



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session
1/12/2021



New Items



- Section 2: New Policies & Transforming Existing Programs
 - Citywide subject matter expert recommendations on Racial Equity Action Plans shared with departments 1/11
 - Citywide employee survey results with demographics rolling out to departments (GG directors received results 1/11)
- Section 4: Administrative Changes and Process Improvements
 - Process Transparency
 - [Body Worn Camera Informational Video](#) available online
 - The People's Public Forum: Hiring of Tacoma Interim Chief of Police [webinar with LegallyBLACK](#) 1/8
 - Body Worn Cameras: 2,115 videos uploaded to date
 - 93 additional body worn cameras will be deployed (25-30 per week in Feb) 2/26 2

COMMUNITY INPUT NEEDED

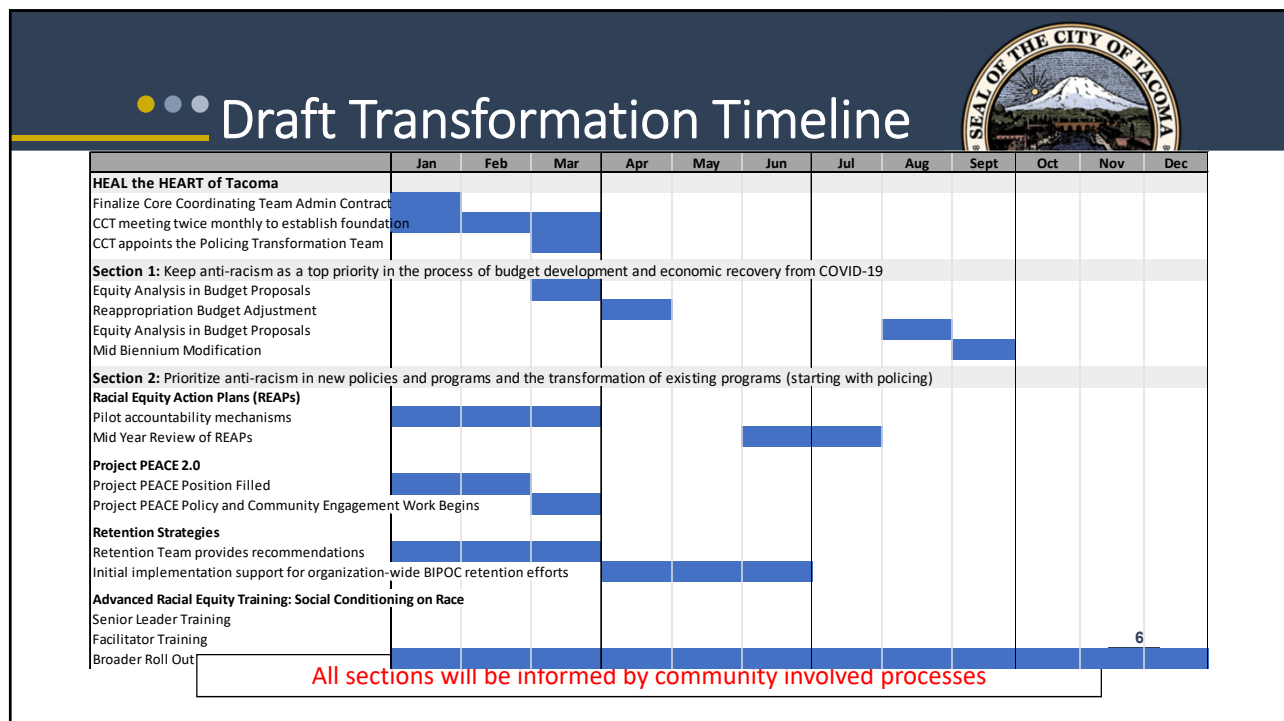
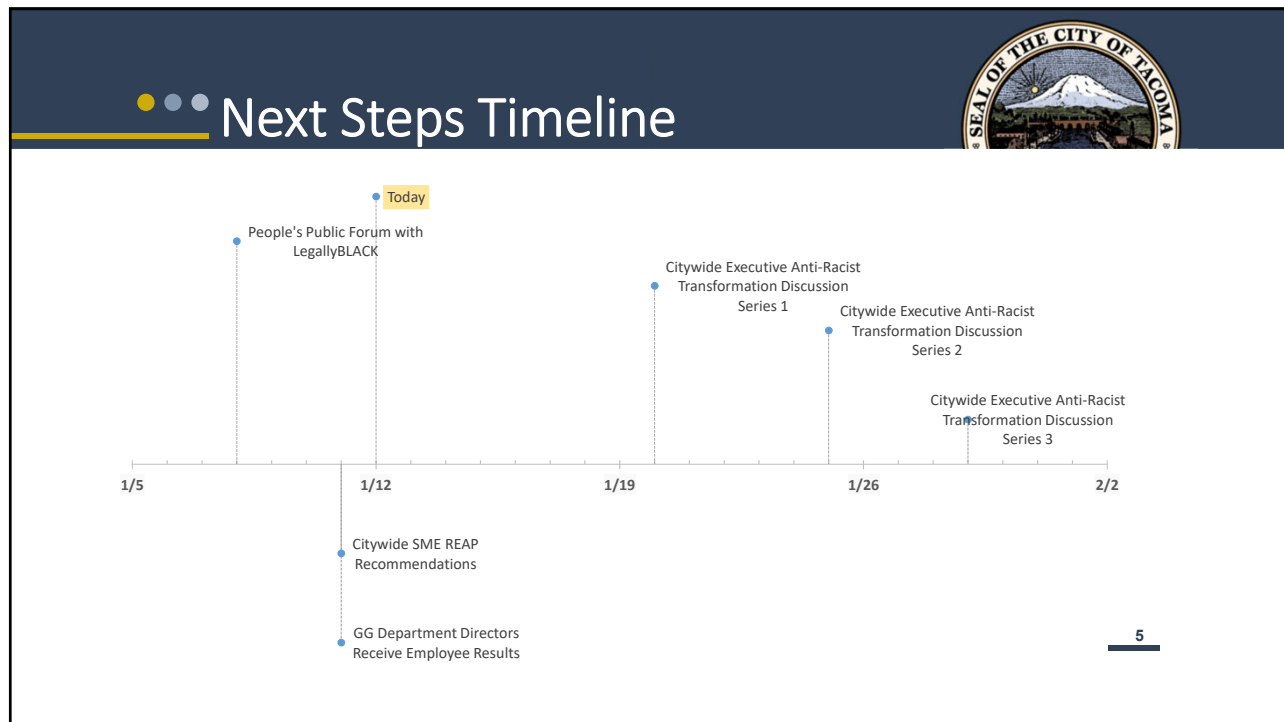
on Current State of TPD Operations

