Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session
10/27/2020

New Items

- Council Actions and HEAL the HEART of Tacoma (Community Led Systems Transformation)
  - Core Coordinating Team Application Available 10/20
    - 56 Applications Received as of 10/26
  - Presentation to Anchor Institutions 10/29
- Section 1: Anti-Racist Focused Budget Development
  - Access to Infrastructure Priority Area Study Session 10/27
  - Livable Wage Jobs and Belief & Trust Priority Areas Study Session 11/3

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New Items

- Section 2: New Policies & Transforming Existing Programs
  - Vicarious Trauma Training for Senior Leaders 10/23
- Section 3: Current State Analysis of TPD Systems
  - 21CP met with community groups and representatives including the Tacoma Ministerial Alliance, Black Collective, and Asian Pacific Cultural Center 10/23
  - 21CP to engage with Mayor and Councilmembers (dates TBD)

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New Items

- Section 4: Administrative Changes & Process Improvements
  - Chief of Police Recruitment
    - Community Survey extended to November 20 (1,700+ responses to date)
    - Met with Racial Equity Action Network 10/21
    - Met with Tacoma Pierce County Coalition to End Homelessness 10/22
    - Position posting closed 10/23
    - Search Committee began review of application 10/26
    - Community Conversation via Zoom (6 to 7:15 PM) 10/29
    - Semi-Finalist Candidates Selected by Search Committee 11/2
    - Semi-Finalist Interviews 11/9
    - Final Interviews week of 11/30

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New Items

- Section 4: Administrative Changes & Process Improvements (cont.)
  - Body Worn Camera Public Disclosure Analysts Positions
    - Final interviews 10/20
  - Independent Investigation Team
    - Candidates in various stages of the hiring process: several in background investigations, 2 have been trained, working to identify 5-6 additional candidates
  - Obama Pledge
    - 90-day report submitted to My Brother's Keeper Alliance/Obama Foundation to fulfill the Mayor's Pledge requirements 10/23

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Community Feedback

Chief of Police Recruitment Survey (Closes 11/20)

We want to hear from the community about what is important to you when recruiting the next Chief of Police. Please share your feedback by taking this brief survey by November 20, 2020.

https://www.surveymonkey.com/r/RS5H9FN

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Community Feedback

Chief of Police Community Conversation

October 29, 2020
6 – 7:15 PM
Click this link to join on Zoom
Event ID: 835 4575 3757
Passcode: 758963
You can also join by calling (253) 215-8782

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Community Feedback to 21CP

Reminder
Have feedback for 21CP Solutions as they conduct the current state analysis of TPD operations?

voicesoftacoma@21cpsolutions.com

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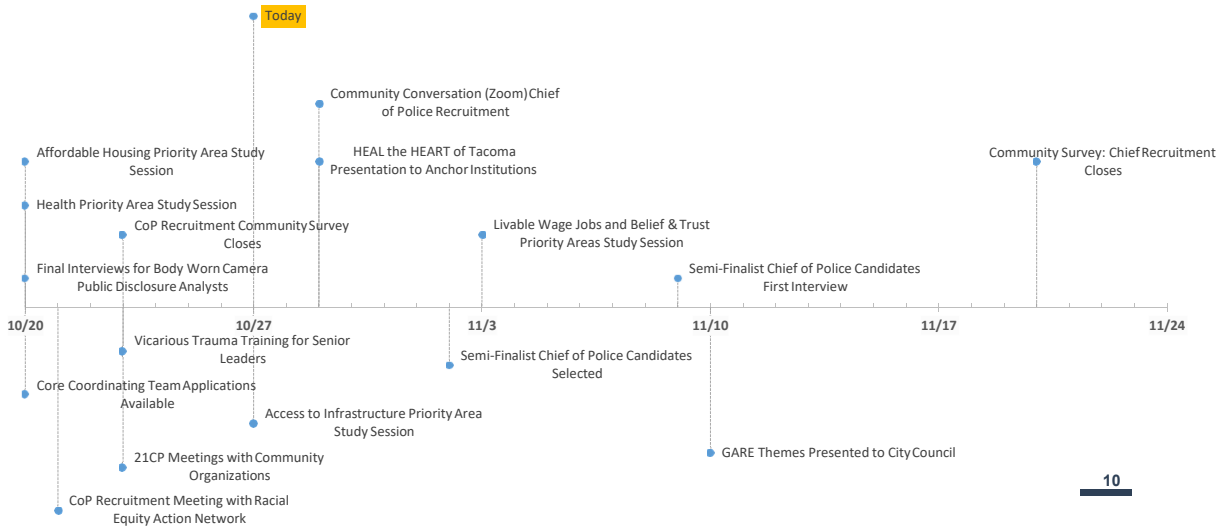
*New items in orange text

