



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session
6/29/2021



New Items



- Section 2: New Policies & Transforming Existing Programs
 - Alignment of City Initiatives with Anti-Racist Transformation
 - Identified 635 City initiatives associated with anti-racist transformation
 - Working with sponsors to finalize prioritization throughout July
 - Human Resources Director Recruitment
 - [Position posted](#) and receiving applications through **tomorrow** 6/30

New Items

- **Section 3: Current State Analysis of TPD**
 - Divertible Calls / Alternative Response Study
 - Study Session with full Council 6/29
- **Section 4: Administrative Changes & Process Improvements**
 - Body Worn Cameras/Dashboard Cameras
 - OMB and CI presented ARPA and camera funding update at CVS on 6/24

3

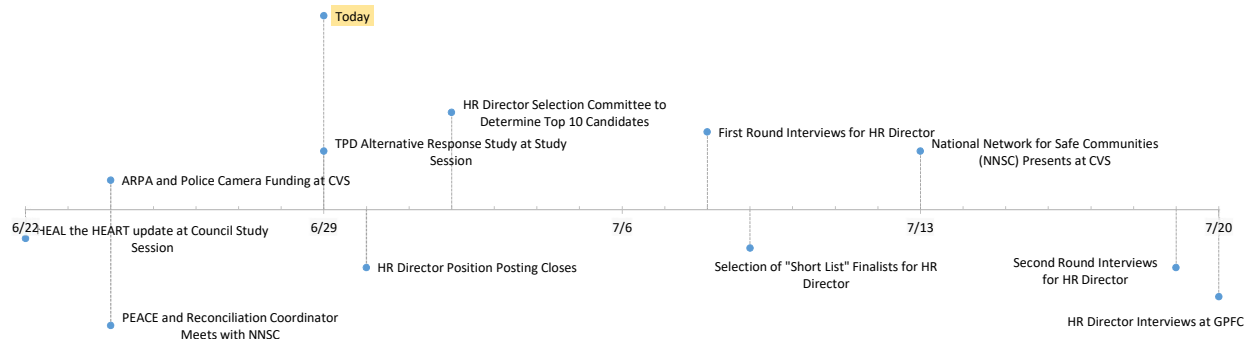
*New items in orange text

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	●	<ul style="list-style-type: none"> • Heal the Heart Update presentation at Study Session 6/22 • Council confirmation of 2 new CCT Appointment 6/8 • CCT update to Council on foundation building work 3/16 	<ul style="list-style-type: none"> • Finalize Core Coordinating Team Charter • Establishing 2 Transformation Teams
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> • 2021-2022 Budget Book Finalized 2/22 • Council Retreat Presentation on 2020 Actuals/2021 Calendar 2/27 • 2021-2022 Biennial Budget Adopted 11/24 	
Section 2: New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> • PEACE and Reconciliation Coordinator Begins 6/21 • Workforce Equity Study Report Roll Out 5/3-5/11 • Anti-racist priority area workshops 2/5 – 4/27 • PEACE and Reconciliation applications closed 3/15 • Affordable Housing Action Strategy update at Study Session 2/23 	<ul style="list-style-type: none"> • OEHR/Project PEACE Exec Cmt. to establish role in reconciliation • NCS position to support community safety on hold • OEHR/EEO/HR Retention Strategies Recommendations to CMO/UD • 4/15 CCR – OEHR explore establishment of paid cultural or heritage holiday for City Staff. Presentation to GPFC by end of September
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> • 21CP presentation to Council 5/18 • Alternative Response Study Report Roll Out 4/30 – 5/14 • Presentation to Community Vitality and Safety on BWC program 4/22 	<ul style="list-style-type: none"> • TPD Alternative Response Study at Council Study Session 6/29
Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> • ARPA and Camera Funding at CVS 6/24 • Priority Area Initiative Inventory Regroup Meetings 5/25 – 6/2 • 256/256 body worn cameras deployed 2/28 	
Section 5: Legislative Platform to Transform Institutional Racism	●	<ul style="list-style-type: none"> • HB 1267 (Office of Independent Investigations) and 1090 (Private Detention Center Ban) passed Senate Committees • US House passed the George Floyd Justice in Policing Act 3/3 	

