

**AGENDA**  
**COUNTY OF SONOMA**  
**COMMISSION ON HUMAN RIGHTS – REGULAR MEETING**

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**Tuesday, July 25, 2023**

**5:30PM**

**Hybrid**

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**First District:** Howard Sapper (Officer-at-Large), Elizabeth Escalante (Vice Chair), Sarah Kerlow

**Second District:** Yensi Jacobo, Iliana Madrigal

**Third District:** Katrina Phillips (Chair), Isabel Lopez, Liz Cruz Reyes

**Fourth District:** Trevor Merrell

**Fifth District:** Lyndsey Burcina, Nichole Warwick

**MEETING INFORMATION:**

The July 25, 2023 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=UUISNlIDQkUvTitzTWQ5bnNkL2NBUT09>

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. **APPROVAL OF THE JUNE 27, 2023 MINUTES – PHILLIPS**
- III. **OPENINGS & APPOINTMENTS – PHILLIPS**

1. Openings – (2) in the Second District, two (2) in the Fourth District, and one (1) in the Fifth 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. Report out on West County transgender students

**VI. REGULAR CALENDAR – Discussion and possible action on items below**

1. **Kathleen Finigan Award Ceremony-** Phillips (20 Min)

Heather Jackson from Acts of Kindness receives the Kathleen Finigan Award

2. **Proclamation for Health Care for All–** Phillips (10 Min)

Review and vote on the Proclamation to the Board of Supervisors

3. **Petaluma Blacks For Community Development: PBCD Health Fair -Madrigal** (5Min)

Vote to spend up to \$100 to table at the event

4. **Phase two of the strategic planning-** Phillips

- Work plans presentations: 5 minutes to present and 3 minutes for Q&A
- Vote on work plans and on budgets

**VII. ADDITIONAL AGENDA ITEMS FOR THE NEXT COMMISSION MEETING – PHILLIPS**

**VIII. ADJOURNMENT**

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

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**Tuesday, June 27, 2023**

**5:00PM**

**Hybrid**

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**Commissioners Present:**

**First District:** Howard Sapper (Officer-at-Large)\*, Elizabeth Escalante (Vice Chair), Sarah Kerlow\*

**Second District:** Yensi Jacobo, Iliana Madrigal

**Third District:** Katrina Phillips (Chair), Isabel Lopez, Liz Cruz Reyes\*

**Fourth District:** Trevor Merrell\*

**Staff:** Meira Bowcut

**Commissioners Absent:**

**Fifth District:** Lyndsey Burcina, Nichole Warwick

- \*Commissioner Cruz Reyes arrived late at approximately at 5:20pm.
- \*Commissioner Sapper arrived late at approximately at 5:26pm.
- \* Commissioner Merrell left early at approximately at 7:29pm.
- \* Commissioner Kerlow left early at approximately at 8:08pm.

**Meeting held virtually and in person**

**I. CALL TO ORDER – MISSION STATEMENT – ROLL CALL – PHILLIPS**

Meeting called to order by Chair Phillips at 5:16 PM. Chair Phillips read the mission statement. Roll call was taken by staff.

**II. APPROVAL OF THE MAY 23, 2023 MINUTES – PHILLIPS**

Chair Phillips asked for a motion to approve the minutes of May 23, 2023.

No Public Comment

Motion: Commissioner Madrigal

Ayes: 6

Noes: 0

Second: Commissioner Lopez

Absent:4

Abstained: 1

Commissioner Burcina and Warwick were absent. Commissioner Sapper and Cruz Reyes arrived late. Chair Phillips abstained as Chair. Motion passed.

**III. OPENINGS & APPOINTMENTS – PHILLIPS**

1. Chair Phillips welcomed Commissioner Kerlow to the Commission and thanked her for tabling at an event.
2. Chair Phillips congratulated Commissioner Escalante for her appointment to the First District.
3. Chair Phillips announced two (2) opening in the Second District, two (2) in the Fourth District, and one (1) in the Fifth District.

**IV. PUBLIC COMMENT ON NON-AGENDIZED ITEMS- PHILLIPS**

No Public Comment.

**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. Chair Phillips asked for volunteers to table at the Wednesday Night Market on July 19, 2023. No one volunteered to table with Commissioner Jacobo, but an email will be sent out.

