



HEAL THE HEART OF TACOMA

A Community Led
Approach to becoming an
Anti-Racist City

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RESOLUTION NO. 40622 COMMITMENTS

- ☐ Affirm the Mayor and City Council's commitment to comprehensive and sustained transformation of all of the institutions, systems, policies, practices, and contracts impacted by systemic racism, with initial priority being given to policing
- ☐ Commits to a process that includes community and expert opinion and past reform efforts, centering the voices of those most impacted by systemic racism

DIRECTS THE CITY MANAGER TO:

- ☐ Prioritize anti-racist budget development and the City's COVID-19 economic recovery
- ☐ Prioritize anti-racist in new policies & programs and transform existing services, with initial priority being given to policing
- ☐ Perform a current state assessment of systems in place at the Tacoma Police Department in consultation with police reform experts
- ☐ Actively seek and implement interim administrative changes and process improvements that can legally be taken immediately to improve transparency and accountability in policing
- ☐ Work with Mayor & Council to build an Anti-racist legislative agenda at the local, state, and federal level

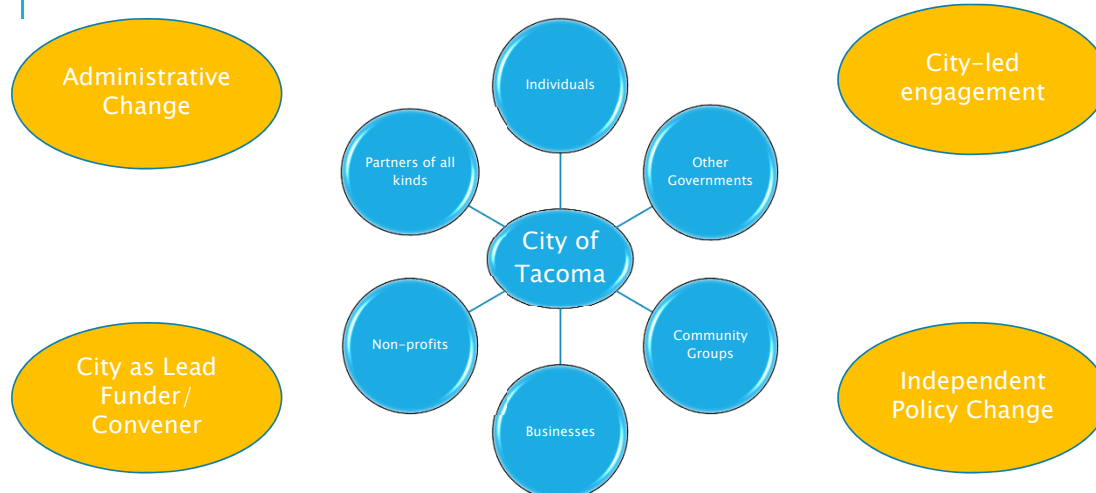
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WHAT IS TRANSFORMATION?

	Incremental	Reform	Transformation
Core Question	How can we do more of the same? Are we doing things right?	What rules shall we create? What structures and processes do we need?	How do I make sense of this? What is the purpose? How do we know what is best?
Purpose	To improve performance	To understand and change the system and its parts	To innovate and create previously unimagined possibilities
Power and relationships	Confirms existing rules.	Opens rules to revision.	Opens issue to creation of new ways of thinking about power.
Action Logic	Project implementation	Piloting	Experimenting
Archetypical Actions	Copying, duplicating, mimicking	Changing policy, adjusting, adapting	Visioning, experimenting, inventing

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TRADITIONAL APPROACH



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COMMUNITY-LED SYSTEMS TRANSFORMATION



