



**Agenda**  
**County of Sonoma**  
**Commission on Human Rights – Regular Meeting**

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**Tuesday, May 27, 2025**

**5:30PM**

**Hybrid**

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**First District:** Howard Sapper, Maria Barakat (Leave of Absence), Daniel H Sohn

**Second District:** Nichole Warwick (Vice Chair)

**Third District:** Katrina Phillips (Chair), Liz Cruz Reyes (Officer-at-Large)

**Fourth District:** Irmina Benson, Cecilia Sofranko

**Fifth District:** Lyndsey Burcina, Nick Thayer, Susan Hirsch

**Meeting Information:**

The May 27, 2025, Commission on Human Rights Meeting will be facilitated in person.

Members of the public can watch, listen, or join the meeting using one of the three following methods:

**1. Join in person:**

Human Resources Large Training Room

575 Administration Drive, Suite 117C, Santa Rosa, CA 95403

Limited seating is available for public participants.

**2. Join virtually via Zoom:**

Participate by computer, table, or smartphone application. Go to:

<https://sonomacounty.zoom.us/j/99356615285?pwd=UUlSNlIDQkUvTitzTWQ5bnNkL2NBUT09>

Webinar ID: 993 5661 5285

Passcode: 575862

**3. Join in Zoom by telephone:**

Dial +1 (669) 900 9128

Webinar ID: 993 5661 5285

Passcode: 575862

**Instructions for the Public:**

In accordance with AB 361, Governor Newsom's March 4, 2020 State of Emergency due to COVID-19 pandemic, Sonoma County Public Health Officer's Recommendation for Teleconference Meetings, and the Sonoma County Board of Supervisors Resolution 21-0399, the Commission on Human Rights meetings will be facilitated using a dual format with listening and participation available through Zoom and in person.

**Agendas and Materials:** Agendas and most supporting materials are available on the Commission's website at <https://sonomacounty.ca.gov/Human-Rights/Calendar/>. Due to legal, copyright, privacy or policy considerations, not all materials are posted online. **Materials that are not posted will be available directly from the Commission at [chr@sonoma-county.org](mailto:chr@sonoma-county.org).**

**Disabled Accommodation:** If you have a disability which requires an accommodation, an alternative format, or requires another person to assist you while attending this meeting, please contact the Deputy Clerk at (707) 565-1851, as soon as possible to ensure arrangements for accommodation.

**Approval of the Consent Calendar:** The Consent Calendar includes routine financial and administrative actions that are usually approved by a single majority vote. There will be no discussion on these items prior to voting on the motion unless Commission Members request specific items be discussed and/or removed from the Consent Calendar.

**Public Comment:** Any member of the audience desiring to address the Commission on a matter on the agenda: Members of the public are invited to join this meeting via Zoom teleconferencing. In order that all interested parties have an opportunity to speak, please be brief and limit your comments to the subject under discussion. Each person is usually granted three minutes to speak; time limitations are at the discretion of the Chair. While members of the public are welcome to address the Commission, under the Brown Act, Commission members may not deliberate or take any action on items not on the agenda, and generally may only listen.

**Commitment to Civil Engagement:** All are encouraged to engage in respectful dialog that supports freedom of speech and values diversity of opinion. Commissioners, Staff, and the public are encouraged to:

- Create an atmosphere of respect and civility where Commissioners, County Staff, and the Public are free to express their ideas within the time and content parameters established by the Brown Act and CHR's standard Parliamentary procedures (Robert's Rules of Order);
- Establish and maintain a cordial and respectful atmosphere during discussions;
- Foster meaningful dialogue free of attacks of a personal nature and/or attacks based on age, (dis)ability, class, education level, gender, gender identity, occupation, race and/or ethnicity, sexual orientation;
- Listen with an open mind to all information, including dissenting points of view, regarding issues presented to the Commission;
- Recognize it is sometimes difficult to speak at meetings, and out of respect for each person's perspective, allow speakers to have their say without comment or body gestures, including booing, whistling, or clapping.

- I. **Call To Order – Mission Statement – Roll Call – Phillips**
- II. **Consent Items– Phillips**
  1. Approval of the April 22, 2025, meeting minutes.
- III. **Openings and appointments– Phillips**

1. Openings – two (2) in the Second District, one (1) in the Third District, and one (1) in the Fourth District.

**IV. Public Comment on Non-Agendized Items – Phillips**

Public comment is limited to **two** minutes per topic or **four** minutes when using interpretation services.