**VI. REGULAR CALENDAR**

1. This month's Community Spotlight was Rebekah Schmitt with Sage Casey Foundation. Vice Chair Escalante introduced Rebekah Schmitt by thanking everyone for attending to show support to Sage Casey Foundation, to Sage Casey family themselves and to the LGBTQIA+ Community. Vice Chair Escalante provided a brief history of how they met and the community work that Rebekah Schmitt has done with Sage Casey Foundation. Rebekah Schmitt started her presentation with her own personal story with Sage. Then she introduced John a volunteer with Sage Casey Foundation who talked about the Camp Caz- Cazadero Performing Arts Camp. They started to sponsor two students in the community to attend Camp Caz for a full weeklong scholarship with the money that is donated to the foundation. Rebekah Schmitt then continued the presentation talking about the ripple effects of suicide, grief, recovery and reducing the stigma around mental health treatment. She concluded the presentation with providing tips on how to handle difficult situations when someone is going through a hard time. Vice Chair read and presented the resolution to recognize Rebekah Schmitt as a Community Human Rights Champion. Motion to approve the resolution.

No Public Comment.

Motion: Commissioner Sapper

Ayes: 8

Noes: 0

Second: Commissioner Madrigal

Absent:2

Abstained: 1

Commissioner Burcina and Warwick were absent. Chair Phillips abstained as Chair. Motion passed.

2. Attila Nagy introduced Terry Winter from Healthcare For All Working Group who presented the Proclamation for Health Care for All. Terry Winter clarified that Healthcare For All Working Group is a partnership with North Bay Jobs With Justice and H-Peace: Health Professionals for Equality and Community Empowerment. This resolution has been passed in Sonoma, Petaluma, Santa Rosa, and Sebastopol. Terry Winter provided data to show how the healthcare is worst in the United States compared to other countries. Terry Winter read the Proclamation. No action was taken at this meeting because it was a different resolution that was provided in the agenda packet compared to the one presented.

Public Comment:

- Julia Rapkins



- Grand Jury Complaint
- Resolutions
- Getting more speakers
- The Proclamation for MMIW – Indigenous Communication
- Intentional of Building Community—not feeling welcome during the meetings
- How the Commission’s working is being presented during outreach
- Meeting time

**B. Barriers for participation**

- Zoom option for Commissioners
- Sharing the space when talking
- Transportation-long drive
- More Zoom Meetings

**C. Brainstorm new ad hocs and projects**

- Immigration Ad Hoc
- Queer Youth Ad Hoc

**VII. ADDITIONAL AGENDA ITEMS FOR THE NEXT COMMISSION MEETING – PHILLIPS**

1. The Strategic Planning will continue
2. Kathleen Finigan Award Ceremony
3. Sage Casey Foundation Resolution
4. Proclamation for Health Care for All

**VIII. ADJOURNMENT**

The meeting adjourned at 8:19 p.m.

**PROCLAMATION IN SUPPORT OF  
GUARANTEED HEALTHCARE FOR ALL**

**WHEREAS** every resident in Sonoma County deserves high-quality healthcare, and

**WHEREAS** the ever-increasing costs of care, which are further elevated due to the pandemic, challenge already strapped municipal budgets, and

**WHEREAS** the pandemic has led to the loss of employer-sponsored health insurance—showing the shortcoming of tying health insurance to employment, and

**WHEREAS** the vast majority of households and small businesses in Sonoma County would save money under a single-payer healthcare system and physicians would be able to focus on efficiently providing the best care possible for all residents, and

**WHEREAS** the County of Sonoma spends in excess of \$87 million annually on health insurance for current employees and retirees—much of which could be redirected to other county priorities if those insurance costs were covered under a federal or state single-payer system, and

**WHEREAS** single-payer initiatives such as the federal Medicare for All Act of 2023 and the state’s CalCare bill (AB 1690) would provide health insurance that covers all necessary medical care including prescription drugs; hospital, surgical and outpatient services; primary and preventive care; emergency services; reproductive care; dental and vision care; and long-term care; and

**WHEREAS** both the federal Medicare for All Act of 2023 and the state CalCare bill will guarantee that all residents of Sonoma County will be fully covered for healthcare without co-pays, deductibles, or other out-of-pocket costs, and would save millions in taxpayer dollars now spent on premiums that provide often inadequate health insurance coverage for government employees, then

**NOW LET IT BE RESOLVED**, that the Board of Supervisors, do hereby urge the U.S. Congress and the California State legislature to pass legislation to create a single-payer system that will provide all residents with universal, comprehensive, and equitable health coverage.





