



**Independent Office of Law Enforcement Review and Outreach (IOLERO)
COMMUNITY ADVISORY COUNCIL (CAC)
Public Meeting Agenda
April 3, 2024 6:00 p.m.
Finley Community Center
2060 W. College Avenue
Manzanita Room
Santa Rosa, CA. 95401**

ADVISORY NOTICE

The meetings will be held as an in-person/online hybrid format.

MEMBERS OF THE PUBLIC MAY ATTEND THIS MEETING IN PERSON AT THE ADDRESS ABOVE, OR MAY JOIN THE MEETING VIRTUALLY THROUGH ZOOM.

Members of the Community Advisors Council will attend the meeting in person, except that they may attend virtually via ZOOM, to the extent allowable by the Brown Act for good cause pursuant to AB-2449.

**Join the meeting via the Zoom application on your computer, tablet or smartphone:
Go to:**

<https://sonomacounty.zoom.us/j/91450122582?pwd=ZDZNTm5kMUV6SGFBWFxU0M2eHBrUT09>

Please be advised that those participating in the meeting remotely via Zoom do so at their own risk. The CAC's public meetings will not be canceled if any technical problems occur during the meeting.

Call-in and listen to the meeting:

By telephone: Dial 1-669-900-9128
Webinar ID: 914 5012 2582
Passcode: (IOLERO) 465376

1. Spanish interpretation will be provided as an accommodation if requested in advance. Please contact the CAC Community Engagement Manager at (707) 565-1534 or by email cac@sonoma-county.org by Noon on Friday, March 29, 2024. We will make every effort to provide in-person Spanish interpretation. Spanish interpretation will be provided within the zoom application, you must use version 5.9.0 or later.
2. **Interpretación al español se proveerá si usted lo pide antes de la junta.** Por favor llame al Gerente de Compromiso Comunitario del CAC al 707-565-1534 o notifícanos por correo electrónico cac@sonoma-county.org antes de las 12:00 p.m., el viernes, 29 de Marzo del 2024. Haremos todo lo posible para complacerlo. Para traducción en español, se tiene que usar la versión de Zoom 5.9.0 o una versión más adelantada.

3. If you have a disability which requires an accommodation or an alternative format to assist you in observing and commenting on this meeting, please contact the CAC Community Engagement Manager at (707) 565-1534 or by email cac@sonoma-county.org by Noon on Friday, March 29, 2024. We will make every effort to accommodate you.

Public Comment at Community Advisory Council Meetings

Members of the public are free to address the CAC. Public comments:

- Should fall under the subject matter jurisdiction of the CAC (as noted in the founding documents).
- Are time-limited. Time limitations are at the discretion of the Director and Chair and may be adjusted to accommodate all speakers.

In addition to oral public comment at the meetings, the community is also invited to communicate with IOLERO staff and CAC members through email. Members of the public who would like to make statements that may exceed the time limits for public comment, suggest topics to be placed on future agendas, or suggest questions to be raised and discussed by CAC members or staff, may send an email addressing these matters to CAC@sonoma-county.org

CAC members may not deliberate or take action on items not on the agenda, and may only listen and respond briefly in limited circumstances. Should CAC members wish to deliberate on an issue raised during public comment, that issue may be placed on a future agenda of the CAC for discussion and possible action. Materials related to an item on this Agenda submitted to the CAC after distribution of the agenda packet are available for public inspection in the IOLERO office at the above address during normal business hours or via email.

Agenda

1. CALL TO ORDER, ROLL CALL

2. APPROVAL OF FEBRUARY 7, 2024 MEETING MINUTES

3. OPENINGS AND APPOINTMENTS

Chair will report on current openings and appointments. If you are interested in applying for the current vacancy please visit: <https://sonomacounty.ca.gov/boardsandcommissions>

A. Current Vacancies:

- District 2
- District 5

4. CORRESPONDENCE ITEMS

The Chair will report on correspondence items received from members of the public and relevant to CAC business.

5. DIRECTOR'S REPORT (ORAL REPORT ONLY)

6. SHERIFF'S LIAISON REPORT (ORAL REPORT ONLY)

7. PRESENTATIONS

8. BUSINESS ITEMS

A. Recap of the 2024 Strategic Planning Workshop and Possible Action on Acceptance of the 2024 CAC Work Plan

B. Confirmation of ad hoc and Standing Committee Appointments for 2024

9. CAC COMMITTEE REPORTS (ORAL REPORTS)

Councilmembers to provide verbal reports and/or updates on the work being conducted by their committees. There are no written reports for these items.

