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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11. Social Media
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 publics’ 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%
## 2018 TPD Hires Compared to Tacoma Population

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Officers Hired (30)</th>
<th>General Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaskan</td>
<td>0%</td>
<td>2%</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>13%</td>
<td>9%</td>
</tr>
<tr>
<td>Black/Not Hispanic</td>
<td>7%</td>
<td>11%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>27%</td>
<td>11%</td>
</tr>
<tr>
<td>White/Not Hispanic</td>
<td>53%</td>
<td>61%</td>
</tr>
</tbody>
</table>

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
  - Hate crimes reported
  - Complaints
  - 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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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 to the community and Project PEACE effort
We appreciate your support!