



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

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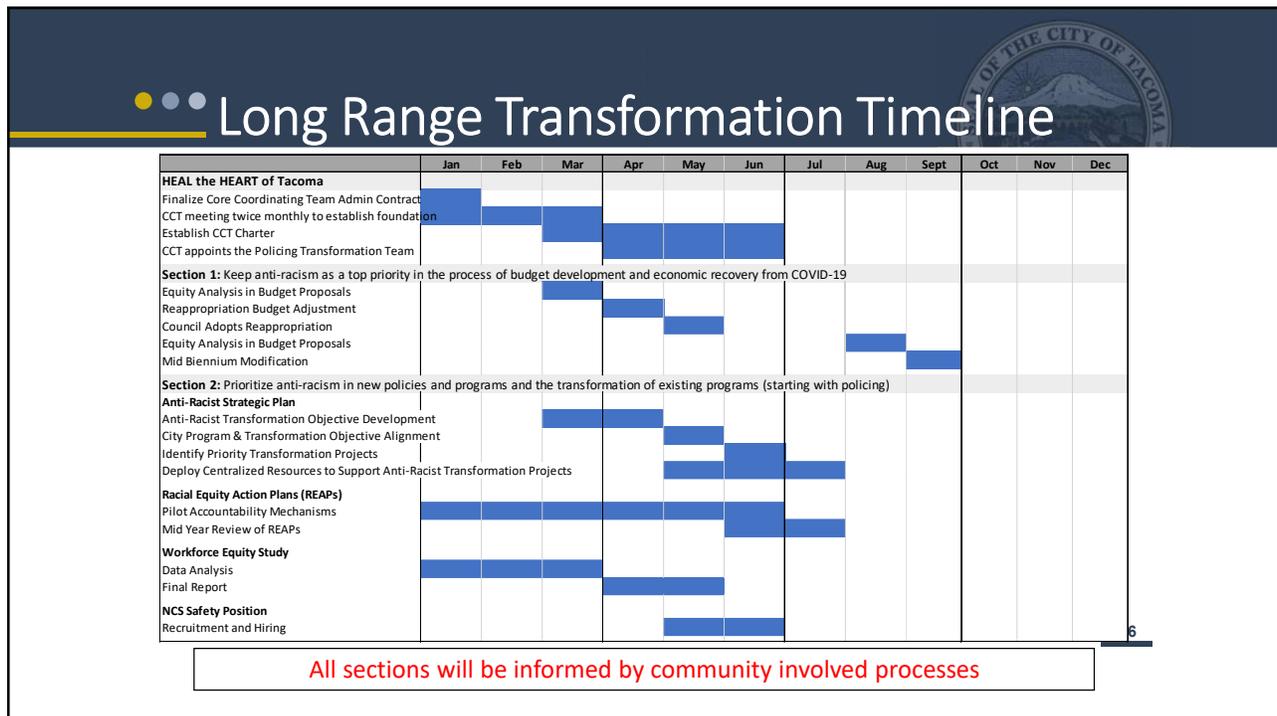
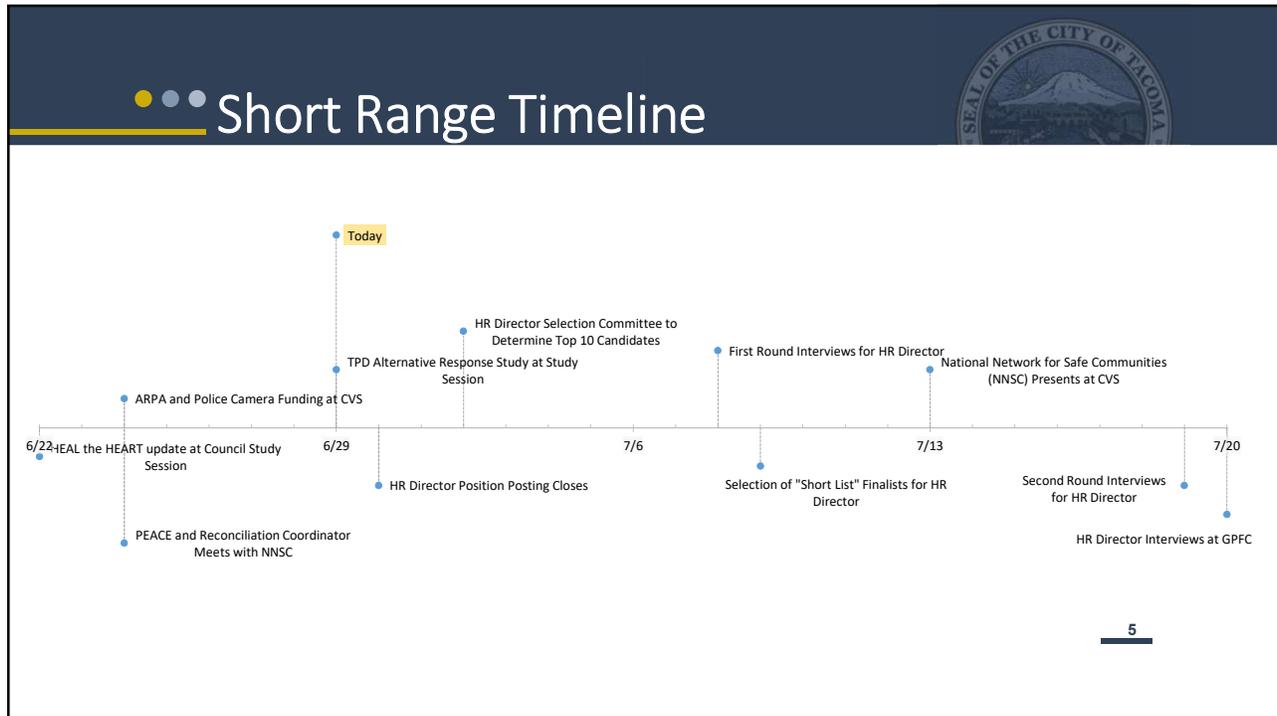
*New items in orange text

