

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

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**Tuesday, September 26, 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, Andrew Lemarquand

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

**Fourth District:** Trevor Merrell

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

**MEETING INFORMATION:**

The September 26, 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 JULY 25, 2023 MINUTES – PHILLIPS**

**III. OPENINGS & APPOINTMENTS – PHILLIPS**

1. Openings – one (1) in the Second District, two (2) in the Fourth District, and one (1) in the Fifth District.
2. Welcome Andrew Lemarquand from the Second District and complete the oath of office.

**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. Spring Lake Village Presentation on Thursday, November 16th at 1:30pm

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

1. **Community for Law Enforcement Accountability Now (CLEAN) Requests Partnership-** Phillips (20 Min)  
Nancy Pemberton with CLEAN presents to the Commission.
2. **Letter to West County High School District – Warwick** (15 Min)  
Review and vote on a letter to support LGBTQIA2S+ students from Analy High School.
3. **Sonoma County Collective Care Response Team Ad Hoc - Kerlow** (10 Min)  
Review and approve the work plan and budget.
4. **Sage Casey Foundation Resolution-Escalante** (5Min)  
Review and approve the resolution to honor the foundation.
5. **Allocate Funding to Youth Commission Project’s Budget-** Phillips (10)  
Reviewing the budget from the storage unit and allocating that to the Youth Commission Project for food.

**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, July 25, 2023**

**5:30PM**

**Hybrid**

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**Commissioners Present:**

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

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

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

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

**Staff:** Meira Bowcut

**Commissioners Absent:**

**First District:** Sarah Kerlow

**Fourth District:** Trevor Merrell

**\*Commissioner Cruz Reyes arrived late at approximately at 5:52pm.**

**\*Commissioner Sapper arrived late at approximately at 6:26pm and attended via Zoom (AB 2449 Excuse).**

**Meeting held virtually and in person**

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

Meeting called to order by Chair Phillips at 5:40 PM. Chair Phillips read the mission statement. Roll call was taken by staff.

**II. APPROVAL OF THE JUNE 27, 2023 MINUTES – PHILLIPS**

Chair Phillips asked for a motion to approve the minutes of June 27, 2023.

No Public Comment

Motion: Commissioner Warwick

Ayes: 6

Noes: 0

Second: Commissioner Madrigal

Absent:4

Abstained: 1

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

**III. OPENINGS & APPOINTMENTS – PHILLIPS**

1. 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. Vice Chair Escalante reported on a series of seminar Building Alliances, happening in the Fall regarding discussions on Antisemitism and Asian American history in Sonoma County held by Shomrei in Bennett Valley.
2. Commissioner Warwick reported on a situation that happened at Analy High School in the West Sonoma County School District in the publication of the yearbook. Transgender students' birth names were published instead of their chosen names. This is a Title 9 and Title 6 violation. Commissioner Warwick is investigating this case further to propose an action item from the Commission.

## **VI. REGULAR CALENDAR**

1. Chair Phillips presented the Kathleen Finigan Award to Heather Jackson from Acts of Kindness. Heather Jackson was once homeless herself and now helps feed the unhoused in Sonoma County and treats individuals as family.

Public Comment:

- Elaine Holtz
- Attila Nagy
- Carl T.

2. Chair Phillips read the Proclamation for Health Care for All. Many voiced their support for the proclamation and recommended to reach out to the Governor of California. Motion to pass the proclamation.

Public Comment:

- Attila Nagy
- Susanne Lemont
- Elaine Holtz

Motion: Commissioner Madrigal

Ayes: 7

Noes: 0

Second: Commissioner Burcina

Absent:3

Abstained: 1

Commissioner Merrell and Kerlow were absent. Commissioner Sapper arrived late. Chair Phillips abstained as Chair. Motion passed.

3. Commissioner Madrigal proposed the opportunity for the Commission to table at the Community Health Fair hosted by Petaluma Blacks for Community Development, City of Petaluma and other organizations. Motion to pay up to \$100 to table at the event.

No Public Comment.

Motion: Commissioner Warwick

Ayes: 8

Noes: 0



\$4,635, but with an option to revisit the budget in the future.

No Public Comment.