A. Community Engagement

B. Racial and Identity Profiling Act (RIPA)

C. Recruitment and Hiring Practices

D. Policy Recommendations Review

E. Evictions

10. OPEN TIME FOR PUBLIC COMMENT

This section is intended for items not appearing on the agenda but within the subject matter jurisdiction of the CAC. Please state your name and who you represent, if applicable.

Comments will be limited at the discretion of the chairs based on number of comments and other factors.

11. REQUESTS FOR FUTURE AGENDA ITEMS

12. CAC ANNOUNCEMENTS

Councilmembers may provide oral announcements on things related to CAC business.

13. ADJOURNMENT

The next regular meeting of the Community Advisory Council will be Wednesday
May 1, 2024 at 6:00pm

The in-person/hybrid meeting will be at the following location:

Location:
Finley Community Center
2060 W. College Avenue
Manzanita Room
Santa Rosa, CA. 95401

14. AD HOC COMMITTEES WORKING MEETINGS

If desired by the Ad Hoc Committees, the Ad Hoc committees will meet after the regularly scheduled meeting. The public is free to attend but, as these are ad hoc working meetings, no official public comment period will be held. Access to these working sessions is not available on Zoom.

Commitment to Civil Engagement

All are encouraged to engage in respectful, non-disruptive communication that supports freedom of speech and values diversity of opinion. We, the members of the CAC, have adopted a list of norms referred to as our “Designed Team Alliance”, which describes the way we want to show-up and be in community while modeling collaborative behavior. We request that CAC members, staff, and the public follow the CAC’s agreed upon norms, which are:

- Be tough on the topic not on people
- Respect all participants in the meeting
- Respect others’ perspective, even when you disagree
- Respect each other’s time
- Stay within the meeting’s time and content parameters
- Practice active listening
- Listen with an open mind to all information, including dissenting points of view
- Speak to others as you would like to be spoken to
- Allow others to speak without comment or intrusive sounds
- Honor freedom of speech
- Call each other “in”



Community Advisory Council Meeting Minutes
Independent Office of Law Enforcement Review and Outreach
February 7, 2024

Members of the public and CAC members attended this meeting in person/online hybrid format. February 7, 2024 Community Advisory Council meeting was held hybrid in person and via zoom.

PRESENT

Council Members: Trevor Ward, Lorena Barrera, Nancy Pemberton, Robin Jurs, David Jones, George Valenzuela, Darnell Bowen, Esther Lemus (6:28)

IOLERO Staff: John Alden, IOLERO Director (zoom), Lizett Camacho, Community Engagement Manager

Members of the Public: 6 members of the public attended via Zoom. 6 members attended in-person.

Sheriff's Office: Lt. Sean Jones (zoom)

Absent: Nathan Solomon

Call to Order

The meeting was called to order at 6:00 p.m.

AGENDA

1. CALL TO ORDER, ROLL CALL

The meeting was facilitated by CAC Chair Barrera. Council members introduced themselves to the public.

Vice Chair Pemberton announced that community members please continue to stay online using the same zoom link for the regular CAC meeting, The Community Engagement Standing Committee and the CAC meeting shared the same zoom link.

2. COMMITMENT TO CIVIL ENGAGEMENT

Vice Chair Pemberton read the Commitment to Civil Engagement to the public. She announced that in future it will not be read aloud but all are expected to comply with the terms.

3. APPROVAL OF JANUARY 3, 2024 MEETING MINUTES

A. Motion to approve the meeting minutes: Councilmember Jurs
2nd: Councilmember Valenzuela
Vote:
Ayes: Jurs, Barrera, Pemberton, Ward, Valenzuela, Jones, Bowen
Abstain: Lemus
Absent: Solomon
Motion carries.

4. OPENINGS AND APPOINTMENTS

Chair Barrera announced that we continue to have the following vacancies:

- District 2
- District 5

5. CORRESPONDENCE ITEMS

Chair Barrera announced there were no correspondence items to report.

6. DIRECTOR'S REPORT

Director Alden reported that Councilmember Tom Rose has ended his appointment with the CAC and thanked him for his service to the CAC. IOLERO office will be closed for approximately 4 weeks due to the remodeling of the office. IOLERO staff will be available over the phone and email as well. Sheriff Engram and Supervisor Rabbitt have confirmed attendance to the CAC Strategic Planning Workshop.

