

## Appendix C

### Employee and Community Engagement Findings

In order to have the final Strategic Plan reflect the priorities of County employees and community members, the County of Sonoma launched a significant employee and community engagement effort in November 2020. Contained in this Exhibit are the results from the online surveys, comments and polling data from employee focus groups and community sessions, notes taken by staff during the employee focus groups, employee open house sessions, community stakeholder presentations, and letters and other feedback submitted to [StrategicPlanning@sonoma-county.org](mailto:StrategicPlanning@sonoma-county.org).

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#### Online Surveys

The Employee Online Survey sought feedback on the goals and objectives for each of the five pillars. This was an extensive survey, taking approximately 25 minutes to complete. In an effort to make the Community Online Survey easier to complete and take less time, the questions were limited to just the goals for each of the five pillars. Both surveys included write in questions where respondents could contribute ideas, make suggestions if they felt someone was missing from the plan, and ask questions. Those write in responses were shared with the Steering Committee to assist in their revisions of the draft plan, and are included in this Exhibit. The survey responses revealed that, on average, community members are Supportive or Strongly Supportive of every goal in the draft plan. Similarly, County employees are Supportive or Strongly Supportive of almost every objective in the draft plan. No objectives averaged less than 3.8 out of 5 when it came to employee support. Survey respondents were also asked to rank the goals (Community Survey) and objectives (Employee Survey) based on which ones they felt the County should accomplish first. In the event there were only two objectives, survey

respondents were asked to select one. If there were more than two objectives, respondents were asked to select their top two choices.

**Community Stakeholder Presentations**

It was very important to both the Steering Committee and the Board of Supervisors to seek input from our community partners. The Board of Supervisors provided a list to staff of community stakeholder groups to be included in the process. We invited each group to participate in a Focus Group on their choice of a high-level discussion on all five pillars, or a more in depth discussion on two pillars of their choosing. Staff organized the Focus Groups into ten affinity groups: cities, senior services, agriculture, business and tourism, environmental and natural resource, education, labor and workforce, tribes, municipal advisory and citizen advisory committees, and community organizations active in a disaster.

Below is a list of organizations that were invited to participate in a Focus Group:

**Cities**

City of Cloverdale	City of Sebastopol
Town of Windsor	City of Cotati
City of Santa Rosa	City of Rohnert Park
City of Petaluma	City of Sonoma

**Senior Services**

Senior Advocacy Services	Redwood Caregiver Resource Center
Petaluma People Services Center	Alzheimer's Association
West County Community Services	Vintage House
Sebastopol Senior Center	Coastal Seniors
Council on Aging	

**Agriculture**

Sonoma County Farm Bureau	Russian River VW
Taft Street Winery	Wine Road
Petaluma Farms	North Bay Association of Realtors
Straus Creamery	Jackson Family Winery
Clover Sonoma	Russian River Rentals
Petaluma Poultry	Sonoma Valley Wine
The Farmers Guild & CAFF	Sonoma County Vintners
Sonoma County Farm Trails	Alexander Valley Wine Growers
Community Alliance	Carneros Winery
Winegrape Commission	Dry Creek Winery
Sola Bee/Tauzer Apiaries	Petaluma Gap

Sonoma County Alliance	Bango Distribution
Elyon Cannabis	Cooperativa Campesinas

### **Business and Tourism**

Sonoma County Tourism	Doubletree Rohnert Park
Hospitality Association	Beautiful Places
Russian River Chamber of Commerce	Hampton Inn Windsor
Santa Rosa Chamber of Commerce	The Farmhouse Inn
Bodega Bay Chamber of Commerce	Safari West
Windsor Chamber of Commerce	Creative Sonoma
Healdsburg Chamber of Commerce	Wine Growers of Sonoma County
Sonoma Valley Chamber of Commerce	Sonoma County Farm Bureau
Getaway Adventures	

### **Environmental and Natural Resource**

Daily Acts	Gold Ridge RCD
City of Santa Rosa Climate Advisory Committee	City of Petaluma Climate Advisory Committee
SCTA/RCPA	Sonoma Land Trust
North Bay Climate Organization	Greenbelt Alliance
Sonoma Ecology Center	Friends of the Climate Action Plan
Transportation and Land Use Coalition	Sonoma Clean Power

### **Education**

Sonoma County Office of Education	Superintendents and Trustees for each school District in County
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### **Labor and Workforce**

Graton Day Labor	North Bay Labor Council
Service Employees International Union, Local 1021	Engineers and Scientists of California Local 20
North Bay Jobs with Justice	