Dear Friend-

Petaluma Blacks for Community Development (PBCD) is collaborating with the City of Petaluma and several organizations to host a Community Health Fair. Our goal for this event is to improve the overall community health by providing information about available services within our county, local service providers and knowledge about living a healthier lifestyle. The Community Health Fair will be free to all Sonoma County residents.

We are asking you to table at our event. You may provide educational/informational fliers/brochures or other documents that identify the services you provide to the community. You may also have free items for the participants. You may want to do a 20 to 30 minute class, for instance on a topic in your area of expertise that you feel would be helpful to our audience. Classes will be scheduled and given in rooms away from the tabling area.

If you would like to join us, please follow the link to our Registration Form: <https://form.jotform.com/231827034753961>. Your registration fee can be sent by check to PBCD, PO Box 2045, Petaluma, CA. 94953-2045. You will be provided with a table and 2 chairs, unless other arrangements are made prior to the event. You should receive a map of the layout and your location no later than Sept. 1.

Here is a recap of the information about the Community Health Fair:  
Location - Petaluma Community Center, 320 N McDowell Blvd, Petaluma, CA 94954,  
Date - September 16, 2023 from 10 to 2 p.m. Set up time - 8 to 9 a.m.

Please send questions, comments or requests for additional information to PBCD at [pbcd.org@gmail.com](mailto:pbcd.org@gmail.com). We will answer your questions via email unless you provide the name of the person to contact and a telephone number.

We look forward to hearing from you.

Sincerely,  
Dennis Pocekay  
Steering Committee  
707-478-7466

# **(Sonoma County) Collective Care Response Team or CCRT**

The UN Convention on the Rights of the Child, passed 20 November 1989, in conjunction with the latest findings of the UN (<https://news.un.org/en/story/2023/06/1138057>) regarding the nexus of DV and custody compels us to join in solidarity with the citizens of Sonoma County and explore and re-envision the community response to the gendered and intersectional issue of domestic violence, post separation abuse, and loss of child custody in Sonoma County.

**WOMEN AND CHILDREN SHOULD BE SEEN, HEARD, BELIEVED....AND PROTECTED!!**

Round table community forums 1x/mo to re-envision community response to the intersection of DV, post separation abuse, and child custody. (To be held at local parks, potluck style). Direct outreach and support for women and children community members in Sonoma County who experienced/are experiencing DV and/or post separation abuse, and who fought for, are fighting for, and/or lost custody of their children through the US family court system when they fled their abuser, through Mama Bear Collective, a survivor-to-survivor support group and mutual aid collaboration. [mamabearcollective.org](http://mamabearcollective.org)

We will produce informational pamphlets (digital and print) with the research and data that can be distributed at local sources (schools, preschools, doctors offices, gyms, moms groups, etc) in the hopes that community members will reach out to be a part of the solution. Include survey QR code? TOTAL COST: \$400



