



**Independent Office of Law Enforcement Review and Outreach (IOLERO)
COMMUNITY ADVISORY COUNCIL (CAC)
Public Meeting Agenda
April 2, 2025 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/91902965082?pwd=9az4oq4Qw5aH0lVo8U4FBqaG938rEH.1>

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: 919 0296 5082

Passcode: (IOLERO) 465376

1. Spanish interpretation will be provided via zoom and in-person. Any additional language services could be available at all regular and special CAC meetings if made at least 48 hours in advance of the meeting to help ensure availability. For more information or to request services: contact (707) 565-1477. If you need an accommodation, an alternative format, or required another person to assist you while attending this meeting, please contact the CAC Community Engagement Manager at (707) 565-1477 or by email cac@sonoma-county.org within 72 hours of the meeting to ensure arrangements for accommodation. Spanish interpretation will be provided within the Zoom application, you must use version 5.9.0 or later. We will make every effort to accommodate you.
2. **Interpretación al español se proveerá vía la aplicación de zoom y en persona.** Cualquier otro idioma/lenguaje podría ser disponible en todas las reuniones regulares y especiales del CAC si el pedido es 48 horas antes de la reunión para garantizar disponibilidad. Para más

información o para pedir servicios: llame al (707) 565-1477. Si necesita una adaptación, un formato alternativo o requiere que otra persona le ayude mientras asiste a esta reunión, por favor contacte a la Gerente de Compromiso Comunitario del CAC al 707-565-1477 o notifíquenos por correo electrónico cac@sonoma-county.org en un plazo de 72 horas de la reunión para garantizar los arreglos para la adaptación. Para traducción en español, se tiene que usar la versión de Zoom 5.9.0 o una versión más adelantada. Haremos el esfuerzo posible por proporcionar la adaptación.

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 limits are at the discretion of the Chair and may be adjusted to accommodate all speakers.

In addition to oral public comment at the meetings, the community is 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.

Purpose. An IOLERO community advisory council is hereby established to increase visibility for the public into the delivery by the sheriff-coroner of policing and corrections services, to provide community participation in the review and establishment of sheriff coroner policies, procedures, practices, training, and initiatives, and to engage the public to better understand the role of IOLERO and of the sheriff-coroner.

CAC Member Robin Jurs will be participating in the meeting virtually via Zoom per Gov't Code 54953 (j)(2).

Agenda

1. CALL TO ORDER, ROLL CALL

2. GUEST SPEAKER

Please welcome Chair Lynda Hopkins, (5th District) Member of the Sonoma County Board of Supervisors

3. ORAL REPORTS AND COMMENTS

Oral reports and/or comments to be provided. No action will be taken on these items.

- a. Sheriff's Liaison Report
- b. IOLERO Director's Report
- c. CAC Public Correspondence Report

4. APPROVAL OF MARCH 5, 2025 MEETING MINUTES

5. OPENINGS AND APPOINTMENTS

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

A. Current Vacancy:

- District 2
- District 4

6. PRESENTATIONS: NONE

7. BUSINESS ITEMS:

- a. Discussion and Possible Action on Acceptance of the 2025 Work Plan and SMART Goals
- b. Discussion and Possible Action to hold Next CAC Meeting on May 14th instead of May 7th

8. ADJOURNMENT FOR AD HOC COMMITTEE WORKING MEETINGS

The CAC will adjourn for a 30-minute recess for each ad hoc committee to conduct business. The public is free to stay and listen. As these are ad hoc working sessions, no official public comment period will be held. Access to these working sessions is not available on Zoom.

9. RECONVENE TO REGULAR MEETING

10. CAC COMMITTEE REPORTS

Ad Hoc Committee Chairs to provide oral reports and/or updates on the work being conducted. No action will be taken on these items.

- A. Community Engagement
- B. Racial and Identity Profiling Act (RIPA)
- C. Policy Recommendations Review (Canine)
- D. Community Engagement about ICE

11. OPEN TIME FOR PUBLIC COMMENT

This section is intended for non-action items from this agenda and for items not appearing on the agenda that are 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.

