



2017-2018

VOICE

REPORT CARD ON RACE

This document was created through the many contributions, and tireless efforts to represent the many voices of the voiceless. The participants are deeply embedded within the tapestry of the community: Santa Rosa-Sonoma County NAACP, Racial Justice Allies of Sonoma County on behalf of Homeless Action, Roseland Residents Committee, SRJC-BSU College Chapter NAACP, Sonoma County Latino Democratic Club, Peace and Justice Center, Police Brutality Coalition, and Sonoma County ACLU.



The Voices of the Voiceless

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Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice, and peace in the world....

Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people.....

Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge.....

Now, Therefore THE GENERAL ASSEMBLY proclaims THIS UNIVERSAL DECLARATION OF HUMAN RIGHTS as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.”

The Universal Declaration of the Declaration of Human Rights was adopted by the United Nations on 10 December 1948. It is generally agreed to be the foundation of Internal Human Rights laws.

The ‘Race Partners’ have dedicated and devoted their time and energy through hosting conversations on race, creating partnership teams to monitor televised live meetings of the Santa Rosa City Council and Sonoma County Supervisors, searching websites and print media.

Advocating for civil rights, discrimination in housing, public accommodation, and protesting police brutality have been only part of the concerns and responsibility that continue to unite our magnificently diverse community in a common purpose, based on values like duty, honor, and service.

The comments and grades stand an effort, supported by the fact “Everyone has the right to freedom of opinion and expression,” and those rights include freedom to hold opinions without interference and to seek, receive or impart information and ideas.”

In consideration of this Report Card, Racial Justice Allies, the Santa Rosa-Sonoma County NAACP and other community partners asked the Santa Rosa City Schools and their respective staff; Santa Rosa Police Department, Santa Rosa Board of Education/City Schools Administration, Sonoma County Board of Supervisors, Sonoma County Sheriff’s Department, and the Sonoma County District Attorney to examine their track record regarding Interpersonal Racism, Institutional Racism, Structural Racism and Cultural Competency within their respective organizations. The grading criteria and grades are as follows:

DEFINING RACIAL INEQUITY

Racial Justice works to eliminate racial disparities resulting from interpersonal, institutional, and structural racism. Equitable outcomes for all are central to racial justice efforts.

- ✓ **Interpersonal** racism is the public expression of racial prejudices, hate, bias and bigotry between individuals. Hate crimes (including speech and/or welcoming atmosphere, are examples.)
- ✓ **Institutional racism** is when racial disparities are created and/or exacerbated by key societal institutions such as city/county governments, hospitals, public/private schools, and private corporations. Disparate outcomes are the measure of institutional racism – regardless of whether there is racist intent by the institution or an individual. Racial profiling, predatory lending, and disparities in health services, *hiring and retention, and Inclusion of citizens of color in appointment to boards and commissions, school suspensions and expulsions are examples.*
- ✓ **Structural racism** is the normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely gives an advantage to whites producing cumulative and chronic adverse outcomes for citizens of color. Separate and unequal schools, for instance, are a product of the interplay of numerous factors such as historical employment discrimination, housing segregation, and radicalized poverty. Structural racism is the most profound and pervasive forms of racism that are deeply embedded in all aspects of a community.
- ✓ **Cultural competency** is associated with attributes, knowledge, and skills that individuals and organizations do to demonstrate respect and value for each person to manifest an understanding of the dynamic of difference. Cultural competency is an ongoing process of increased proficiency in the ability to access and revise individual, organizational behavior in response to an expanded understanding of culture. A respectful education and work environment are critical.
- ✓ **AFFORDABLE HOUSING/HOMELESSNESS** is associated with the acute housing shortage identified in 1989. For working people at the bottom rung of the ladder; supportive, transitional housing and shelters for the chronically homeless for the people are in urgent and appalling need.

Points: 90-100 = A 80-89 = B 70-79 = C 60-69 = D below 60 = F

Santa Rosa City Council & Staff

Trust and Transparency (20 points)	Institutional (10 points)	Structural (20 points)	Cultural Competency (20 points)	Interpersonal (10 points)	Inclusion (Appointees) (10 points)	Fairness of Policies (10 points)	GRADE D
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AFFORDABLE HOUSING AND HOMELESSNESS OVERVIEW

According to the most recent Sonoma County Homeless Census and Survey Comprehensive Report released in the summer of 2018, approximately 2000 people sleep without shelter every night in Sonoma County.

Thousands of unsheltered people live in Santa Rosa. The survey's statistics are approximate and represent an undercount, but they give some indication of the racial dynamics of homelessness.

One-quarter (25%) of survey respondents identified as Hispanic or Latino, 27% as multiracial, 7% as Black or African American, 6% as American Indian or Native Alaskan, 1% as Asian, and 1% as Native Hawaiian or Pacific Islander. Some of these numbers are too small to be statistically valid but, aggregated, they say that at least 38% of the homeless population are non-white and 28% are Hispanic/Latino.

It's clear that people of color form a significant part the local homeless population. And, according to the report, "...persons of color were overrepresented in the homeless population when compared to the general population. The number of those identifying as Hispanic or Latino [has] also continued its increase since 2013." The proportion of homeless people of color in families with children, and youth of color were also higher than the general population.

Here are some ways homelessness affects people of color in Sonoma County:

- The homeless population of Sonoma County is high in comparison with other areas due to rising rents and low wages. The crisis for both people of color and white people is a housing crisis as much as it is a homeless crisis.
- The physical and mental health of homeless people is threatened not only by harsh weather and physical vulnerability but also by discriminatory incarceration. Homeless people routinely receive citations for minor offenses, such as sleeping or drinking in public. Like those in the Jim Crow south, such laws serve to control and manage groups of people. When a homeless person is unable to pay a fine or manage a court date, they become subject to a warrant and immediate arrest. Approximately 30% of inmates at the county jail are homeless, yet there has been no attempt to quantify or address the number of homeless people of color who are currently jailed or under the supervision of probation
- Families of color keep their family members housed more frequently than white families. Often this means doubling up in crowded conditions. It is likely that the reported number of homeless people of color would double if it included those who are living with family or friends of color on couches, in the corner of a bedroom, on a cot in the hallway, etc. While it is commendable, this crowding, combined with the generally lower incomes of people of color, produces stress for every family member. That stress means shorter

life spans, less mental and physical health, reduced education and lower economic achievement.

Many of these families are arguably better than social service agencies in protecting their homeless members from the harshness of the streets, but they have no help from taxpayers. The homeless dollars distributed by the County of Sonoma and the City of Santa Rosa only fund services and shelter for those who are literally not housed. This means that historically communities of color do not get a fair share. These tax dollars should include support for the robust extended family systems in People of Color communities.

- Sizeable low-income housing non-profits like Burbank Housing require onerous documentation of credit and additional personal history. While this may appear reasonable, it pits homeless people against other poor people and has the outcome that homeless people, especially homeless people of color rarely get into these apartments.

- No research or policy addresses the specific needs of homeless people of color, or attempts to discover the discrimination within the homeless service system.

The Sonoma County Human Rights Commission passed a resolution in August affirming that “homeless individuals are singled out and fined for nuisance infractions such as loitering as well as other minor offenses, contravening the U.N. Committee of the Elimination of Racial Discrimination, which has declared that, ‘criminalizing homelessness and its associated activities when people have nowhere else to go constitutes cruel, inhuman and degrading treatment’ in violation of United Nations Article 9.” The resolution calls for the establishment of a safe camping area.

The Sonoma County Chapter of the ACLU has also made a statement that “homelessness [in Sonoma County] is a human-made disaster that has reached crisis levels and threatens to grow further in the next two years.” They noted that “repressive actions against the homeless” are continuing, and support both safe camping/parking and the establishment of sanctioned villages with small shelters.