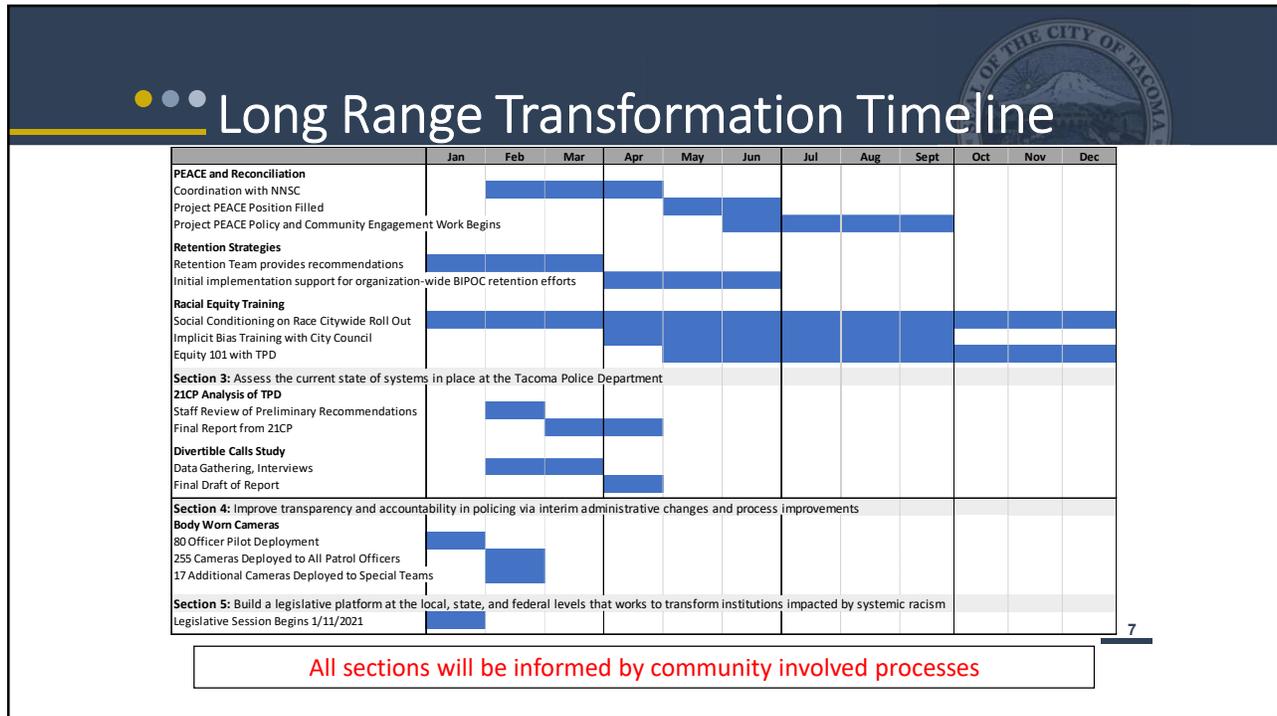
Systems Transformation Update



- 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	●	<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 	







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- 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