**V. Officer Reports and Administrative Updates**

Officers and Staff to discuss administrative-related matters including, but not limited to, field trip ideas and speaker coordination.

1. Fiscal year ends June 30, 2025. Please submit all reimbursements by June 6<sup>th</sup>.
2. The BOS presenting the Pride Resolution on June 3, 2025 at 1:30pm.
3. Sonoma County Pride is on May 31, 2025. Volunteers needed.
4. Juneteenth tabling opportunity for June 14, 2025. Volunteers needed.
5. Tabling at RioFest on Saturday, June 2, 2025. Volunteers needed.

**VI. Ad Hoc Committee and Project Committee Updates**

Commissioners to provide reports and/or updates from the work being done by their ad hoc committee(s) and/or project committee(s).

1. Sonoma County Human Rights Visibility Project 2.0 shared data
2. Housing and Homelessness
3. Disability Justice
4. Racial Equity and Social Justice Framework
5. Adult Prom
6. Youth Commission on Human Rights

**VII. Regular Calendar – Discussion and possible action on items below**

**1. Nominations for Officers- Phillips**

Nominations for Chair, Vice-Chair, and Officer-At Large positions. Each nominee will be providing a speech. Elections will occur on June 24.

**2. Hot Topics**

- i. President Trump's executive order Strengthening and Unleashing America's Law Enforcement to Pursue Criminals and Protect Innocent Civilians
- ii. Governor Newsom's push to ban homeless encampments

**3. Re-allocate Budget**

Review the budget and approve on new expenditure for the Adult Prom

**4. Strategic Planning.**

- i. Overview of the fiscal year 2024-2025
- ii. Proposals of new ad hocs and projects for fiscal year 2025-2026
- iii. Vote on proposed projects and budgets

**VIII. Additional Agenda Items for The Next Commission Meeting– Phillips**

**IX. Adjournment**

**DRAFT MINUTES**  
**COUNTY OF SONOMA**  
**COMMISSION ON HUMAN RIGHTS – REGULAR MEETING**

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**Tuesday, April 25, 2025**

**5:30PM**

**Hybrid**

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**Commissioners Present:**

**First District:** Howard Sapper (Officer-at-Large), Daniel H. Sohn

**Second District:** Nichole Warwick (Vice Chair)

**Third District:** Katrina Phillips (Chair), Liz Cruz Reyes (Officer-at-Large)

**Fourth District:** Cecilia Sofranko

**Fifth District:** Nick Thayer

**Commissioners Absent:**

**First District:** Maria Barakat (Leave of Absence)

**Fourth District:** Irmina Benson

**Fifth District:** Lyndsey Burcina, Susan Hirsch

**Meeting held virtually and in person.**

**I. Call To Order – Mission Statement – Roll Call – Phillips**

Meeting called to order by Chair Phillips at 5:38PM. Roll call taken by Staff.

**II. Community Spotlight**

Princess Brianna Thea Caradja from Romania couldn't attend due to the war. Chair Phillips provided a summary of the work she is doing overseas. Princess Brianna Thea Caradja was inspired after the fires in Sonoma County. Due to being inspired by Sonoma County, she is doing similar work for her country.

**III. State of California Civil Rights Conflict Resolution Unit Presentation**

Marquez Equalibria with the Conflict Resolution Unit presented on the creation of the unit under the States' Civil Rights Department. This unit was created after the pandemic during the hype of hate and discrimination. They help designing conflict resolution processes, facilitating community engagement processes, education and training, technical consultations, and mediating community dispute. They have a hate resources hot line where they can report an issue and be connect to people who can answer their questions. The Commission shared that they have a similar project- The Visibility Project 2.0.

**IV. Consent Items- Phillips**

1. Approval of the March 25, 2025, meeting minutes.

Motion to approve the March 25, 2025 meeting minutes.

No Public Comment.

Motion: Vice Chair Warwick

Ayes: 6

Noes: 0

Second: Officer-at-Large Cruz Reyes

Absent: 4

Abstained: 1

Commissioner Barakat (Leave of Absence), Benson, Burcina and Hirsch were absent. Chair Phillips abstained as Chair. Motion passed.