No Safe Parking-Safe Camping or Sanctioned Village site is currently on the agenda of either county or city officials.

CITY OF SANTA ROSA

The City of Santa Rosa has contributed funds toward homeless shelters and services as well as given significant money to jump-start low-income housing projects. Given that the obligation to provide social services belongs to the county, the city is to be commended for this response to the homeless crisis. Besides, the Council supported a housing bond for the November ballot. Although controversial for its lack of union labor requirements, the housing bond is a step forward.

Here are some problems:

- Somewhere around 300 people of color sleep without shelter on the streets of Santa Rosa every night, facing the violence of other human beings and the harshness of the weather. The City staff has responded with HEAP, Homeless Encampment Assistance Program, which has disbanded five camps where people had banded 4

together to provide some community and safety for each other. Although the city claims this program is intended to assist homeless individuals, the result has been only to scatter and re-traumatize those who are already suffering.

- Despite the efforts of Council Member Combs, the Council majority has not passed a non-discrimination ordinance to protect homeless and poor people of color who are seeking housing with a HUD Voucher.

The City of Santa Rosa does not require comprehensive outcome-based reports from the social service agencies that they fund for homeless services. Without these figures, the community must rely on assurances from service contractors that people are being helped, and we have no way to know if people of color are discriminated against in the limited housing opportunities.

- Attempts to set up regulated camps with small shelters on city property, or to allow people to sleep in their cars overnight, have been voted down by the council majority, Olivares, Schwedhelm, Sawyer and Coursey.

The 2017 Report of Diversity of City Council Appointees shows 65 appointees comprising the eight boards and commissions: 34 male, 23 female, 40 White, 7 Hispanic, 1 Black, and 4 Pacific Islanders. The City of Santa Rosa hosted one -- out-of-eight -- professional development activity "Cultivating an Inclusive Workplace."

Candidates for City Council: John Sawyer, District 2; Lee Pierce, District 2; Dorothy Bettie, District 4; Victoria Fleming, District 4; Mary Watts, District 4; Tom Schwedhelm, District 6. **Current Santa Rosa City Council;** Chris Coursey, Mayor, term expires 12/2018; Chris Rogers, Vice Mayor, term expires 12/2020; Julie Combs, Council Member, term expires 12/2020; Ernesto Olivares, Council Member, term expires 2020; John Sawyer, Council Member, term expires 12/2018; Tom Schwedhelm, Council Member, term expires 12/2018; and Jack Tibbetts, Council Member, term expires 12/2020. The City Council is supported by staff headed by: Sean McGlynn, City Manager; Gloria Hurtado, Deputy City Manager; Sue Gallagher, City Attorney; and Daisy Gomez, City Clerk.

2014 Grade: D 2015 Grade: D+ 2016-17 Grade D- 2017-18 Grade D

Santa Rosa Police Department

Trust and Transparency	Institutional	Structural	Cultural Competency	Interpersonal	Inclusion (Appointees)	Fairness of Policies	GRADE
(20 points)	(10 points)	(20 points)	(20 points)	(10 points)	(10 points)	(10 points)	C+

Police Chief Hank Schreeder continues to be available for conversation more than any of the other institutions. This is type of attitude, from our perception, is sifting through the rank and file.

For decades the community has advocated for community policing, and with great gusto office, Jessie Whitten took it literally to the streets. Last September Whitten and his family adopted a baby girl whose birth mother Whitten met on the job. The woman was struggling with drug addiction, and Whitten met the woman several times while on patrol. The baby now has three sisters in the Whitten's home, according to the Santa Rosa Police Department.

Racial diversity among the rank and file stills needs to be achieved. Schreeder continues his commitment to upgrading and continuing officer training, especially cultural competency, actions and plans to increase recruitment through direct contact and outreach to student groups at SRJC and beyond. We recommend that the SRPD follow the San Francisco PD website, www.NotOnMyWatchSFPF.org, to help demonstrate how the department is working actively to reduce bias amount officers and in the community with a range of programs and initiatives.