**Tribes**

Cloverdale Rancheria of Pomo Indians	Dry Creek Rancheria Band of Pomo Indians
Federated Indians of Graton Rancheria	Lytton Band of Pomo Indians
Kashia Band of Pomo Indians of Stewarts Point Rancheria	

**Municipal Advisory (MAC) and Citizen Advisory Committees (CAC)**

Russian River MAC	Springs MAC
Coastal MAC	Sonoma Valley CAC
North Valley MAC	

**Community Organizations Active in a Disaster**

4Cs Sonoma County	Petaluma Family Resource Center
Burbank Housing	Rebuild Northbay Foundation
Catholic Charities of the Diocese of Santa Rosa	Redwood Empire Food Bank
Cloverdale Senior Multipurpose Center	United Methodist Committee on Overseas Relief
Corazon-Healdsburg	United Way of the Wine Country
Department of Emergency Management	University of California Cooperative Extension
Sonoma County Churches United Relief Collaborative	California Indian Museum and Cultural Center
First 5 Sonoma County	Humanidad Therapy and Education Services
Food for Thought	Chevra Kadisha of Sonoma County
Halter Project	Petaluma Adult School
Integrative Healer's Action Network	Ceres Community Project
Latino Service Providers	United Policyholders
Legal Aid	Petaluma People Services Center
Loop Center	Community Action Partnership
North Bay Animal Services	Sonoma County Secure Families Collaborative

On the Move (La Plaza, VOICES Sonoma, Sonoma Valley Parent University and LGBTQ Connection)	Red Cross
Los Cien Sonoma County	La Luz Center

# I. Employee Focus Group Notes

## I. Organizational Excellence

### Goal 1: Strengthen operational effectiveness, fiscal reliability, and accountability

#### Objective 1

- Vague, hard to know what this means, how do you quantify this?
- Important to have budget that matches priorities, need consideration for new BOS priorities/requests that are thrown at departments

#### Objective 2

- Create matrix with operational needs of all departments to find solutions that work for multiple needs = less systems = saving money
- Need enterprise systems that cross over multiple departments / leverage resources
- Invest in training and staffing to manage new technology programs and help resistant staff learn

#### Objective 4

- Really important to improve admin procedures to reduce bureaucracy (reduce number of forms, budget deliverables, streamline recruitments, etc)
- Unclear language – who are we giving operational authority to?

### Goal 2: Increase information sharing and transparency and improve County and community engagement

#### New Objective suggestions:

- Establish clear definitions of what community engagement is
- Better communicate what benefits/services the County provides to the community
- Create better internal communications/information sharing between departments

#### Objective 1

- Need Strategy that covers residents and businesses
- Need more than just digital presence, field work, partnering with stakeholders, have presence at job fairs, tabling events, etc

#### Objective 2

- Lots of negative feedback on County budget, need better communication with community/unions

#### Objective 3

- Website should include more information about what departments actually do, would save time on their end answering questions
- Website not user friendly, hard to find things

**Goal 3: Become an employer of choice with a diverse workforce that reflects our community, and an employer with a positive work culture that results in engaged and developed employees.**

Objective 1

- Lots of support for Telework, but how do you provide incentives/benefits to those who can't telework?
- How can we automate processes so there is less reliance on paper?
- Consider adding "work load balance" as well – good employees tend to get more assignments, leading to burnout, and hard to implement new programs because improvements often mean more work for someone who is already overloaded

Objective 2

- How are you going to use feedback, and how will it be reflected back to employees?
- Consider survey fatigue, what incentives will you provide to get participation?

Objective 3

- "Leaders" should be split out into their own objective, ongoing training, consider incentives for good managers
- What kind of leaders are we developing? Are they within the County already or external? Diversity?
- Define what better succession planning looks like, how do you implement a countywide policy when departments are so different?

**Goal 4: Seek out grant funding to enhance programs and improve infrastructure.**

Objective 1

- Unclear how you got to \$60M, is this \$60M each year or total over 5 years?
- Need to create staffing capacity to administer new grants (*mentioned in each session*)
- Clarify what "programs" are being enhanced and what you mean by "infrastructure"

## II. Healthy and Safe Communities

General Feedback (from each session):

- Need to define terms better, way too much jargon
- All goals are related to safety and housing, but not much discussion about health issues (food, healthcare, wellness, etc)

**Goal 1: Expand integrated system of care to address gaps in services to the County's most vulnerable**

#### Objective 1

- Need to find ways to improve communication between Safety Net departments too
- Consider including information sharing to other agencies and contracted providers
- Does the public/clients want their information shared? Issues of trust need to be addressed – could be its own objective.