12. REQUESTS FOR FUTURE AGENDA ITEMS

13. CAC ANNOUNCEMENTS

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

14. DISCUSSION OF POSSIBLE TOPICS TO PUBLICIZE

The CAC will discuss possible topics of interest to publicize in order to better communicate with the public about the activities of the CAC. The CAC may take action to create such material or provide direction to staff to do so.

15. ADJOURNMENT

The next regular meeting of the Community Advisory Council will be TBD.

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**

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
March 5, 2025

Members of the public and CAC members attended this meeting in person/online hybrid format. March 5, 2025, Community Advisory Council meeting was held hybrid in person and via zoom.

PRESENT

Council Members: Nathan Solomon, John Azevedo, Robin Jurs, Nancy Pemberton, Lorena Barrera, Alberto Botello, Casey Jones, Trevor Ward (arrived 6:04) Imelda Martinez De Montano (arrived 6:10)

IOLERO Staff: John Alden, IOLERO Director, Lizett Camacho, Community Engagement Manager, Sylvia Valencia-Guido, Administrative Coordinator

Members of the Public: 5 members of the public attended via Zoom. 4 members attended in person.

Sheriff's Office: Sheriff's Liaison, Lt. Brent Kidder

Absent: No members were absent

Call to Order

The meeting was called to order at 6:02p.m.

AGENDA

1. WELCOME AND ROLL CALL

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

2. APPROVAL OF JANUARY 8, 2025 MEETING MINUTES

A. Motion to approve the amended meeting minutes: Councilmember Solomon

2nd: Councilmember Azevedo

Vote:

Ayes: Solomon, Jurs, Azevedo, Pemberton, Barrera, Jones,

Abstain: Botello

Absent: Ward (arrived late), Martinez De Montano (arrived late)

Motion carries.

3. OPENINGS AND APPOINTMENTS

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

A. We continue to have the following vacancies:

- District 2
- District 4

B. Welcome Alberto Botello, new CAC member At-Large (director appointee)

New CAC member Alberto Botello is a Sonoma County employee with the Child Support Department as a Supervisor. He grew up in Sonoma County since he was 3 years old. He grew up in Healdsburg and graduated from Windsor High School. He is interested in joining the committee to be part of the change that he wants to see in the future.

4. ORAL REPORTS AND COMMENTS

a. IOLERO Director's Report

Director Alden reported that IOLERO has started the budget season, and Melanie Griffin has been working hard entering all our budget proposals into the county administrator's office. We will get a proposed budget back from the county most likely in April. Director Alden shared that he found the CAC's Strategic Planning Workshop, held in February, to have been productive. IOLERO appreciated the participation of the Sheriff's Office and Sheriff Engram.

Director Alden had the opportunity to go to Minneapolis as part of a NACOLE board meeting. That is where the NACOLE conference will take place this year. There is a memorial that looks like a cemetery, and it's designed to remember the names of people who have died because of use of force. CAC members are recommended to go there if they get a chance to attend the conference. Lastly, Lizett Camacho, the Community Engagement Manager reported on community engagement data including social media platforms, the IOLERO newsletter, as well as the IOLERO website. There was data shared by Ricardo Ibarra that was included in this report, which highlighted the engagement preference in mobile devices compared to desktop.

b. Sheriff's Liaison Report

Lt. Brent Kidder reported back on the following inquiries:

1. The Sheriff's Office (SCSO) does not participate in immigration enforcement or sweeps. The Sheriff's office removed misdemeanor wobblers and a number of felony wobblers from the list of offenses that trigger reporting to ICE. He also removed arrests from the matrix, which means now notifications are based on a conviction, not an arrest. Notifications are solely based on prior conviction. The Sheriff's Office has more info on their website: <https://www.sonomasheriff.org/immigration>

2. Community Engagement events that the Sheriff and the SCSO participated: The Sonoma County Pride Board listening session, The Alexander Valley Association meeting, Meet & Greet at the Windsor Police Department, and the Hispanic Chamber of Commerce Mixer.
Sheriff staff attended: Steelhead Festival, the Juvenile Arson Diversion Program Academy, a Fundraiser for the Special Olympics, the Moorland Action Team Leaders meeting, and the Sheriff's Office Spanish Citizens Academy.
3. The report on the jail (MADF) included sharing with the CAC and community members that the jail was moving to a 12-hour schedule. The reason for changing the schedule was to decrease the amount of mandatory overtime for the staff working in the jail, and to increase the inmates' outside cell activity (OCA) time. Congratulations to Sergeant Rick Stewart, who has been promoted to Lieutenant.

