



## RESOLUTION NO. 40667

1 BY REQUEST OF MAYOR WOODARDS, DEPUTY MAYOR BLOCKER, AND  
2 COUNCIL MEMBERS HINES AND THOMS

3 A RESOLUTION authorizing the one-time use of \$75,000, budgeted from the  
4 Council Contingency Fund, to stand-up a community-led, multi-sector  
5 systems transformation effort to address all institutions, systems, policies,  
6 practices, and contracts impacted by systemic racism, with initial priority  
7 being given to policing in the City of Tacoma, in alignment with Resolution  
8 No. 40622.

9 WHEREAS disparities by race continue to be seen across the nation and in  
10 Tacoma in almost every measure of human health and wellbeing, including  
11 perceptions of safety; incarceration and arrest rates; risk of death from homicide;  
12 annual income; net worth; access to education; and key indicators of public health,  
13 such as maternal and infant mortality, heart disease, and diabetes, and

14 WHEREAS these disparities remain despite the numerous national and local  
15 efforts that have been directed toward reforms and the restoration of civil rights,  
16 social justice, and equity, and

17 WHEREAS, in Resolution No. 40622, the Mayor and City Council committed  
18 to addressing these disparities through comprehensive and sustained  
19 transformation of all of the institutions, systems, policies, practices, and contracts  
20 impacted by systemic racism, with initial priority being given to policing in the City of  
21 Tacoma, and further declared that this work would engage organizations across all  
22 sectors, be community-led, and center the voices of those most impacted by  
23 systemic racism, and

24 WHEREAS transformation in this context is intended to mean  
25 comprehensive change that fundamentally enhances and radically reimagines the  
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way we operate as a City and a community, and the goal of these transformational efforts would be to ensure that the services and opportunities provided by the City of Tacoma and throughout the City equitably serve every member of our community, including Black community members and other community members of color, and

WHEREAS more traditional equity initiatives have resulted in important incremental changes and reforms in recent decades; to further pursue changes that are transformational in nature, Resolution No. 40622 outlines a new, community-led approach that allows every organization in Tacoma to come together and take actions that forward the shared, multi-sector goal of making Tacoma an Anti-Racist City, and

WHEREAS it is envisioned that reconciliation work, such as the model that has been defined and refined by the National Network for Safe Communities, will be used to authentically acknowledge the past and present harms of systemic racism and bring the kind of true change that allows communities to be strengthened, served with greater equity, and ultimately experience healing, and

WHEREAS, to allow broad participation and create multi-sector change, the City will invite multi-sector leaders with a shared vision for an anti-racist Tacoma to bring their unique resources, provide subject matter expertise, and create additional community connections to support and empower this effort, and

WHEREAS, while the work will be community led, the initial vision is to collectively work in alignment to:



- 1 • Acknowledge the past and present harms perpetuated by racism in their  
2 sector and their organization
- 3 • Center the voices of people most-impacted by systemic racism and allow  
4 the community to lead where we focus our efforts for systemic change
- 5 • Commit to making substantive changes – enacting true transformation  
6 that addresses the continuing harms of systemic racism – to collectively  
7 create an Anti-Racist Tacoma;

8 and

9 WHEREAS, to keep this broad coalition of organizations and community  
10 groups organized, a Core Coordinating Team, supported by a neutral facilitators to  
11 allow independence and encourage a shared sense of community ownership, will  
12 be nominated by the Community Vitality and Safety Committee and confirmed by  
13 the City Council to guide this community-led effort, and

14 WHEREAS, among the Core Coordinating Team’s responsibilities will be to  
15 “network weave” and ensure that contributions from throughout the community are  
16 strategically aligned, relationships are built, and resources are coordinated for  
17 maximum impact, and the Core Coordinating Team will also select members for  
18 Transformation Teams that can lead out on systems change efforts, specifically in  
19 priority areas defined by community members of color, and

20 WHEREAS the Core Coordinating Team and each Transformation Team will  
21 have one City of Tacoma elected official and an alternate assigned as a policy  
22 liaison to listen and learn from meeting discussion and community engagement  
23 efforts; report back to the City Council; and, at the request of the Core Coordinating  
24 or Transformation Teams, serve as a link to resources and information from the  
25 City, and  
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1 WHEREAS, from demonstrations, communications, and City Council  
2 testimony, the community has indicated that policing must be a priority in this work,  
3 and accordingly, the City is engaged in initial current state assessment; the  
4 implementation of body worn cameras; the hiring of a new police chief; the review  
5 of use of force policies; engagement in community dialogue to define safety; and  
6 other work that will be foundational to this effort, and

7 WHEREAS this recommendation supports the direction outlined by the  
8 Mayor and Council in Resolution No. 40622, affirming the City of Tacoma's  
9 commitment to anti-racist systems transformation across the City, and  
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11 WHEREAS RCW 35.33.145 and 35.34.250 authorize a withdrawal from the  
12 Council Contingency fund for any municipal expense, the necessity or extent of  
13 which could not have been foreseen or reasonably evaluated at the time of  
14 adopting the budget, and

15 WHEREAS the extent of the need for this systems transformation effort  
16 could not have been foreseen or reasonably evaluated at the time the City adopted  
17 its biennial budget, and  
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19 WHEREAS Ordinance No. 22569 requires an affirmative vote of not less  
20 than six members of the Council in order to withdraw moneys from this fund; Now,  
21 Therefore,

22 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

23 That one-time funding in the amount of \$75,000, budgeted from the Council  
24 Contingency Fund, is hereby approved for the purpose of standing-up a  
25 community-led, multi-sector systems transformation effort to address all institutions,  
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systems, policies, practices, and contracts impacted by systemic racism, with initial priority being given to policing in the City of Tacoma, in alignment with Resolution No. 40622.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney