

# Joint Municipal Action Committee Creating a More Resilient & Anti-Racist Community

Elizabeth Bonbright, 2021-22 JMAC Chair

Kristina Walker, 2021-22 JMAC Vice Chair

## 2022 JMAC Members

- Tacoma Public Schools
  - Elizabeth Bonbright and Korey Strozier
  - Superintendent Josh Garcia
- City of Tacoma
  - Kristina Walker and Kiara Daniels
  - City Manager Elizabeth Pauli
- Pierce County
  - Marty Campbell and Ryan Mello
  - County Executive Bruce Dammeier
- Port of Tacoma
  - Deanna Keller and Kristin Ang
  - Executive Director Eric Johnson
- Puyallup Tribe of Indians
  - Chairman Bill Sterud
- Pierce Transit
  - Kristina Walker and Ryan Mello
  - CEO Mike Griffus
- Metro Parks Tacoma
  - Andrea Smith and Rosie Ayala
  - Executive Director Shon Sylvia
- Tacoma-Pierce County Dept of Health
  - Marty Campbell and Kiara Daniels
  - Director of Health Dr. Anthony Chen

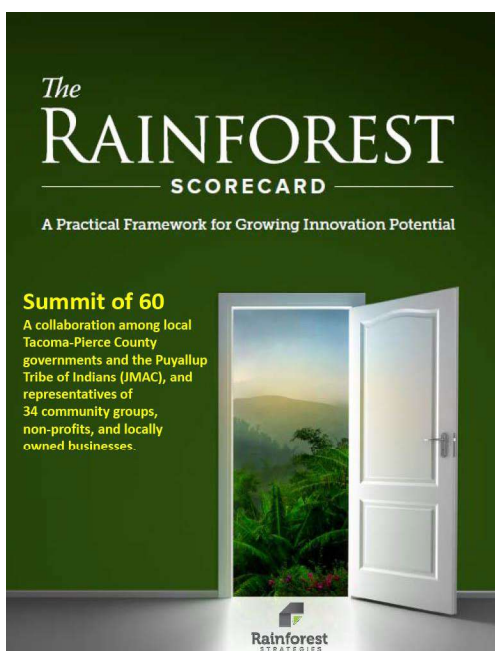
# Joint Municipal ACTION Committee

In 2020 the twin crises of the COVID-19 pandemic and social upheaval over institutional racism stoked a commitment to re-emphasize the “Action” in the group’s name.

*The only way to create a more resilient and anti-racist community is to do it together.*



We asked ourselves:  
What if we treat this as an innovation challenge?



## 3 Strategic Themes

### Justice, Equity, Diversity, & Inclusion (JEDI)

Reduce systemic racism, sexism, and other biases that harm our community

### Public Health and Safety

Reduce vulnerability to health, wellness, and safety challenges

### Community Wealth Building

Aid local entrepreneurship and wealth accumulation and reduce the reliance on competing over global corporate employers

# Justice, Equity, Diversity & Inclusion

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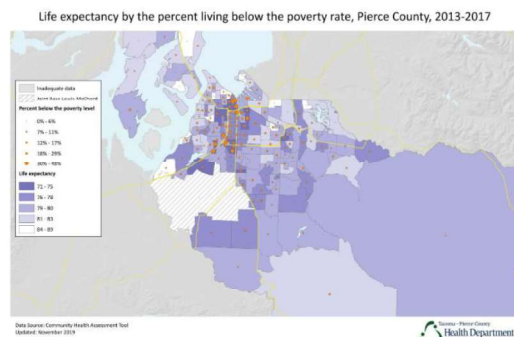
## Childcare/Expanded Learning Opportunities

- Metro Parks and Tacoma Public Schools partnership with Greentrike and other providers to support Whole Child need
- Serving every elementary (36) and middle (12) school
- Vital start-up grants provided by City of Tacoma, Pierce County, and Tacoma Public Schools via ARPA & ESSER funds
- Now in its second year, 4 school sites recently received childcare licenses, which gives parents access to the state subsidy



