



**COMMISSION ON HUMAN RIGHTS  
STRATEGIC PLANNING FOR FISCAL YEAR 2009-2010  
MINUTES – JULY 7, 2009**

**Human Resources Training Center  
575 Administration Drive, Santa Rosa CA 95403**

**COMMISSIONERS PRESENT:** Judy Rice (Chair), Chris Rohde (Vice-Chair), Judy Boyce (Officer-at-Large), Patricia Boyd, Jim dePriest, Ida M. Johnson

**COMMISSIONERS ABSENT:** Ann Zimmer

**INTERN PRESENT:** Gerry Meyer

**PUBLIC PRESENT:** Dale Geist, Visitor from District 1

**STAFF PRESENT:** Maggie Martin and Nadine Jaillet

**I. CALL TO ORDER - INTRODUCTIONS:**

Rice called the meeting to order at 9:41 AM.

**II. CONSENT ITEMS:**

The Agenda for July 7, 2009 was approved. (Boyce/Rhode)

**III. PUBLIC COMMENT:**

Geist said he had been invited to this meeting by Supervisor Brown, as an observer, and at this time had no comment.

**IV. REVIEW OF COMMISSION MISSION AND ROLE:**

Rohde read "The Purpose-Powers and Duties" section of the Commission's governing ordinance. The group then discussed such issues as the role of public hearings and conducting surveys in the Commission's charge to "study and research" issues of discrimination and bias. The group then had a discussion of the use of "tolerance" rather than "acceptance" in the Ordinance given varied interpretations of the terms. Ultimately, it was decided that this was not worth pursuing a change in the Ordinance to edit this language.

Rice and Boyce both said it was good to review the Commission's Mission and Role before continuing to strategic planning for 2009-2010.

**V. TRANSITION ISSUES:**

Martin reviewed and discussed operational changes resulting from the minimization of staff support to the Commission.

1. Discussion of tasks Senior Office Assistant will provide assistance with:

- First face of the Commission to the public – provides information, routes interested persons to website and appropriate Commissioners, refers to other agencies.
  - Identifying and reserving meeting locations
  - Assisting with Commission supplies and handouts
  - Making sure documents posted to the web are fully accessible
  - 25% of work time is allocated to CHR
2. The following forms, that Commissioners will now have to produce for themselves, and the Brown Act requirements for Agendas, were reviewed:
- Required posting of Agendas 8 business days (72 business hours) prior to the meeting. This must be in a physical location, during hours that are open to the public. County Counsel has determined that 24 hour availability on the website does not satisfy the Brown Act requirement.
  - Draft Financial Report (CHR budget template)
  - Reimbursement Guidelines, including sample forms.

When reviewing the Senior Office Assistant duties, volunteer interest calls were brought up. The group asked Jaillet to offer those interested in volunteering both the commission website for more information, and a follow up phone call from the Commission Volunteer Coordinator (Boyce at this time). Jaillet agreed to do this.

With the elimination of a Commission Analyst, the question of who will record Commission Minutes was briefly discussed. Question was raised if a volunteer can take the Minutes, and can a volunteer be found at Sonoma State University to take the Minutes? Warmoth said if someone created a job description he would use it, and would attempt to find a volunteer from Sonoma State University.

## **VI. TEAM ALIGNMENT EXERCISE:**

Rice conducted an exercise on how CHR team perceives itself as a cohesive entity. The scale used was zero to ten, with zero being chaotic, rude, insulting to one another, and ten being a perfectly functioning team. The average # the group felt about itself was 4.5.

## **VII. PROBLEM SOLVING EXERCISE:**

Rice distributed a problem solving exercise '*The Philosopher and the Mathematician.*' In trying to solve the problem presented, the exercise produced these observations:

- The group automatically broke into small groups of two people, three at most, and at no time did the entire group try to work a solution together;
- The exercise encouraged learning not to take the easy way out, trying to find all the possibilities, all the avenues, not limiting themselves to the first solution.

## **VIII. DISCUSSION ON STRATEGIC QUESTIONS:**

The following are questions Rice presented for discussion and a highlight of responses made.