Full transparency of current statistics, use of militaristic equipment owned by the Sheriff's Department/SRPD, and the policy ordinance on the release of information to the public from police worn-body cameras remain as open issues for citizens of color.

Two thousand nine hundred and six homeless persons lived in Sonoma County last year according to the annual Housing and Urban Development (HUD) report on homelessness. A little more than 40% of those citizens live in Santa Rosa. The SRPD has been actively fighting homelessness, under the direction of the City Council, since the 1990's. The lack of solutions toward our homelessness issues has drastically reduced and shifted regular patrols.

2014 Grade: F 2015 Grade: C- 2016-17 Grade C- 2017-18 Grade C+

Santa Rosa Board of Education/City Schools Administration

Trust and Transparency (20 points)	Institutional (10 points)	Structural (20 points)	Cultural Competency (20 points)	Interpersonal (10 points)	Inclusion (Appointees) (10 points)	Fairness of Policies (10 points)	GRADE D-
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According to the California Department of Education's Equity Report, the Santa Rosa City Schools performance levels for all 15,300 students on the state indicators demonstrate lower than average scores. For instance: second lowest in suspension rates; English learner, second lowest; graduation rate, third lowest along English Language Arts and Math. This is within a backdrop of approximately 52% of those students being socioeconomically disadvantaged and 26% English Learners.

<https://www.caschooldashboard.org/#/Details/49402530000000/2/EquityReport>

Budget woes continue, with 85 percent of the operating budget devoted to personnel costs, the Santa Rosa school district now faces a \$10.7 million deficit in its \$180 million current budget and a combined \$19 million shortfall over the next two years, unless significant cuts are made. Higher retirement costs, lower than expected state funding and errors in past budgets are all being blamed for the deep deficits, which administrators say will require sacrifices to get the district back on a firmer fiscal footing.

The district has set ambitious goals, cutting \$2.5 million from the next year's budget and an additional \$7.5 million from the following year's budget. Without the cuts, the district faces an \$8 million deficit in 20-2021.

Truancy is defined in the California Education Code as missing thirty minutes or more of a school day without a valid excuse on three separate days during the school year. "It is an expensive burden to any school district, costing an average of \$50 per student per day in state funding," according to the Civil Grand Jury report 2017-18.

Sonoma County is composed of 40 independent school districts: 31 elementary school districts, three high school districts and six unified school districts. These districts oversee 184 schools in the county with a total of 72,000 students. All these schools must deal with truancy. The Santa Rosa School District is composed of 5,796 students in 14 elementary schools, and 12 in the high school district.

More than 64% of the students in the Santa Rosa City School District qualify for free or reduced-cost school lunches, which is an indication of poverty. That means 2,381 Santa Rosa children did not get the education they need to compete in today's world. Many experts view poverty and homelessness as leading factors in truancy.

Santa Rosa elementary schools lost \$459,478 (2015) in funding due to truancy. To date, SRCS has adopted a comprehensive program for improving attendance that includes all the elements of the School Attendance Review Teams (SART) and School Attendance Review Boards (SARB) process.

Finally, the board, heavily white, is overseeing a heavily Latino student body. District elections are now being implemented. The recent vote to hold District Elections will brighten equity in the future, but for now, this is the reality.

The new candidates for the Santa Rosa School Board are: Omar Medina, District 4; The current school board members are: Jennie Klose, President; Bill Carle, vice president; Laurie Fong, Clerk; Frank Pugh, Director; Ron Kristof, Director; Evelyn Anderson, Director; Ed Sheffield, Director.