#### Objective 2

- What does this mean? What gaps have been identified?

#### Objective 3

- What does this mean? Define “no wrong door”
- Transportation is a barrier to access of services, consider adding something about geographical locations of services

#### Objective 4

- What does this mean? Define “Health Action” and “Upstream Investments”
- Objective seems outdated - do you want to keep Health Action when it is currently being moved out of the County?

### **Goal 2: Establish equitable and data-driven distribution of services**

#### Overall Feedback:

- None of the objectives address the distribution of services, what actions are you taking to distribute the data you are collecting?
- Consider rewording goal to “collect and analyze data to ensure equitable distribution...”

#### Objective 1

- Need more clarity on what RBA is, and that it is targeted towards contracted services

#### Objective 2

- Dashboard needs improvement, better communication with users
- Departments don't have enough money or staffing capacity to implement new systems, still having problems with case management system installed a few years ago

#### Objective 3

- Vague, how would you do this?

### **Goal 3: Increase housing development near transportation and services**

#### Overall Feedback:

- Really important to have services near housing (when building new housing and consider locations to put services).



- Should add “affordable” and “diversity” into objectives
- New Objective adding incentives for developers to building affordable housing
- New Objective enhancing transportation/bus routes to enhance desirability of certain areas
- Make better connection with Climate Pillar

#### Objective 1

- What do you do after you “identify” locations, seems vague.
- Why only 2 or 3, doesn’t seem like enough to address problems.

#### Objective 2

- What does “innovative funding” mean, please explain more.

### **Goal 4: Reduce homelessness by enhancing services based on coordination and collaboration**

#### Overall Feedback:

- Not addressing underlying issues that cause homelessness (substance abuse, mental health, etc)
- Is there staffing capacity to actually accomplish this?
- Should we consider changing our rules about substance abuse in housing to allow more usage?

#### Objective 1

- Should clarify what kind of homelessness this is addressing (chronic, short term, or all)
- Are we seeking information about best practices/lessons learned from peer agencies and neighboring counties? Should that be a new objective?

#### Objective 2

- Feels like an empty metric, what is the action? Shouldn’t this be a goal and have objectives underneath that actually achieve it?

### **Goal 5: Continue to invest in public safety so that residents and visitors feel safe in our community.**

#### Overall Feedback:

- This goal is much easier to understand compared to 1-4, and seems more actionable

#### Objective 1

- Change to “Cultural humility training”

#### Objective 4

- Consider incentivizing the use of services as a condition of reduced sentences

### III. Climate Action and Resiliency

#### Overall Feedback:

- Goals focus on mitigation, but where is the resiliency work? You are missing a piece of the puzzle.
- What about transportation? Not covered anywhere, but the largest contributor to CGC emissions
- Need more focus on communication and outreach

#### **Goal 1: Make all County facilities carbon free and zero waste**

#### General Comments:

- How do you measure this? Where is the accountability? What does success look like?
- Need to address behavioral patterns as well (contracts, procurement, etc)
- How are you going to pay for this?
- What about leased office space? Are we going to work with them to reduce their carbon/waste?
- What about water conservation?

#### Objective 1

- Should also address resiliency of County buildings

#### Objective 2

- Supporting telework is good, but also need to move to paperless/digitization of records
- Need better training on remote access tools, like VPN

#### **Goal 2: Maximize sustainability and emissions reductions in all County Fleet vehicles**

#### Objective 2

- Does this include the Sheriff? What about Henry 1?

#### Objective 3

- Define "Last Mile"
- What about bikes/electric bikes? Bike paths, bike parking, incentives.
- Public transportation routes need to be improved and expanded upon

#### Objective 4

- Really needed to support electric vehicle usage, but is there a way to make it less expensive? Solar powered charging stations?

- How does racial equity factor into this? Electric vehicles are expensive, are we going to be providing incentives?

### **Goal 3: Maximize Carbon Sequestration through land conservation work and land use policies**

#### General Comments

- What about water, restoring hydrological resources

#### Objective 1

- Overall, very supportive, but how will you pay for this in the long term?
- New Objective - Need to leverage public-private partnerships > develop framework for better collaboration
- What is the incentive to encourage this? Tax credits? Investment/endowment fund?

