



UPDATE: PROJECT PEACE

City of Tacoma | Police Department and
Office of Equity and Human Rights
City Council Study Session
February 27, 2018



Agenda



- Project Peace Background and Overview
- TPD Update on Action Items Identified
- Executive Committee Work
- Youth Dialogues
- Plans for 2018



Background

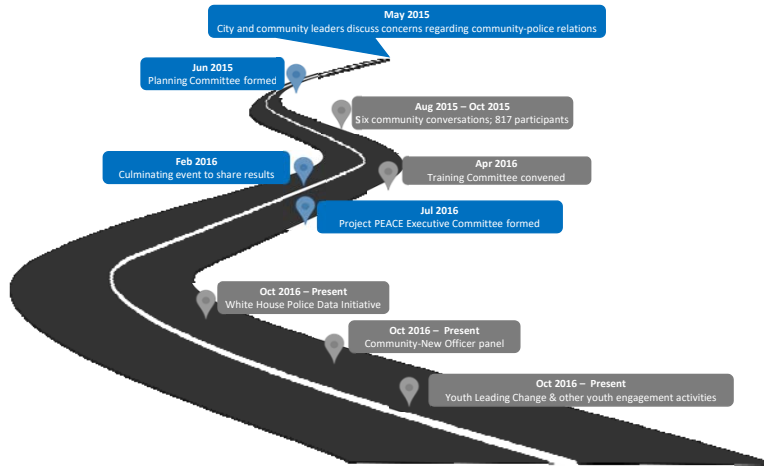


- National Events: Baltimore & Ferguson
- Project P.E.A.C.E (Partnering for Equity and Community Engagement)
- Urged by Local Leaders and Pastors
- Mayor, City Manager and Police Chief made commitment to address any community distrust, anger and grief



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How we got here



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Project Peace Mission



Partnering for Equity And Community Engagement

The mission of Project PEACE is to build a foundation of trust between historically marginalized communities and law enforcement

Project PEACE was both a dialogue to understand the issues and a research project to inform Tacoma Police Department's Strategic Planning Process.



Project Peace Relationships



Common Themes



Common themes emerged from the data and were categorized using the six-pillar framework from President's Task Force on 21st Century Policing

- **Pillar One** - Build Trust and Legitimacy
- **Pillar Two** – Improve Policy and Oversight
- **Pillar Three** – Social Media
- **Pillar Four** – Community Policing and Crime Reduction
- **Pillar Five** – Enhance Training and Education
- **Pillar Six** – Officer Wellness and Safety

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TPD Progress on Action Items



TRAINING

- Tacoma Police Officers have been trained in Fair and Impartial Policing
- The department hosted a two-day Fair and Impartial Policing Police Command and Community Leaders training
- All commissioned officers are being trained in Crisis Intervention Training to assist officers with de-escalation skills and knowing how to respond to citizens that are going through a mental health crisis



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Community and Youth Engagement



In collaboration with the Tacoma School District, we are participating in:

- A course for all 10th grade students: “Breaking Barriers and Developing Trust Between Youth and Law Enforcement”
- Youth led dialogue sessions with police officers
- The “MOVE Internship Program”
- Collaborated with the South-end Boys and Girls Club and the Fire Department to create a six week Public Safety Cadet Youth Academy
- Scheduled third youth academy in 2018 at Al Davies Boys and Girls Club
- Partnered with Safe Streets to host the Youth Leading Change Program
- Harvey and Beulah – Traffic safety based education program



Youth Engagement



- Summer jobs 253
- IF Project
- Youth Late Night Programs
- Teen Night
- People’s Center
- YMCA Late Night
- Boys & Girls Club



- Shop With A Cop
- Law Enforcement Youth Camp
- Reading and Visiting Elementary Schools
- Explorer Post –Increased Explorer Post from 8 to 20 Explorers



Community Engagement



- Crisis Intervention Team was established with the addition of a Mental Health Co-Responder Program
- Homeless Outreach Team – added third Mental Health Professional to Team
- New Recruit Panel – Several members are from the Project Peace Executive Committee
- Recently hosted our 49th Citizens Academy class and graduation
- Community Relations Specialist



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Police Open Data Initiative



- The Department participated in the Police Open Data Initiative where information regarding officer involved shootings and officer complaints have been posted on the Tacoma Police website
- The category of reported Hate Crimes will be added online in the first quarter 2018
- Department policies have been posted online



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Project P.E.A.C.E. Executive Committee



- PPEC is made up of community members, comprised of youth and adults, with goals to:
 - Provide input and guidance to TPD to improve community outreach and engagement
 - Assist in creating opportunities for law enforcement and communities to engage in dialogues and outcome-based actions, such as Community-New Officer Dialogues, Youth-Police Dialogues, Fair & Impartial Policing training, etc.



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2018 Committee Members



Marcus Rogers
 Hermenia Jackson
 Dakota Foxx
 Esther Day
 Brendan Nelson
 Lorenzo Cervantes
 Assistant Chief Ed Wade
 Captain Shawn Stringer
 Captain Bart Hayes

Contact Information

Diane Powers - **Office of Equity & Human Rights Director**
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Police Recruit Dialogue



POLICE RECRUIT DIALOGUES

- To familiarize new officers with city's equity values
- To allow community to see officers as people first
- Used as part of the Tacoma Police Department onboarding process of new Recruits and Lateral Officers
- Began in October 2016

QUICK FACTS

- 29 Officers have completed since 2016
- Projecting 33-35 officers in 2018

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Youth Dialogues



Format

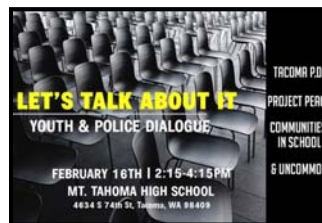
- Fishbowl Style Student-Led
- Youth voice not adult
- Phase 1 targeting High School Age

February Results

- 29 students attended
- 10 males/ 19 females

Future Schools in 2018

- March: Lincoln High School
- April: Stadium High School or Peace Community Center
- May: Oakland Alternative High School



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Plans for 2018



- Implement Phase I of Youth Dialogues
- Survey officers that have gone through New Officer Dialogues
- Recruit new members to better reflect our diverse community
- Host a community update
- Improve Communication



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