Public Comment: 1 member of the public addressed the director

7. SHERIFF'S LIAISON REPORT

Lt. Jones confirmed his attendance at the CAC Strategic Planning Workshop for Saturday February 24, 2024.
He also reported that the Sonoma County Sheriffs Office will be hosting a Spanish Community Academy starting in April 2024. He will send an email to the IOLERO office with more details.

8. PRESENTATIONS

A. Received and Discuss Presentation on the Topic of PC. 832.7

A presentation on the Right to Know Disclosure of Police Records Under Penal Code 832.7 was provided on the item by Sonoma County Counsel, Deputy County Counsel Elizabeth Coleman.

CAC members asked questions and provided comments.

Public comment: 3 members of the public addressed the presenter.

9. **BUSINESS ITEMS**

A. Overview of 2023 Retreat and Preview and Discussion of the 2024 CAC Retreat Scheduled for Saturday February 24, 2024.

CAC members discussed the agenda for the Workshop and asked staff questions about advertising of the retreat to the public on different platforms. Discussion included creating a press release and a graphic that could be used by others to publicize the event. CAC members also asked that IOLERO announce the Workshop as soon as possible.

Public comment: 6 members of the public addressed the CAC.

10. **CAC AD HOC & STANDING COMMITTEE REPORTS**

A. Community Engagement: written report was not submitted; however the standing committee met tonight and wants to have a plan of action for 2024. Discussed community engagement being everyone's responsibility and encouraging new membership to participate.

B. Racial and Identity Profiling Act (RIPA): Chair Barrera reported that reports will be used as ideas to go through unfinished work from 2024. The goal is to use the reports submitted by each ad hoc committee and continue the work from 2023 by getting feedback from each ad hoc and the public during the CAC Strategic Planning Workshop.

C. Recruitment and Hiring Practices: Vice Chair Pemberton reported submitting questions to the SCSO. Lt. Jones commented that he was waiting on the Personnel Manager to move forward.

D. Policy Recommendations Review: Councilmember Jones reported that an update is in the report submitted. Ad hoc committee has lost a member and needs new members.

E. Evictions: Nothing further to report. Councilmember Lemus reported that they met January 22 and will be meeting again in a few weeks.

11. OPEN TIME FOR PUBLIC COMMENT

Public comment: 2 members of the public addressed the CAC.

12. REQUESTS FOR FUTURE AGENDA ITEMS

There were no requests for future agenda items.

13. CAC ANNOUNCEMENTS

There were no announcements.

14. ADJOURNMENT

The meeting was adjourned at 8:25pm.

The next meeting of the CAC is scheduled for Wednesday, March 6, 2023, at 6:00pm and it will be hybrid (via zoom and in-person).

Location:
Finley Community Center
2060 W. College Avenue
Manzanita Room
Santa Rosa, CA. 95401

DATE: February 28, 2024

TO: Sonoma County Board of Supervisors
Members of the Community Advisory Council (CAC)

FROM: Lorena Barrera, CAC Chair
Nancy Pemberton, CAC Vice-Chair
John Alden, IOLERO Director

RE: Work Plan from CAC 2024 Strategic Planning Workshop

The Community Advisory Council (CAC) held a Strategic Planning Workshop on Saturday, February 24, 2024, to review the CAC's work in 2023, and to discuss what work the CAC might address in the coming year. This memo memorializes for the CAC and the Board of Supervisors the priorities the CAC identified at the Workshop, the committees the CAC chose to keep from 2023 and the membership of those committees and the expected schedules for those committees' work. Together, these comprise the Work Plan for the CAC for the upcoming year.

A. PRIORITY POLICY ISSUES

Following are the priority issues the CAC adopted in 2023 and the status of the work on those issues:

1. Traffic Stops / RIPA Report Follow-Up
Members: Darnell Bowen, Chair; Lorena Barrera; Nathan Solomon

Racial disparities in traffic stops have been an issue of much discussion nationwide, and for some time. Recently the State of California has begun requiring individual law enforcement agencies to record the perceived race of stopped drivers, among other characteristics. Many agencies in Sonoma County just began to record such data in mid-2021. The state board responsible for gathering and reporting this data to the public is called "RIPA." The RIPA annual reports summarizing and analyzing this data are far too complicated to recount accurately here. But in short, they do indicate that traffic stops of BIPOC drivers happen at a higher rate than BIPOC residents in California as a whole.

The 2023 RIPA Report showing Sonoma County's data for the second half of 2021 is now available here: <https://oag.ca.gov/system/files/media/ripa-board-report-2023.pdf> At page 34, one can find the total number of reported traffic stops for the SCSO and the contract agencies of Sonoma PD and Windsor PD. In total, these are just over 3,000 reported stops. More data for 2022 is expected shortly.

