



COUNTY OF SONOMA  
**COMMISSION ON HUMAN RIGHTS**

COMMISSION ON HUMAN RIGHTS  
 SEPTEMBER 24, 2007 – 5:30 PM  
 Permit & Resource Management Department  
 2550 Ventura Avenue, Santa Rosa, CA

**AGENDA**

*Responsible  
 Person(s)*

- |            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                           |
|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|
| <b>I</b>   | <b>Call to Order / Introductions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                           |
| <b>II</b>  | <b>Consent Items:</b><br><u>Approval of Agenda</u> (Please review prior to meeting): Review and revise as appropriate.<br>➤ Review and approve Agenda.<br><u>Approval of July 23, 2007 Commission Minutes</u> (Please review prior to meeting): Review and revise as appropriate.<br>➤ Review and approve Minutes.<br><u>Approval of August 30, 2007 Strategic Planning Minutes</u> (Please review prior to meeting): Review and revise as appropriate.<br>➤ Review and approve Minutes.                                                                                                         | Boyce<br>Boyce                                            |
| <b>III</b> | <b>Public Comment (limited to 5 minutes per item unless otherwise noted):</b><br>This comment period is restricted to items that are not on the Agenda.<br>➤ Information only.                                                                                                                                                                                                                                                                                                                                                                                                                   | Boyce                                                     |
| <b>IV</b>  | <b>Commission Update:</b> Update on openings and appointments.<br>➤ Information Only.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Rohde                                                     |
| <b>V</b>   | <b>Supervisor Communication Update:</b> Commissioner reports on any meetings or other communication with respective Supervisors.<br>➤ Information only.                                                                                                                                                                                                                                                                                                                                                                                                                                          | Rohde                                                     |
| <b>VI</b>  | <b>Old Business:</b><br><u>Strategic Planning Session:</u> Debrief on strategic planning session. Review of five primary focus areas for the Commission with discussion and possible vote on actions/support for projects/initiatives. (See Exhibits I & II.)<br>➤ Reports followed by discussion and possible vote on approval of plans for strategic planning session.<br><br><b>Strengthening the Commission</b><br><b>Communicating with the Public</b><br><b>Educating the Public</b><br><b>Developing Ties among Human Rights Organizations</b><br><b>Building Strategic Relationships</b> | Boyce<br>Boyce<br>Rohde<br>Sparks<br>Villegas<br>Villegas |

**INSTRUCTIONS FOR THE PUBLIC**

Any member of the public desiring to address the Commission on a matter on the Agenda should first receive recognition from the Chair, then give his/her name and address before making comments or asking questions. In order that all interested parties have the opportunity to speak, please be brief and limit comments to the subject under discussion. Time limitations shall be at the discretion of the Chair.

**PLEASE TURN OFF CELL PHONES AND PAGERS DURING THE COMMISSION MEETING**



- VII New Business:**
- Race Equality Week: Request for Commission approval of staff submission to Board for proclamation that September 24 – 30 is Race Equality Week in Sonoma County and report on Board presentation made on September 11<sup>th</sup>. Boyce
- Vote on approval of request that Board proclaim Race Equality Week in Sonoma County and information on presentation to the Board.
- Standing Proclamations: Request that Commission authorize staff to coordinate annual proclamations by and presentations to the Board of Supervisors to recognize the Coffee Award Recipients, Race Equality Week and Human Rights Day. Boyce
- Presentation of proposal to authorize staff to coordinate annual proclamations by Board of Supervisors followed by discussion and possible approval.
- VIII Staff Report:** Martin
- **All Items in this section are for information and possible discussion.**
- Update on Human Resources Reorganization: Update on reorganization.
- Staff Duties, Work Schedules and Office Hours: Review staff duties, routine office work flow and availability of staff.
- Race Equality Week Tabling: Schedule for tabling coverage at Race Equality Week Festival on September 30, 2007.
- Correspondence: Report on and possible discussion of correspondence received by office.
- Update on Current Activities and Issues:
- IX Activity Reports (5 Minutes Per Report, Except as Noted)**
- **All Items in this section are for information and possible discussion.**
- Community Response Genelly
- Current Events & Press Response Goldschmidt-Sheff/ Boyce
- Note: Other activity reports included with discussions under Old Business*
- X District Reports/Commissioner Announcements/Event Reports:**
- **All Items in this section are for information and possible discussion.**
- Sonoma County Strategic Planning Meetings.
- XI Adjournment** Boyce