## Equity Action Collaborative

- Initial Participants: Tacoma/Pierce County Health Dept, City of Tacoma, and Metro Parks (adding Pierce County this year)
- Collaborating on policies and practices, including surplus land, multilingual employees, and compensating the public when they participate in public sector planning



- Currently developing language access plans
- 125,000 Pierce County residents speak a language other than English at home

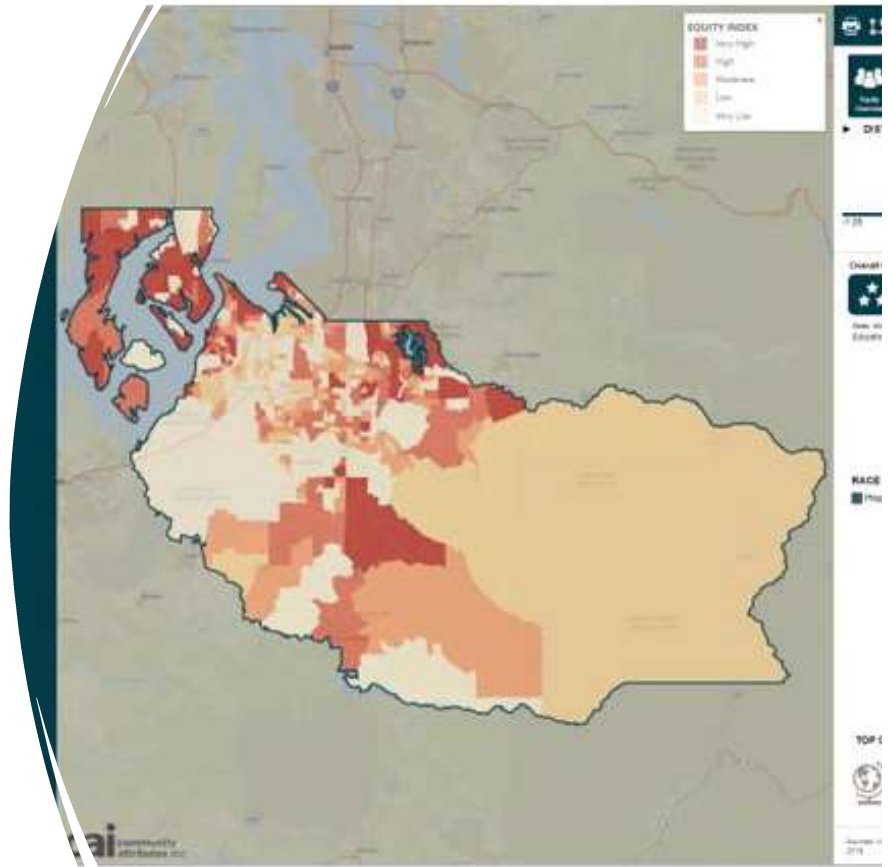
## Anti-Racism Policy

- Last August, Tacoma Public School Board adopted a new anti-racism policy that can serve as a model for others
- Policy 1600
  - "We believe Tacoma Public Schools must be a welcoming environment."
  - "We believe schools must mirror our communities."
  - "We believe students, staff and community members must be supported in addressing and eliminating racism."
  - "We believe in staff professional development on anti-racism."
  - "We believe in culturally-responsive schools."

# Pierce County Equity Index

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- Modeled after the Tacoma Equity Index
- Shows where resources and policy decisions can improve and support equitable outcomes
- **Pierce County Equity Note** – a new tool that will integrate equity considerations into County decisions, including policies and budgets

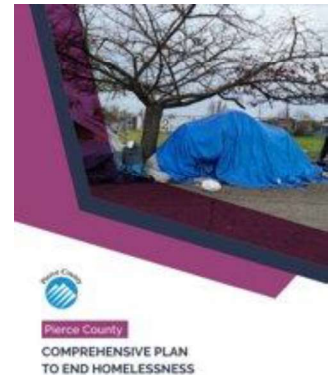


Public Health & Safety

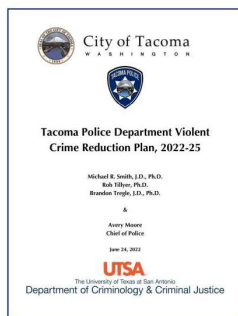
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## Ending Homelessness