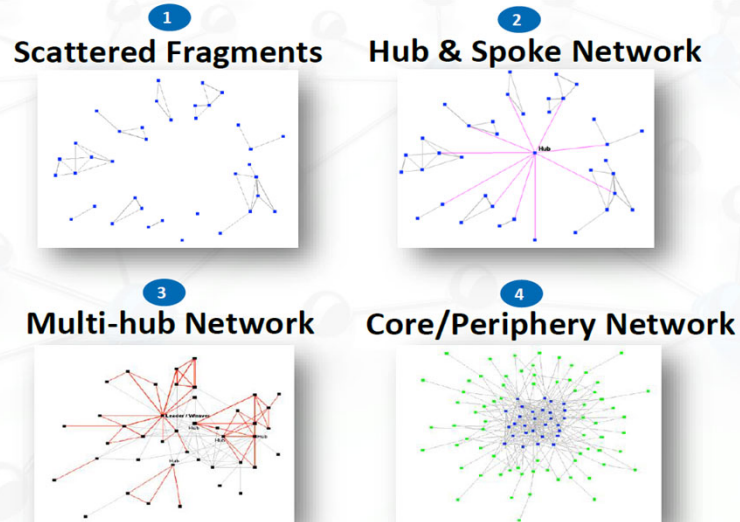
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ASSUMPTIONS

- There are many individuals, organizations, and community groups who want to be a part of an anti-racist Tacoma effort
- Tacoma as a community has the talent, resources, and will to address its systemic racism
- Systems and culture change requires decades of dedication, strategy, and resource allocation
- A comprehensive approach offers every sector – including business, non-profit, and government – an opportunity to “lean in” to recent solidarity statements

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NETWORK GROWTH & EVOLUTION



Retrieved at www.cca.org.mx/ps/lideres/cursos/db001_3/conte/m6/pdfs/building_networks.pdf

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SUPPORTING TRANSFORMATION



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ACKNOWLEDGMENT OF HARM & HEALING

Incorporating reconciliation practices includes:

- Acknowledging the harms done by long standing systems and institutions
- More deeply understanding those harms by listening to the community and creating a local record of past and present impacts on individuals, families, and the community as a whole
- Repairing harm by taking steps to reduce the impacts and prevent repeated harms
- Engage in systems transformation and build trust by making concrete changes in collaboration with communities most impacted

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STANDING UP TRANSFORMATION

ESTIMATED COMMUNITY-LED SYSTEMS TRANSFORMATION ROLL OUT

May need to be adapted based on Community Direction & New Info

	OCT	NOV	DEC	Jan-21	FEB	MAR	APR	MAY
Systems Transformation Model Presented to Council	Oct 6th							
Council confirmation of Core Coordinating Team Selection Process (CCT) - Staff Recommendation desired.	Oct 6th							
Council allocate funding for initial contracted admin/facilitation	Oct 6th							
Council confirmation of Core Coordinating Team (CCT)								
CCT finalizes Community Partner Sign-on Commitment (document)								
Policing Transformation Team Members Identified (Project PEACE, CPAC)								
Commitments from Community Partners Sought (Mayor/Council assist w/ recruitment - Document signed.)								
CCT & Policing Transformation Team set their team operating norms and begin work plans								
Planning underway for public launch								
Mayor+Council and Community Champions promoting participation (videos, statements, social media)								
City staff & CPAC complete/continue analysis								
foundation for transformation								
Mayor+Council+key City Staff (including TPD) training on engagement through reconciliation								
Community resource inventory & alignment begins								
New Police Chief Onboard & Listening (Council Confirmation)								
New OEHR Director Onboard (Council Confirmation)								
City Acknowledgement (shaped with NNSC consultation & Council Feedback?)								
Public Launch Event								
Public Engagement (reconciliation model tailored to Tacoma)								

DRAFT: WORKPLAN IN PROGRESS

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MAYOR & CITY COUNCIL ROLE

2020

- Passed Resolution No. 40622
- Review the community-led approach to transformation
- Allocate startup funding for community-led systems work
- Recruit applicants for Core Coordinating Team
- CVS nomination & Council confirmation of initial Core Coordinating Team Members
- Actively shape the work by inviting community members to participate in this community-led process
- Visibly promote public participation channels
- Participate in readiness work in the chosen reconciliation engagement
- As needed, enact interim policy solutions that advance equity (example: Death in Custody Communications protocols)

2021-2022

- Allocate resources to Systems Transformation, via continuing allocations
- Support transition to Core Coordinating Team
- Witness to community conversation hearing the harms of systemic racism & desired change
- Witness to community conversation hearing the harms caused by systemic racism, bring forward responsive policy solutions
- Work with community members to develop their policy ideas and bring them for consideration of the Council
- Use leadership role and community knowledge to bridge connections across the network as it grows, building trust and align resources for improved outcomes

TO BE REFINED WITH COMMUNITY

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QUESTIONS & FEEDBACK



THANK YOU

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