- c. CAC Public Correspondence Report
There was no report

5. **PRESENTATIONS: NONE**

6. **BUSINESS ITEMS:**

- a. Discussion and Possible Action on RIPA Ad Hoc Final Report

Discussion included CAC Chair Barrera presenting data findings regarding RIPA. She summarized the work the RIPA ad hoc had conducted during analysis with the help of Rania Adwan and Data Scientist Dr. Jon Maskaly. The power point presentation and recording of the CAC discussion are available here:
<https://sonomacounty.ca.gov/community-advisory-council-meeting-march-5-2025>

Public Comment: 3 members of the public addressed the CAC

Motion to approve the RIPA Ad Hoc Final Report and Recommendations to the Sheriff's Office: Councilmember Pemberton

2nd: Councilmember Solomon

Vote:

Ayes: Barrera, Pemberton, Ward, Azevedo, Botello, Jones, Solomon, Martinez De Montano

Abstain: Jurs

Absent: No one was absent.

Motion carries.

b. Discussion and Possible Action on Proposed Amendments to the CAC By-Laws

Discussion and comments were provided by CAC members. The agenda packet included a red line version and a clean version of the CAC By-Laws.

Public comment: no public comment.

Motion to approve the proposed amendments to the CAC By-Laws:
Councilmember Solomon

2nd: Councilmember Jurs

Vote:

Ayes: Azevedo, Jurs, Solomon, Ward, Jones, Barrera, Pemberton, Martinez De Montano, Botello

Abstain: None

Motion carries.

7. CAC COMMITTEE REPORTS

Chairs of each ad hoc reported on the work of their committees.

- A. Community Engagement: The ad hoc's SMART goals will be on the next CAC meeting agenda. The SMART goals were created with a timeline. The first goal is to contact 15 organizations by April 2025. The goal is to meet with at least 3 of these organizations by the end of the year in 3 different supervisorial districts.
- B. Racial and Identity Profiling Act (RIPA): No report.
- C. Policy Recommendations Review (Canine): The ad hoc members Robin and Casey have developed a set of comments, observations, questions for the canine program leaders and has asked, through Lt. Kidder, for a meeting to discuss them. Lt. Kidder provided a response summary from the Sheriff's office. That response was that although they have made policy changes to canine policies, the SCSO will not participate in a future meeting to further discuss canine policy. Lt. Kidder said that, for more information regarding these canine policies, the CAC members can attend the SCSO Citizen Academy where one can talk to the canine team.
- D. Recruitment, Hiring and Retention: The ad hoc members met with the SCSO in early January to discuss. The recommendations that CAC approved last fall. The SCSO did not agree to adopt the recommendations but noted that, (a) more recent recruiting videos had fewer SWAT team and militaristic images; and (b) although the Sheriff will not sign the 30 X 30 pledge, SCSO is using the 30 X 30 guidelines and recommendations in its hiring practices.
- E. Community Engagement about ICE: Hasn't yet met.

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

8. OPEN TIME FOR PUBLIC COMMENT

Public comment: no member of the public addressed the CAC.

9. REQUESTS FOR FUTURE ITEMS

10. CAC ANNOUNCEMENTS

IOLERO will be having a booth at the *Los Cien event, The Youth Perspective*. CAC members are invited to attend tomorrow, March 6, 2025.

11. DISCUSSION OF POSSIBLE TOPICS TO PUBLICIZE IN NEXT NEWSLETTER

The CAC will discuss possible topics of interest to publicize in the next IOLERO newsletter to better communicate with the public about the activities of the CAC. The CAC may take action to create such material or provide direction to staff to do so.

