
 - The City advanced language access (LA) as an internal service by providing live interpretation, written translation, co-creation, and much more so that everyone can fully engage in and benefit from City services, programs, benefits, and activities under federal and state regulations.
 - Began to identify Language Ambassadors for each department to communicate the unique language access needs of their department to the City Manager's Office, identify gaps between department needs and the current vendor options, gather data to support both departmental planning and compliance with federal requirements, and more.
- Provided equity support to Committees, Boards, and Commissions:
 - Implemented hybrid orientation training to newly appointed CBC members.
 - Collaborated with Office of Strategy in conducting Equity Index Training for CBC Members.
 - Tabled at community events such as Juneteenth and the Hilltop Street Fair for prospective CBC members.
 - Provided equity lens for alignment and coordination between departments and CBC goals and priorities.
- Provided Tenant and Landlord Rental Housing Code, Landlord Fairness Code Tutorial Sessions to enhance understanding of rental housing regulations. These sessions provided information on the City's updated Rental Housing Code and key provisions of the newly implemented Landlord Fairness Code.

Office of Strategy

- Implemented the biennial Community Survey to better understand resident satisfaction levels by service, geography, and demographics.

- Partnered with Planning and Development Services to equitably and effectively engage with the community for input on the City's Comprehensive Plan, Community Safety Action Strategy, and Tacoma 2035 Strategic Plan.

Department: Community and Economic Development **Actions:**

- Increased Equitable Community Engagement through relational partnering, utilization of disaggregated data and the Equity Index to support Community Engagement and decision-making for programs.
- To better reach Spanish-speaking community members, the Tacoma Creates Annual Report was translated into Spanish; collaborated with VT Radio Universal and they produced a series of interviews with Tacoma Creates-funded cultural organization that serve Spanish-speaking communities.

Department: Environmental Services **Actions:**

- Developed and implemented departmental plan that provides a system for continuous outreach, engagement, and sustained relationships with historically marginalized/disproportionately impacted community partners.
- Continued to implement the Community Ambassador Program, focusing on increasing language access to education and cultural relevance of recycling and waste reduction services.
- Established a partnership with the Tacoma Refugee Choir to explore future language access opportunities.
- Partnered with Tacoma Community House to enhance outreach and inclusion efforts.
- Partnered with the Tacoma Urban League to further equity-focused initiatives.

Department: Finance / OMB

Actions:

- Worked with District 2 community members (Dome, downtown, Stadium, NE Tacoma) on Participatory Budgeting initiative to decide on a project to fund a covered skate park featuring public art in Downtown Tacoma. The selected project was the result of over 2,000 ideas and over 6,000 votes from community members.
- Participated in a collaborative effort with Community & Economic Development, Purchasing and Tax & License to provide workshops on “How to do Business with the City” with an emphasis on reaching OWMBE businesses.
- Tax & License engaged with Language Access to convert forms into the eight most spoken languages to provide access to those community members for whom English is not their primary language.



Department: Information Technology

Actions:

- Created a Homeless Engagement Dashboard that can be used to explore data on the outreach efforts of our HEAL team who are dedicated to making a meaningful difference in the lives of those experiencing homelessness.
- Created a public-facing Multi-Family Tax Exempt Projects dashboard allowing users to see how projects align with areas of equity/inequity. It also allows the City to track the creation of affordable housing.

Department: Neighborhood and Community Services

Actions:

- Homeless Engagement Alternative Liaison (HEAL) team increased their partners that collaborate with outreach efforts throughout the City and allowed residents to access more on-demand services as needed. Often the barrier for many is coordinate services with people who are unsheltered and often transient with services that may be a fix location. Building relationship and rapport with people is the first step in building trust which often lead to better and quicker outcomes for people who need an array of services.

Department: Planning and Development Services

Actions:

- One Tacoma Comprehensive Plan documents provided in nine different languages with translation services available at public workshops.
- Increased access to engagement with nine community workshops held throughout the City including a virtual workshop.
- Provide language assistance at all public meetings.
- PDS added six employees in 2024 who provide direct customer engagement and are fluent in speaking Spanish.
- Developed preliminary framework for mobile counter pilot program.
- Engaged with more than 1,800 community members on projects like Neighborhood Plans and the Cushman/ Adams Substation Reuse Study through multilingual surveys, multilingual focus groups, community workshops, pop-up events, fairs and festivals, and much more.
 - Resource documents provided in five different languages.
 - PDS engaged community members through multiple events from June 2024 – November 2024.



Department: Public Works

Actions:

- Completed the inaugural Vision Zero Annual Report, tracking progress and identifying actions to achieve the goal of zero traffic fatalities and serious injuries.

Department: Tacoma Fire Department (TFD)

Actions:

- Reimplemented CPR Saturday in addition to CPR Sunday, increasing the access for Tacoma citizens to receive this life saving training. Increased the number of citizens trained by 20%.
- TFD Cares revamped all marketing materials with larger print and information on what and when to call for help. This led to citizens receiving the right TFD resources in a timely manner.
- Increased collaboration with organizations serving marginalized communities, special populations in order to increase cultural awareness and competency, as well as service that aligns with the community values.
- Refined marketing material to reach a variety of developmental levels in order to increase access to appropriate levels of care within the Emergency Management system and the Crisis system.

Department: Tacoma Police Department (TPD)

Actions:

- Published public TPD Crime Dashboard.
- Implemented Community Service Officer Program
 - 5 CSOs now taking routine calls for service.
 - CSO duties consist of but are not limited to:
 - Customer service focused roles expected to help reduce response times to routine calls for service.
 - CSOs began responding to calls in July 2024.
 - CSOs respond to and prepare incident reports for calls where there is no immediate threat (not in progress, routine in nature, suspect not on the scene).
 - CSOs are non-commissioned civilian employees.
 - CSOs do not have arrest authority beyond that granted by state law to a private citizen and do not carry or possess a firearm while discharging their official duties.
- Continued community and youth engagement efforts:
 - Explorer program
 - Summer Late Nights partnership
 - Coffee and Conversations
- Continued strategies to build trust/transparency, accountability, improve service delivery in policing.

Department: Tacoma Public Libraries

Actions:

- Added catalog records to our website in Spanish, Korean, Russian, Ukrainian and Vietnamese for items written or recorded in those languages.

Department: Tacoma Venues & Events

Actions:

- City Council Resolution 41278 directed creation of an Equity in Events Toolkit for special events as a public education tool. Series of four capacity-building SkillShops was also created, and resources provided online.
- Implemented targeted recruitment and hiring strategies to increase BIPOC candidates' participation on CBCs.
- Implemented strategies that emphasized equitable recruitment and targeted outreach to BIPOC communities, including high school students.
- Awarded \$90,000 in event funding grants to 39 free community events through a competitive application process with oversight from the City's Events and Recognitions Committee (CERC). Applications scored on merit, community impact, equity, and organizers' capacity to produce the event. Events must be open to the public, inclusive, and accessible. 77K people are estimated to attend these funded events.
- Created City Event Services program (launching in 2025) to standardize the equitable distribution of non-monetary support for the safe production of events in the community. In-kind services are provided by Public Works, Tacoma Police Department, Tacoma Fire Department and/or Environmental Services through a competitive application process.
- Collaborated with organizations advancing equity and inclusion initiatives:
 - Recognitions ceremonies with CERC: City of Destiny Awards and Dr. Martin Luther King, Jr. Celebration. More than 50 local service organizations participated in community fairs.
 - Asia Pacific Cultural Center events held in the Exhibition Hall including the 26th New Year Celebration and the Asian & Pacific Islander Coalition Democracy Summit.
 - Abraham's House free furniture and household goods distribution event. 3,500 people attended to receive 12 semi-trucks valued at over \$1M in merchandise at the Tacoma Dome.
- Pride flag displayed on Tacoma Dome in partnership with the Rainbow Center.
- Food distribution site in Dome parking lots including Eloise's Cooking Pot (weekly) with more than 15K households and 55K family members served in 2024.
- Holiday food giveaways with Tacoma Police Department (475 turkeys) and Commencement Bank (1,000 hams and turkeys).
- 'Stuff the Bus' at P!nk's two concerts raised \$3,500 in backpacks and school supplies for Communities in Schools.
- Implemented strategies to market and engage audiences through language access:
 - Advertising placement, social media, and grassroots channel engagement in seven languages.
 - ASL translation services and close captioning made available at events.
 - Language interpretation made available for grant applications.

Equity and Empowerment Goal 3: Equitable Service Delivery to Residents and Visitors

A central goal of equity and anti-racist work at the City of Tacoma is that all Tacoma residents experience the services in their city effectively and equitably. In 2024, City departments worked to implement their Racial Equity Action Plans (REAPs), which documented how departments would advance the Equity and Empowerment Framework to achieve equitable outcomes. Through REAPs and incorporating equity into everyday operations and practices, departments across the City have incorporated an equity lens into their work. Departments strive to document and measure their efforts and the resulting outcomes (disaggregated by race, neighborhood, and more).



The following examples show how City of Tacoma departments took action to advance equitable service delivery throughout the city in 2024:

Tacoma Equity Index Recognized as a National Leader

In 2018, the City of Tacoma launched the Tacoma Equity Index, a Geographic Information System (GIS) tool used to map opportunity across Tacoma. The Equity Index rates the level of opportunity in each of the City's census block groups based on 34 indicators from five equally weighted categories: livability, accessibility, economy, education, and environmental health. By providing actionable and relevant data, the Index supports City staff in incorporating equity into their regular decision-making processes.

The City of Tacoma has been recognized with several awards for the development and implementation of the Tacoma Equity Index:

- In May 2024, New Growth Innovation Network (NGIN) recognized the Equity Index with the Luminary Award at its biennial Cityscapes Summit. The Luminary Award recognizes projects and initiatives that advance inclusive economic growth and bring visibility to marginalized communities.
- In October 2024, Results for America featured the Tacoma Equity Index as a best practice and case study for their Economic Mobility Catalog. The case study is titled, Using Data to Advance Equitable Decision-Making: Tacoma, WA.
- The Equity Index was also recognized at the 2023 Esri User Conference with a Special Achievement in GIS Award for the Equity Index StoryMap.

“The City of Tacoma’s Equity Index, with its profound impact on its decision-making processes, has stood out among the nominations received from NGIN advisors. The City’s dedication to formalizing equity in decision-making, as evidenced by its integration into City legislation, is commendable.”

-Betsey Suchanic, NGIN Inclusive Economic Development Advisor

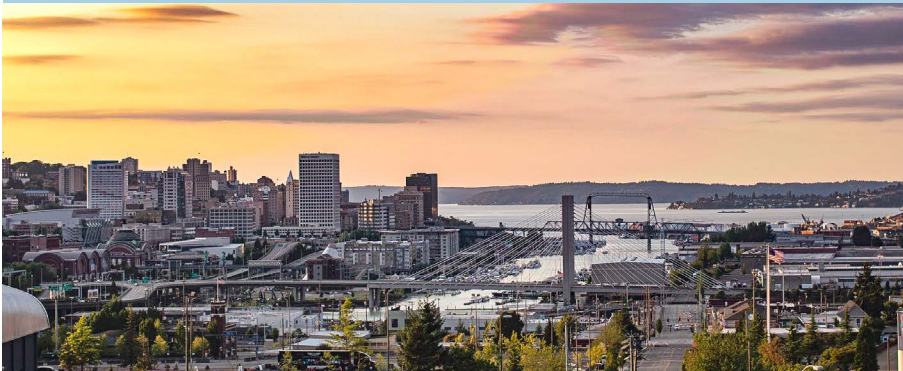
- **‘Equity in Action’ Case Studies Showcase City of Tacoma’s Successes Using the Equity Index**

The City of Tacoma released a new Collection of Equity Index Case Studies to showcase successes and progress on addressing inequities with the help of the Tacoma Equity Index. These case studies will help City of Tacoma staff, and community partners, understand how to use the Equity Index as a tool to support program and service improvements

The collection, Equity in Action: Tacoma Equity Index Case Studies, Using Data to Operationalize Equity and Transition into an Antiracist City, features 21 examples of how the City of Tacoma and its community partners have utilized the Equity Index to make intentional, data-informed decisions supporting more equitable outcomes in Tacoma’s diverse communities. The collection was designed to be a resource for City of Tacoma departments, as well as other jurisdictions, community partners, and civic leaders across the nation, in their ongoing work to increase equity and opportunity for historically marginalized communities.

