



Agenda
County of Sonoma
Commission on Human Rights – Regular Meeting

Tuesday, September 23, 2025

5:30PM

Hybrid

First District: Howard Sapper, Daniel H Sohn

Second District: Nichole Warwick (Vice Chair)

Third District: Katrina Phillips (Chair), Liz Cruz Reyes (Officer-at-Large), Angie Avalos Cendejas

Fourth District: Irmina Benson, Cecilia Sofranko (Officer-at-Large)

Fifth District: Lyndsey Burcina, Nick Thayer, Susan Hirsch

Meeting Information:

The September 23, 2025, Commission on Human Rights Meeting will be facilitated in person and virtually.

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.**

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 – Warwick

II. Consent Items– Warwick

1. Approval of the May 27, 2025, meeting minutes.
2. Approval of the June 28, 2025, special meeting minutes.
3. Approval of the July 27, 2025, meeting minutes.

III. Openings and appointments– Warwick

1. Welcome Angie Avalos Cendejas and perform their oath of office.
2. Openings – two (2) in the Second District and one (1) in the Fourth District.

IV. Public Comment on Non-Agendized Items – Warwick

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.

VI. Regular Calendar – Discussion and possible action on items below

1. **Statement on Domestic Violence- Warwick**
Review and approve the statement regarding domestic violence.
2. **Work Plans and Budget-Warwick**
 - **Collaborative Response Team Ad Hoc**
 - **Disability Ad Hoc**
 - **Community Care Commission Ad Hoc**
 - **2025-2026 Youth Commission on Human Rights**
 - **Leadership Matrix**

VII. Additional Agenda Items for The Next Commission Meeting– Warwick

VIII. Adjournment

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

Tuesday, May 27, 2025

5:30PM

Hybrid

Commissioners Present:

First District: Howard Sapper

Second District: Nichole Warwick (Vice Chair)

Third District: Katrina Phillips (Chair), Liz Cruz Reyes (Officer-at-Large)

Fourth District: Irmina Benson, Cecilia Sofranko

Fifth District: Nick Thayer, Lyndsey Burcina, Susan Hirsch

Commissioners Absent:

First District: Maria Barakat (Leave of Absence), Daniel H. Sohn

Meeting held virtually and in person.

I. Call To Order – Mission Statement – Roll Call – Phillips

Meeting called to order by Chair Phillips at 5:35PM. Commissioner Sapper read the mission statement. Roll call taken by Staff Support.

II. Consent Items– Phillips

1. Approval of the April 22, 2025 meeting minutes.

Item 3: The Commission also discussed the possibility of putting together some sort of human rights fair/conference/big event to bring together everyone in California interested in human rights, particular other governmental bodies like CHR. Motion to approve the April 22, 2025 with additional comment.

No Public Comment

Motion: Commissioner Sapper

Ayes: 9

Noes: 0

Second: Commissioner Cruz Reyes

Absent: 2

Abstained: 1

Commissioner Barakat (Leave of Absence) and Sohn were absent. Chair Phillips abstained as Chair. Motion passed.

III. Openings and appointments– Phillips

1. Chair Phillips announced opening two (2) in the Second District, one (1) in the Third District, and one (1) in the Fourth District.

IV. Public Comment on Non-Agendized Items – Phillips

No Public Comments.

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 reminded everyone to submit all reimbursements by June 6th because the fiscal year ends June 30, 2025.
2. Chair Phillips invited everyone to attend the BOS meeting to accept the Pride Resolution on June 3, 2025 at 1:30pm.
3. Chair Phillips invited Sonoma County Pride on May 31, 2025 from 9am-4pm. Commissioner Thayer volunteered.
4. Tabling at RioFest on Saturday, June 21, 2025 from 12-6pm. Commissioner Hirsch, Chair Phillips and Commissioner Cruz Reyes volunteered to help.