Short Range Timeline



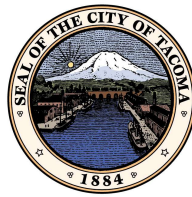
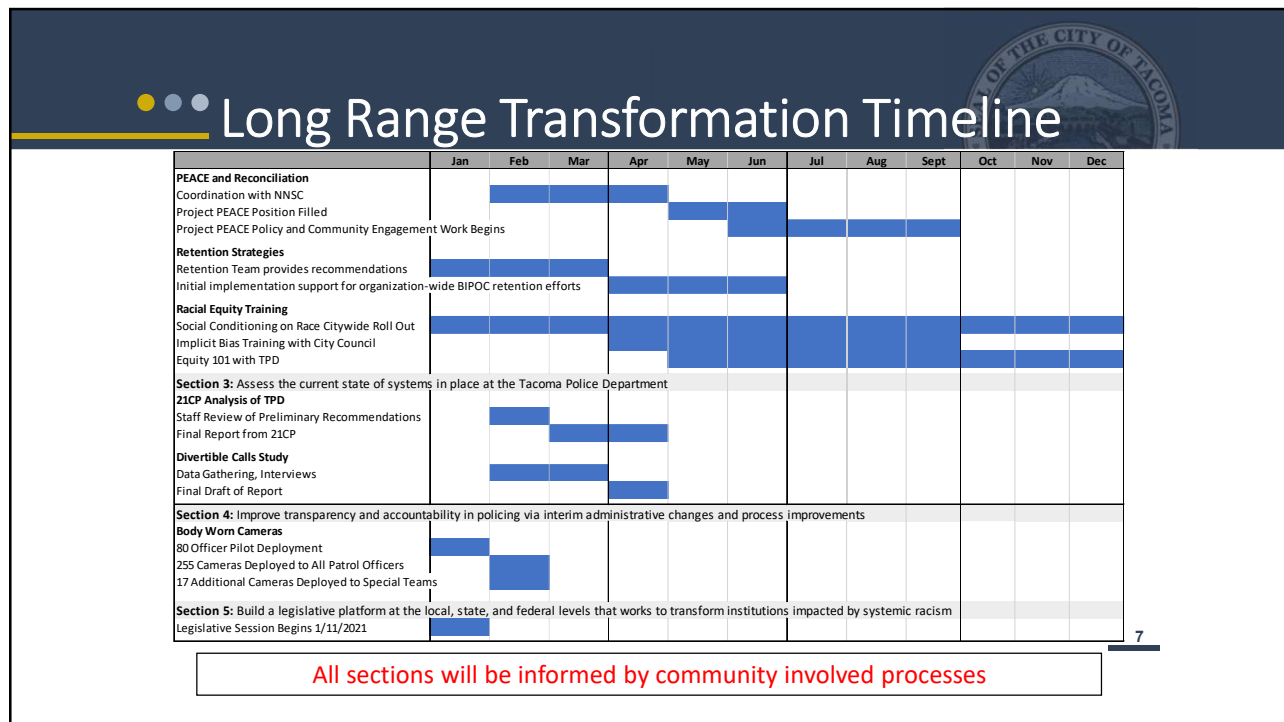
5

Long Range Transformation Timeline

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
HEAL the HEART of Tacoma												
Finalize Core Coordinating Team Admin Contract												
CCT meeting twice monthly to establish foundation												
Establish CCT Charter												
CCT appoints the Policing Transformation Team												
Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from COVID-19												
Equity Analysis in Budget Proposals												
Reappropriation Budget Adjustment												
Council Adopts Reappropriation												
Equity Analysis in Budget Proposals												
Mid Biennium Modification												
Section 2: Prioritize anti-racism in new policies and programs and the transformation of existing programs (starting with policing)												
Anti-Racist Strategic Plan												
Anti-Racist Transformation Objective Development												
City Program & Transformation Objective Alignment												
Identify Priority Transformation Projects												
Deploy Centralized Resources to Support Anti-Racist Transformation Projects												
Racial Equity Action Plans (REAPs)												
Pilot Accountability Mechanisms												
Mid Year Review of REAPs												
Workforce Equity Study												
Data Analysis												
Final Report												
NCS Safety Position												
Recruitment and Hiring												

6

All sections will be informed by community involved processes



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session
6/29/2021



- Council Actions and HEAL the HEART
- 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 the Local, State, and Federal Level