"I hope these case studies motivate all of us here in Tacoma to make greater use of the Equity Index for the betterment of our residents. Additionally, I hope this collection will serve as a valuable playbook for others engaged in similar work. In my conversations with other leaders across the nation, I have heard a need for adaptable and scalable equity strategies for their own communities. This collection demonstrates how the City of Tacoma, and its community partners are advancing Tacoma's shared objectives and experiences with others to expand these efforts."

- **Mayor Victoria Woodards**



"This collection of case studies showcases how City departments have integrated the Equity Index into their daily work, and it provides inspiration for how we can continue to expand the use of this tool while striving to achieve the goals established by the City Council and the Tacoma 2025 strategic plan. Our collective efforts to refine the Equity Index since it was established have significantly contributed to the City of Tacoma's progress in addressing inequities."

- **City Manager Elizabeth Pauli**

- **City of Tacoma Takes Action on Housing Shortage with Home in Tacoma**

In November 2024, Tacoma City Council unanimously approved the Home in Tacoma (HIT) zoning and standards package, a landmark decision that paved the way for more diverse, affordable, and sustainable housing options throughout the city. Through this action, the City of Tacoma has committed to action to redress a history of racially inequitable housing actions, including racially restrictive residential redlining, that created barriers to housing and wealth-building for people of color, immigrants, and other groups. These actions also advance Council's direction in Resolution 40622 by reforming institutions impacted by systematic racism for the greater equity and wellbeing of all residents of Tacoma, Washington state and the United States.

Tacoma's Equity Index shows that there is currently a correlation between race, housing, and access to opportunity in Tacoma. Additionally, recent studies such as the City's Anti-Displacement Strategy show that displacement risk is growing for lower-income households as rising housing costs rapidly outpace incomes for many residents. Home in Tacoma will advance the City Council's direction by implementing new zoning regulations to reduce these inequities, including policies to:

- Increase housing options and address inequitable access to opportunity in Tacoma's neighborhoods.
- Evolve our housing vision to be more inclusive of all members of our community.
- Shift regulatory language away from "family" to allow households to define themselves.
- Address lingering impacts of systemic racism and facilitate homeownership and wealth-building opportunities for people of color.

- Promote accessibility for people of different physical abilities.
- Recognize housing as a fundamental building block of community that affects multiple goals.
- Promote housing in Tacoma as an alternative to urban sprawl.
- Build sustainable and resilient housing to address the climate emergency, urban forestry goals, and protect the health of the Puget Sound.
- Promote infill in walkable areas with transportation choices to reduce car dependency.

Finally, in the Tacoma Planning Commission's Home in Tacoma Findings and Recommendations, they found that Home in Tacoma has been informed by a concerted effort to engage with under-represented groups to ensure that people who often face the most severe housing challenges have a voice in Tacoma's housing future. HIT will also increase housing options and prices throughout the City, increasing access to opportunity for people with lower incomes.

"The historic passage of the Home in Tacoma initiative is a transformative step for our city. Affordable and accessible housing options are crucial for the well-being of our community, as it fosters economic stability, supports diverse neighborhoods, and enhances Tacoma's overall quality of life. This initiative creates a stronger, more resilient Tacoma for everyone. Our updated zoning regulations pave the way for more inclusive and diverse housing options, ensuring that Tacoma remains a vibrant, affordable, and welcoming place for all residents to live."

-Mayor Victoria Woodards

• **Tacoma Venues & Events Equity in Events Toolkit**

Tacoma City Council passed Resolution 41278, directing the City Manager to create a public-facing toolkit to guide event planners in integrating equity into their events. In response to this Council direction, the Equity in Events Toolkit was developed with feedback and engagement from community groups, who expressed the need for unified guidance on incorporating equity into local events.

The toolkit supports Tacoma Venue and Events (TVE) staff and contractors by helping them apply an equitable lens throughout the design, planning, and hosting of events. Additionally, the toolkit's strategies align with the City's special event funding grants' scoring mechanisms, ensuring consistency and transparency in event planning and funding decisions. The toolkit emphasizes fostering an environment of belonging where all individuals can thrive by creating physical, learning, and work environments that are usable by a wide range of people regardless of age, size or disability status.

In addition to the toolkit, a series of four capacity-building "SkillShops" was also created to support staff and partners in implementing the guidance of the toolkit, with additional resources provided online.

"SkillShops were created to help event producers thrive in our community by enabling them to present safe and equitable events for Tacoma. We are excited to continue this series..., which is essential for creating inclusive community spaces."

-DeMeSHee Pye, TVE Community Impact Coordinator

2024 Department Actions Related to Equity and Empowerment Goal 3: Equitable Service Delivery to Residents and Visitors

Department: City Manager's Office

Actions:

Customer Support Center

- Implemented accessibility improvements to 311, including updating and implementing new language line interpretation service and process for community members to access 311 services.

Media and Communications Office

- Managed over 7000 miles of fiber optic cable installed in the City of Tacoma's public right of way, providing internet connectivity to internal and external customers, including Tacoma Public Schools.

Office of Environmental Policy and Sustainability

- Continued efforts to purchase and deliver box fans, MERV13 filters, and masking tape to Tacoma communities, based on equity, topography, and proximity to pollutants. In 2024, a total of 628 fans/filters/tape and information on air quality were distributed.
- Partnered with Harvest Pierce County (HPC) on food equity. The urban farm project provides emerging BIPOC farmers with land to farm. Additionally, HPC's Gleaning Project welcomed 258 volunteers who donated 1,408 hours to harvesting, washing, packing and distributing fresh food to Tacoma/Pierce County. HPC was able to rescue more than 46,000 lbs. of food from the waste stream, with over half going to hunger relief and a quarter bolstering local small businesses, especially BIPOC-owned.
- Supported Tacoma and Proctor Farmers Markets by funding food access vouchers. Through the "Sustainability Match" program, EBT and SNAP users can buy fresh produce at the

markets and their purchases are matched up to \$10. In 2024, over \$6,000 Match dollars were distributed to low-income families for healthy, local foods- a nearly 7% increase from the previous year.

Office of Equity and Human Rights

- Supported Departmental implementation of Racial Equity Action Plans (REAPs).

Office of Strategy

- Published the Equity Index Collection of Case Studies, highlighting examples of how Departments have used the Equity Index to improve decision-making and service delivery.
- Conducted Equity Index Workshops for City of Tacoma staff and members of City of Tacoma Committees, Boards, and Commissions.
- Implemented the biennial Community Survey to better understand resident satisfaction levels by service, geography, and demographics.
- Partnered with R Street Institute to produce Lessons from Tacoma, localized recommendations to guide Tacoma in addressing safety challenges faced by its residents and neighborhoods. This report was based on key stakeholder interviews, a variety of local studies, reports, crime statistics, and news sources.



Department: Community and Economic Development
Actions:

- Provided outreach to community-based organizations to ensure the City is promoting racial equity and access to the Single-Family Rehab (SFR) program which provides health and safety related home repairs.
 - Prioritized development of business and multifamily projects in low opportunity areas as identified by the equity index.
 - Conducted and completed Disparity Study; results and implementation of recommendations will support reducing disparities, increasing access for small, minority, and women owned businesses in contracting with the City of Tacoma; creating livable wage jobs and generating community wealth.
 - Supported creative entrepreneurship training through Spaceworks Tacoma and Tacoma Arts Live's ACE program, including support for many minority and women-owned businesses.
 - Invested funds in communities with low business ownership to provide access to capital, which is often a barrier to entry.
 - Financing and Technical Assistance is prioritized by using the Equity Index and identifying disparities in resource allocation of investments.
 - Small business loans/grants promoted to geographic areas and prioritized by the Equity Index and other policy determinations.
- The Minority Business Development Agency (MBDA) supported:
 - Contracts: \$ \$60,966,632.00
 - Financing: \$55,013,264.00
 - Jobs Created & Retained: 153
 - Local Employment and Apprenticeship Training Program (LEAP)
 - Tacoma Creates funding helped organizations create broader access to cultural programming, and to build more equitable policies and practices.
 - Partnerships with both Tacoma Public Schools (TPS) and Tacoma Public Library (TPL) continue to grow in the 2023-2024 program year, including support for bus transportation for 245 cultural field trips for TPS students (up from 175 in 2022-23), and 114 workshops and presentations at TPL branches across the city (up from 67 in 2022-23).
 - 100% of Tacoma Public Schools had a programming connection with at least one Tacoma Creates organization, and every 3rd, 5th, 6th, and 7th grader in the district was able to participate in a district-wide field trip program to a Tacoma Creates-funded organization in the 2023-2024 program year.
 - A map of Tacoma Creates-supported programming locations overlaid with the City's Equity Index shows continuing efforts to support cultural programming in all parts of the city, including those that have been historically underserved.
 - \$5.8 million in Tacoma Creates funding was distributed to 65 local non-profit organizations whose missions are to advance arts, culture, heritage, and/or science in the 2023-2024 program year.
 - Tacoma Creates funded organizations provided over 1,200 cultural programs and events for our community and counted a combined total of over 1,200,000 participants in the 2023-2024 program year.

- 77% of all Tacoma Creates-supported events were free for all participants in the 2023-2024 program year.
- Tacoma Creates supports Equity-related capacity building opportunities for funded organizations' staff and board members through multi-session peer learning groups, topic-specific workshops, and individual coaching.
- Tacoma Creates and Arts Commission funding applications and review criteria include equity-focused priorities; funding review panels include community members.
- Recent public art projects support equity through language access, including Larchmont Concrete stamps (Spanish) and Lushootseed Language Stamps.
- McKinley Public Art Training Program created opportunity for emerging artists to break into the public art field, geared towards underrepresented groups.
- Developing internal and external demographics dashboards to share and analyze demographics of applicants and panelists for Arts Commission funding, community programming, and public art programs.
- Arts at the Armory provided a low-barrier, no-cost opportunity for over 100 Tacoma-based artists to sell goods directly to the public.
- Tacoma Studio Tour provided a free opportunity for over 100 Tacoma-based artists to connect with community, spread throughout all 5 Council Districts.
- Development of the Tacoma Mall Subarea Art & Placemaking Plan to support intentional public art investment in a Regional Growth Center with low Equity Index scores.
- Tacoma Arts Commission awarded \$156,000 through Community Arts Projects funding in 2024. Funding supported 27 organizations in producing 168 events, serving over 67,000 people.

- Tacoma Arts Commission awarded \$96,000 through Tacoma Artist Initiative Program funding for the 2023-2024 biennium. Funding supported 24 artists in producing 75 events, serving almost 4,000 people.

