Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session
11/3/2020

New Items

- Council Actions and HEAL the HEART of Tacoma (Community Led Systems Transformation)
  - Core Coordinating Team Application Available 10/20
    - 101 Applications Received as of 11/2
  - Presentation to Anchor Institutions 10/29
- Section 1: Anti-Racist Focused Budget Development
  - Livable Wage Jobs, Belief & Trust Priority Areas Study Session 11/3
  - 1 of 30 cities selected to participate in the What Works Cities City Budgeting for Equity and Recovery program

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New Items

- Section 2: New Policies & Transforming Existing Programs
- Racial Equity Action Plans
  - Technical Review through mid-November
  - Framework Area Goal Review December
- GARE Workshop
  - Present themes to Council December

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New Items

- Section 4: Administrative Changes & Process Improvements
  - Chief of Police Recruitment
    - 40+ Attendees at Community Conversation on 10/29
    - Semi-Finalist Candidates Selected by Search Committee 11/2
    - Semi-Finalist Interviews 11/9
    - Final Interviews week of 11/30
  - Body Worn Camera Public Disclosure Analysts Positions
    - Two candidates provided conditional offers pending background and reference checks

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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 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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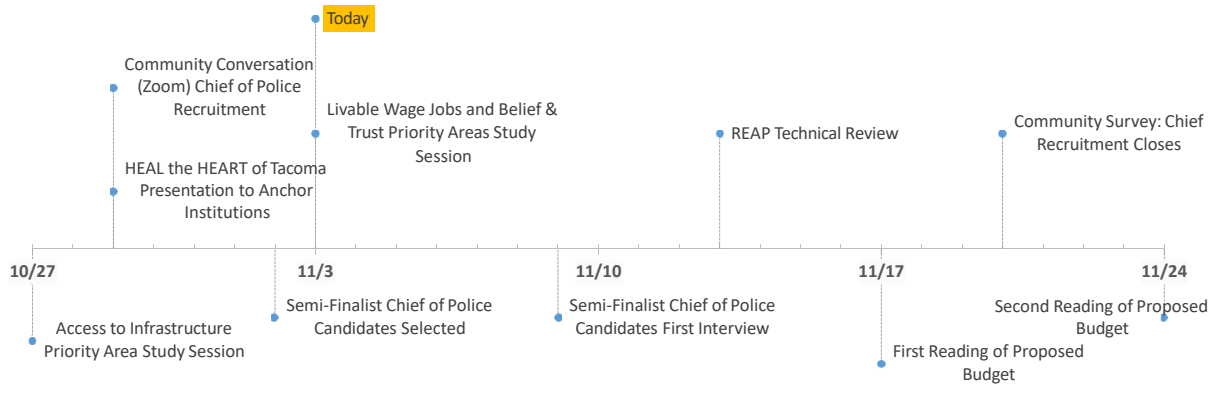
*New items in orange text

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		• Selected to participate in What Works Cities Budgeting for Equity and Recovery Program • Presentation to Anchor Institutions 10/29 • Core Coordinating Team Applications Available 10/20 • Mayor presented to stakeholder groups 10/7-13	
Section 1: Anti-Racist focused Budget Development		• Livable Wage Jobs/Belief & Trust Priority Areas Study Session 11/3 • 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	• 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 workshop themes for Council presentation on 12/1 • Analyzing Racial Equity Action Plans for next steps by 12/15
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		• Community Conversation Chief Recruitment (Zoom) 10/29 • Semi-Finalist Chief Candidates Selected 11/2 • Submitted Obama Pledge 90-day Report 10/26 • CoP Recruitment Posting Closed 10/23	• 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



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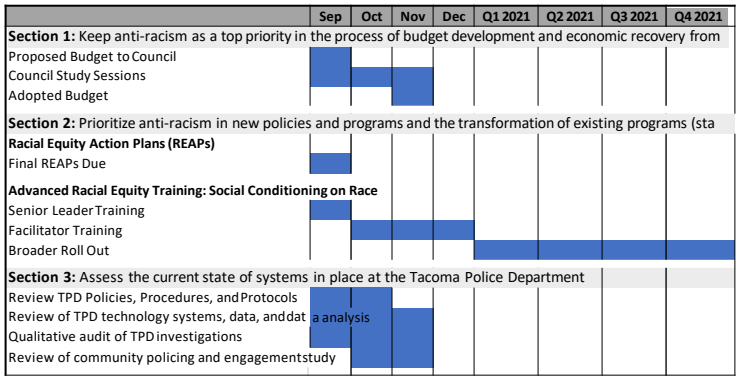
Draft Transformation Timeline



All sections will be informed by community involved processes

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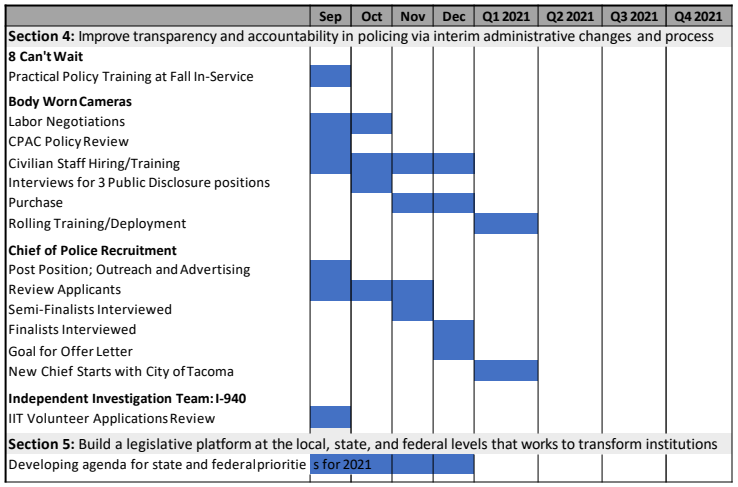
Draft Transformation Timeline



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