CAC members discussed rewording agenda item #11 to say: "*Discussion of possible topics to publicize*".

1. Newsletter posting regarding the closing of the Recruitment and Hiring Ad Hoc. Also include upcoming ad hocs in the newsletter.

Public Comment: 1 member of the public addressed the CAC.

12. ADJOURNMENT

The meeting was adjourned at 7:47pm.

The next meeting of the CAC is scheduled for Wednesday April 2, 2025, at 6:00pm and will be hybrid (via zoom and in person).

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



DATE: March 10, 2025

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 2025 Strategic Planning Workshop

DRAFT

Since 2022, the Community Advisory Council (CAC) has held a Strategic Planning Workshop, or retreat, at the beginning of each calendar year to review the prior year's work and to determine what tasks the CAC may focus on in the coming year. At this year's Workshop held on Saturday, February 22, 2025, the CAC discussed the use of the Ad Hoc Committees (ad hocs) in 2024, community engagement opportunities and ad hoc progress and policy areas for 2025. This memo documents the priorities identified by the CAC through its decision to retain several of its ad hocs from 2024, create a new ad hoc and define SMART (Specific, Measureable, Achievable, Relevant, and Time-Bound) goals for every ad hoc in order to focus more on concrete results for 2025.

PRIORITY POLICY AREAS, AD HOC PROGRESS AND SMART GOALS

For 2025, the CAC identified its completed work which included the following:

- a report with feedback written by the Recruitment, Hiring & Retention Best Practices Ad Hoc Committee to the Sonoma County Sheriff's Office (SCSO) on its efforts to recruit and retain sworn employees



- a report containing findings in the analyzed data and three recommendations informed by the findings and grounded in best practices for accountability, transparency, and community engagement written by the the Racial and Identity Profiling Act (RIPA) Ad Hoc Committee

Those reports can be found on the CAC portion of the IOLERO webpage here¹.

The unfinished work that was retained for continuation in 2025 is outlined below and includes the framework of setting effective objectives as mentioned above (SMART goals).

1. RIPA Ad Hoc Committee

- a. Present the RIPA report to the CAC and facilitate public access and awareness on March 5, 2025.
Make the RIPA report publicly available and distribute it to CAC members ahead of the March meeting (per Brown Act), either in full or via a link included in the agenda. Present and discuss the report during the meeting and consider issuing a press release to further inform the public and notify the media for potential news coverage.
- b. Engage SCSO in a discussion on the RIPA report and determine the best method for community presentation. *The goal is to have a meeting in March or April, however that is dependent on SCSO availability.*
Following the March CAC meeting, invite SCSO to discuss the RIPA report, its findings, and the best method for community presentation (e.g., joint public forum). Also, explore whether SCSO can assume responsibility for ongoing data collection and analysis.
- c. Establish a long-term RIPA data analysis process by the end of June 2025
Develop a proposal for IOLERO and SCSO outlining a routine RIPA data analysis process. If SCSO does not assume responsibility, recommend that CAC or IOLERO continue this work annually with consultant support, specifically expertise from a data scientist consultant like Dr. Maskaly.

¹ [https://sonomacounty.ca.gov/administrative-support-and-fiscal-services/independent-office-of-law-enforcement-review-and-outreach/community-advisory-council-\(cac\)/cac-reports-and-recommendations](https://sonomacounty.ca.gov/administrative-support-and-fiscal-services/independent-office-of-law-enforcement-review-and-outreach/community-advisory-council-(cac)/cac-reports-and-recommendations)



- d. Finalize recommendations to the RIPA Board for improving data collection and reporting by the end of August 2025

Incorporate feedback from SCSO and the community to finalize recommendations for the RIPA board on improving data collection and reporting. Potential areas include collecting residence data and enabling departments to save data for future analysis.

2. Community Engagement Ad Hoc Committee

- a. Ensure CAC Meeting Agendas Align with Measure P

Beginning with the next CAC meeting (in March), incorporate Measure P's language regarding CAC's purpose in every CAC meeting agenda by updating all meeting agendas.