Department: Environmental Services

Actions:

- Annual Division-level Service Delivery Report-Out following the Equity Toolkit Guidance, aimed at increasing equitable access to utility services.
- Implemented Tidy-Up Tacoma, a program dedicated to elevating the overall cleanliness and visual appeal of the City of Tacoma so that we can all live, work, and play in clean and healthy neighborhoods that inspire pride in our community.
- The Urban Forestry program aims to increase Tacoma's tree canopy cover from approximately 20 percent to 30 percent by 2030, with an emphasis on historically underserved communities. In 2024, Environmental Services moved closer to accomplishing that goal by adding 839 new trees in moderate to low opportunity neighborhoods including:
 - 53 trees and 411 shrubs planted by 160 volunteers during Green Tacoma Day.
 - 288 street trees planted in the Lincoln District with the help of 82 volunteers for the Green Blocks Lincoln project.
 - 219 trees provided to residents through Branch Out, including language ambassador services for 5 non-English languages.
 - 71 street trees planted in low-opportunity neighborhoods through Grit City Trees, near over 40 households.
 - 261 discounted trees provided to low-opportunity neighborhoods through the Tree Coupon Program.



Department: Finance

Actions:

- Improved contracts process to include increased utilization of OMWBE vendors.
 - Partnered with Community & Economic Development on the update of the City's Disparity Study (from 2020). The City has made progress but still has work to do.
- Participated in a collaborative effort with Community & Economic Development, Purchasing and Tax & License to provide workshops on "How to do Business with the City" with an emphasis on reaching OWMBE businesses.
- Tax & License engaged with Language Access staff to convert forms into the 8 most spoken language to provide access to those community members for whom English is not their primary language.

Department: Information Technology

Actions:

- Created a Homeless Engagement Dashboard that can be used to explore data on the outreach efforts of our HEAL team who are dedicated to making a meaningful difference in the lives of those experiencing homelessness.
- Designed a renewal grant application on the Make It Tacoma website to support CEDD's disbursement of ARPA grant money used to support economic recovery efforts for small businesses for damage repairs and tenant improvements.
- Created a public-facing Multi-Family Tax Exempt Projects dashboard allowing users to see how projects align with areas of equity/inequity. It also allows the City to track the creation of affordable housing.

Department: Neighborhood and Community Services

Actions:

- Implemented the City's Homelessness Strategy, rooted in equity and anti-racism. Implementation has included:
 - Designed programs and policies based on research on how and why Black, Indigenous and People of Color (BIPOC) are disproportionately represented in the local and national homeless population.
 - Secured \$3,000,000 in funds through the State '23-'25 Supplemental Budget to support shelter operations and ensure adequate, diverse, and accessible shelter capacity.
 - Established a By-Name List for people who are experiencing homelessness in Tacoma through shelters, outreach providers, or any point in the response system, allowing the City to better address specific population needs with appropriate services.
 - Increased 2023 –2024 contracting for Temporary Financial Assistance in shelter system, allowing providers more flexible funding to support residents with housing barriers exiting homelessness.
 - Invested in the expansion of detox services, aimed at reducing wait times for individuals through immediate access to treatment, allowing one detox facility to double from 16-32 beds.
 - Homeless Engagement Alternative Liaison (HEAL) provided outreach services throughout the City, allowing residents to access more on-demand services as needed.

- Addressed Youth Violence:
 - Created a continuum of services through Building Resilience Against Youth Violence and Exploitation (BRAYVE), previously known as Youth and Young Adult Violence Reduction (YYAVR).
 - BRAYVE focuses services on black, indigenous, and people of color (BIPOC) youth and young adults and communities identified as low opportunity on the City's Equity Index.
 - Increased culturally relevant programming in 2023-2024 by increasing the number of funded providers for youth violence reduction from 5 to 13. In 2024, 61.5% of the 2,540 individuals served identified as a race other than white.
 - Youth development and education providers primarily served youth and young adults of color and young people identifying as LGBTQIA+, which are two of the primary populations with disparate impacts from violence. Of the 1,130 individuals served in 2024, 67.4% identified as a race other than white.
 - Added weekend late night program at three locations, adding to five day per week programming at 12 locations. This means every night of the week in the summer, young people ages 10-17 have a safe place to gather in Tacoma. Summer late night partnerships served 1,518 Tacoma Public Schools students, 69.1% identifying as a race other than white.
- Community Trauma Response Team (CTRT):
 - CTRT began in 2023 to respond to a wide range of traumatic incidents such as homicides, motor vehicle fatalities, incidents of gun violence and violent crimes, natural disasters, and other incidents resulting in trauma and crisis, understanding that community violence and trauma is more likely to impact BIPOC communities.
 - CTRT provider has roots in the Tacoma community and engaged volunteers for culturally relevant trauma response.
- CTRT provided support and referrals designed to offer immediate, compassionate, equitable, and practical resources for community members impacted by trauma and serious loss.
- CTRT responded to 22 incidents in 2023 and 26 incidents in 2024, with 65 follow up responses.
- Increased access and funding opportunities for BIPOC businesses:
 - Received applications from 30 applicants who had not previously received NCS funding (out of 106 total applications):
 - 25 of 30 new applicants led by underrepresented populations.
 - 10 of 30 new applicants were recommended for funding, including eight (8) led by underrepresented populations.
 - Applications led by underrepresented populations were funded at a similar percentage compared to percentage of overall applications funded.
 - Conducted survey of all contracted providers.
 - Contracted for capacity-building services for all providers.
 - Contracted for DEI consultation and learning opportunities for staff and contracted providers.
- Implemented strategy to increase access to services and programs, and enhanced community/staff engagement.
- Secured \$1,000,000 contract with Washington State Health Care Authority to provide Street Medicine to the unhoused population in Tacoma. Street Medicine Teams are 2-4 people, with a Doctor or Nurse Practitioner, a behavioral or mental health specialist, and a community health worker or certified peer counselor.
- The City and Parks Tacoma (formerly Metro Parks Tacoma) partnered to combine senior services, programming, and activities in order to offer a wider variety of programming, expand senior services to the age of 50+ (currently 60+), and offer services in more locations.

Department: Planning and Development Services

Actions:

- Home in Tacoma:
 - Adopted Home in Tacoma (HIT) regulatory changes to increase housing development opportunities in historically single-dwelling areas in December 2024 with implementation in February 2025.
 - PDS to resource “missing middle” housing permit review with our Residential Review Team utilizing shorter level of service target goals and dedicated staff resources to support homeowners, newer and smaller developers.

Department: Public Works

Actions:

- Vision Zero Action Plan Implementation:
 - Conducted three Road Safety Audits (RSAs) on high-risk corridors (Yakima Ave, South Tacoma Way, Pine St) with community members and city departments to strategize infrastructure improvements for safer walking, rolling, and driving.
 - Outcomes from the RSAs supported grant applications, including a pending planning and engineering grant for South Tacoma Way.
 - Completed the inaugural Vision Zero Annual Report, tracking progress and identifying actions to achieve the goal of zero traffic fatalities and serious injuries.
- Safe Routes to School Program:
 - Completed the Manitou Elementary Safe Routes to School project, prioritizing safety improvements for high-need schools.
 - Launched the City’s first Walking School Bus Program at four schools, improving attendance, reducing tardiness, and enhancing safety for students. Provided training and kits to expand program to additional schools.
- Infrastructure Improvements and Partnerships:
 - Collaborated with Sound Transit to secure \$42M for safety, ADA, and multimodal infrastructure improvements at the South Tacoma Sounder Station, with plans to design and construct the upgrades.
 - Applied for and received grant funding for projects, including East Portland Ave Active Transportation Planning, Roosevelt Missing Link Sidewalks, 56th & A Street Intersection Improvements, Tacoma Mall Loop Road Planning, and Puyallup Avenue Corridor Improvements.
 - Signed agreement with the Puyallup Tribe of Indians to install honorary street name signs in Lushootseed. Project underway.
 - Tacoma City Council authorized \$35,000 in one-time funding to install a Pride-themed decorative crosswalk between 9th and 11th streets on Broadway in Downtown Tacoma. Public Works Department will work with the City’s Arts Program to develop design details, with project installation planned for before Tacoma’s Pride Month in July 2025.
- ADA and Accessibility Initiatives:
 - Received funding and advertised an RFQ to update the City’s ADA Transition Plan.
 - Invested in ESRI Roads and Highways software to organize critical road infrastructure data and align asset management with the City’s Equity Index.
- Community Engagement and Housing Support:
 - Partnered with Neighborhood Community Services (NCS) to build and relocate tiny homes as part of TEMS projects.

Department: Tacoma Fire Department (TFD)**Actions:**

- Updated EMS Levy funding access to an automated system to reduce premature payments by Tacoma residents eligible for EMS Levy funding. Improved customer service and patient satisfaction.
 - TFD Cares hosted monthly Integrated Management to Promote Access and Community Transformation (IMPACT) meetings with 100 providers from Pierce County focused on giving better access to social services.
 - Increased collaboration with organizations serving marginalized communities, special populations in order to increase cultural awareness and competency, as well as service that aligns with the community values.
 - Invested in an online training system that comes with course content in cultural awareness, competency and equitable practice.
 - Transitioned dayshift staffing model from 3 days to seven days a week. The goal is to create more consistency and predictability for the team response to our community, and to be able to add more case management and connection to services that are open during the day ensuring our clients get connected to appropriate care.
- Fully implemented body worn cameras and in-car video cameras for transparency and accountability in policing.
 - Implemented Community Service Officer Program:
 - 5 CSOs now taking routine calls for service.
 - CSO duties consist of but are not limited to:
 - Customer service focused roles expected to help reduce response times to routine calls for service.
 - CSOs began responding to calls in July 2024.
 - CSOs respond to and prepare incident reports for calls where there is no immediate threat (not in progress, routine in nature, suspect not on the scene).
 - CSOs are non-commissioned civilian employees.
 - CSOs do not have arrest authority beyond that granted by state law to a private citizen and do not carry or possess a firearm while discharging their official duties.
 - Alternative Response – Designated Crisis Responders – reduces chances a mental health call will end in a use of force.
 - Officers now issued Narcan/Naloxone for first aid.
 - Continued Procedural justice training for new officers.
 - Continued strategies to build trust/transparency, accountability, improve service delivery in policing.
 - Fully implemented Patrol Tactics training program and became a regional HUB that helps train other agencies – focus on de-escalation tactics, decision-making, and best practices for law enforcement officer interactions with people.

Department: Tacoma Police Department (TPD)**Actions:**

- 21st Century Policing (21 CP) recommendations: 84% complete or in progress:
 - 46% complete
 - 38% in progress
- Developed Anti-Bias Data Collection system, which will begin agencywide in Q1 2025.
- Published public TPD Crime Dashboard.
- Implemented the Violent Crime Reduction Plan.



Department: Tacoma Public Libraries

Actions:

- Expanded public Nalaxone access to South Tacoma Library through partnership with the Tacoma Needle Exchange.
- Launched Patron Crisis and Support Team (a full-time Social Worker and Security Coordinator) leading to a dramatic reduction in security incidents.
- Implemented \$10,000 Building Capacity grant from the American Library Association focused on making hotspots and Chromebook available to people recently released from jail or prison.
- Received \$145,000 National Endowment for the Humanities grant to expand the work of the Community Archives Center focused on documenting climate change in Tacoma with an emphasis on collecting records and narratives from those most impacted.
- Added catalog records to website in Spanish, Korean, Russian, Ukrainian and Vietnamese for items written or recorded in those languages.

Department: Tacoma Venues & Events

Actions:

- Developed inclusive vendor contracting guidelines and grant-funded opportunities that prioritize local and BIPOC-owned (OMWBE) businesses.
- Increased organizational awareness of Equity & Anti-Racism in Tacoma through series of online training modules for all full time and part time contracted staff with titles including Systemic Transformation and Everyone's Responsibilities.
- Partnered with Kulture City for the Tacoma Dome and Greater Tacoma Convention Center to be certified as Sensory Inclusive. All full-time staff trained to recognize guests with sensory needs and provide services. Provided a Sensory Hour at T-Town.
- All full-time staff participated in DiSC Training, for individuals to better understand their communication styles and identify potential biases in their approach with people from different backgrounds.

