



Update on Systems Transformation

City of Tacoma | City Manager's Office
 City Council Meeting
 11/23/2021



New Items



- Section 1: Anti-Racist Budget Development and Economic Recovery
 - On 11/16 the City Council passed the 2021-2022 Mid Biennial Budget Modification which funded multiple items to help advance transformational work at the City, including:
 - A transformation police captain
 - Project PEACE and reconciliation work
 - Additional staffing for the Homeless Outreach Team in NCS
 - Heal the Heart funding
 - The Equity Action Collaborative
 - And an organizational culture specialist in OEHR to support Affinity Groups and future organizational culture work in support of BIPOC staff and the City's Anti-Racist Transformation work.



New Items



- **Section 2: New Policies & Transforming Existing Programs**
 - **EEO Training Pilot: A Supervisor's Guide to Creating and Maintaining an Equitable Workplace**
 - Designed pilot of supervisor peer-based community of practice to launch Q1 2022
 - 9 subjects that aid supervisors in creating equitable, EEO-compliant workplaces
 - 18 hours of content over 4 months; bi-weekly peer cohort sessions with instructor support
- **Internal, Organizational Anti-Racist Transformation Mission, Vision, and Values**
 - ~614 staff attended Open Houses to ask questions and interact with the Transformation Team regarding the organizational Anti-Racist Transformation Mission, Vision, Values 11/8 - 10

 3



New Items



- **Section 4: Administrative Changes & Process Improvements**
 - **TPD IT systems assessment with Slalom Consulting**
 - Kickoff meeting to begin technology assessment recommended by 21CP 11/10
 - Identifying Core Project Team
 - **Police Chief Recruitment**
 - Candidate interviews 11/16-17
 - Agency and Community Panels
 - Public Reception/Q&A
 - TPD Employee Q&A Event 11/18
 - Recruitment Brochure and Contact Information available on [Chief of Police Recruitment Website](#)

 4

Transformation Timeline & History



Transformation Timeline

Select Project: (All) | Date: Jun 2020 - Nov 2021

Priority Area: (All)

Date	Event	Project	Priority Area	Files
November 23, 2021	City Council consideration of Resolution approving the 2022 citywide state and federal prio...	Anti-Racist Legislative Agenda Development (State/Local/Fed)	N/A	
November 17, 2021	Chief of Police Candidate panel interviews and reception	Chief of Police Recruitment	Community Safety	
November 16, 2021	City Council Study Session Presentation and Interviews	Chief of Police Recruitment	Community Safety	
November 9, 2021	Citywide (GG and TPU) presentation of state and federal priorities to the Joint S...	Anti-Racist Legislative Agenda Development (State/Local/Fed)	N/A	

- <https://cityoftacoma.org/transform>
- Timeline of transformation activities since passing Resolution 40622:
 - Filter by:
 - Council Priority Area
 - Selected Projects
 - Time period
 - Click on the file icons to see related documents and meeting recordings

Priority Area: Community Safety | Files: [Icon]

Community: [Icon]

Learn more
 ▶ View documents
 ▶ View related media



Update on Systems Transformation

City of Tacoma | City Manager's Office
 City Council Meeting
 11/23/2021



- Council Actions and HEAL the HEART
- Section 1: Anti-Racist Budget Development and Economic Recovery
- Section 2: New Policies & Transforming Existing Programs
- Section 3: Current State Analysis of TPD
- Section 4: Administrative Changes & Process Improvements
- Section 5: Legislative Agenda at the Local, State, and Federal Level