VI. Ad Hoc Committee and Project Committee Updates

1. Sonoma County Human Rights Visibility Project 2.0 selected Commissioner Sohn as Chair. They are conversing on how to present the community and how the reporting will look like. They are researching and comparing this project to other counties.
2. Housing and Homelessness had concerns with Congress passing legislative that will hurt the Homeless population. Chair Phillips attended the Unhoused & Unheard Event that the Commission on the Status of Women hosted and were able to network with organizations in Sonoma County to better help the community.
3. Disability Justice are in contact with a mass block in Mendocino and with one in Oakland about distribution. This ad hoc will look at restructuring for the next fiscal year. Commissioner Sapper has volunteer to help.
4. Racial Equity and Social Justice Framework has done research to create an informational document. They might need more support to create the document but will try to present something for the commission to review. They will have unused funds.
5. Adult Prom created a flyer for the Pink Pony Prom on June 22 at 6pm. The ad hoc is looking for performers, drag queens, and seeking for decorations. They will have food trucks there. They were able to secure them by paying the \$100-\$200 so the first few people will get free food. Sonoma County Pride will be paying for the food. Space capacity is for 291 so they are hoping to have that many people show up.
6. Youth Commission on Human Rights attended a round table with Congressman Huffman at Santa Rosa Junior College and talked about homophobia that is going around at their high schools, the transphobia and the stigma. The Youth Commissioners had their last meeting and were given stoles. They are planning a trip to Alcatraz as an end of the year fieldtrip. Recruitment started for next cohort, and they have 23 applicants. 50% of the applicants are from Maria Carrillo High School.

VII. Regular Calendar

1. Nominations for Officers
Chair Phillips led the nominations for officers for the fiscal year 2025-2026. Nominations were taken.

Chair: Commissioner Sapper nominated Commissioner Phillips for Chair; Phillips accepted.

Vice Chair: Commissioner Thayer nominated Commissioner Warwick; Warwick accepted.

Officer-At-Large: Commissioner Sofranko nominated Commissioner Cruz Reyes; Cruz Reyes accepted.

Officer-At-Large: Commissioner Cruz Reyes nominated Commissioner Sofranko; Sofranko accepted.

Commissioners who got nominated provided acceptance speeches. Elections will take place next commission regular meeting. No action was taken.

2. Hot Topics

- a. Commissioner Thayer led the discussion about President Trump's executive order strengthening and unleashing America's law enforcement to pursue criminals and protect innocent civilians. There are two parts to this order: to deploy the military at home and to protect all police officers and police departments from any legal liability. The Commission brought up more concerns such as opening the door to privatizing police enforcement, the criminalization of DPI and increase violence. Commissioner Sapper, Commissioner Hirsch, Chair Phillips, Vice- Chair Warwick volunteered to draft a statement and Commissioner Benson volunteered to research for the statement. No action was taken.
- b. Chair Phillips led the discussion regarding Governor Newsom's push to ban homeless encampments. In Sonoma County, you can see people's belongings on the streets because people are getting arrested for being on the streets. Sonoma County Jail is getting overcrowded. The topic will be brought back during the strategic planning meeting.

3. Re-allocate Budget

- a. Chair Phillips led the budget discussion. The Youth Commission will have about \$1,000-\$1,200 of unused funds. Racial Equity and Social Justice Framework has \$2,463 of unused funds. Roughly \$3,400 of unused funds. Discussion on having all \$3,400 get allocated to the Adult Prom to pay for security, DJ, decorations, and food. Another discussion was to donate unused funds to a non-profit such as SOS, The Living Room, Act of Kindness, Need a Hand of Hope Sunshine Project, or Arlene Francis Center to help continue CHR mission's. Motion to approve remaining funds of about \$3,400 get leveraged to support Adult Prom with any remaining funds expeditiously donated to a non-profit or Arlene Francis Center. Motioned approved.

No Public Comment

Motion: Commissioner Warwick
Second: Commissioner Cruz Reyes

Ayes: 9

Absent: 2

Noes: 0

Abstained: 1

Commissioner Barakat (Leave of Absence) and Sohn were absent. Chair Phillips abstained as Chair. Motion passed.

4. Strategic Planning.

a. Chair Phillips led the proposals of new ad hocs and projects for fiscal year 2025-2026.