Motion: Commissioner Madrigal

Ayes: 8

Noes: 0

Second: Commissioner Burcina

Absent:2

Abstained: 1

Commissioner Merrell and Kerlow were absent. Chair Phillips abstained as Chair. Motion passed.

- d. Chair Phillips presented the Adult LGBTQIA+ Prom, an event for the Community to attend a prom. They will partner with other organizations to cover cost. The cost to attend the event is \$40 per person and left-over money raised will be donated to Positive Images, the Sage Casey Foundation and Community Matters. Along with hosting the adult prom, this ad hoc will table at Sonoma County Pride and create a survey around how LGBTQIA+ community is experiencing life in Sonoma County. The data will then be presented to the Board of Supervisors and the Community. Commissioner Burcina and Commissioner Phillips are members of the ad hoc. The Budget requested was \$2,300. Due to the budget, the amount requested got reduced to \$2,000. Motion to approve the work plan and budget of \$2,000.

No Public Comment.

Motion: Commissioner Warwick

Ayes: 8

Noes: 0

Second: Commissioner Madrigal

Absent:2

Abstained: 1

Commissioner Merrell and Kerlow were absent. Chair Phillips abstained as Chair. Motion passed.

- e. Sonoma Collective Care Response Team was postponed to next meeting due to Commissioner Kerlow's absence.

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

None were mentioned.

## **VIII. ADJOURNMENT**

The meeting adjourned at 8:30 p.m.



August 22, 2023

West Sonoma County High School District

Julie Aiello, Trustee - Board President

Debbie Ramirez, Trustee - Board Vice President

Shawn Chernila, Trustee

Jeanne Fernandes, Trustee

Lewis Buchner, Trustee

Christopher Meredith, Superintendent

Dear West Sonoma County High School District Board Trustees and  
Superintendent Meredith,

The Sonoma County Commission on Human Rights is aware of the reported 16 cases of deadnaming that occurred in the 2022-2023 Analy High School Yearbook<sup>1</sup>. Deadnaming, the act of referring to a transgender or non-binary person by a name they used prior to transitioning (such as their birth name) has negative psychosocial outcomes, creates psychological distress, and is very dangerous<sup>2</sup>. Research shows that deadnaming people places them at higher risk for discrimination and violence, with even higher rates of bias-driven assault for trans women and trans people of color<sup>3</sup>. Deadnaming may be unintentional or deliberate. Regardless of intentionality,

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<sup>1</sup> Minkler, A. "Analy High trans, nonbinary students deadnamed in yearbook", The Press Democrat, June 9, 2023.

<sup>2</sup> Vance, S. "The Importance of Getting the Name Right for Transgender and Other Gender Expansive Youth", Journal of Adolescent Health, Volume 63, Issue 4, October 2018.

<sup>3</sup> Taylor, O. "Unseen and unsafe: Students who have been "deadnamed" explain why a new California law matters", CalMatters, December 14, 2021.



deadnaming denies, mocks and/or invalidates a person's gender identity. Deadnaming is a serious human rights' issue.

We are also aware of the [West County High School Student Demands](#) submitted on May 24, 2022. This document established precedent that there is a great need for education, intervention, and accountability within WSCHSD. We are aware that the Board of Trustees oversees a Diversity Equity and Inclusion Committee, established in January, 2023, and the district recently hired a Diversity, Equity, Inclusion (DEI) Coordinator. This is a great step in the right direction towards meeting our students' needs, however it falls short in addressing the significance of this issue.

It is the responsibility of the WSCHSD to ensure gender-affirming support for youth is consistent by using their chosen names and preferred pronouns.

It is the recommendation of the Sonoma County Commission on Human Rights, that formal Title VI and Title IX investigations be conducted so this issue is appropriately addressed, properly investigated, and recommendations can be made for best practices, prevention, and remediation.

Thank you very much for addressing this serious human rights issue with the care and due diligence it deserves.

The Sonoma County Commission on Human Rights

Katrina Phillips, Chair

Elizabeth Escalante, Vice Chair

Howard Sapper, Officer-at-Large

Nichole Warwick, Officer-at-Large

Lyndsey Burcina, Commissioner

Trevor Merrell, Commissioner

Liz Cruz Reyes, Commissioner

Isabel Lopez, Commissioner

Yensi Jacobo, Commissioner

Iliana Madrigal, Commissioner

# **(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