## Youth Commission Work Plan & Budget 2023-2024

<b>Mission</b>		<b>The Sonoma County Youth Commission on Human Rights seeks to promote every individual's essential rights through education and activism around human rights within Sonoma County.</b>	
<b>Hopes</b>		<b>We hope that this experience exposes students to the greater Sonoma County community and provides them with the knowledge, resources, and network to spark change in ways that are meaningful, re-empower and matter to our youth.</b>	
<b>Timeline</b>	<b>Goal/Purpose</b>	<b>Actions</b>	<b>Budget</b>
July 2023	Summer Prep	Finalize Youth Commission Roster	\$0.00
		Provide general calendar/schedule of events/meetings	\$0.00
		Determine curriculum/activity outline for monthly meetings	\$0.00
		Email to parent/guardian; invite to first part of orientation	\$0.00
		Reach out to speakers for Orientation Day	\$0.00
August 2023	Social Media Presence	Instagram & Facebook: verify contact, username, & password	\$0.00
		GMail: verify contact, username, & password	\$0.00
		Insta/fb ads/posts	\$0.00
8/19/2023	Orientation Day	Materials (Name Tags, Markers, Folders, Construction Paper, Fidget Spinners, etc)	\$180.00
		Breakfast Snacks & Lunch	\$280.00
		Tote bag, Water Bottle & Notebook	\$0.00
		T-Shirts (x25)	\$400.00
		Student Transportation	\$60.00
Sept-April 2023	Youth Commission Monthly Meetings	Food and supplies (x 8 meetings); Sept 9, Oct 14, Dec 9, Jan 13, Feb 10, April 13	\$2,200.00
		Student transportation (x 8 meetings)	\$480.00
		Project Budget (4 Projects)-600 per project	\$2,400.00
Nov 11 March 9	Field Trips	Admission	\$615.00
		Lunch and Snacks	\$850.00
		Student Transportation	\$360.00
February - May 2023	Outreach & Recruitment	Emails to school principals, counselors, family spaces ( ELAC, PTA, Family Resource Center, Parent Square), & Community Orgs (NAACP, Los Cien, LSP, PPSC Mentor Me, CHOPS Teen Club); Districts	\$0.00
		Current Participants to conduct outreach at their respective schools (Student Gov't, Morning Announcements, Student Clubs, Senior Projects)	\$0.00
		April: Interviews	\$0.00
		May: Final Decisions; Send Orientation via Mail (Postage & Cards)	\$30.00
May 11	End of Year	Food	\$690.00
		Certificates	\$40.00
		Student Appreciation Gift	\$350.00
<b>Total</b>			<b>\$8,935.00</b>



**Sonoma County  
Youth Commission  
on Human Rights**

## **Sonoma County Youth Commission on Human Rights**

**Mission Statement:** The Sonoma County Youth Commission on Human Rights seeks to promote every individual's essential rights through education and activism around human rights within Sonoma County.

### **2023-2024 Orientation & Monthly Meeting Dates**

- Saturday, August 19, 2023 • 10am-3pm: Welcome & Orientation
- Saturday, September 9, 2023 • 10am-3pm: Monthly Meeting
- Saturday, October 14, 2023 • 10am-3pm: Monthly Meeting
- Saturday, November 11, 2023 • 9am-4pm: Field Trip
- Saturday, December 9, 2023 • 10am-3pm: Monthly Meeting
- Saturday, January 13, 2023 • 10am-3pm: Monthly Meeting
- Saturday, February 10, 2023 • 10am-3pm: Monthly Meeting
- Saturday, March 9, 2023 • 9am-4pm: Field Trip
- Saturday, April 13, 2023 • 10am-3pm: Monthly Meeting
- Saturday, May 11, 2023 • 10am-3pm: End of Year Celebration

### **Additional Commitments (Dates TBD)**

- Presentation to Board of Supervisors Presentation
- Presentation to Sonoma County Commission on Human Rights
- Facilitate an activity/discussion during a monthly meeting
- Ad Hoc Committee Meetings
- 1 School Board Meeting
- 1 City Council Meeting
- 1 Community Event

# LGBTQIA+ Project

## Budget:

Pride table fee	\$400
Venue for the prom	\$1500
Decorations & photo booth	\$500
Drinks	Will be covered
DJ	Will be covered
We will need:	\$4,000
Total Request:	\$2,300

We are asking for about \$4,000 dollars for the adult LGBTQIA+ prom and we expect to find sponsorship to cover most of the costs. We will cover guests \$40 per person and the money will cover the \$2,000 investment from the Commission. The event will be attended by at least 250 people and will be advertised year long. The remaining money will be donated to Positive Images, the Sage Casey Foundation and Community Matters.

## Outreach will include:

- Olivers Market
- Sonoma County Pride
- Wineries
- Safeway
- SRJC
- SSU
- radio stations
- newspapers
- community events
- farmers' market
- small businesses

- our Facebook site

# 2023-24 Visibility Project

Budget:

Blue Host	\$35
Word Press	\$100
SurveyMonkey	\$1500
Advertisement	\$10 per month to boost it= \$120
<a href="#">Adobe Illustrator® - Build Illustrations &amp; Graphics</a>	Yearly \$240
Coffee shops mobile meetings (survey advertising)	\$20 per month: \$240
Total Request:	About \$2,235

We continue to update the website: <https://socohrvp.org/> to be more engaging. By doing this we are hoping to make it easier to identify how to report human rights violations and help victims obtain resources in Sonoma County. We will continue to work with local organizations such as Latinx Congress, Family Resources Centers, Social Justice and Gender Justice non-profits to distribute our survey countywide.