- Collaborative Response Team Ad Hoc to respond on the about President Trump's executive order strengthening and unleashing America's law enforcement to pursue criminals and protect innocent civilians. This ad hoc will be hosting an event with Community leaders and Commissions from the state. Budget of \$2,500.
- Environmental Rights to advocate human right to a healthy environment, a healthy, clean, and safe environment in the community.
- Disability Ad Hoc to support people with disabilities with a \$500 budget.
- Community Care Commission Ad Hoc to create a town hall or event with Health Services Department to do outreach and community education to bring people together and give them motivators to show up and learn about how we can be taking better care of each other, especially in the absence of government support and CDC consistency support. Budget request \$750.
- Youth Commission Educational Ad Hoc to continue their work with the youth. Budget request \$7530.
- 1–2-month Project- Universal Declaration Human Rights on Incarcerated Persons to create a workshop for 1-2 session among the incarcerated people, friends, family.
- Visibility Project Phase 2 will be creating a monthly newsletter. The Budget is \$2300
- Leadership Matrix to identify the skill sets of each Commissioner, their circles of influence, and organizations represented. This will help learn where the caps are.

Motion to support the proposed ad hocs and projects with a total of \$19,980 with general funds expenses. Motion approved.

No Public Comment

Motion: Commissioner Warwick

Ayes: 9

Noes: 0

Second: Commissioner Sapper

Absent: 2

Abstained: 1

Commissioner Barakat (Leave of Absence) and Sohn were absent. Chair Phillips abstained as Chair. Motion passed.

VIII. Additional Agenda Items for the Next Commission Meeting – Phillips

1. Discussion to host next Commission meeting at Earthseed, 3175 Sullivan Rd Sebastopol on Saturday, June 28th. They will move some funds from the Youth Commission to pay for EarthSeed. Motion to have the meeting at EarthSeed and use funds from the Youth Commission's allocated funds. Motion approved.

No Public Comment

Motion: Commissioner Cruz Reyes

Ayes: 9

Noes: 0

Second: Commissioner Warwick

Absent: 2

Abstained: 1

Commissioner Barakat (Leave of Absence) and Sohn were absent. Chair Phillips abstained as Chair. Motion passed.

IX. Adjournment

The meeting adjourned at 8:05 p.m.

DRAFT MINUTES
COUNTY OF SONOMA
COMMISSION ON HUMAN RIGHTS – SPECIAL MEETING

Saturday, June 28, 2025	1:00PM	In Person
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Commissioners Present:

First District: Daniel H. Sohn

Second District: Nichole Warwick (Vice Chair)

Third District: Katrina Phillips (Chair), Liz Cruz Reyes (Officer-at-Large)

Fifth District: Nick Thayer, Susan Hirsch

Commissioners Absent:

First District: Howard Sapper, Maria Barakat (Leave of Absence)

Fourth District: Irmina Benson, Cecilia Sofranko

Fifth District: Lyndsey Burcina

Meeting held in person.

I. Call To Order – Mission Statement – Roll Call – Phillips

Meeting called to order by Chair Phillips at 1:31PM. Roll call taken by Staff Support.

II. Public Comment on Non-Agendized Items – Phillips

- Idan Kashani

III. Nominations and Elections

1. Nominations for Officers

Chair Phillips led the continuation of nominations for officers for the fiscal year 2025-2026.

Previous nominations:

Chair: Commissioner Sapper nominated Commissioner Phillips for Chair; Phillips accepted.

Vice Chair: Commissioner Thayer nominated Commissioner Warwick; Warwick accepted.

Officer-At-Large: Commissioner Sofranko nominated Commissioner Cruz Reyes; Cruz Reyes accepted.

Officer-At-Large: Commissioner Cruz Reyes nominated Commissioner Sofranko; Sofranko accepted.

No more nominations were taken. Motion to close nominations.

No Public Comment

Motion: Commissioner Thayer
Second: Commissioner Sohn

Ayes: 5
Absent: 5

Noes: 0
Abstained: 1

Commissioners Sapper, Barakat, (Leave of Absence), Benson, Sofranko, and Burcina were absent. Chair Phillips abstained as Chair. Motion passed.

2. Speeches

Commissioners Phillips, Warwick, and Cruz Reyes provided speeches on their reasoning behind their role as officers.

3. Elections

Concluding the speeches, a motion to approve the slate of nominees was taken.

No Public Comment

Motion: Commissioner Sohn
Second: Commissioner Hirsch

Ayes: 5
Absent: 5

Noes: 0
Abstained: 1

Commissioners Sapper, Barakat, (Leave of Absence), Benson, Sofranko, and Burcina were absent. Chair Phillips abstained as Chair. Motion passed.