Equity and Empowerment Goal 4: Support Human Rights and Opportunities for Everyone to Achieve their Full Potential

Supporting human rights and ensuring that everyone has the opportunity to achieve their full potential is critical, as it affirms the dignity and rights of all individuals. Promoting compliance with civil rights laws, including the Americans with Disabilities Act, within the City of Tacoma's services and operations helps create an environment where all residents can access those services and opportunities, as well as contribute fully to the community.

2024 Highlights Related to Equity and Empowerment Goal 4: Support Human Rights and Opportunities for Everyone to Achieve their Full Potential

- Throughout 2024, the City of Tacoma **partnered with Tacomaprobono to host Legal Aid Pop-Ups** at Tacoma Public Libraries locations, offering free drop-in assistance to community members. These events provided information and resources on pressing issues such as eviction, landlord-tenant disputes, legal financial obligations, and record expungements. Attendees received answers to legal questions and learned about available support for their specific situations.
- The City of Tacoma invited community members to participate in a series of **Tenant and Landlord Rental Housing Code/ Landlord Fairness Code tutorial sessions**, both virtual and in-person, to enhance understanding of rental housing regulations. These sessions provided information on the City's updated Rental Housing Code and the newly implemented Landlord Fairness Code. The sessions aimed to support property owners and tenants by informing attendees about key provisions of the Rental Housing Code and Landlord Fairness Code, including how they impact residential properties within city limits.
- City of Tacoma's Public Works department collaborated with Sound Transit to secure \$42M for **safety, ADA, and multimodal infrastructure improvements at the South Tacoma Sounder Station**, with plans to design and construct the upgrades.
- Received funding and advertised an RFQ to update the **City's ADA Transition Plan**.
- **American Sign Language (ASL) translation services** and close captioning made available at events hosted by Tacoma Venues and Events.
- Offered the second **Equal Employment Opportunity (EEO) Community of Practice Cohort**, a six-month course intended to aid employees in their growth toward creating equitable, EEO-compliant workplaces. Established the class roster for the third EEO Community of Practice Cohort.
- Developed a secure/limited-access SharePoint solution for the EEO Office to **track, analyze and address complaints** across protected categories with a focus on supporting historically marginalized communities.

Historically, the City of Tacoma's Human Rights Commission has provided leadership and support in eliminating discrimination and prejudice through the review and initiation of human rights complaints, changes to City Council policies (such as the establishment of the Commission on Immigrant and Refugee Affairs and Resolution 40622), and education programs. As of June 2024, the City stopped taking new intakes for employment, fair housing, and public accommodation investigations. While human rights investigation services will no longer be offered by City of Tacoma staff, complaints of violations of TMC 1.29 in

alignment with state law can continue to be made to the State of Washington's Human Rights Commission for investigation. The City of Tacoma will enforce violations of TMC 1.29 that cannot be deferred to state or federal government.

- Washington State Human Rights Commission
Phone: 1-800-233-3247
- Equal Employment Opportunity Commission (EEOC)
Phone: 1-800-669-4000
- U.S. Department of Housing and Urban Development (HUD)
Phone: 1-800-669-9777

Equity and Empowerment Goal 5: Commitment to Equity in Policy Decision-Making



The City of Tacoma operates under a Council-Manager form of government. City Council Members are comprised of a Mayor and eight Council Members (five council district and three at-large positions) elected to serve four-year terms. As the policy-making body of the City, the City Council serves as the link between the residents of

Tacoma and their municipal government. They are responsible for enacting and amending City laws, adopting the Biennial Budget, appointing members to our boards, committees and commissions and providing guidance and direction for actions which affect the quality of life in the City.

The City of Tacoma is committed to equity in policy decision-making to ensure that policies are inclusive and effectively address the needs of all community members. Effective policy considers the many potential implications of a policy, such as the financial implications. The more informed a decision, the more

likely it is to be effective by considering and planning for those potential implications. By establishing equity and anti-racism as values of the City, the City Council has created the expectation that the equity implications of all policies are considered through transparent processes and review. Transparency and collaboration with internal and external groups help foster trust and accountability, while also ensuring that decisions lead to measurable improvements and equitable outcomes.

Tacoma City Council passed Resolution 39893 in 2017, adopting a "Health and Equity in All Policies" policy, directing the City Manager to analyze proposed policies using a health and equity lens. With this direction from Council, the City Manager directed staff to redevelop the City Council Action Memorandum and process to include the health and equity considerations in Resolution 39893. With these changes implemented, every policy that goes before Council (Resolutions and Ordinances) has an equity analysis much in the same way that it has a financial analysis, or fiscal note.

Several years later, Tacoma City Council passed Resolution 40622. See above discussion of Resolution 40622.

2024 Highlights Related to Equity and Empowerment

Goal 5: Commitment to Equity in Policy Decision-making

- **Adopted Home in Tacoma (HIT)** regulatory changes to increase housing development opportunities in historically single-dwelling areas in December 2024
- **Developed Anti-Displacement Strategy (ADS)**, which builds on the Affordable Housing Action Strategy (AHAS), meant to address the housing needs of vulnerable Tacoma community members.
- **Developed database on rental properties** to capture data on landlords and rental properties within the City limits. The goal is to have access to better information on rental properties and rents to better understand issues in the Tacoma rental market.
- Supported direct decision-making in the community through the implementation of the **Participatory Budgeting project for City Council District 2**. Worked with District 2 community members (Dome, downtown, Stadium, NE Tacoma) to decide on a project, which ended up being to fund a covered skate park featuring public art in Downtown Tacoma. The selected project was the result of over 2,000 ideas and over 6,000 votes from community members.
- **Enhanced and updated our City's Equity Index**, used by our elected leaders and City staff to support equitable decision-making that can lead to more equitable outcomes in the community.
- Public Works invested in ESRI Roads and Highways software to organize critical road infrastructure data and **align asset management with the City's Equity Index**.
- Tacoma Police Department initiated a **comprehensive policy review**, which is ongoing into 2025.
- Tacoma Venues & Events **developed inclusive vendor contracting guidelines** and grant-funded opportunities that prioritize local and BIPOC-owned (OMWBE) businesses.

- Tacoma City Council authorized \$35,000 in one-time funding to install a Pride-themed decorative crosswalk between 9th and 11th streets on Broadway in Downtown Tacoma, with expected project installation occurring before Tacoma's Pride Month in July 2025. This installation will create a welcoming and celebratory space that invites residents, workers, and tourists to visit downtown.

"Tacoma has a long history of being a welcoming and inclusive city to the LGBTQIA2+ community and we are long overdue for a celebratory crosswalk in our downtown core."

-Council Member Olgy Diaz

"Crosswalks are about connecting communities and bridging divides, and this pride-themed crosswalk will be a powerful display of our commitment to inclusivity,"

-Council Member Kristina Walker

Tacoma's City Council sets policy direction for the City of Tacoma and was responsible for many policy decisions in 2024, continuing to direct the City to ensure that policies are developed and reviewed with an equity and anti-racist lens. For more information about Tacoma City Council members and the policies that they voted on in 2024, visit the Tacoma City Council website. You can also see the equity analysis for each resolution and ordinance that went before Council at the bottom of every Council Action Memorandum, which are included as links in every Legistar (system for Council meeting records) entry.

CONCLUSION



The City of Tacoma has taken many actions in 2024 across a range of service areas to implement the City Council's direction to advance equity and anti-racism in Tacoma. The wide array of actions taken across City departments demonstrates how the City's approach to achieving equity recognizes that all City actions must continually assess how they can better, more equitably, serve the residents of Tacoma.

This report shares the efforts of the City and each department to embed the equity policy directives of the Council into the operations of all City departments. Through these many strategies and tactics, the City of Tacoma remains committed to further advancing the Equity and Empowerment goals adopted through Resolution 39019 and the direction provided in Resolution 40622 to transform into an equitable and anti-racist organization.

In 2025, the City of Tacoma will continue to take meaningful action to further these goals and objectives and to ensure our commitment to all the members of our community.

APPENDIX I: COMMITTEE, BOARD, AND COMMISSION (CBC) 2024 HIGHLIGHTS

The following summarizes equity highlights from CBCs in 2024:

Bicycle Pedestrian Technical Advisory Group (BPTAG)

Purpose:

BPTAG advises the Transportation Commission on active transportation-related matters. BPTAG focuses on making it safer and easier to use active transportation in Tacoma, which includes walking, using an assistive mobility device, bicycling, skating, and riding a skateboard or scooter.

2024 Accomplishments:

- Engaged with Sound Transit on the South Tacoma Sounder Station Access Project to improve multimodal safety, accessibility, and bicycle and pedestrian connections to the South Tacoma Sounder Station
- Met with youth from 2nd Cycle's Safe Cycle Program to discuss how the City prioritizes active transportation investments based on safety, equity, connectivity, opportunities for engagement, and youth priorities.
- Informed City's Transportation and Mobility Plan (part of Comprehensive Plan) for safe and accessible bicycle and pedestrian routes to schools, libraries, parks and other daily destinations

City Events and Recognitions Committee (CERC)

Purpose:

CERC serves as an advisory and action committee for the City on City-hosted events and special recognition programs. The Committee is responsible for planning, reviewing and evaluating events and engages the community in fundraising efforts and sponsorships to leverage funds for the events.

2024 Accomplishments:

- Aligned eligibility and criteria for the Special Event Funding applications with the Equity in Events Toolkit
- Programs such as MLK and City of Destiny offered marketing in multiple languages including the eight languages that are most used in Tacoma and distributed posters to local community centers
- Special Event Funding used a language translation friendly application process and offered language translation services to each application submitted

Commission on Immigrant and Refugee Affairs (CIRA)

Purpose:

The purpose of CIRA is to better engage Tacoma's immigrant and refugee communities and to work with community partners to identify and advance positive outcomes for members of this population.

2024 Accomplishments:

- Tacoma City Council proclaimed Welcoming Week (September 13 to 22, 2024), and CIRA worked with Tacoma Community House and Pierce County CIRA to organize activities to celebrate immigrants and refugees in Tacoma
- Advocated for the City to contribute \$10,000 to Tacoma Community House to support events including a citizenship clinic, a discussion on what makes communities welcoming and how to support newcomers, and a "Know Your Rights" workshop

Community Police Advisory Committee (CPAC)

Purpose:

CPAC is a policy-focused committee that will help to ensure transparency and accountability in how the City of Tacoma Police Department operates. CPAC provides community outreach and education through public hearings and committee efforts.

2024 Accomplishments:

- Working with Tacoma Police Department leadership and the consultant Lexipol, CPAC advised on how best to update 30 police department policies including P427 Automated License Plate Readers, P806 Animal Control, and P315 Child Abuse
- CPAC reviewed and discussed complaints made by members of the Tacoma public submitted against TPD officers

Equity in Contracting Advisory Committee (EIC)

Purpose:

The Equity in Contracting (EIC) Advisory Committee acts in an advisory capacity to Equity in Contracting Program staff to monitor compliance and advise on overall program effectiveness.