**V. Openings and Appointments – Phillips**

1. Chair Phillips announced two (2) opening in the Second District, one (1) opening in the Third District and one (1) in the Fourth District.

**VI. Public Comment on Non-Agendized Items- Phillips**

No Public Comment.

**VII. Officers report and Administrative Updates.**

Officers and Staff to discuss administrative-related matters including, but not limited to, field trip ideas and speaker coordination.

1. Staff announced that the fiscal year ends June 30, 2025, but to submit all reimbursements by June 6<sup>th</sup>.
2. Chair Phillips announced that nominations for Officers are occurring on May 27, 2025 as well as the strategic planning session.
3. Chair Phillips reminded to attend the Dry Creek Rancheria invitation to ribbon cutting ceremony & grand opening of Bi'du Khaale Elder Community and MMIP awareness and healing event on May 3rd, 2025 from 9am -2pm at 1609 Nopo Way, Cloverdale, CA 95425.

**VIII. Ad Hoc Committee and Project Committee Updates**

1. Sonoma County Human Rights Visibility Project 2.0 shared data from the survey. The survey respondents ages 35-44 years old were the majority and Hispanics/Latinx individuals reported the most. From 2020-2025 only 44 individuals reported human rights incidence. Some of the human rights incidences were xenophobia at 22%, followed by personal safety, law, enforcement, LGBTQI, employment and labor, criminal justice, system, emotional abuse, homelessness, housing, sexual abuse, and family court healthcare. There was a pattern in incidence. October 17-31<sup>st</sup> had the most cases reported and from 12pm-6pm regardless of the year.
2. Housing and Homelessness didn't have anything to report.
3. Disability Justice didn't have anything to report.
4. Racial Equity and Social Justice Framework didn't have anything to report.
5. Adult Prom is finalizing their flyer. The adult prom will be on Sunday, June 22, 2025, at the Arlene Francis Center with no fiscal sponsor.
6. Youth Commission on Human Rights is having their final meeting on April 26<sup>th</sup>, and they will have their Fentanyl Awareness event at 2-3:30pm. They will be having their Gaza Education Day at the Arlene Francis Center on May 6<sup>th</sup>. They presented at the Santa Rosa Junior College Social Justice Conference. The teens were talking at the teens at the conference.

**IX. Regular Calendar**

**1. Pride Resolution**

Chair Phillips read the resolution honoring June 2025 as Pride Month in Sonoma County. The Commission mentioned to be consistent on the usage of LGBTQIA2S+ and to correct 57<sup>th</sup> anniversary to 56<sup>th</sup> anniversary. This resolution will be presented at the Board of Supervisors meeting on June 3, 2025 at 1:30pm. Motion to approve the resolution with the recommended edits.

No Public Comment

Motion: Commissioner Sohn	Ayes: 6	Noes: 0
Second: Commissioner Sofranko	Absent: 4	Abstained: 1

Commissioner Barakat (Leave of Absence), Benson, Burcina and Hirsch were absent. Chair Phillips abstained as Chair. Motion passed.

**2. Youth Commission Resolution**

Commissioner Cruz Reyes read the resolution. There were recommendations on adding language to reflect the work of the mentors and the Commissioners who have helped. Motion to approve the resolution with the edits of the mentorship language.

No Public Comment

Motion: Commissioner Thayer	Ayes: 6	Noes: 0
Second: Commissioner Sapper	Absent: 4	Abstained: 1

Commissioner Barakat (Leave of Absence), Benson, Burcina and Hirsch were absent. Chair Phillips abstained as Chair. Motion passed.

**3. Kathleen Finigan Award**

Each year to honor a previous Commissioner- Kathleen Finigan for her devotion in helping the unhoused community, the Commission awards a member of the public with the award. This year the Commission decided to change the process on getting nominations and selecting the award recipient. Commissioner Sapper and Commissioner Thayer will work with Chair Phillips to get the process going. No action was taken.

