



Project PEACE

Community & Police Dialogue

April 24, 2019



Agenda



- Reflection on the Process
- Current Status of Project PEACE Pillars
- Improved Communications Process
- The Continuing Process



Reflection on the Process



- The Project PEACE listening sessions and overall plan have been very helpful
- The Tacoma Police Department has implemented numerous changes since Project PEACE began
- We have learned ways to improve and our growth as a department continues





Update: 11 Pillars



1. Youth Engagement
2. Community Engagement
3. Police Community Relations
4. Police Workforce
5. Police Training
6. Community Dialogues
7. Mental Health Program
8. Community Oversight
9. Body-worn Cameras
10. Officer Wellness
11. Social Media



Update: 11 Pillars



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●●● Youth Engagement



- High school youth dialogues in partnership with the Project PEACE Executive Committee
- In-class meetings with all sophomores at the five main Tacoma High Schools
- Six-week public safety youth academy for middle school students through the Boys & Girls Clubs
- Reinstated Harvey & Beulah (talking motorcycles) in elementary schools
- Added a supervisor to our School Resource Officers program
- High school youth academy at TPD headquarters in conjunction with Safe Streets



●●● Youth Engagement, continued

- Expanded and increased the support of our Explorer Post
- Participate in the City's Summer Jobs 253 Internship Program
- TPD Employees participate in reading and tutoring programs with Tacoma Public Schools and Communities in Schools
- Join youth at the YMCA and Boys & Girls Clubs, e.g., basketball, weightlifting and other activities
- Attend teen late nights at the People's Center
- Annual Shop with a Cop and Law Enforcement Youth Camp continues





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Community Engagement, Dialogue and Social Media

- Outreach with the Tacoma Ministerial Alliance
- Outreach with the Hilltop Action Coalition
- Created a Homeless Outreach Team
- Hired a Community Relations Specialist
- Attended 12 community meetings to understand the public's community relations needs
- Created a Co-Responder Program with MultiCare
- Participating in Mayor Woodard's Bloomberg Initiative
- Revamped our Facebook presence – nearly doubled our followers to over 18,000
- Launched a Twitter account three months ago and gained over 3,600 followers
- Recently celebrated the 50th graduating class of our Citizens' Academy
- We attend numerous meetings and events in the community





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Police Community Relations and Workforce

- The Tacoma Police Department's Current Demographics are:

Gender

- Male 85%
- Female 15%

Ethnicity

- White/Not Hispanic: 79%
- Asian or Pacific Islander: 9%
- Hispanic: 6%
- Black/Not Hispanic: 5%
- American Indian/Alaskan: 1%



Police Community Relations and Workforce, continued



2018 TPD Hires Compared to Tacoma Population

Ethnicity	Officers Hired (30)	General Population
American Indian/Alaskan	0%	2%
Asian or Pacific Islander	13%	9%
Black/Not Hispanic	7%	11%
Hispanic	27%	11%
White/Not Hispanic	53%	61%

Note: 6% of the Tacoma's population does not report their ethnicity on the Census.

Police Community Relations and Workforce, continued



- Solicited help from the City's Continuous Improvement team to increase our efficiency in hiring diverse candidates
- Collaborated with UW Tacoma and Behavioral Insight Team to aid recruiting
- We have increased the number of diversity career fairs we attend
- Cultural competency questions have been added to our hiring oral boards
- Nearly 100 participants signed-up for our All-Female Forum for recruiting
- Recently selected an external agency to help recruit diverse candidates
- New Recruit Panel: New officers meet with community members regarding perceptions, inequalities and bias
- Developed a recruitment plan and brochure with our Explorer Youth Leadership





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Police Training, Mental Health and Wellness

- Command Staff participated in Advanced Fair and Impartial Training
- All commissioned officers are trained in Fair and Impartial Policing which includes implicit bias training
- Newly hired and lateral officers receive Peer Support Introduction & Training
- All officers have taken Procedural Justice training
- Mental Health Crisis Intervention training
- De-escalation training
- Autistic Spectrum training
- Mental Illness Awareness training
- Formed a Crisis Intervention Team



Police Training, Mental Health and Wellness

- Hired a department psychologist
- Critical Incident Stress Management debriefings available
- Established an Officer Wellness Group
- Conducted Employee Satisfaction Survey
- Encouragement to participate in the City's Wellness Program
- Fitness Center updated in conjunction with the Wellness Program
- Community Resource phone directory created with wellness information





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Community Oversight and Body-Worn Cameras



- Data now available on Results 253 (<https://data.cityoftacoma.org/>)
 - Officer-involved shootings
 - Complaints
 - Hate crimes reported
 - All policies and procedures
- We investigate and track all citizen complaints
- Participate in Project PEACE Executive Committee and Citizen Police Advisory Committee meetings
- Receive feedback at community events, e.g., Asian Pacific Cultural Center, Evergreen State College, Project PEACE meetings, etc.
- Members of Command Staff attend improvement opportunities, e.g., City Club Panel, Pierce County Youth Law Forum, My Brother's Keeper
- Created a department working group for body-worn cameras
- Currently developing policies and procedures regarding body-worn cameras
- Received body-worn camera training at the International Association of Sheriffs and Police Chiefs Conference, reviewed Spokane PD's program, and attended product and program evaluation events





Agenda

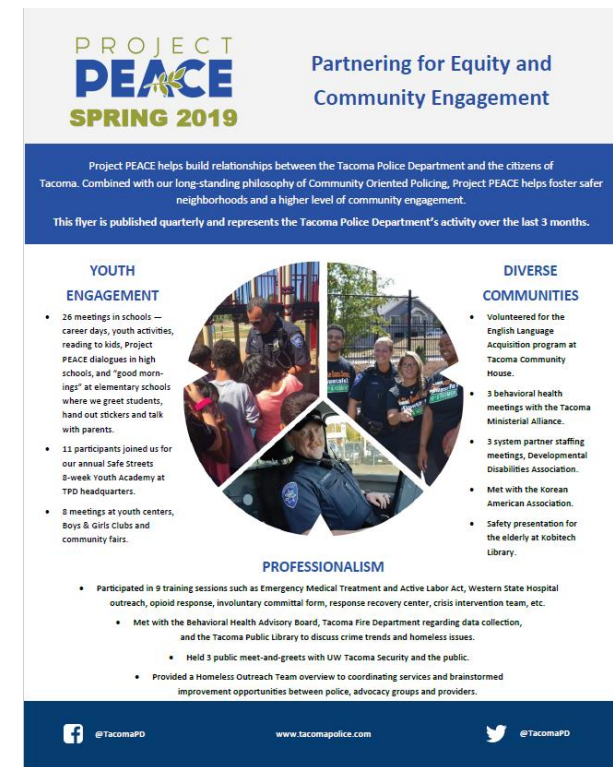


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Improved Communication Process

- Community feedback indicates that Project PEACE progress is hard to track
- Information is buried in the website and takes several clicks to find
- The vast number of pillars and sub-pillars (34 in all) are too cumbersome
- Beginning tonight, we will be producing a quarterly update to improve communication
- We plan to distribute these at community meetings, community centers, public events, etc.
- The flyer will also be available for download on the Tacoma Police Department website





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●●● The Continuing Process



- Project PEACE has been instrumental in our department's growth
- You have helped us make our best effort to be responsive to the needs of the community
- The needs of our community will continue to be the focal point of our department
- We will continue to learn and grow
- We have great employees who are very supportive of the community



Thank You



Thank you to the community and Project PEACE effort
We appreciate your support!