**Sonoma County Commission on Human Rights  
 Planning Meeting Notes – August 30, 2007  
 Exhibit 1**

The five statements on the top line (A-E) represent agreement on the direction (goal areas or sets of goals) for the next three years. The name(s) in parenthesis are the “contact person” for this area (see role below). All items below were ideas that were generated by the group and considered. From these, specific objectives or initiatives for 2007-2008 were selected for each area. (Please see additional notes.)

**THE YEAR IS 2010, AND WE ARE (began in 2007) ...**

<b>A. Strengthening the Commission</b>	<b>B. Communicating With &amp; Educating the Public</b>		<b>C. Developing Ties Among Human Rights Organizations And Partnerships with Community Organizations and Agencies</b>	
Judy (Dalia)	Chris (Herb, Marie)		Robert (Juanita, Judy)	
	<b>Communicating</b>	<b>Educating</b>	<b>Human Rights Organizaitons</b>	<b>Comm. Organizations &amp; Agencies</b>
Full and inclusive Commission of talented and productive residents	CHR owns a website that has all the answers (comprehensive, interactive and informative)	Start in the elementary schools	CHR is resource for building bridges, acceptance and support between groups	Community Network that’s proactive and responsive Law enforcement, CHR, Religious groups, ethnic groups, all ages, etc.
Ethnic diversity on Commission	Awareness via website – blog-media	Campus Education Mentoring Program (HS-JC-College)	Better understanding of Law Enforcement of people with special needs (behavior)	Partnership of aligned groups Law enforce, local business, community organizations
Youth Commissioners – full voting rights	Newspaper articles “sponsored” to highlight groups/activities	Youth Commissions on ten high school campuses	Seniors: Elder abuse ombudsman program	Community Network: City Commissions/ groups, Supervisors and local government involved in town hall meetings
CHR empowered by public demand and acceptance	Media: radio/TV to highlight cultural attributes/treasures (music)	Education in jail to offenders	Outreach to Positive Images – gay youth groups	A true partnership with the Board of Supervisors

More commissioners personal development training Attorney Medical rights, etc. County Training Progs.	Coffee Awards -- 5,000 attend in 2010	Education across all schools (Diversity Congress)	Significant decrease in gang violence (Criminal Justice)	Movie and public speaking, i.e. "meet the Commissioners" venue
CAC's represented in all 5 districts	Participation in festivals (Cinco, Gay Pride) Commissioner is Grand Marshal	Participate in county employee EEO training Public speaking		
Commission receives "Good Housekeeping Seal of Approval"	Availability of prevention programs			
	Communicating with News Media			

2007: "Best Investment for HRC"

2010: "We Have Arrived"

**ROLE OF "CONTACTS:"**

- Take the specific initiatives that were agreed upon and develop more specific actions
- Meet with staff to include in the 2007 Work Plan
- Recruit others to assist in this area (Commissioners and Citizens)
- Keep these initiatives "on the front burner" and continuing
- Keep other Commissioners informed of progress (at regular Commission meetings)

**Sonoma County Commission on Human Rights  
Strategic Planning Meeting  
Exhibit II**

**Focus Question for Strategic Planning:** *“How can we insure that the Sonoma County Human Rights Commission will meet the needs of the citizens in the years 2007-2010”*

**What could help us?**

- People want information
- Being clear regarding what we’re about – what we can and can’t do (defining what is and isn’t Human Rights – according to the Commission’s role). Clarify expectations
- Having eight more people
- Train and inform the Supervisors
- Focus on attainable goals or initiatives with measures
- Being clear that we refer, facilitate (not mediate), educate, fact-find (not investigate), offer other resources (groups) and follow up. We have autonomy and can be a “watchdog”

**What could hinder us?**

- People don’t know what we do – hurts recruitment
- Lack of resources and people on the Commission
- The Commission is not part of the Human Resources Strategic Plan; it may not be valued by the Supervisors.
- Losing two Supervisors who support us