2024 Accomplishments:

- EIC Advisory members contributed feedback related to outreach and training workshop efforts of the EIC Program, influencing topic areas for future workshops in support of reducing barriers for certified businesses when contracting with the City of Tacoma
- EIC Advisory members contributed feedback in how the EIC program engages with internal departments in advertising project solicitations to small, minority, and woman-owned businesses
- EIC Advisory members influenced how staff engage with internal departments in developing process documentation. This will help the City more comprehensively cover how businesses can navigate the City bidding process; a direct recommendation from the disparity study
- EIC Advisory members contributed feedback that has influenced which data points are measured in reporting EIC performance metrics within annual reporting

Human Services Commission (HSC)

Purpose:

HSC serves as a resource to the City Council and City Staff for implementation of the City's Human Services Strategic Plan.

2024 Accomplishments:

- The Human Service Commission supported the Neighborhood Community Services funding allocation process in 2024
- Commissioners engaged in an equitable rater training. This training included rater criteria guidelines, cultural competence training and watched an Implicit Bias & Decision-Making Video that was specific to procurement

Landmarks Preservation Commission (LPD)

Purpose:

LPD oversees the establishment and regulation of landmarks, local historic districts, proposed name changes for public facilities and certain property tax incentives.

2024 Accomplishments:

- Staff worked with community partners to organize a Call & Response event hosted by Evergreen Tacoma campus on Historic Preservation for Black History
- Staff collaborated with community partners to hold the First Annual Summit for Historic Preservation: Black History in Washington State, at the Evergreen Tacoma campus
- Both events were related to a National Park Service project, "Historic Survey and Inventory of Tacoma's Black Heritage"
- City is currently updating Comprehensive Plan/code, including amendments to improve equitable outcomes in historic preservation (such as consideration of new historic designation types and criteria that better meet the needs of diverse communities)

Parking Technical Advisory Group (PTAG)

Purpose:

PTAG reviews current parking policies and how they impact current stakeholders. The PTAG periodically makes recommendations to the City Manager regarding needed changes for existing policies or establishing new policies needed to ensure that the parking system adheres to the adopted guiding principles.

2024 Accomplishments:

- PTAG has been involved in the development of the Curbside Management element of the City's Transportation & Mobility Plan. This new element aims to provide a roadmap on how to manage and program the City's curb space. Equitable consideration is made throughout the document with focused attention on ensuring curb is designed to support accessibility, involvement of communities and businesses in the decision-making process, and support of transit and active transportation to promote equitable use
- Conducted a downtown employee and resident survey that gave insight on parking and transportation products available to downtown users. Identified opportunities for additional transportation programs that enhance the Parking Systems equity posture
- Began discussions on a "transportation wallet" which will explore opportunities to increase flexibility and equity into transportation options for downtown users

Planning Commission (PC)

Purpose:

Pursuant to Tacoma Municipal Code Chapter 13.02, the Planning Commission develops and updates the Comprehensive Plan and formulates effective and efficient land use and development regulations and processes that implement the Comprehensive Plan; and reviews various planning issues.

2024 Accomplishments:

- Provided final recommendation for the Home in Tacoma (HIT) zoning update
- Provided recommendations to City Council on zoning and land use, parking standards, and landscaping, including tree retention and minimum planting requirements
- Supporting the City's Comprehensive Plan update, One Tacoma. To advance equity considerations in the Comprehensive Plan update, the Planning Commission and staff developed an equity assessment framework to guide an audit of the existing plan against equity goals

Sustainable Tacoma Commission (STC)

Purpose:

STC oversees implementation of Tacoma's Climate Action Plan and to reduce greenhouse gas emissions. It is intended to bring citizen accountability, transparency, and vigilance to the long-term implementation of Tacoma's Climate Action Plan, as developed by the Green Ribbon Climate Action Task Force.

2024 Accomplishments:

- Approved and drafted letters centering equity including letters that addressed:
 - Climate Action Plan Progress Report response (ensuring equitable engagement)
 - Home in Tacoma Phase II (ensuring trees are protected in neighborhoods, especially centering low opportunity neighborhoods), and reforming Tacoma's permit process (centering equity in health impacts)
- Met with City Council members to advocate for equity in sustainability in the budget

Tacoma Area Commission on Disabilities (TACOD)

Purpose:

TAC provides leadership in supporting and enhancing the arts for the benefit of the City and its residents. Its purpose is to develop, support, coordinate, sponsor, and present the arts on a year-round basis for the benefit of the residents of Tacoma.

2024 Accomplishments:

- Arts Commission funding programs (Community Arts Projects and Tacoma Artists Initiative Program) include funding priorities that support equity in the application materials, and each funding program includes equity in the evaluation criteria
- The Arts Commission has a JEDIS subcommittee (Justice, Equity, Diversity, Inclusion, Sustainability) that is active, meets regularly, and reports back to the larger Commission at meetings

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Tacoma Creates Advisory Board (TCAB)

Purpose:

TCAB acts in an advisory capacity to the Tacoma Creates administration on funding programs to support public benefit in arts, culture, heritage, and science programs throughout Tacoma.

2024 Accomplishments:

- Collected data from funded organizations on program locations and events, overlaying it with the City's Equity Index to highlight Tacoma Creates' goal of supporting both downtown and neighborhood programming
- Supported equity-related capacity building for funded organizations' staff and boards, including peer learning, workshops, and coaching to support Justice, Equity, Diversity, and Inclusion (JEDI) in programming and organizational practices
- Integrated equity-focused elements into funding applications and review criteria to promote access and inclusivity in the cultural sector and equip review panels with tools for equity-centered recommendations

Transportation Commission (TC)

Purpose:

TC advises the City Council on transportation-related matters with short-term and long-range transportation planning, compliance with local, regional, and federal transportation regulations, bike, pedestrian, and mass transit-related planning initiatives, parking, and capital improvement plans.

2024 Accomplishments:

- Received a presentation about the Equity Index to improve its use in their work
- Created a goal and policies specific to equity for Transportation and Mobility Plan (TMP) update
 - Advance Equity and Livability: Harm is repaired, and burdens from legacy transportation infrastructure decisions are alleviated by prioritizing investment identified through equitable engagement in communities that have experienced disproportionate impacts and disinvestment
- Equity was established as a criterion for scoring transportation projects in the updated TMP project list

In addition to the above, the City launched an Urban Design Board as an advisory forum to provide early concept design guidance, make final decisions for specific urban designs, and serve as a resource advocate for design excellence. The core mission of this new body is energized by diverse community voices and by projects that are grounded in innovation, equity, and access.

The following are CBCs not included in the summary of 2024 highlights: Audit Advisory Board, Board of Building and Appeals, Board of Ethics, Civil Service Board, Library Board of Trustees, Public Utility Board, and the Tacoma Community Redevelopment Authority (TCRA). See 2024 highlights from the Tacoma Public Library and others in the Equity and Empowerment Goal 3: Service Delivery section of this report.



Citywide Weekly Briefing for 14 April 2025 to 20 April 2025

The data is not National Incident Based Reporting System (NIBRS) compliant. Do not compare the results with any report using that standard. The data is dynamic and is subject to change and/or revision. The number of distinct offenses listed on a report are counted. This does not represent reports or individuals. All data is compared to last year for the same number of days or date range. Small numbers may cause large percent increases and decreases. Beginning 1 October 2022, there was a change in how TPD reports certain Aggravated Assaults and Destruction offenses.

Offense Breakdown	7 Days		28 Days		Year to Date		7 Days	28 Days	YTD
	14-Apr-2024	14-Apr-2025	24-Mar-2024	24-Mar-2025	01-Jan-2024	01-Jan-2025			
	20-Apr-2024	20-Apr-2025	20-Apr-2024	20-Apr-2025	20-Apr-2024	20-Apr-2025			
Persons	82	92	296	327	1225	1190	12.2%▲	10.5%▲	2.9%▼
Assault	74	86	270	305	1116	1084	16.2%▲	13.0%▲	2.9%▼
Homicide (doesn't include Negligent/Justifiable)	0	0	1	0	6	6	0.0%	100.0%▼	0.0%
Kidnapping/Abduction	3	1	7	5	27	20	66.7%▼	28.6%▼	25.9%▼
Sex Offenses, Forcible	5	5	18	17	75	80	0.0%	5.6%▼	6.7%▲
Property	314	228	1410	1016	6385	4178	27.4%▼	27.9%▼	34.6%▼
Arson	1	0	3	10	30	23	100.0%▼	233.3%▲	23.3%▼
Burglary/Breaking and Entering	20	21	109	91	449	362	5.0%▲	16.5%▼	19.4%▼
Counterfeiting/Forgery	2	0	10	4	30	17	100.0%▼	60.0%▼	43.3%▼
Destruction/Damage/Vandalism of Property	70	73	342	287	1756	1133	4.3%▲	16.1%▼	35.5%▼
Fraud	14	11	49	36	182	156	21.4%▼	26.5%▼	14.3%▼
Larceny/Theft	136	89	593	430	2561	1818	34.6%▼	27.5%▼	29.0%▼
Motor Vehicle Theft	57	28	242	125	1124	515	50.9%▼	48.3%▼	54.2%▼
Robbery	7	3	32	19	130	73	57.1%▼	40.6%▼	43.8%▼
Stolen Property	6	1	23	11	105	56	83.3%▼	52.2%▼	46.7%▼
Society	8	27	41	70	181	277	237.5%▲	70.7%▲	53.0%▲
Drug/Narcotic	2	15	21	42	101	188	650.0%▲	100.0%▲	86.1%▲
Pornography/Obscene Material	2	0	3	0	6	7	100.0%▼	100.0%▼	16.7%▲
Prostitution	0	0	0	1	0	4	0.0%	NC	NC
Weapon Law Violations	4	12	17	27	74	78	200.0%▲	58.8%▲	5.4%▲
Citywide Totals	404	347	1747	1413	7791	5645	14.1%▼	19.1%▼	27.5%▼

NC = Noncalculable

Last 7 Days

Notes:

- There were no Homicide offense(s) during the last 7 days.
- 64.0% (55/86) of the Assaults were coded Simple Assault.
- There were 56 DV-related offenses.
- 75.0% (42/56) of the DV-related offenses were Persons.
- 48.8% (42/86) of the Assaults were DV-related.
- DV-related Offenses: 50 ↗ 56
- There was 1 Gang-Related offense(s) during the last 7 days.
- Theft from Motor Vehicle: 56 ↘ 42

Top 5 Locations - Compared to last year

- 4502 S Steele St: 11 ↘ 9
- 1320 Broadway: 0 ↗ 5
- 3815 S Steele St: 0 ↗ 4
- 2545 N Narrows Dr: 0 ↗ 4
- 1500 Commerce St: 0 ↗ 4

Top 5 Offense Locations - Compared to last year

- Parking Lot: 85 ↘ 67
- Street/Right Of Way: 48 ↗ 67
- Single Family Residence: 59 ↔ 59
- Apartment: 61 ↘ 51
- Other Business: 8 ↗ 9



