



# Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

7/28/2020

ITEM #2



## OVERVIEW



- Resolution 40622 passed on June 30<sup>th</sup>
- Weekly report at Council Study Sessions on 5 sections:

## OVERVIEW



### Be it resolved:

1. That the City Manager is hereby 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**.
2. That the City Manager is hereby 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.

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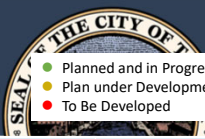
## OVERVIEW



3. That the City Manager is hereby 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.
4. That the City Manager is hereby 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.
5. That 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.

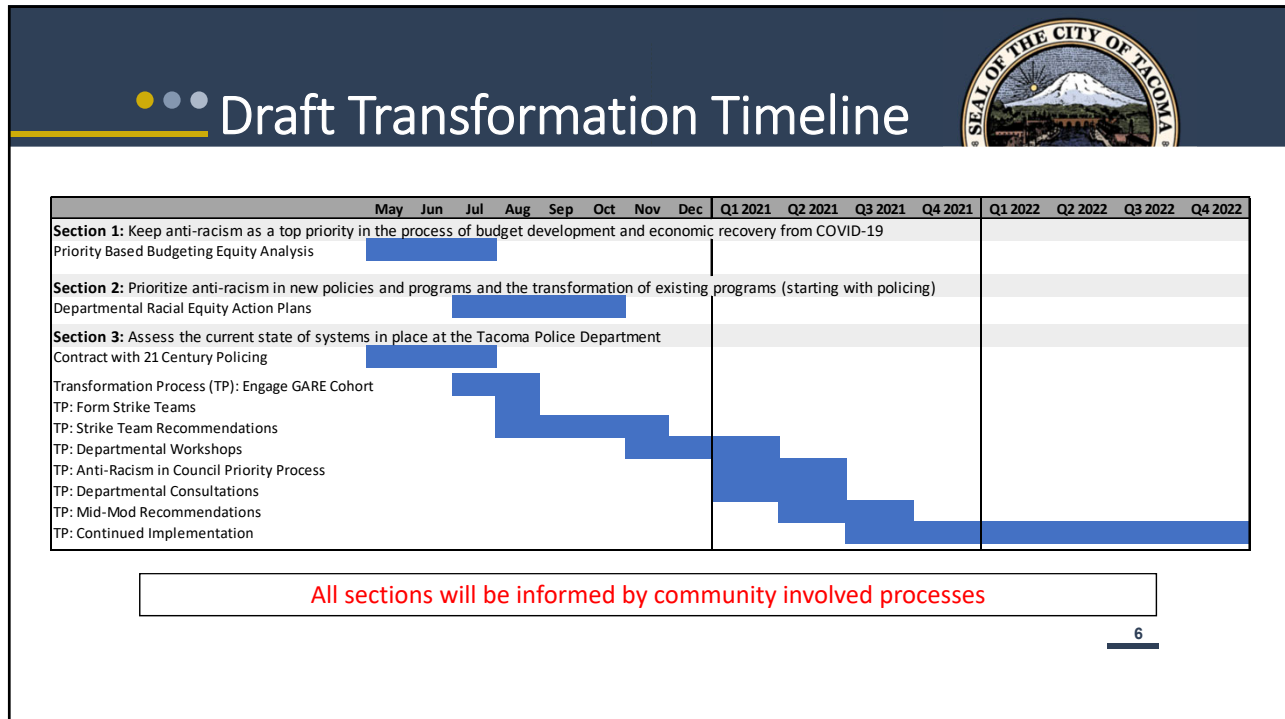
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## Systems Transformation Update



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

Resolution Section	Status	Recent Accomplishments	In Progress/Up Next	Links to Details
<b>Section 1:</b> Anti-Racist focused Budget Development	<span style="color: green;">●</span>	<ul style="list-style-type: none"> <li>Priority Based Budgeting evaluation of racial and other equity impacts for general government programs</li> <li>All (400+) budget proposals included analysis of equity impacts &amp; Racial Equity Action Plans (REAP)</li> </ul>	<ul style="list-style-type: none"> <li>Proposed budget to Council by 10/6</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Section 1 Detailed Report</a></li> <li><a href="#">PB Equity Evaluation Summary</a></li> </ul>
<b>Section 2:</b> New Policies and Programs / Transforming Existing Programs	<span style="color: green;">●</span>	<ul style="list-style-type: none"> <li>6 person cross-departmental team reviewing departmental REAPs and providing feedback to staff</li> <li>Contracted with Nick Brown</li> </ul>	<ul style="list-style-type: none"> <li>Final Departmental Racial Equity Action Plans due September 30<sup>th</sup></li> <li>Forming Strategic Leadership Team for Transformation Process                             <ul style="list-style-type: none"> <li>Timelines &amp; Strike Teams</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Section 2 Detailed Report</a></li> </ul>
<b>Section 3:</b> Current State Assessment of TPD Systems	<span style="color: yellow;">●</span>	<ul style="list-style-type: none"> <li>Contracted with 21 Century Policing (21CP)</li> </ul>	<ul style="list-style-type: none"> <li>21CP will present to CPAC on outline of assessment process August 10<sup>th</sup></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Section 3 Detailed Report</a></li> </ul>
<b>Section 4:</b> Administrative Changes and Process Improvements to Increase Transparency in Policing	<span style="color: green;">●</span>	<ul style="list-style-type: none"> <li>Chief of Police Recruitment</li> <li>Body camera vendor negotiations with Motorola and Axon</li> <li>Adoption of 8 Can't Wait</li> <li>Adoption of Obama Pledge</li> </ul>	<ul style="list-style-type: none"> <li>Negotiations with Police Labor Unions</li> <li>CPAC currently reviewing body camera policies</li> <li>Working on CTRT and creating outreach plan for early August</li> <li>Draft recruitment plan for Chief of Police to CMO 8/12</li> <li>Obama commitments</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Section 4 Detailed Report</a></li> <li><a href="#">Body Camera Project Timeline</a></li> </ul>
<b>Section 5:</b> Legislative Platform to Transform Institutional Racism (Local, State, and Federal)	<span style="color: yellow;">●</span>	<ul style="list-style-type: none"> <li>Developing draft legislative agenda for state and federal priorities for 2021</li> </ul>	<ul style="list-style-type: none"> <li>Draft for Council/Board discussion in November</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Section 5 Detailed Report</a></li> </ul>



# Draft Transformation Timeline



	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Q1 2021	Q2 2021	Q3 2021	Q4 2021
<b>Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements</b>												
8 Can't Wait: Review Use of Force Policy		■										
8 Can't Wait: Best Practices Research			■									
8 Can't Wait: Initial Training on Adopted Policies				■								
8 Can't Wait: Practical Policy Training at Fall In-Service					■							
Body Cameras: CPAC Vendor Review			■									
Body Cameras: CPAC Policy Review			■									
Body Cameras: Civilian Staff Hiring/Training							■					
Body Cameras: Purchase												
Body Cameras: Rolling Training/Deployment									■			
<b>Section 5: Build a legislative platform (local, state, and federal) that works to transform institutions impacted by systemic racism</b>												
Developing agenda for state and federal priorities for 2021				■								

All sections will be informed by community involved processes



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