Outreach will include:

- SRJC
- SSU
- radio stations
- newspapers
- service organizations
- community events
- farmers' market
- small businesses
- laundromats
- clubs with mission and work about community service

## Social Media Plan

- Use stories, content calendar for weekly posting and boosting our CHR Instagram Account for local awareness:
  - <https://www.instagram.com/chr.visibility/>
- Collaboration with our main CHR Facebook page with the 2023 newly Facebook page created for CHR Visibility
  - <https://www.facebook.com/CHR.Visibility>
- Collecting Data with interactive graphics
  - [https://commerce.adobe.com/store/segmentation?cli=adobe\\_com&co=US&ctx=fp&lang=en&ms=COM&ot=BASE&pa=ilst\\_direct\\_individual](https://commerce.adobe.com/store/segmentation?cli=adobe_com&co=US&ctx=fp&lang=en&ms=COM&ot=BASE&pa=ilst_direct_individual)

## Outreach Plan

- Explore establishing a campaign to set up a network of coffee shops where victims without home access to wifi can easily report what has happened to them. We will promote through each commissioner's network as well as broader media tools. This also includes working with libraries and public spaces that provide wifi for free. **(We were unable to complete this last fiscal year)**

## Data Presentation

- We are planning to make a report with the survey responses from 2020 to 2024. We want to compare COVID responses and after COVID emergency declaration expiration (March 2023) to analyze the responses and have a full report to present to the commission and board of supervisors.





## **Just Migration Reform Ad Hoc(2023-2024)**

CHAIR: Isabel Lopez

MEMBERS: Elizabeth Escalante

### **Mission:**

Migration has been part of the human experience throughout history, and the number of migrants is growing worldwide. For those migrants finding themselves in situations of vulnerability, we have a mission to:

Examine ways and means to overcome the obstacles existing to the full and effective protection of the human rights of all migrants at all stages of migration

Elaborate recommendations on strengthening the promotion, protection and implementation of the human rights of all migrants

### **PURPOSE:**

This Committee is responsible for being a representative in The Northern California Coalition For Just Immigration Reform (NCCJIR) which came together in 2021 when the US Congress and the Biden Administration appeared committed to passing Immigration Reform as one of their top, policy priorities. Various, Bay Area community-based organizations and unions came together and created a platform which includes:

Papers For All

No expansion of Guest worker programs

No E-Verify

Shut down the detention centers and stop the deportations

In 2022, the NC Coalition joined a national network coordinated by the Coalition For Humane Immigrant Rights of Los Angeles (CHIRLA) to organize around the "**Registry Bill**," a bill which would have allowed approximately 8 million undocumented people to apply for residency if they lived continuously in the country for seven years. Again, the NC Coalition organized Congressional visits, public mobilizations, and other activities. Worker members traveled to Washington D.C. to share their testimonies with federal elected officials.



This year, the NC Coalition will continue to build worker power and to insert the leadership of undocumented workers in the continuation of the Registry Bill Campaign

The Dignity Campaign is a network of more than 40 immigrant rights and community organizations, unions and churches, including ours, that has crafted an immigration reform proposal based on “human, labor and civil rights for all.” The campaign’s member organizations support a progressive alternative to current immigration proposals in Congress. Current immigration proposals in Congress consist in getting some legalization in trade for guest worker programs and increasing border and workplace enforcement. The consequences of this immigration policy, which is based on producing a labor supply for employers, is the break-up of families, displacement of communities and vulnerability of immigrant workers to extreme exploitation. A progressive alternative immigration proposal would include immediate legalization of the undocumented, de-criminalization of immigrants, equal rights, reunification of families, an end to temporary worker programs, and an end to trade and foreign policies that cause the dislocation of people.

Both groups believe that, despite the make-up of the current Congress, it continues to be important to organize at the grassroots level in order to build leadership among undocumented workers and to create a political climate wherein just Immigration Reform is truly possible.

We will plan to financially support the 40-mile March happening Aug.5-7 from Petaluma to the Federal Building in San Francisco and continue being a representative and support the activities of the NCCJIR to meet our mission.

**BUDGET:**

Just Immigration Reform March sponsorship= \$2000

MEDIA/Promotional Video=1000

SWAG/ADVERTISING/TSHIRTS= Approximately \$1000

TOTAL= \$4000