#### Objective 2

- Define “working lands”
- Need to target private landowners and easement holders
- Forest management needs to be a key focus

### **Goal 4: Invest in the community to become carbon neutral by 2030**

#### Overall Comments

- More education/outreach is needed for all objectives, visual aids to help people understand
- New objective – Technical assistance, training for contractors, workforce development to stimulate progress
- Expand beyond construction / provide incentives to encourage landowners to do veg mgmt
- Revisit zoning rules to allow tiny homes and smaller dwellings
- Add - Lower SCEIP interest rates to promote more use of the program
- Not mentioning fires and veg mgmt seems tone deaf

#### Objective 1

- Missing structural/fire hardening

#### Objective 2

- How are we providing financial support for people to implement?
- Why are we only focusing on power shut downs?

## IV. Resilient Infrastructure

### Overall Feedback:

- Unclear how resiliency is being addressed? Missing fire protection measures. What does “Resilient infrastructure really look like?
- What about water supply? Wastewater system resiliency
- Need to clarify that pillar addresses fire, flood, and earthquake > should there be a Goal 6 for Fire Safety and Prevention?

### **Goal 1: Invest in County buildings and technology solutions to enhance service delivery and improve employee mobility**

#### Objective 1

- What about before new CGC is built?

#### Objective 3

- Lots of support, but need staff/resources to be able to implement and maintain tools

#### Objective 4

- What does “neighborhood/regional and satellite service centers” mean? What services would be provided?
- We need better transportation to access services
- Could we cross train staff so less people are needed at satellite centers vs. people multiple depts.?
- Satellite centers need to be resilient too so they can be used in emergencies
- How is this connected to Climate Pillar?

### **Goal 2: Invest in capital improvements to ensure resiliency of services and improve disaster preparedness.**

#### Objective 1

- Communication circuits, tools needed

#### Objective 2

- What about earthquake resilience / other disasters? Do we have technology available at other sites to stand up operations remotely if needed?

#### Objective 3

- What about RSS Warehouse – should the County purchase one or continue to lease?
- What are some other uses for the EOC when not in use?
- Explain what “aging’ means – need a stronger business case
- With telework improvements, does the EOC actually need to be bigger?
  - Expand communications infrastructure
  - Modernize facility and process

- Satellite hubs can be used a LACs

**Goal 3: Continue to invest in critical roads infrastructure.**

Other Comments:

- Missing discussion about bike/ped access and safety, ADA (*bikes mentioned in each focus group*)
- Goal description makes you think it only covers roads, it should mention veg mgmt, bike/ped, EV charging, etc.
- Missing retrofitting bridges for earthquake safety
- Missing discussion of fiber optic/broadband installation – “Dig Once” policy > would require funding

Objective 1

- Missing evacuation routes – ingress/egress routes

Objective 2

- Define “Infrastructure/facilities”

Objective 3

- Define “critical transportation corridor”

Objective 5

- Vague – what would the County actually be doing?

**Goal 4: Implement countywide technological solutions to promote resiliency and expand community access.**

Comments:

- Add Racial Equity icon
- Needs more definition/clarity – how do we really achieve this?
- Missing cyber resilience
- Add create policy to ensure access/minimum level of coverage for each area, work with cities to implement

Objective 1

- Expand to mention telecommunications
- Clarify how this makes us more resilient
- County needs to remove permitting/environmental limitations to help cell carriers build more infrastructure

Objective 2

- Mention EDB broadband efforts

**Goal 5: Support, fund, and expand flood protection.**

- Need protections to keep sewage from getting into water supply/rivers/oceans
- What about droughts?
- Add education of public about flood controls and climate change impacts > also need to improve communication between govt. entities
- Missing mitigation/response

Objective 2

- PRMD is already enforcing this – consider adding resources for people in flood plains to raise their houses
- Define “riparian corridor”

Objective 3

- Define “Flood Protection Plan”

## II. Employee Open House Notes

### I. Healthy and Safe Communities Open House

November 20, 2020

#### Comments/Overall Feedback:

- Is there a way to show how objectives are related to each other?
- What about disasters like COVID? Seems like pillar isn't talking about that?
- What about "Health" – disease prevention, wellness, healthy food, health insurance
- We should really incorporate Racial Equity into all of the 5 Pillars, instead of separating it into it into a separate pillar
  - Terminology in Press Democrat of Office of Equity = "watchdog" & "oversight" bad connotation > may not encourage dept heads to want to work with Office of Equity > more communication is needed around that
  
- Goal 1
  - Is there a place where Safety Net departments are defined – very unclear who is included and who is not, especially when it comes to data sharing?
  - Clients may have concerns about data sharing, how are we going to address that?
    - Security of information is important – how is confidentiality going to be preserved, how do PRAs come into play?
  - Objective 1 – does this include CBOs or other public agencies, or just County departments?
  - Objective 4 – can this be worded better to make clear what the County is really doing?
  