The Ad Hoc Committee began its work in 2023 by asking the Sheriff's Department to answer questions regarding the collection of data and how the data is submitted to DOJ. Committee members undertook an analysis of the data from the DOJ website described above and, after discussion patterns that emerged from the analysis of the data, they submitted additional questions in an effort to get an understanding of the accuracy of the data and how corrections to the data are made, when necessary.

The Ad Hoc Committee would like to continue its work in 2024 which will include gathering additional information from the SCSO RIPA Administrator, learning from the Santa Rosa RIPA Administrator how SRPD currently gathers and reports the required data and how it corrects that data, when necessary. The Committee intends to research RIPA programs in other jurisdictions outside the county for comparative purposes, including using a data validator or auditor, to ensure accurate reporting to DOJ.

The Ad Hoc Committee's goals are, in cooperation with SCSO, to offer solutions to the data submission problems currently facing the Sheriff's Department and, most importantly, address the issues the data raises regarding racial profiling in stops. The Committee plans to offer opportunities for public participation through webinars and public participation in the Committee's work.

The current estimate for completion is six months.

2. Recruitment, Hiring & Retention Best Practices / Law Enforcement Culture
Members: Nathan Solomon, Chair; Esther Lemus, Nancy Pemberton, Jim Duffy (public member)

Recruiting new hires has been a substantial challenge for law enforcement throughout the state and nation in the last few years. The SCSO has been assertive in the last few years in recruiting new members, and continues to need more recruits to maintain staffing. See, for example, the SCSO recruiting page: <https://sonomasheriffjobs.wordpress.com/>

Diversification of the law enforcement workforce has also been a priority nationwide. Sheriff Engram has stated his commitment to diversifying the SCSO workforce, as well, both by race and gender. Some studies suggest diversification of law enforcement agencies may lead to increased community trust. See, for example, the US Department of Justice / Equal Employment Opportunity Commission's Advancing Diversity in Law Enforcement initiative: <https://www.eeoc.gov/advancing-diversity-law-enforcement>

The Ad Hoc Committee spent last year educating itself on hiring, recruitment, and retention issues through a presentation from Sonoma County's HR Department; research into policy recommendations by other entities; and submitted a list of questions to the Sheriff's Department regarding its policies and practices. To date, the Sheriff's Personnel Administrator has been unable to meet with the Committee or to answer the Committee's questions.

At the Workshop, Sheriff Engram described the Department's success in reducing the number of vacancies in the Department, temporarily re-assigning patrol deputies to correctional officer duties to reduce the amount of mandatory overtime for correctional officers, and adopting mental and physical health programs to help reduce stress and injuries.

The Committee would like to continue its work and decided to focus on two areas: the degree to which the Sheriff's Department has diversified its staff and the extent to which discretionary decision-making reduces the diversification of the applicant pool; and the degree to which recruitment efforts underscore militarized policing rather than community policing. If necessary, the Committee will, in cooperation with SCSO, recommend policies, procedures, and practices that would achieve the goals of a diversified workforce and reduce the militarization of the Department.

Given the difficulty in obtaining data from the Sheriff's Department, the Ad Hoc Committee is unable to set a timetable for completing its work.

3. Evictions and Unlawful Detainers

Members: Esther Lemus Chair; George Valenzuela; Patrick McDonnell (public member)

Sheriffs' offices are the only law enforcement agencies specifically charged with handling evictions. Generally speaking, whether a person is evicted is a decision made by courts, not sheriffs. But local sheriffs do have some control over how they communicate with tenants, and how the evictions are carried out. See, for example, some examples from other communities: <https://www.sfsheriff.com/services/civil-processes/evictions/get-help-if-youre-being-evicted><https://dcba.lacounty.gov/portfolio/eviction/>

The CAC created an ad hoc committee to address eviction issues in late 2023. The Ad Hoc Committee has been educating its members with the helpful expertise of members of the public. The Committee plans to gather information on local eviction practices when the Sheriff is involved and create recommendations for improving local practices. The Committee would like to address the question of additional training for deputies who carry out evictions on the issue of criminal trespass by landlords. [Perhaps Esther could provide more info here.]

The Committee expects to complete its work in the second quarter of 2024.