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*New items in orange text

Systems Transformation Update			
Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
Council Action and HEAL the HEART of Tacoma	●	<ul style="list-style-type: none"> Core Coordinating Team Kickoff 12/23 Community partner identified for CCT stipend administration 12/9 Core Coordinating Team appointed 12/8 Mayor's Youth Commission Presentation 11/21 CVS Interviews Applicants 11/19 & 23 	<ul style="list-style-type: none"> In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> 2021-2022 Biennial Budget Adopted 11/24 Selected to participate in What Works Cities Budgeting for Equity and Recovery Program 	
Section 2: New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> GG Directors received citywide employee survey results 1/11 City SME recommendations for REAPs provided to departments 1/11 REAP Alignment workshops, 12/8 - 11 Final Senior Leader Trainings Social Conditioning on Race 12/11 Citywide employee engagement survey – survey closed 11/13 	<ul style="list-style-type: none"> 25-30 BWC deployed each week of February 93 additional BWC deployed by 2/26 Chief Equity Officer applications being reviewed by SME panel
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> Body Worn Camera Informational Video Deployed People's Public Forum with LegallyBLACK 1/8 21CP Meetings w/ Community Groups (ongoing) 2nd virtual site visit with TPD 10/14 Established voicesoftacoma@21cpsolutions.com 	
Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> 2,115 videos uploaded to date 1/11 80 Body Worn Cameras to be deployed to patrol officers 1/4/21 Interim Chief of Police Michael Ake 1/4 Body Worn Cameras deployed to training officers 12/14 CPAC meetings with 21CP and Nick Brown on oversight 12/2-3 IIT – 2 Community representatives trained, 3 additional selected 	
Section 5: Legislative Platform to Transform	●	<ul style="list-style-type: none"> Legislative Agenda for State and Federal Priorities adopted 12/1 	



Draft Transformation Timeline



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Section 3: Assess the current state of systems in place at the Tacoma Police Department												
Contract with 21 Century Policing (21CP)												
21CP onboarding/CPAC Presentation												
Review TPD Policies, Procedures, and Protocols												
Review of TPD technology systems, data, and data analysis												
Qualitative audit of TPD investigations												
Review of community policing and engagement study												
Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements												
Body Worn Cameras												
80 Officer Pilot Deployment												
Chief of Police Recruitment												
Interim Chief of Police Begins												
Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism												
Legislative Session Begins 1/11/2021												

All sections will be informed by community involved processes

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- Section 1: Anti-Racist Focused Budget Development
- 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 Local, State, and Federal Level