- b. Expand Community Outreach through presentations in Supervisorial Districts

Increase CAC's engagement with community organizations and residents across supervisorial districts. Measurable success looks like tracking outreach efforts and participation levels at each presentation.

Actions & Milestones:

- By April CAC meeting: Contact at least 15 organizations from the identified outreach list.
- By the end of 2025: Deliver presentations to at least three audience groups, including one at the District 5 office in Guerneville.

- c. Engage with the "Agenda for Action" (AFA) and Community Leaders

Determine how CAC can contribute to mitigating systemic inequities as identified in AFA.

Actions & Milestones:

- By April CAC meeting: Ad hoc committee members review and become familiar with AFA goals.
- By June CAC meeting: Engage with community leaders in two unincorporated census tracts identified in AFA.
- By September CAC meeting: Identify and propose specific ways CAC can contribute to its mission.

- d. Finalize CAC Playbook for adoption & implementation by the May CAC



meeting

Complete and approve the CAC playbook drafted by staff and consultants. Ensure finalization by May CAC meeting, incorporating any necessary revisions.

- e. Develop and execute a Publicity Plan for the 2024-25 Annual Report
Increase accessibility and visibility of the annual report's findings.

Actions & Milestones:

By the July 2025 CAC meeting:

- Create a concise, digestible summary of key findings.
- Identify and implement outreach methods (e.g., social media, website, newsletter).
- Secure media engagement (print, radio, and TV) to discuss the findings.

- f. Enhance the visibility of IOLERO & CAC through media & technology
Improve public awareness of CAC and IOLERO through bilingual video content and technology at outreach events.

Actions & Milestones:

- Request immediate action from IOLERO to translate the current Sonoma County video into Spanish.

By the August CAC meeting:

- Request that Sonoma County produce a bilingual (English/Spanish) video about CAC's role.
- Secure a laptop or other technology for tabling events to play these videos continuously with subtitles, ensuring hands-free operation.

3. Canine Policy Ad Hoc Committee

- a. Develop and Finalize Canine Policy Recommendations for CAC Approval and Submission
- b. Ensure a thorough review of the canine program, gather necessary input, and finalize policy recommendations for CAC adoption and dissemination.

Key milestones:



- By March 10: Conduct a follow-up meeting with canine program leaders to gather insights and feedback. (Lt. Kidder is coordinating scheduling.)
- By April 16: Complete information gathering and submit draft comments and policy recommendations to SCSO for initial review before CAC circulation.
- By May 16: Finalize the committee's comments and recommendations and submit them to IOLERO for inclusion in the June CAC agenda packet.
- By June 3: Present the final comments and recommendations at the CAC meeting for discussion, refinement, and potential adoption.
- By June 13: Distribute the CAC's adopted comments and policy recommendations to the Sheriff and other relevant stakeholders.

NEW PRIORITIES FOR 2025

The CAC held a discussion with Sheriff Eddie Engram and community members on opportunities for better transparency and community engagement around the topic of U.S. Immigration and Customs Enforcement (ICE). At the Workshop, community members expressed concern about possible immigration enforcement operations conducted by ICE in Sonoma County. Sheriff Engram, who was in attendance at the Workshop, addressed the topic by explaining that due to several laws in California, there are limitations on how the SCSO can interact with ICE. He also clarified how communication is handled between ICE and the SCSO and he encouraged the community to learn more by contacting the SCSO directly and helping with correcting misinformation that exists around this topic. Finally, he discussed changes to SCSO policy that further limits when SCSO reports to ICE the release of persons from jail.

Considering the policy shifts taking place on a national level around immigration enforcement operations, the CAC decided that an effective way to help protect the public and enhance trust between law enforcement and the community would be to create a new ad hoc focused on improving engagement with the community about the SCSO's policies around communication and interactions with ICE. Three CAC members volunteered to lead this effort.



We believe that the CAC's Work Plan for 2025 reflects a move toward improved productivity, better collaboration with the SCSO and our local organizations and stronger community engagement.

On behalf of the CAC,

Lorena Barrera and Nancy Pemberton
CAC Chair and Vice Chair

John Alden
Director of IOLERO

DRAFT