4. Use of Canine Policy

Members: David Jones, Chair; Robin Jurs; Alan Pravel (public member)

The CAC had in 2021 adopted and submitted to the Sheriff's Department recommendations on use of canines. The Sheriff's Department did not respond to, or adopt, those recommendations. IOLERO's 2022-2023 annual report addressed three use of force cases involving canines and, in each case, IOLERO found that, contrary to the Sheriff's findings, each case involved violations of existing policy. Consequently, the CAC decided to take a fresh look at policies on the use of canines by the Sheriff's Department with a focus on adherence to 2021 legislation (Gov't. Code Sec 7286).

The committee has reviewed records on SCSO's recent canine uses of force, obtained records related to claims of injury arising out of those uses of canines, and researched studies regarding use of canines as well as policies from other California law enforcement agencies.

SCSO recently updated its canine policies and the Committee is reviewing those changes. The Committee intends to meet with SCSO representatives to discuss possible additional changes to the canine policy.

The Committee expects its work will be completed by December 2024.

5. Community Engagement

Members: Nancy Pemberton, Chair; Robin Jurs; Trevor Ward

The CAC created a standing Community Engagement Committee at its 2023 retreat. The Committee met three times during 2023.

During the Workshop, members of CAC and the public suggested the following efforts be undertaken to improve CAC's and IOLERO's community engagement.

- a. Expanding IOLERO's list of community organization contacts for sending newsletters and emails.
- b. Conduct workshops that allow increased public participation, perhaps quarterly.
- c. Create a FAQ page on the website to answer basic questions about IOLERO and CAC, including how IOLERO is funded.
- d. Use Instagram
- e. Conduct presentations aimed at high school seniors.
- f. Conduct presentations at Sonoma County Library
- g. Develop relationships with other organizations such as Los Cien, Latinos Unidos, NAMI Sonoma County
- h. Cultivate relationships with media outlets
- i. Host recorded webinars on issues of concern to CAC and the public, and post the recordings on our website.

This work is on-going.

The following issues were considered by the CAC at its 2023 Retreat but not pursued during 2023.

1. Mental Health

Provision of mental health treatment by first responders is evolving throughout the state.

The County of Sonoma and several cities within the County have already created systems to respond to calls for service for those experiencing mental health crises, rather than simply sending law enforcement to handle these issues themselves. In early 2023, the County was still considering how this model would work with law enforcement; for example, the County was still considering whether a Deputy Sheriff or a mental health practitioner would be the first to arrive at such a call. Since the CAC adopted this issue as a priority, the State has mandated a detailed first responder system for counties to implement, and Sonoma County has begun to create the program. The CAC was briefed on this new program in late 2023. This new state-mandated program resolved the debates within Sonoma County in 2023.

After that first response, continued treatment can be hard to secure. People needing treatment can then receive mental health services from local hospitals, but such resources in Sonoma County are reportedly strained to keep up with demand. Both funding for such services, and finding practitioners to provide such services, are challenges in Sonoma County and throughout the state. As a result, many of the detainees in the jail are suffering from mental health challenges, making the jail the largest single *de facto* mental health treatment facility in Sonoma County.

Due to these new measures, the CAC decided to table this priority in 2024.

2. De-Escalation

The CAC previously provided suggested policies with respect to de-escalation of force available at: <https://sonomacounty.ca.gov/administrative-support-and-fiscal-services/independent-office-of-law-enforcement-review-and-outreach> The SCSO subsequently enacted a de-escalation policy, as required by state law (available on SCSO website).

But since then, the CAC and SCSO do not appear to have followed-up with each other on the issue of de-escalation. Given the centrality of de-escalation to modern use of force, the CAC will continue the conversation with the SCSO on this topic by inquiring as to the differences between the recommended and adopted policies, examining current training at the SCSO on de-escalation, and assessing whether any data shows how well de-escalation policy and training have improved outcomes in the field for both the public and SCSO personnel.

For now, the CAC is focusing on de-escalation in canine policy, as noted above. The CAC may return to this issue more broadly in the future.

B. POSSIBLE ISSUES FOR FUTURE CONSIDERATION

Members of the public suggested several areas for CAC's future consideration:

1. SCSO's relationship with ICE in reporting persons eligible for deportation.
 - a. On this issue, the CAC intends to hold a webinar or town hall to inform the CAC and the public as to the current state of the law and SCSO practices.
2. Jail conditions including telephone access, mental health treatment, and its surveillance system, including surveillance of psychological evaluations.
3. Reducing tension between deputies and members of the public during initial engagement.
4. How the SCSO addresses situations in which deputies are arrested for, or accused of, committing domestic violence offenses.

We did not have time at the 2024 Strategic Planning Workshop to discuss re-structuring our meetings. That issue will be addressed at an upcoming monthly meeting.