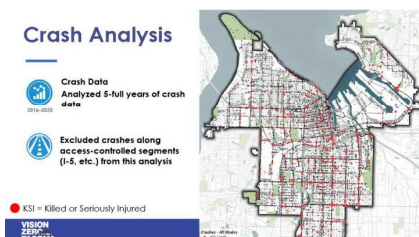
- Pierce County Council adopted this comprehensive plan in March 2022
- Aims to document the scale of need and design a system to end homelessness in Pierce County
- Goals include:
  - Creating a unified homeless response system, including central decision-making authority of funding and services
  - Expanding the permanent housing system to meet the need



## Enhancing Public Safety



- Tacoma Police Department presented its Violent Crime Reduction Plan
- JMAC members discussed potential alignment of "soft" approaches to public safety that complement commissioned law enforcement efforts
  - Transit ambassadors, park rangers, library social worker, and TPS' new security structure
- Also highlighted the City's Vision Zero work
  - Pierce County adopted Vision Zero in 2022



# Community Wealth Building

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## Quick Payments to Vendors

- Pierce Transit shared its model process for paying vendors within 2 weeks (accounts payable)
- For small businesses especially, faster payments of invoices helps them make payroll and continue growing



## Supporting Local and Disadvantaged Businesses

- Staff work group established through the Tacoma Anchor Network
- Sharing best practices and resources via Minority- and Women-Owned Business Enterprise (MWBE programs)
- Seeking strategies that fit the ability of each organization (ie, some issue larger contracts than others)

Organization	Opportunity	Action	Results
Tacoma Public Schools	Large capital bond project to replace and modernize schools	Policies and contracting methods that support local, inclusive hiring.	Millions of dollars invested in local and minority businesses. Incentive for contractors to do business differently, increase use of small and diverse businesses.
City of Tacoma	Economic development and contracting staff assigned to support small, diverse businesses.	Supporting growth of individual businesses; also lend expertise and staff support to JMAC partners.	Growth of small businesses to do support and connecting with other organizations; helps all organizations improve.
Metro Parks Tacoma	Many small projects	Identifying and supporting micro businesses. Passionate outreach and support staff.	Providing low-risk opportunities for micro businesses to learn how to do business with government.
Pierce Transit	Many small projects	Changing payment processes to get vendors paid more quickly.	Small businesses better able to make payroll; helps business growth.
Hospitals, universities	Not tied to same government procurement rules	Potential to change purchasing policies to emphasize use of local, disadvantaged businesses.	Potential to increase local business opportunities and encourage investment; create local capacity for other orgs.

## Building a Pipeline to the Future of Work

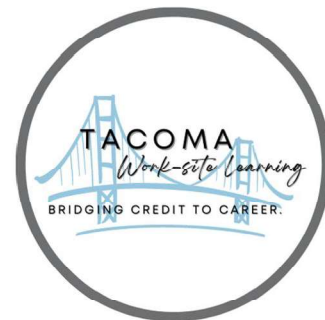
- Establishing a Maritime Skills Center to serve students throughout the region
- To be constructed in partnership with the Port of Tacoma (Port Commission dedicated land for the Maritime Skills Center)
- Developed with industry partners in all aspects of maritime workforce development
- Skilled & technical trades, technology and innovation, transportation & logistics, sustainability





## Building a Pipeline to the Future of Work

- **Next Move** – partners students with local professionals
- **Jobs 253** – offers incoming juniors and seniors the opportunity to earn high school credit and meaningful work experience
- **Worksite Learning (WSL)** – enables students who are over 16 and employed to earn 0.5 credit for every 180 hours worked
- **Seed Internships** – paid internships with local employers through Degrees of Change



Looking  
ahead to  
2023



**Elect new** JMAC leadership;  
orientation for any new elected  
officials to JMAC



**Establish** the 2023 work plan



Add presentations & other info  
to the JMAC page on the City  
website