2014 Grade: D 2015 Grade: C- 2016-17 Grade D- 2017-18 Grade D-

Sonoma County Board of Supervisors

Trust and Transparency	Institutional	Structural	Cultural Competency	Interpersonal	Inclusion (Appointees)	Fairness of Policies	GRADE
(20 points)	(10 points)	(20 points)	(20 points)	(10 points)	(10 points)	(10 points)	F

Within the environment of the disgraceful Emergency alert systems during the October 2017 wildfires, fate of Chanate Road development, Andy Lopez lawsuit, resignation of Sonoma County's Independent law enforcement watchdog, finding a place for homeless, retirement and resignation of Randall Walker as assistant sheriff overseeing the Sonoma County jail system, the Sonoma County Sheriff's department sill responding to all notification requests made by federal agents seeking deportation of undocumented immigrates, removal of staff from the Commission of Human Rights and the Commission on the Status of Woman, as well as the list of law enforcement employees who dominate the list of the highest paid in Sonoma County. It is worth noting that Supervisor Shirley Zane has received \$63,000 in campaign contributions from Gallaher who is a high-volume funder of local politicians. So, the drumbeat Gores on.

As we know, three people perished, but thousands escaped as the flames engulfed their neighborhoods, with the authorities turning some two-way streets into one-way streets to facilitate traffic. Records show the county's emergency manager Christopher Helgren retired in March over the shabby notifications. During the uproar Supervisor Lynda Hopkin is quoted in the Santa Rosa Press Democrat as saying, "vultures' circling while we are still issuing evacuating notices, referring to the displeasure by the county officials who were particularly displeased to hear journalists came to the emergency operations center.

With some of the dust settled SB 833, will standardize the emergency notifications throughout the State. The bill will require protocols, training and more. Thanks to Senators Mike McGuire, Bill Dodd, Jerry Hill and assembly members Cecilia Aguilar-Curry, Marc Levine and Jim Wood Sonoma County can sleep just little bit better.

The courts over-turned the Sonoma County Board of Supervisors decision to sell the Chanate Road property to developer Bill Gallaher contending the sale process last summer was fatally flawed. Concerns of untruths surround the entire prospect of building housing at the former hospital site, but with the Gallaher's plan and the closed-door steps, the supervisors followed – or didn't to sell the site. They sold the 820-acre site to Gallaher for \$6 million – through the price could rise as much as \$11.5-\$14 million, depending on the number of units the developer can build – and that the supervisors violated the open-meetings requirements and failed to study the potential environmental impacts. County officials estimated the sale worth as much as \$71.9 million to taxpayers.

After more than five years, millions of dollars in legal costs and unreconciled distrust inside the community, Sonoma County much now decide whether it will go to 10

trial or settle the Andy Lopez lawsuit. The Ninth U.S. Circuit Court of Appeals said in May that a jury should decide the 2013 case.

The county must also decide if the lessons here will finally bring change to the Sonoma County law enforcement culture. This has been irritated by Sonoma County's leaders lost their challenge to the lawsuit filed by the Andy Lopez family, \$24.5 million. The federal lawsuit was filed against Sonoma County and Deputy Erick Gelhaus for the shooting of the family's 13-year-old son.

The problems for the supervisors and our newly elected sheriff Mark Essick continue. The mishandling of a domestic disturbance call that ended in the tragic death of Glenn Swindell and a subsequent \$1.9 million settlement and the "yard counseling" consisting of physical assault and verbal abuse incidents at the jail. The video of the shocking practices was revealed in another lawsuit that ended in a settlement of \$1.7 million.

Assistant Sonoma County Sheriff and longtime commander of the jail system, Randall Walker, was placed in administrative leave in April 2018 amid an internal investigation into an undisclosed personnel matter, announced his retirement in July 2018. Former Sheriff Steve Freitas appointed Walker in 2012.

Sonoma County's first-ever law enforcement auditor Jerry Threet announced this week that he would resign from the Independent Office of Law Enforcement Review and Outreach (IOLERO) at the end of the year. The program was born out of the community grief over the 2013 shooting death of Santa Rosa Teen Andy Lopez, who was shot by a Sonoma County Sheriff. The office is currently operating on nearly \$500,000 budget with two staff and the supervisors has made innuendo's about cutting IOLERO entirely. Yet, not once have the supervisors stood up to the sheriff. Not once have they asked for a performance review of the Sheriff for Sheriff's Department.