IV. Adjournment

The meeting adjourned at 1:54 p.m.

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

Tuesday, July 22, 2025

5:30PM

Hybrid

Commissioners Present:

First District: Daniel H. Sohn

Third District: Katrina Phillips (Chair), Liz Cruz Reyes (Officer-at-Large)

Fourth District: Cecilia Sofranko (Officer-at-Large)

Fifth District: Nick Thayer, Lyndsey Burcina, Susan Hirsch

Commissioners Absent:

First District: Howard Sapper, Maria Barakat (Leave of Absence)

Second District: Nichole Warwick (Vice Chair)

Fourth District: Irmina Benson

Meeting held virtually and in person.

I. Call To Order – Mission Statement – Roll Call – Phillips

Meeting called to order by Chair Phillips at 5:31PM. Chair Phillips read the mission statement. Roll call taken by Staff Support.

II. Kathleen Finigan Award

The Commission honored Valerie Schlafke with Department of Health Services for her outstanding advocacy for the unhoused community as the 2025 Kathleen Finigan award recipient.

III. Adjournment

Chair Phillips voiced that the Commission should be at the Board of Supervisors meeting to provide support to the constituents. The Commission agreed. Motion to adjourn the meeting. Meeting was adjourned at 5:39 p.m.

No Public Comment

Motion: Commissioner Thayer

Ayes: 6

Noes: 0

Second: Commissioner Cruz Reyes

Absent: 4

Abstained: 1

Commissioner Barakat is on Leave of Absence. Commissioners Sapper, Warwick, Benson were absent. Chair Phillips abstained as Chair. Motion passed.

Date: [Insert Date]

To Our Elected Leaders, Public Safety Officials, and Community Members:

We, the Sonoma County Commission on Human Rights, speak today with profound concern and an unwavering call to action.

Recent remarks by President Trump—characterizing domestic violence as a “lesser crime” or mere “little fights” within the home—do more than echo outdated societal norms. They actively undermine efforts to prevent and respond to a crime that continues to endanger countless lives every day.

These comments are particularly jarring when juxtaposed with the tragic and deeply personal case involving two of our own Sheriff’s Office staff—Deputy Jeremy Lyle and Detention Specialist Mari Bonnici—whose relationship ended in a murder–suicide in August 2025. Mari was not only a mother and a colleague; she was a dedicated public servant whose life was stolen in an act of violence perpetrated by someone sworn to uphold the law. This tragedy—and others like it—remind us that domestic violence is never “lesser.” It is an urgent violation of personal dignity and public trust.

The harm wrought by dismissive rhetoric is compounded when paired with policy actions that strip away support and protection from survivors. Under the same administration, vital funding for domestic violence shelters and services has been slashed or stalled; qualifying abusers may be allowed a pathway to regain access to firearms; and human rights safeguards—such as those protecting immigrant survivors—have been weakened.

Domestic violence is a universal violation of human rights, demanding our unequivocal condemnation and our most faithful protection—especially when the perpetrators wear uniforms or carry authority.

We call upon all community leaders, elected officials, and peacekeepers to elevate the following commitments:

1. Stand Firm on the Truth
 - Reaffirm publicly and forcefully that domestic violence is a severe violation of human and civil rights—never a private matter to be minimized.
2. Ensure Transparent Accountability
 - Mandate impartial, external investigations for all domestic violence allegations involving public safety personnel. Transparency and fairness are non-negotiable.
3. Guarantee Support and Safety for Survivors

- Facilitate trauma-informed reporting channels so survivors—especially within public institutions—can seek help without fear of retaliation or career harm.

4. Protect Against Weapons Access for Abusers

- Enforce strict controls ensuring that individuals with histories of violence, especially domestic violence, cannot lawfully obtain firearms.

5. Safeguard Essential Services and Funding

- Prioritize and protect investments in shelters, counseling, legal advocacy, and immigrant-sensitive protections. Our community's well-being depends on them.

6. Model Courage, Not Complacency

- Leaders must embody the principle that “peace is not merely the absence of violence, but the presence of justice.” Let no statement or policy send the message that violence within the home is an acceptable casualty of politics or convenience.