**4. Pledge Invitation**

The Peace & Justice Center invited the Commission to support their Community United to Resist Fascism or (CURF) Statement of Purpose. Chair Phillips led the discussion on whether it was appropriate for the Commission to support this. Commissioner Thayer and Sofranko voiced their concerns that the statement is not addressing the systemic problems that has been going on for years. The statement could have been written better. The commission will be bringing their own statement forward; however, they did agree that it was in their scope of duty to support the statement because the call to action items on the statement are human rights issues. The statement has a clear expectation for the Commission to provide support. Motion to approve the statement and add the Commission's name on the pledge.

No Public Comment

Motion: Chair Phillips  
Second: Commissioner Sapper

Ayes: 6  
Absent: 4

Noes: 0  
Abstained: 1

Commissioner Barakat (Leave of Absence), Benson, Burcina and Hirsch were absent.  
Chair Phillips abstained as Chair. Motion passed.

**X. Additional Agenda Items for the Next Commission Meeting – Phillips**

No items were mentioned.

**XI. Adjournment**

The meeting adjourned at 7:26 p.m.

## COMMISSION ON HUMAN RIGHTS – WORK PLAN TEMPLATE

**Name of the ad hoc:** Environmental and Climate Rights

**Description of the project/ ad hoc:** The goals of this ad hoc will be to 1) centralize and publicize information about contemporary environmental/climate rights issues impacting Sonoma County residents, lands, and wildlife; and 2) educate the public about the environmental & climate rights granted them by various rights and legislative bodies and how to utilize them.

**Ad Hoc committee members:** Anyone who is interested

TIMELINE/ DATE	OBJECTIVE/GOAL	ACTIONS	ASSIGNED TO	BUDGET
By end of fall 2025	Table at at least one climate-/environment-related event	Find potential events; design table setup/ exhibit	Nick	\$75-100
Summer 2025	Read environment- and climate-related rights declarations from major bodies (UN, etc) and synthesize into a SoCo-specific declaration of rights for review by the CHR	Read & write	Nick	\$0
Spring 2026	Compile a list of specific environmental/climate rights violations (ongoing or recent) in Sonoma County, with info on perpetrators, people/communities impacted, location, etc	Research issues and compile list	Nick	\$0



## **COMMISSION ON HUMAN RIGHTS – WORK PLAN SECOND DRAFT**

Name of the ad hoc: Workshop Discussion on the UDHR among Members of the Incarcerated Population

Description of the project/ ad hoc: 2 to 3 hour workshop in one or two sessions to read, interpret, and discuss the meaning and implications of the UDHR among an incarcerated population to include (if possible) residents of the SC jail, officers, volunteers, and family members.

Objective:

This is designed to be a philosophical discussion.

The question we are asking is how the UCHR applies to Sonoma County. Since the purpose of the Sonoma County Human Rights Commission is to “promote better relations between all people in Sonoma County through education, advocacy, communication and initiation of action,” this invites the Sonoma County incarcerated population to be included in the conversation as they are part of our Sonoma County community. Our discussion will explore whether or not the declaration of human rights represents a personal system of belief or a social system of actions. How might we interpret and evaluate individual articles in the Declaration of Human Rights? Are there human rights omitted?

It is not a question as to who or what country adheres to or disregards the Universal Document of Human Rights, or a question about human rights while in captivity, although both questions are impossible to ignore. It is a question about the state of Human Rights in Sonoma County, and how individual beliefs may affect another person’s belief, in turn affecting a system of beliefs. Any declaration of human right is no doubt an ideal. Can an aspirational set of beliefs be understood and promoted to foster “the recognition of and appreciation for the diverse community” (Sonoma County Commission on Human Rights)?

Ad Hoc committee members: TBD

<b>TIMELINE/ DATE</b>	<b>OBJECTIVE/GOAL</b>	<b>ACTIONS</b>	<b>ASSIGNED TO</b>	<b>BUDGET</b>
2-3 hour workshops in one or two sessions	Stated above. To discuss UDHR as it applies to an incarcerated population	Workshop Agenda: -history of UDHR -introduce the discussion as philosophical -consider words and phrases prior to reading	?	\$200 copying costs

		and analyzing the preamble -read and discuss the articles -summary thoughts -next steps		
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## COMMISSION ON HUMAN RIGHTS – CHR Visibility Project

**Name of the ad hoc: CHR Visibility Project**

### **Description of the project/ ad hoc:**

The Sonoma County Human Rights Visibility Project is a comprehensive initiative designed to amplify the impact and reach of the Sonoma County Commission on Human Rights. This multi-phase endeavor aims to modernize the Commission's digital presence, enhance community engagement, and leverage technology to address human rights concerns more effectively.