Sector 1 Weekly Briefing for 14 April 2025 to 20 April 2025

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Offense Breakdown	7 Days		28 Days		Year to Date		7 Days	28 Days	YTD
	14-Apr-2024	14-Apr-2025	24-Mar-2024	24-Mar-2025	01-Jan-2024	01-Jan-2025			
	20-Apr-2024	20-Apr-2025	20-Apr-2024	20-Apr-2025	20-Apr-2024	20-Apr-2025			
Persons	13	23	80	85	298	307	76.9%▲	6.3%▲	3.0%▲
Assault	9	21	67	79	262	275	133.3%▲	17.9%▲	5.0%▲
Homicide (doesn't include Negligent/Justifiable)	0	0	1	0	3	4	0.0%	100.0%▼	33.3%▲
Kidnapping/Abduction	2	0	4	1	11	7	100.0%▼	75.0%▼	36.4%▼
Sex Offenses, Forcible	2	2	8	5	22	21	0.0%	37.5%▼	4.5%▼
Property	85	67	368	300	1747	1240	21.2%▼	18.5%▼	29.0%▼
Arson	0	0	2	3	15	6	0.0%	50.0%▲	60.0%▼
Burglary/Breaking and Entering	6	6	42	27	140	97	0.0%	35.7%▼	30.7%▼
Counterfeiting/Forgery	0	0	1	0	1	0	0.0%	100.0%▼	100.0%▼
Destruction/Damage/Vandalism of Property	28	24	117	99	591	423	14.3%▼	15.4%▼	28.4%▼
Fraud	3	6	10	13	28	35	100.0%▲	30.0%▲	25.0%▲
Larceny/Theft	34	24	137	117	644	471	29.4%▼	14.6%▼	26.9%▼
Motor Vehicle Theft	12	5	42	31	284	164	58.3%▼	26.2%▼	42.3%▼
Robbery	2	1	12	5	26	19	50.0%▼	58.3%▼	26.9%▼
Stolen Property	0	0	3	4	13	18	0.0%	33.3%▲	38.5%▲
Society	1	7	9	15	44	52	600.0%▲	66.7%▲	18.2%▲
Drug/Narcotic	0	4	3	7	27	32	NC	133.3%▲	18.5%▲
Pornography/Obscene Material	1	0	1	0	1	2	100.0%▼	100.0%▼	100.0%▲
Prostitution	0	0	0	0	0	0	0.0%	0.0%	0.0%
Weapon Law Violations	0	3	5	8	16	18	NC	60.0%▲	12.5%▲
Sector Totals	99	97	457	400	2089	1599	2.0%▼	12.5%▼	23.5%▼

NC = Noncalculable

Last 7 Days

Notes:

- There were no Homicide offense(s) during the last 7 days.
- 52.4% (11/21) of the Assaults were coded Simple Assault.
- There were 12 DV-related offenses.
- 83.3% (10/12) of the DV-related offenses were Persons.
- 47.6% (10/21) of the Assaults were DV-related.
- DV-related Offenses: 14 ▾ 12
- There were no Gang-Related offense(s) during the last 7 days.
- Theft from Motor Vehicle: 22 ▾ 18

Top 5 Locations - Compared to last year

- 1320 Broadway: 0 ↗ 5
- 1500 Commerce St: 0 ↗ 4
- 802 Tacoma Ave S: 0 ↗ 3
- 1710 Market St: 0 ↗ 2
- S 12th St & Pacific Ave: 0 ↗ 2
- 201 Puyallup Ave: 0 ↗ 2
- 1717 S J St: 0 ↗ 2
- There were 12 additional locations with 2.

Top 5 Offense Locations - Compared to last year

- Street/Right Of Way: 18 ↗ 32
- Parking Lot: 15 ↗ 19
- Apartment: 29 ▾ 12
- Single Family Residence: 9 ▾ 6
- Alley: 3 ↗ 5



Sector 2 Weekly Briefing for 14 April 2025 to 20 April 2025

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Offense Breakdown	7 Days		28 Days		Year to Date		7 Days	28 Days	YTD
	14-Apr-2024	14-Apr-2025	24-Mar-2024	24-Mar-2025	01-Jan-2024	01-Jan-2025			
	20-Apr-2024	20-Apr-2025	20-Apr-2024	20-Apr-2025	20-Apr-2024	20-Apr-2025			
Persons	20	20	73	78	302	290	0.0%	6.8%▲	4.0%▼
Assault	20	18	70	71	279	256	10.0%▼	1.4%▲	8.2%▼
Homicide (doesn't include Negligent/Justifiable)	0	0	0	0	0	1	0.0%	0.0%	NC
Kidnapping/Abduction	0	0	1	1	6	5	0.0%	0.0%	16.7%▼
Sex Offenses, Forcible	0	2	2	6	16	28	NC	200.0%▲	75.0%▲
Property	72	64	422	247	1765	1008	11.1%▼	41.5%▼	42.9%▼
Arson	0	0	0	3	3	4	0.0%	NC	33.3%▲
Burglary/Breaking and Entering	4	5	22	23	102	88	25.0%▲	4.5%▲	13.7%▼
Counterfeiting/Forgery	0	0	2	2	13	4	0.0%	0.0%	69.2%▼
Destruction/Damage/Vandalism of Property	14	18	90	64	478	271	28.6%▲	28.9%▼	43.3%▼
Fraud	2	0	21	5	62	38	100.0%▼	76.2%▼	38.7%▼
Larceny/Theft	34	26	198	112	776	440	23.5%▼	43.4%▼	43.3%▼
Motor Vehicle Theft	17	14	79	33	287	134	17.6%▼	58.2%▼	53.3%▼
Robbery	0	0	5	4	26	17	0.0%	20.0%▼	34.6%▼
Stolen Property	1	0	3	0	15	5	100.0%▼	100.0%▼	66.7%▼
Society	1	1	5	6	22	22	0.0%	20.0%▲	0.0%
Drug/Narcotic	0	0	3	3	13	8	0.0%	0.0%	38.5%▼
Pornography/Obscene Material	0	0	1	0	1	2	0.0%	100.0%▼	100.0%▲
Prostitution	0	0	0	0	0	0	0.0%	0.0%	0.0%
Weapon Law Violations	1	1	1	3	8	12	0.0%	200.0%▲	50.0%▲
Sector Totals	93	85	500	331	2089	1320	8.6%▼	33.8%▼	36.8%▼

NC = Noncalculable

Last 7 Days

Notes:

- There were no Homicide offense(s) during the last 7 days.
- 77.8% (14/18) of the Assaults were coded Simple Assault.
- There were 11 DV-related offenses.
- 72.7% (8/11) of the DV-related offenses were Persons.
- 44.4% (8/18) of the Assaults were DV-related.
- DV-related Offenses: 9 ↗ 11
- There were no Gang-Related offense(s) during the last 7 days.
- Theft from Motor Vehicle: 12 ↘ 9

Top 5 Locations - Compared to last year

- 2545 N Narrows Dr: 0 ↗ 4
- 1202 N Pearl St: 0 ↗ 3
- 5109 N 14th St: 0 ↗ 2
- 7040 S 12th St: 0 ↗ 2
- 1500 N Warner St: 0 ↗ 2
- 2905 N 9th St: 0 ↗ 2
- 3821 S 8th St: 0 ↗ 2
- There were 12 additional locations with 2.

Top 5 Offense Locations - Compared to last year

- Single Family Residence: 14 ↗ 21
- Apartment: 11 ↗ 16
- Street/Right Of Way: 7 ↗ 14
- Parking Lot: 26 ↘ 13
- School (Except College): 2 ↗ 3
- Garage (Residential): 0 ↗ 3



Sector 3 Weekly Briefing for 14 April 2025 to 20 April 2025

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Offense Breakdown	7 Days		28 Days		Year to Date		7 Days	28 Days	YTD
	14-Apr-2024	14-Apr-2025	24-Mar-2024	24-Mar-2025	01-Jan-2024	01-Jan-2025			
	20-Apr-2024	20-Apr-2025	20-Apr-2024	20-Apr-2025	20-Apr-2024	20-Apr-2025			
Persons	26	24	73	71	303	262	7.7%▼	2.7%▼	13.5%▼
Assault	24	22	68	66	284	245	8.3%▼	2.9%▼	13.7%▼
Homicide (doesn't include Negligent/Justifiable)	0	0	0	0	1	0	0.0%	0.0%	100.0%▼
Kidnapping/Abduction	0	1	1	1	5	4	NC	0.0%	20.0%▼
Sex Offenses, Forcible	2	1	4	4	13	13	50.0%▼	0.0%	0.0%
Property	85	47	332	229	1536	1030	44.7%▼	31.0%▼	32.9%▼
Arson	1	0	1	1	6	5	100.0%▼	0.0%	16.7%▼
Burglary/Breaking and Entering	4	5	26	19	106	87	25.0%▲	26.9%▼	17.9%▼
Counterfeiting/Forgery	1	0	5	0	10	6	100.0%▼	100.0%▼	40.0%▼
Destruction/Damage/Vandalism of Property	20	13	74	61	360	235	35.0%▼	17.6%▼	34.7%▼
Fraud	3	2	8	9	49	41	33.3%▼	12.5%▲	16.3%▼
Larceny/Theft	37	21	141	109	639	525	43.2%▼	22.7%▼	17.8%▼
Motor Vehicle Theft	16	4	62	23	295	102	75.0%▼	62.9%▼	65.4%▼
Robbery	1	2	8	5	31	14	100.0%▲	37.5%▼	54.8%▼
Stolen Property	1	0	6	1	35	11	100.0%▼	83.3%▼	68.6%▼
Society	2	6	10	14	52	73	200.0%▲	40.0%▲	40.4%▲
Drug/Narcotic	1	4	5	9	27	54	300.0%▲	80.0%▲	100.0%▲
Pornography/Obscene Material	0	0	0	0	2	3	0.0%	0.0%	50.0%▲
Prostitution	0	0	0	0	0	1	0.0%	0.0%	NC
Weapon Law Violations	1	2	5	5	23	15	100.0%▲	0.0%	34.8%▼
Sector Totals	113	77	415	314	1891	1365	31.9%▼	24.3%▼	27.8%▼

NC = Noncalculable

Last 7 Days

Notes:

- There were no Homicide offense(s) during the last 7 days.
- 63.6% (14/22) of the Assaults were coded Simple Assault.
- There were 15 DV-related offenses.
- 80.0% (12/15) of the DV-related offenses were Persons.
- 54.5% (12/22) of the Assaults were DV-related.
- DV-related Offenses: 13 ↗ 15
- There were no Gang-Related offense(s) during the last 7 days.
- Theft from Motor Vehicle: 15 ↘ 9

Top 5 Locations - Compared to last year

- 4502 S Steele St: 11 ↘ 9
- 3815 S Steele St: 0 ↗ 4
- 1913 S 72nd St: 2 ↗ 3
- 5006 S 58th St: 0 ↗ 2
- 6208 Tacoma Mall Blvd: 0 ↗ 2
- 7201 S Cushman Ave: 0 ↗ 2
- 5102 S 58th St: 0 ↗ 2
- There were 7 additional locations with 2.