- *Compared to other Commissions/Boards, how are we?* Not visible. Johnson learned of the Commission through attending the James E Coffee Human Rights Awards, which she thought was produced by him.
- *What is the highest priority for the Commission in the next 18 months?* Warmoth: Finite number of goals Commission can accomplish. Johnson: Become visible. Boyd: Conduct surveys, focus groups to find out community concerns and needs.
- *If two years from now you had to write a succinct sentence that described the results/impact of the Commission based on the strategy we're setting today, what would that sentence say?* Warmoth: see measurable increase in diversity appreciation.
- *What is the single worse aspect about the Commission?* Too little cohesive teamwork; too many individual goals; lack of visibility/identity; too many delays due to legal restrictions; too few Commissioners; need better relating as a group; need clear focus on a finite number of projects; presence in elder abuse summit; better presence at Cinco de Mayo event; better presence in Human Trafficking issue; better presence in Race Equality event.

For greater visibility Rice suggested tabling at the County Fair and Harvest Fair; having a presence in the Latino Democratic Club; having a page on Facebook.

Boyd suggested going to youth groups, (i.e., CHOPS) not necessarily only to schools, to offer advocacy and education on human rights. Martin recalled a meeting with Carl Wong, Superintendent of Schools, and former Commissioner Reece Foxen, in which Wong suggested that support to the educators who advocate and teach human rights or serve as advisors to diversity clubs is needed.

After discussing new ways to reach the public Rice quoted "if we always do what we always did, we'll always get what we always got. But if we start to do what we never did, we'll start to get what we never got!"

- *How would the Board of Supervisors and other County entities define a valuable effort by the Commission?*
- *Does the community at large and Sonoma County officials see us as high quality? Accessible? Easy to deal with? Flexible?*
- *Is there some area of our involvement that we should discontinue, initiate, or expand?* dePriest: expanding at the Cinco de Mayo celebration, the Commission needs more pizzazz. Johnson: have camera at tabling events, videoing local people talking about human rights, then edit the video to use as a traveling show; do a survey of issues on camera at tabling events; ask youth 'what does hate mean?'; have the video shown at fairs; Johnson: discontinue being insular; Boyd: Los Angeles Human Relations Commission has a great website, can we use ideas from that, to update the Sonoma County Human Rights Commission website; create a CHR Junior Commissioner Project; Martin reminded all that the Volunteer Center is holding money designated for education, and this money could be used to support a Junior Commissioner Project. More ideas for visibility were to jointly work with agencies such as Face to Face, Tribal Council, Asian, Hispanic clubs, Probation Dept., City Councils, other governmental agencies – maybe for specific projects and or events, does not have to be permanent; read the County Strategic Plan to be clear on what

the Board of Supervisor's goals are. Ask: What can the Commission on Human Rights do to help you? Boyd would like more cultural diversity on the Commission; Boyce commented that the diversity is there, it just doesn't show; Johnson would like more age diversity on the Commission; dePriest wants to let the public know who we are and what we stand for; Boyce encouraged listening to one another, rather than waiting to speak.

- *If you were not a current Commissioner, would you like to join us as we currently are?* Boyd always wanted to be on CHR. Rice wanted to be on CHR for 5 years before being appointed.
- *What Philosophical issues/values are important to what we do?* Our mission gives us a broad range. Use Coordinator/Liaison and Taskforce structure rather than try to do everything at full Commission meetings. Important to keep politics out of Commission meetings. Rice and Johnson: respect others' right to be different. Listening without making facial gestures, or using body language. Boyd: we are ambassadors in our community, and so our language needs to reflect that.

#### **IX. ENNEAGRAM PRESENTATION:**

The Enneagram was presented, showing different individual temperaments and work styles, designed to assist with Commission team building. Quotes applicable to group harmony "We're not on this earth to see through each other but to see each other through" and "We don't see the world as it is ... we see the world as we are" were included in the presentation.

#### **X. NEXT MEETING:**

The next meeting will be on Tuesday, July 28, 2009 at 1:00 PM.

#### **XI. ADJOURNMENT:**

Rice adjourned the meeting at 3:15 PM.