The County of Sonoma Commission on Human Rights born out of the 1997-98 Sonoma County Grand Jury final report and the 1999 Advisory Committee on the United States Commission on Civil Rights. The Grand Jury report said, "all departments are not doing enough to recruit women and minorities; release of accurate and timely information to the public after a serious incident involving a sworn officer should be instituted in all local departments; improvements in the civilian complaint process are needed and the Board of Supervisors, town and city councils, must take a stand on the creation of an advisory committee and/or civilian review boards.

The Advisory Committee of the US Commission on Civil Rights said: "recruit and hire community-conscious personnel; adequately train all offices in cultural sensitivity, racial profiling, mental health, and excessive force policies; Proactively maintain diverse and effective departments; create efficient oversight mechanisms; eliminate barriers to citizens' filing complaints against police and ensure a faith and thorough investigation of accused police officers.

The supervisors should go back and look at the role of the of CHR, which is "to provide leadership, guidance, assistance in assuring that all members of our community – especially those among us who are marginalized or disadvantaged – enjoy the full range of human rights to which every person is entitled."

Without mechanisms such as the Commission on Human Rights and the Commission on the Status of Woman, the normalization and legitimization that routinely gives an advantage to whites producing cumulative and chronic adverse outcomes for citizens of color will continue in Sonoma County.

Amid the county's budget hovering around \$1.6 billion, for the third straight year, according to the Santa Rosa Press Democrat, the highest-paid in Sonoma County government include Bodega-Bay based Sheriff's Deputy Gerald Turney at \$341,821, including \$189,866 overtime. Nine other employees are among the top 10 highest paid. They include; Head Administrator Veronica Ferguson, \$256,530; Grant Davis the head of the county water agency, at \$240,710; DA Jill Ravitch, at \$239,516; and six other sworn Sheriff's Office employees at/or over \$200,000.

AFFORDABLE HOUSING AND HOMELESSNESS OVERVIEW/COUNTY OF SONOMA

The County generally serves as a pass-through for all Federal funding for homeless services. It also offers matching money and some local money, in particular for the Sam Jones shelter and the 5-member HOST outreach team. Recently, the county has developed a Coordinated Entry system which is intended to make it easier for homeless people with one application as an entry point for all the shelters and available low and no-income housing. Most Federal homeless grants are directed and overseen through the Continuum of Care board, which is supported by the County Community Development Commission. This year, a joint committee of the Board of Supervisors and the Santa Rosa City Council, revised the Continuum of Care so that elected politicians rather than social service providers will soon control the federal dollars.

There are approximately 3000 homeless people in Sonoma County, and as many as 1000 are people of color. Despite a federally-mandated Ten Year Plan to End Homelessness, the county appears content to nibble at the edges of the problem.

Their plan "A Policy Maker's Toolbox for ending homelessness by 2025" requires the creation of approximately 2,200 homes that are affordable to extremely low-income households and coupled with appropriate supportive services. However, the county backed out of a plan for a joint county-city bond measure to fund such housing in the November election.

The Supervisors have not agendized items for rent control, just cause eviction, non-discrimination for HUD vouchers, or property and funding for safe legalized areas where homeless people can have shelter without police harassment.

The most active Supervisor on this issue, Lynda Hopkins, is inexperienced. The others, Gore, Gorin, Rabbit and Zane, seem content to let the question lie.