Top 5 Offense Locations - Compared to last year

- Parking Lot: 28 ↘ 21
- Apartment: 15 ↘ 13
- Street/Right Of Way: 3 ↗ 8
- Single Family Residence: 13 ↘ 6
- Park: 0 ↗ 5



Sector 4 Weekly Briefing for 14 April 2025 to 20 April 2025

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Offense Breakdown	7 Days		28 Days		Year to Date		7 Days	28 Days	YTD
	14-Apr-2024	14-Apr-2025	24-Mar-2024	24-Mar-2025	01-Jan-2024	01-Jan-2025			
	20-Apr-2024	20-Apr-2025	20-Apr-2024	20-Apr-2025	20-Apr-2024	20-Apr-2025			
Persons	23	25	70	93	322	331	8.7%▲	32.9%▲	2.8%▲
Assault	21	25	65	89	291	308	19.0%▲	36.9%▲	5.8%▲
Homicide (doesn't include Negligent/Justifiable)	0	0	0	0	2	1	0.0%	0.0%	50.0%▼
Kidnapping/Abduction	1	0	1	2	5	4	100.0%▼	100.0%▲	20.0%▼
Sex Offenses, Forcible	1	0	4	2	24	18	100.0%▼	50.0%▼	25.0%▼
Property	72	50	288	240	1337	900	30.6%▼	16.7%▼	32.7%▼
Arson	0	0	0	3	6	8	0.0%	NC	33.3%▲
Burglary/Breaking and Entering	6	5	19	22	101	90	16.7%▼	15.8%▲	10.9%▼
Counterfeiting/Forgery	1	0	2	2	6	7	100.0%▼	0.0%	16.7%▲
Destruction/Damage/Vandalism of Property	8	18	61	63	327	204	125.0%▲	3.3%▲	37.6%▼
Fraud	6	3	10	9	43	42	50.0%▼	10.0%▼	2.3%▼
Larceny/Theft	31	18	117	92	502	382	41.9%▼	21.4%▼	23.9%▼
Motor Vehicle Theft	12	5	59	38	258	115	58.3%▼	35.6%▼	55.4%▼
Robbery	4	0	7	5	47	23	100.0%▼	28.6%▼	51.1%▼
Stolen Property	4	1	11	6	42	22	75.0%▼	45.5%▼	47.6%▼
Society	4	13	17	35	63	130	225.0%▲	105.9%▲	106.3%▲
Drug/Narcotic	1	7	10	23	34	94	600.0%▲	130.0%▲	176.5%▲
Pornography/Obscene Material	1	0	1	0	2	0	100.0%▼	100.0%▼	100.0%▼
Prostitution	0	0	0	1	0	3	0.0%	NC	NC
Weapon Law Violations	2	6	6	11	27	33	200.0%▲	83.3%▲	22.2%▲
Sector Totals	99	88	375	368	1722	1361	11.1%▼	1.9%▼	21.0%▼

NC = Noncalculable

Last 7 Days

Notes:

- There were no Homicide offense(s) during the last 7 days.
- 64.0% (16/25) of the Assaults were coded Simple Assault.
- There were 18 DV-related offenses.
- 66.7% (12/18) of the DV-related offenses were Persons.
- 48.0% (12/25) of the Assaults were DV-related.
- DV-related Offenses: 14 ↗ 18
- There was 1 Gang-Related offense(s) during the last 7 days.
- Theft from Motor Vehicle: 7 ↘ 6

Top 5 Locations - Compared to last year

- 7624 Pacific Ave: 0 ↗ 3
- 439 S 96th St: 0 ↗ 2
- 9000 S Hosmer St: 0 ↗ 2
- 1001 E 70th St: 0 ↗ 2
- 707 S 56th St: 6 ↘ 2
- 131 E 62nd St: 0 ↗ 2
- 7250 Pacific Ave: 0 ↗ 2
- There were 9 additional locations with 2.

Top 5 Offense Locations - Compared to last year

- Single Family Residence: 23 ↗ 26
- Parking Lot: 16 ↘ 14
- Street/Right Of Way: 20 ↘ 13
- Apartment: 6 ↗ 10
- Restaurant/Fast Food Establishment: 0 ↗ 3



MEETINGS FOR THE WEEK OF APRIL 28, 2025 THROUGH MAY 2, 2025

TIME	MEETING	LOCATION
MONDAY, APRIL 28, 2025		
5:00 PM	Local Improvement District (LID) Hearings*	747 Market St., Municipal Bldg., Council Chambers Visit www.cityoftacoma.org/hearingexaminer
5:30 PM	Bicycle and Pedestrian Technical Advisory Group	747 Market St., Municipal Bldg., Conf. Rm. 248 Join Zoom Meeting at: https://zoom.us/j/99545896138 Telephonic: Dial 253-215-8782 Meeting ID: 995 4589 6138 Passcode: 762319
5:30 PM	Commission on Immigrant and Refugee Affairs	747 Market St., Municipal Bldg., Conf. Rm. 243 Join Zoom Meeting at: https://zoom.us/j/89513783298 Telephonic: Dial 253-215-8782 Meeting ID: 895 1378 3298 Passcode: 288952 Contact Vicky McLaurin at HRCandCIRA@cityoftacoma.org
TUESDAY, APRIL 29, 2025		
9:00 AM	Hearing Examiner's Hearing*	747 Market St., Municipal Bldg., Council Chambers Visit www.cityoftacoma.org/hearingexaminer
10:00 AM	Economic Development Committee	747 Market St., Municipal Bldg., Conf. Rm. 248 Join Zoom Meeting at: https://zoom.us/j/88227539908 Telephonic: Dial 253-215-8782 Meeting ID: 882 2753 9908 Passcode: 614650
11:15 AM	Bid Opening**	3628 S. 35th St., Public Utilities Bldg., ABN-M1 Join Zoom Meeting at: https://zoom.us/j/88402380573 Telephonic: Dial 253-215-8782 Meeting ID: 884 0268 0573 Passcode: 070737 Visit www.tacomapurchasing.org
NOON	City Council Study Session	747 Market St., Municipal Bldg., Council Chambers Join Zoom Meeting at: https://zoom.us/j/89496171192 Telephonic: Dial 253-215-8782 Meeting ID: 894 9617 1192 Passcode: 896569
5:00 PM	City Council Meeting	747 Market St., Municipal Bldg., Council Chambers Join Zoom Meeting at: https://zoom.us/j/84834233126 Telephonic: Dial 253-215-8782 Meeting ID: 848 3423 3126 Passcode: 349099
WEDNESDAY, APRIL 30, 2025		
NO MEETINGS SCHEDULED		
THURSDAY, MAY 1, 2025		
9:00 AM	Hearing Examiner's Hearing*	747 Market St., Municipal Bldg., Council Chambers Visit www.cityoftacoma.org/hearingexaminer
10:00 AM	Fire Pension/Disability Board	3628 S. 35th St., Public Utilities Bldg., ABN-Ground Floor, Retirement Conf. Rm. Join Zoom Meeting at: https://zoom.us/j/88629750418 Telephonic: Dial 253-215-8782 Meeting ID: 886 2975 0418 Passcode: 169592 Contact Cheri Campbell at 253-502-8700
5:00 PM	Civil Service Board Meeting and Study Session	747 Market St., Municipal Bldg., Council Chambers Join Zoom Meeting at: https://zoom.us/j/85371075182 Telephonic: Dial 253-215-8782 Meeting ID: 853 7107 5182 Passcode: 657068 Contact Wendy Hobson at 253-591-2059

FRIDAY, MAY 2, 2025

NO MEETINGS SCHEDULED



Meeting sites are accessible to people with disabilities. People with disabilities requiring special accommodations should contact the appropriate department(s) 48 hours prior to the meeting time.

* Hearing Examiner's Hearings and Local Improvement District Meetings meet on an as-needed basis. Contact the Hearing Examiner's Office at 253-591-5195 to confirm whether a meeting will be held this week. Hearings may be held at various times throughout the day.

** Bid Opening will be held on an as-needed basis. Contact the Finance Procurement and Payables Office at 253-502-8468 or www.tacomapurchasing.org to confirm whether Bid Opening will be held.



CITY OF TACOMA, WASHINGTON OFFICE OF THE CITY COUNCIL COUNCIL CONSIDERATION REQUEST

TO: Mayor & City Council
FROM: Council Member Jamika Scott and Policy Analyst Christina Caan
COPIES TO: Elizabeth Pauli, City Manager; Chris Bacha, City Attorney
SUBJECT: **Resolution – Council contingency fund request to sponsor Tacoma Porchfest**
DATE: April 23, 2025

I ask for your support for a Council contingency fund expenditure of \$10,000 to sponsor Tacoma Porchfest.

LEGISLATIVE INTENT

Council Contingency Fund Request: I ask for your support for a Council contingency fund expenditure of \$10,000 to sponsor Tacoma Porchfest, produced in partnership with Central Neighborhood Council, North End Neighborhood Council, and the Sixth Ave Business District. Tacoma Porchfest is a beloved community festival that will take place in Central Tacoma (south of 6th Ave) and North Tacoma (north of 6th Ave) on July 12 and 13. Tacoma Porchfest's mission is to build community, celebrate Tacoma's neighborhoods, and connect neighbors through a free, walkable, and accessible celebration of diverse live music and performances. The festival matches musicians and performers to a porch stage in a walkable 6 by 6 block festival zone. Porch stages are often within eyesight of each other, encouraging attendees to meet neighbors, find pride in their neighborhood, and experience performances they may not usually encounter.

- Every genre of music is welcome at Porchfest, from "main act" bands to backyard tinkerers. Porchfest also features non-music performance such as stand-up comedy and poetry readings. This inclusive approach draws in artists from all walks of life and positively increases the festival's diversity.
- For families with younger children and all who are young at heart, one street of the festival zone will be closed off to traffic to allow for a family-friendly activity street administered by local youth development-focused organizations including Greentrike (invited), Parks Tacoma (invited), Tacoma Public Library (confirmed), and the YMCA of Pierce and Kitsap Counties (invited).
- Tacoma Porchfest offers a unique experience and helps build healthy and vibrant communities by embedding the festival experience in neighborhoods. Diverse groups of attendees are welcomed into private yards to enjoy music and dance. Once there, community and new relationships are activated through conversations and meaningful connections around a shared love of music and performance art.

The City of Tacoma's sponsorship would be acknowledged through the use of the City logo on advertising and promotion materials. Tacoma Porchfest is also offering the City the opportunity to host a resource booth at no charge during the festival. Such a booth would allow City staff to connect

with thousands of festival attendees to share resources and information about City services. This festival also helps advance a number of goals and priorities outlined in several of the City's strategic plans:

- Tacoma Porchfest aligns with several of the priorities in the City's ArtFull Tacoma strategic plan, including increasing participation in arts and culture, embracing Tacoma's diversity, and strengthening arts and cultural assets.¹ The festival helps drive Tacoma's creative economy as well, especially by enabling musicians and performers to reach new audiences and network amongst each other.
- Tacoma Porchfest advances key goals in the City's Economic Development Strategic Plan, including expanding economic gains for local businesses by activating and bringing thousands of people from across Tacoma and beyond to the Sixth Avenue area.²
- Tacoma Porchfest advances several of the City's livability and community building goals outlined in the Tacoma 2025 Framework.³ Tacoma Porchfest creates community by fostering connections that are made when neighbors walk into each other's yards and introduce themselves, sometimes for the first time. Tacoma Porchfest also serves to activate neighborhoods and inspires yard sales and block-party-style cookouts during the festival.

FUNDING REQUESTED: \$10,000

DESIRED RESOLUTION DATE: May 6, 2025

COMMUNITY ENGAGEMENT

Tacoma Porchfest has been growing steadily since its kickoff in 2022, when it featured 50 bands on 35 porch stages. In 2023, the festival doubled in size featuring nearly 100 bands on 55 porch stages. In 2024, the festival doubled again to more than 200 bands on 65 porch stages, with an estimated 8,000-10,000 attendees, and continued growth is anticipated in 2025. This event is being advertised citywide and is free to the public, making it highly accessible for all. This year, Tacoma Porchfest will also straddle the north and south sides of Sixth Ave on consecutive days for the first time due to growing attendance by the community.

2025 STRATEGIC PRIORITIES

Equity and Accessibility: Tacoma Porchfest is specifically designed for accessibility and inclusivity. It is walkable, bikeable, and wheelchair accessible. The festival also incorporates youth programming to make it accessible for families with children. By expanding into North Tacoma, Tacoma Porchfest will also be able to support more performers and widen the range of community member participation. In addition, Tacoma Porchfest welcomes non-traditional, experimental, and historically marginalized performers, and the festival has become known among the music community as being a safe space for BIPOC and queer performers and musicians whose music is excluded from other similar festivals outside Tacoma. The event organizers strive to portray a welcoming, inclusive, and friendly tone in all communications and advertising.

