

## **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
    - $\sim$ 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

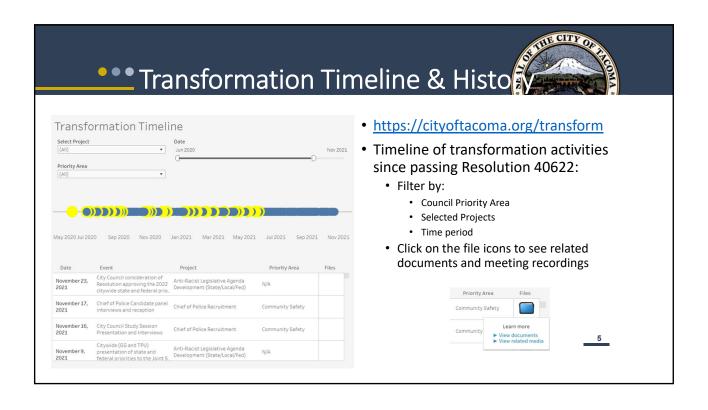
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## New Items



- 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 <u>Chief of Police</u> Recruitment Website

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- 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