2014 Grade: C- 2015 Grade: F 2016-17 Grade D/F 2017-18 Grade F

Sonoma County District Attorney

Trust and Transparency	Institutional	Structural	Cultural Competency	Interpersonal	Inclusion (Appointees)	Fairness of Policies	GRADE
(20 points)	(10 points)	(20 points)	(20 points)	(10 points)	(10 points)	(10 points)	D-

After more than five years, millions of dollars in legal costs and unreconciled distrust inside the community, Sonoma County must now decide whether it will go to trial or settle the Andy Lopez lawsuit. The Ninth U.S. Circuit Court of Appeals said in May that a jury should decide the 2013 case. According to The Press Democrat May 11, 2017, “Gelhaus could not have known his use of force was supported under the law because the circumstance was unique.” The second officer in the car did not fire his weapon the day of the incident.

The county must also decide if the lessons here will finally bring change to the Sonoma County law enforcement culture. This has been irritated by Sonoma County’s leaders when they lost their challenge to the lawsuit filed by the Andy Lopez family, \$24.5 million. The federal lawsuit was filed against Sonoma County and Deputy Erick Gelhaus for the shooting of the family’s 13-year-old son.

The \$3.4 million dollars spent to build Andy Lopez Community Park is not enough to change law enforcement’s culture of lack of transparency or to build trust. After 21-years and a report from the Sonoma County Grand Jury final report and the Advisory Committee on the United States Commission on Civil Rights, “release of accurate and timely information to the public after a serious incident involving a sworn officer should be instituted in all local departments.” This matter is not yet a reality.

On tap is the very real possibility that Governor Jerry Brown will sign AB 748 and SR 1421, and law enforcement agencies will find it harder to conceal relevant information from the public. The Assembly Bill will require law enforcement to release body camera footage with 45 days in cases of officer-involved shootings and other serious uses of force.

The Senate bill, in the meantime, would begin to unravel 1978 law. If Brown signs the new law, misconduct records related to shootings, major uses of force incidents, confirmed cases of sexual assault and lying on duty would no longer be held as confidential.

This category of transparency would restore integrity and truthfulness to situations previously not supported by the DA and give a new look into who the corrupt bad actors are and how widespread the misconduct is.

“California and Americans have seen far too much misconduct in recent years to warrant blind faith. Trust must be earned.

Since 1992, local advocates as well as the Advisory Committee for the US Commission of Civil Rights (1999) has been calling the creation of efficient oversight mechanisms and the DA has repeatedly turned her back. The issues were all brought to her personal attention.

“The time is always right to do what is right,” Martin Luther King, Jr. Perhaps now with new laws -- a twisted arm – further disclosure and independent oversight – the DA will do what is right for Sonoma County and not a select few.

2014 Grade: D 2015 Grade: F 2016-17 Grade D- 2017-18 Grade D-

Sonoma County Sheriff's Department

Trust and Transparency	Institutional	Structural	Cultural Competency	Interpersonal	Inclusion (Appointees)	Fairness of Policies	GRADE
(20 points)	(10 points)	(20 points)	(20 points)	(10 points)	(10 points)	(10 points)	F

Inside the environment of the, Andy Lopez lawsuit, resignation of Sonoma County's Independent law enforcement watchdog Jerry Threet, finding a place for homeless, retirement, resignation of Randall Walker as assistant sheriff overseeing the Sonoma County jail system, the Sonoma County Sheriff's department still responding to all notification requests made by federal agents seeking deportation of undocumented immigrants, as well as the list of law enforcement employees who dominate the list of the highest paid in Sonoma County. We will see what meaningful and lasting changes Sheriff-elect Mark Essick brings.

Thus far, the Sheriff's Department has modeled cultural, structural and institutional disparities for nearly four decades. The lack of change to fit today's world seems to have changed only rhetorically.

The voice of the United States Commission on Civil Rights, Sonoma County Grand Jury, Independent Office of Law Enforcement Review (IOLERO), and the Ninth US Circuit Court of Appeals have made sound recommendations which included community policing, have fallen on in the waste basket which has produced millions of dollars in legal costs and unreconciled distrust within diverse segments of the community.

2014 Grade: F 2015 Grade: F 2016-17 Grade F 2017-18 Grade F

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