Systems Transformation Update

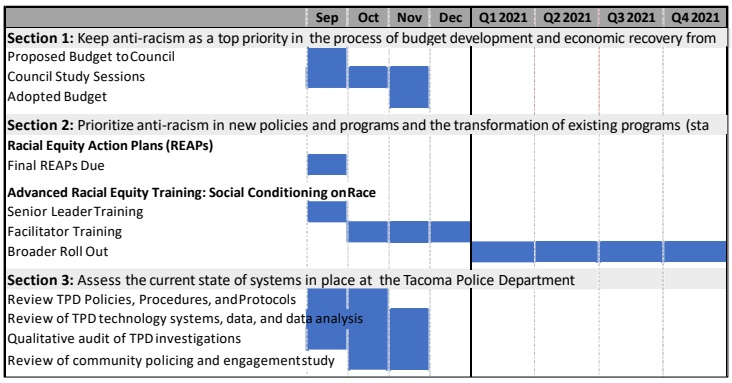
- Planned and in Progress
- Plan under Development
- To Be Developed

Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
Council Action and HEAL the HEART of Tacoma		• Core Coordinating Team Applications Available 10/20 • Mayor presented to stakeholder groups 10/7-13 • Mayor presentation of HEAL the HEART of Tacoma to Council 10/6 • $75,000 in startup funding from Council Contingency 10/6	• Presentation to Anchor Institutions scheduled 10/29
Section 1: Anti-Racist focused Budget Development		• Access to Infrastructure Priority Area Study Session 10/27 • Affordable Housing & Health Priority Areas Study Session 10/20 • Community Safety Priority Area Study Session 10/13 • Proposed budget to Council 10/6	• Livable Wage Jobs/Belief & Trust Priority Areas Study Session 11/3 • Evaluation of financial impacts and mitigation approaches through service delivery transformation
Section 2: New Policies and Programs / Transforming Existing Programs		• Created rubric to prioritize problem statements 10/16 • Advanced Racial Equity Training (Cohort 1 of 3) 10/9 • GARE Workshop 3 Completed 10/7	• Finalizing GARE problem statements for City leadership review 10/27 • October – December: OEHR leads capacity building efforts to ensure readiness to execute on plans beginning 1/1/2021
Section 3: Current State Assessment of TPD Systems		• 21CP meetings w/ community groups 10/23 • 2nd virtual site visit with TPD 10/14 • 21CP completed analyzing all relevant policies • 21CP virtual site with TPD 10/7 • Established voicesoftacoma@21cpsolutions.com	• 21CP to meet with community stakeholders • Analyzing alignment of staffing study recommendations
Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing		• Submitted Obama Pledge 90-day Report 10/26 • CoP Recruitment Posting Closed 10/23 • Final Interviews for Body Camera Public Disclosure Analysts 10/20 • Meeting with Latinx Unidos of the South Sound 10/17 • Launched survey for community input for CoP recruitment • Launched survey for TPD input for CoP recruitment	• Community Conversation Chief Recruitment (Zoom) 10/29 • Semi-Finalist Chief Candidates Selected 11/2 • Survey for community input for CoP recruitment closes 11/20 • Continued 8 Can't Wait Training during fall in service 9/2 – 10/28 • Negotiations with Police Labor Unions
Section 5: Legislative Platform to Transform Institutional Racism		• Federal political landscape and priorities discussion with Council—Committee of the Whole 10/13 • Draft State Legislative Agenda at Study Session 9/29	• Draft for Council/Board discussion on 11/17 • Developing draft legislative agenda for state and federal priorities for 2021

Next Steps Timeline



Draft Transformation Timeline



All sections will be informed by community involved processes

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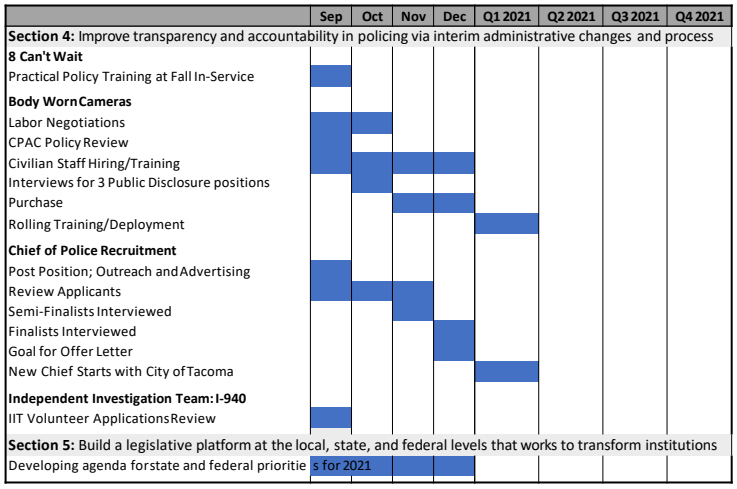
Draft Transformation Timeline



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