### **Ad Hoc committee members:**

~Daniel S. (Chair)

~Susan H.

~Liz C.

<b>TIMELINE/ DATE</b>	<b>OBJECTIVE/GOAL</b>	<b>ACTIONS</b>	<b>ASSIGNED TO</b>	<b>BUDGET</b>
May - August	Update Visibility Survey and website for the public	<ul style="list-style-type: none"><li>● Alter visibility survey as needed</li><li>● Fix website and pay overhead fees</li><li>● Add page on website for resources</li><li>● Add page for reporting HR violations to orgs/officials</li><li>● Add page about CHR History</li><li>● Re-launch Survey</li></ul>	Liz, Daniel, Susan	<b>\$1782</b>
May - August	Ensure intersectionality and safety for survey website	<ul style="list-style-type: none"><li>● Update ADA Compliance</li><li>● Assure data insurance on survey platform</li><li>● Can county IT help us encrypt data</li><li>● Add info videos from Fiver or Youth Commission</li></ul>	Daniel	<b>\$150</b>
Year-round	Promote CHR and Visibility Survey	<ul style="list-style-type: none"><li>● Engage with local school clubs, organizations, stakeholders and community events</li><li>● Buy advertising space to promote results and survey</li><li>● Purchase collateral for promo like posters, bags, tabling freebies, etc.</li><li>● Bring light lunch or refreshments for guests</li></ul>	Liz, Susan, Daniel + CHR	<b>\$200</b>

Year-round	<p>Enhance visibility and support community engagement</p> <p>Monthly newsletter reporting on SCHR practices, intentions, resolutions and meetings</p>	<ul style="list-style-type: none"> <li>• Collect and assemble email addresses from both tabling and web links</li> <li>• Report on commission work</li> <li>• Reinforce the ideals of the the SCHRC mission statement</li> </ul>	Susan Hirsch	\$120/ 1 year
May -July	Provide Visibility Project results for public distribution	<ul style="list-style-type: none"> <li>• Finalize presentation and report with findings from 2019 -2025</li> <li>• Send to BOS, local orgs, stakeholders, post on social media and post on website for public</li> <li>• Update website and newsletter notices as needed to reflect survey data for 2019-2025</li> </ul>	Liz C., Susan H., Daniel S., Meira B.	\$0
May - July	Compile/categorize resources	<ul style="list-style-type: none"> <li>• Find local resource binders, community pages, supportive orgs</li> <li>• Post list on social media + websites</li> </ul>	Liz and Susan	\$0
May 2025 - May 2026	Establish and post on Social Media Accounts	<ul style="list-style-type: none"> <li>• Provide bite sized info that is posted on newsletters</li> <li>• Promote visibility survey and regional events that align with CHR</li> <li>• Post relevant findings &amp; resources</li> </ul>	Susan, Daniel and Liz	\$0
May - July	Set up reporting system and review as needed	<ul style="list-style-type: none"> <li>• Analyse and develop a procedural plan for onboarding, succession, structural organization of survey leadership</li> <li>• Scaffold process of reporting incidents to public, officials, etc.</li> <li>• Finalize non-confidential reporting (redirect to hotline, CHR, etc.)</li> </ul>	Liz and Daniel	\$0
August	Create outreach and communications calendar	<ul style="list-style-type: none"> <li>• Social Media</li> <li>• Community events</li> <li>• School Clubs</li> <li>• Organizations and Partners</li> <li>• Ad Hoc deadlines</li> </ul>	Liz	\$0
Year-Round	Review survey responses and follow-up as needed	<ul style="list-style-type: none"> <li>• Rotate months to review survey</li> <li>• Check once or twice every/other week</li> <li>• Follow-up or report to Katrina as needed</li> <li>• Mid-year check in and EOY review with CHR</li> <li>• Alter the survey at the end of the fiscal year and create narrative for responses</li> </ul>	Liz, Susan, Daniel + CHR	\$0

**Total proposed budget: \$2300**

**Ask Meira:**

~Use Visibility funds from 2024-2025 for newsletter (\$178 leftover)

~What is on the website? Has Andrew responded?

**Resources:**

~[Presentation](#)