Our collective humanity demands more than apathy. It demands action. Gossip and minimization have no place in addressing the systematic violence suffered by survivors—whose pain is real, whose fear is valid, and whose loss we must not dismiss.

To the memory of Mari Bonnici, to every survivor silenced within our own corridors, to all families yearning for protection and justice—we owe you more than apology. We owe you change.

Leadership begins not with proclamations—but with accountability, empathy, and enduring action.

In committed solidarity,

Sonoma County Commission on Human Rights

2025-2026 Youth Commission Work Plan

Proposed Budget:

\$7,530.00 (2025-2026), 30 students incoming students

Vs

\$7,350 (2024 - 2025), capacity for 15 -20 students

Participants:

- Liz Cruz R. (Co-chair)
- Cecilia Sofranko (Co-chair)
- Katrina Phillips
- Susan Hirsch
- Irmina Benson

Mission		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.	
Hopes		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.	
Timeline	Purpose	Actions	Proposed Budget
June 2025 - August 2025	Youth Commission on Human Rights (YCHR): Summer Prep	~Finalize Youth Commission Roster (30-35 expected cohort) ~Provide general calendar/schedule of events/meetings ~Determine curriculum/activity outline for monthly meetings ~Reach out to speakers for Orientation Day and plan ~Email invite and commitment form to student; invite parent & guardians to first part of orientation ~Trainings (background check \$30/per person, mandated reporter)	\$300.00
May 2025 - November 2025	High School Clubs: Prep and Content Creation	~Set up human rights topics and plans for hs clubs ~Identify potential Youth Commissioners who would like to start a Human Rights Committee Club on their campus, finalize club materials , goal of action for club and club structure recommendation ~Support Petaluma HS and Cardinal Newman student reps to start clubs at schools	\$0.00
May 2025 -May 2026	Social Media Presence	~Instagram, Tik Tok, Facebook: verify contact, username, & password ~Provide social media support to Youth	\$0.00
September 2025	Family and Student Orientation	Provide Tote bag, Water Bottle, Notebook, Informational Materials and CHR Promo, fidget toys, snacks (from CHR Storage)	\$0.00
		Snacks & Light lunch (x50 people: Youth Commissioners, parents/guardians and Mentors)	\$425.00

2025-2026 Youth Commission Work Plan

September 2025 - April 2025	Student Public Transit Fare	Student Transportation: Provide students with bus tickets or train fare (~10 students)/ \$12	\$120.00
August 2025 - May 2026	YCHR Monthly Meetings and check ins	Food and supplies; For October 2025 - May 2026 monthly meetings and check ins. Including Guest Speakers, High School Human Rights Club Members, Mentors and Leading Staff. Will provide food and refreshments for all	\$2,300.00
	(30 students, 4-6 groups)	Project Budget: Youth Commissioners develop human rights related ad hoc projects and then use funds to support the community by implementing recommendations.	\$1,800.00
August 2025 - April 2026	HS Club	Support BSU at Cardinal Newman and Human Rights club at Petaluma HS ~Help start meetings and find guest speakers ~Invite students to meetings and events ~Provide food, materials and resources for human rights education	\$1,000.00
September 2025 - May 2026	Field Trips- TedxSonoma or Educational/ Community Spaces in Sonoma County	Admission (40 people max. Youth Commissioners, Junior Commission on the Status of Women or eligible High School club affiliates and about 3-5 Adult Chaperones)	\$900.00
		Lunch and Snacks	\$400.00
February 2025- August 2026	Outreach & Recruitment	Outreach to school principals, counselors, family spaces & Community Orgs (NAACP, Los Cien, LSP, PPSC Mentor Me, CHOPS Teen Club); Districts. Student outreach with existing members in clubs or cohort. Summer: Interviews, final Decisions; send Orientation info via email Postage & Cards. Send thank you notes to relevant guest speakers and students who participated at our events	\$0.00
August 2025 - July 2026	General Fund	For meeting location fees, materials that Community Events/Youth Commission/High School Human Rights Clubs may need (Markers, Giant Post-It Pads, Post-Its, Index Cards, UDHR Booklets, Printing, Software Purchase, Ad Hoc Project Prep items, Social Media ads), Use remainder for End of Year gifts and other misc. items for student meetings	\$285.00
Total			\$7,530.00