Civic Engagement: *Equity Index Score: Moderate Opportunity*

¹ [City of Tacoma -- ArtFull Tacoma Strategic Plan](#)

² [City of Tacoma -- Economic Development Strategic Plan](#)

³ [City of Tacoma 2025](#)

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

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

ALTERNATIVES

Alternative	Positive Impacts	Negative Impacts
Do not fund the sponsorship	Council would preserve contingency funds for other priorities.	The event organizers may need to reduce the scope and scale of the event, making it potentially less accessible to the community and providing less community benefit.

EVALUATIONS AND FOLLOW UP

The City of Tacoma will receive the sponsorship benefits outlined above and provide information on how to apply for the Special Events Funding Program Application in future years.

SPONSOR RECOMMENDATION

Sponsors recommend providing \$10,000 in Council contingency funds to sponsor Tacoma Porchfest.

FISCAL IMPACT

\$10,000 from Council contingency funds.


If you have a question related to the Council contingency fund request, please contact Christina Caan, Policy Analyst, at (253) 219-0679 (phone) or ccaan@cityoftacoma.org.

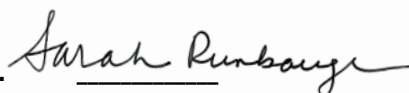
SUBMITTED FOR COUNCIL CONSIDERATION BY: _____


Council Member Jamika Scott _____

SUPPORTING COUNCIL MEMBERS SIGNATURES

1.  POS# 8

2.  POS# 1

3.  POS# 2

Mayor's Initials: Victoria R. Woodards

Contingency Commitments

2025	\$	321,709.00
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Resolution 41610

Council Requested - Golden Gloves Sponsorship	\$	10,000.00	90020821
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Council Contingency fund expenditure of \$10,000 to support the 76th Annual Golden Gloves Boxing Tournament in Tacoma.

Substitute Ordinance 29002

Grand Cinema Capital Campaign	\$50,000
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Dedicate \$50,000 of the 2025-2026 Budget for Council Contingency to the Grand Cinema Capital Campaign for improvements to the Merlino Building.

Substitute Ordinance 29002

Rebuilding Hope Capital Campaign	\$25,000
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Dedicate \$25,000 of the 2025-2026 Budget for Council Contingency for the Rebuilding Hope Capital Campaign.

Starting Balance	\$	321,709.00
Total Amount Allotted	\$	85,000.00
Current Balance	\$	236,709.00

Date	Meeting	Subject	Department	Background
April 29, 2025	Study Session (Hybrid Council Chambers / Dial-in 12:00 p.m.)	Other items of interest - Porch Fest Sponsorship	Council Member - Scott	Council Member Scott will discuss a \$10,000 Council Contingency Fund request to sponsor Tacoma's Porch Fest
		Executive Session - Pending & Potential Litigation and Evaluate the Qualifications of an Applicant for Public Employment	City of Tacoma Legal & Human Resources	
	City Council Meeting (hybrid Council Chambers /dial-in 5:00 PM)			
May 6, 2025	Study Session (Hybrid Council Chambers / Dial-in 12:00 p.m.)	Six-Year Transportation Improvement Program	Public Works - Ramiro Chavez, Jennifer Kammerzell, Darius Thompson	In advance of the public hearing anticipated during the May 20, 2025, City Council Meeting, staff will present the draft annual amendment of the Six-Year Comprehensive Transportation Improvement Program required by RCW 35.77.010.
		City of Tacoma Historic Preservation Annual Update	Planning and Development Services - Reuben McKnight, Susan Johnson Landmarks Preservation Program - Kevin Bartoy	Annual update to City Council on COT Historic Preservation Program and Landmarks Preservation Commission, as part of Historic Preservation Month (May)
	Committee of the Whole (Hybrid Council Chambers / dial-in 3:00 p.m.)	Year End and First Quarter Financials, and Reappropriation	Office of Management and Budget Reid Bennion	
	City Council Meeting (hybrid Council Chambers /dial-in 5:00 PM)			
May 13, 2025	Study Session (Hybrid Council Chambers / Dial-in 12:00 p.m.)	South Tacoma Neighborhood Plan	Planning and Development Services	Staff and members of the South Tacoma Neighborhood Plan Steering Group will present the proposed draft of the South Tacoma Neighborhood Plan in anticipation of its adoption by resolution at Council on June 10. The presentation will include a brief program update.
		One Tacoma Comprehensive Plan Update	Planning and Development Services - Stephen Atkinson, Maryam Moeinian, Alyssa Torrez, Public Works Carrie Wihelme	Staff will share the Planning Commission's recommendation on the One Tacoma Comprehensive Plan update.
		Closed Session - Labor Strategy	Legal	
	City Council Meeting (hybrid Council Chambers /dial-in 5:00 PM)			
May 20, 2025	Joint City Council / Tacoma Utility Boards Study Session (Hybrid Council Chambers / Dial-in 12:00 p.m.)	Cushman Substation Update		
		2030 Climate Action Plan 2024 Progress and Implementation Update	Center for Strategic Priorities- Sonja Hallum, Kristin Lynett, Tacoma Public Utilities Rochelle Gandour-Rood	Staff will provide an update on the Provide an overview of the 2030 Climate Action Plan 2024 progress and implementation.
	City Council Meeting (hybrid Council Chambers /dial-in 5:00 PM)			
May 27, 2025	*Cancelled			

Community Vitality and Safety Committee			
Committee Members (Chair) Rumbaugh, (Vice Chair) Walker, Sadalge, and Scott Alternate: Diaz Executive Liaison: Katie Johnston; Coordinator: D'Angelo Baker		2nd and 4th Thursdays of the month 4:30pm Zoom and TMB 248	CBC Assignments • Commission on Disabilities • Commission on Immigrant and Refugee Affairs • Community's Police Advisory Committee • Housing Authority • Human Rights Commission • Human Services Commission • Public Library Board • Tacoma Community Redevelopment Authority
Date	Topic	Presenter(s)	Description
April 24, 2025	CANCELLED		
May 8, 2025	Tacoma Municipal Code 8.19 and Sheltering Update	Katie Johnston, Neighborhood and Community Services	Staff will provide an update on the implementation of TMC 8.19. Additionally, staff will provide information on the strategy for temporary and emergency sheltering sites given State funding.
May 22, 2025	CANCELLED		
June 12, 2025	Opioid Funding Strategy	Neighborhood and Community Services	Staff will provide an update on the funding and contracting approach in 2025-2026 and an approach for developing the long term strategy for opioid funding.
	Rental Housing Code/Landlord Fairness Code and Landlord Tenant Program Informational Briefing and Comparative Analysis	ChiQuata Elder, Community & Economic Development	Informational briefing that offers an overview of the current state of the respective programs and codes. Staff will also review other jurisdictions rental housing codes/policies and implementation impacts.
June 26, 2025	Human Rights Commission Interviews	Nicole Emery, City Clerk	Interviews to fill vacancies on the Human Rights Commission.

Economic Development Committee

Economic Development Committee			
Committee Members (Chair) Daniels, (Vice Chair) Diaz, Bushnell, Scott Alternate: Rumbaugh; Executive Liaison: Carol Wolfe; Coordinator: Anna Le		2nd, 4th, and 5th Tuesdays of the month 10:00am Zoom and TMB 248	CBC Assignments • City Events and Recognition Committee • Equity in Contracting Advisory Committee • Convention Center Public Facilities District • Tacoma Arts Commission • Tacoma Creates Advisory Board
Date	Topic	Presenter(s)	Description
April 29, 2025	Economic Development Strategic Plan Work Session	Debbie Bingham, Business and Economic Development Program Manager; Paul Bakker, Business and Economic Development Analyst, Community and Economic Development	The sixth strategic plan work session will focus on objective 6 of the Economic Development Strategic Plan: Support Employment Generating Activities and Office-Industrial Product.
May 13, 2025	Economic Development Strategic Plan Work Session	Debbie Bingham, Business and Economic Development Program Manager, Community and Economic Development	The seventh strategic plan work session will focus on objective 7 of the Economic Development Strategic Plan: Implement Premier Customer Service.
May 27, 2025	Cancelled	--	--
June 10, 2025	City Events and Recognitions Committee Interviews	Nicole Emery, City Clerk	The Committee will conduct interviews to fill six seats on the City Events and Recognitions Committee for terms to begin July 1, 2025.
	Economic Development Strategic Plan Work Session	Debbie Bingham, Business and Economic Development Program Manager, Community and Economic Development	The eighth strategic plan work session will focus on objective 8 of the Economic Development Strategic Plan: Choose Tacoma in Which to Live, Work, and Explore.
June 24, 2025			

Government Performance and Finance Committee			
Committee Members (Chair) Hines, (Vice Chair) Bushnell, Daniels, and Rumbaugh Alternate: Walker		1st and 3rd Tuesdays of the month 10:00am Zoom and TMB 248	CBC Assignments • Audit Advisory Board • Board of Ethics • Civil Service Board • Public Utility Board
Date	Topic	Presenter(s)	Description
May 6, 2025	Bonneville Power Administration Contract Negotiations Update	Chris Robinson, Power Superintendent	Informational briefing to provide an update on the Bonneville Power Administration (BPA) contract negotiations and other issues related to BPA.
	Amendments to Subtitle 6B – License Code	Danielle Larson, Tax & License Manager, Finance Department	Staff from Tax & License will present on proposed amendments to Subtitle 6B – License Code to align with updates to the State Licensing Model Ordinance, update regulatory license fees to reflect current cost of review and administration of the license and clean-up of language and code cites for clarity and consistency throughout the licensing chapters.
May 20, 2025	Public Utility Board Interviews	Nicole Emery, City Clerk	Interviews to fill vacancies on the Public Utility Board.
	Public Records Policy for The City	Martha Lantz, City Attorney's Office	Informational briefing on policy to instruct and inform the public regarding protocols for requesting public record
	Monthly Budget Update	Reid Bennion, Budget Officer, OMB	Staff from OMB will present on topics related to the current biennium budget, revenue collections and expenditures, and other issues related to budgeting.
June 3, 2025	To be determined		
June 17, 2025			

Infrastructure, Planning, and Sustainability Committee			
Committee Members (Chair) Walker, (Vice Chair) Diaz, Hines, and Sadalge Alternate: Bushnell Executive Liaison: Ramiro Chavez; Coordinator: Anna Le		2nd and 4th Wednesdays of the month 4:30pm Zoom and TMB 248	CBC Assignments • Board of Building Appeals • Climate and Sustainability Commission • Landmarks Preservation Commission • Planning Commission • Transportation Commission • Urban Design Board
Date	Topic	Presenter(s)	Description
May 14, 2025	Decorative Crosswalk Update	Brennan Kidd, Assistant Transportation Division Manager; Natalie Dupille, Artist-in-Residence, Public Works	The Transportation Division of Public Works will deliver an informational presentation detailing the status of the Council-directed effort to design and implement a decorative, Pride-themed, crosswalk at the existing mid-block crossing location on Broadway in between South 9th and South 11th Streets. A brief update will also be included about how the directed efforts are helping adjunct efforts to establish guidelines and parameters for potential requests for other decorative crosswalks or aesthetic treatments of paved spaces within the public right-of-way.
May 28, 2025	Cancelled	--	--
June 11, 2025	Planning Commission Interviews	Nicole Emery, City Clerk	The Committee will conduct interviews to fill three seats on the Commission for terms to begin July 1, 2025.
	Transportation Impact Fee Update	Josh Diekmann, Transportation Division Manager; Jennifer Kammerzell, Transportation Assistant Division Manager, Public Works; Kendra Breiland, Principal, Fehr & Peers	Public Works Department and Fehr & Peers staff will update the Committee on Transportation Impact Fee program development. Impact fees are one-time fees jurisdictions can use to help pay for the cost of capital improvements that are needed to accommodate new growth.