- Goal 2
  - What actually falls under "services"? Just safety net dept services? What about education and infrastructure?
  
- Goal 3
  - Can we add ways to streamline permitting process to promote housing development (Goals 3 & 4)? Better to have a surplus of housing vs. not enough and driving up prices.
    - Better align General Plan 2020 to this Strategic Plan to promote housing development
  - Objective 1 – identify areas for tiny home communities for homeless, used as gateway for long term housing for themselves

- How does Project Homekey work with this?
- Goal 4
  - Objective 2 – very arbitrary/vague, what does this really mean? What are you measuring this reduction against? 10% compared to what? Is there a longer-term benchmark?
  - Objective 1 – do the cities already have a plan, what are they doing, what does this mean for the County?
- Goal 5
  - Does Public Safety = County Law Enforcement Depts? Does that mean giving more money to Sheriff?
  - Lots of support for cultural competency and de-escalation training
    - How involved/in depth with this be? Deeper dive into systemic issues or just surface level – consistent with what is already happening?
  - Objective 3 – Alameda Model (of care) that reduced ER care by stabilizing mental health patients so they aren't held / combined with Mobile Support Team (very successful)
  - Objective 5 – Need more outreach re: additional non-law enforcement resources that are available to the public (beyond 2-1-1). Not clear how promoting 2-1-1 would improve relationships with law enforcement
- So many services are available from Safety Net departments, but very little information available (to both community and other departments) about what everyone is doing
  - How do we shift services based on need vs. very specific requirements (so people don't fall between the cracks)

## II. Organizational Excellence Open House

November 30, 2020

### Comments/Overall Feedback:

- Overall, lots of support for goals and objectives
- Goals don't show where responsibility will lie – who will own these goals and objectives?
- Missing the “how” we will actually achieve these objectives, streamline procedures/workflows, six sigma, workforce development, etc?
  - What role will County leadership and the Board have in supporting this plan? Will there be resources available to achieve this? Staffing capacity needs to match strategic priorities.
  - Where does strong CAO Model fit into this?



- Process improvements don't work if upper management don't buy into changes, trust issues, commitment to change needs to start at the top.
- Add Strategic Plan Pillars/Goals into employee orientation materials
- Telework needs to be coupled with accountability standards and performance measurements
- Should we call out Workforce Development more?
- Really need to operationalize strategic planning – so that staff working on SP aren't redirected to emergency or other work
- Missing > Emergency Response
  - Need dedicated staffing for emergency/EOC work so that department staff aren't constantly being redirected to other tasks and fall behind on their work

#### Goal 1

- Need to clarify Objective 4 – what do you mean by delegate authority?
- Objective 2 – can list of applications be made available to all departments/employees so they can be aware of what is available

#### Goal 2

- Information and knowledge sharing between departments, breaking down silos
- Objective 1 – who is doing this work? Need to assign it to staff with capacity
- Objective 3 – website interface needs to look the same for each department

#### Objective 4

- Good idea, but need additional staffing to meet increased needs, need to consider realities of budget

#### Goal 3

- Missing > job classifications seem outdated, can we look into updating them to promote employee retention and career advancement?
  - Processes takes too long, SoCo pay not equitable, benefits are being widdled down, seems hard to incentivize retention/recruitment
- Wellness Benefit program – expand to allow what is qualified (telework related)

#### Objective 2

- Define “Employee Engagement” survey – what is it measuring?
  - CC: satisfaction, Gallup survey
- Are we going to rely on each department to determine what will be included, or will it be centralized?
  - Outside moderator to facilitate meetings without leadership present to flush out employee feedback

### Objective 3

- Mid-level management training
- Hard to find growth opportunities when you don't have hands on experience – we can get training but often looked over for jobs
  - Establish a mentorship program, where people looking to move up can shadow people in different positions
- How are we protecting workers who don't have children, and are taking on extra work during times of COVID and parents are needing to cut their hours?

### Goal 4

- Is there going to be a grants office for the County? How are you going to increase capacity to meet new work? Which department will have responsibility?
- Glen Price Group hosts grant writing training through workforce training – which usually has low attendance
- How did you come up with \$60 million?

## III. Climate Action & Resiliency Employee Open House

December 3, 2020

### Comments/Overall Feedback:

- Are these goals consistent with Air District goals (who work with RCPA and SCP)?
- Can you add a goal that connects climate action with public health?
- Objectives need more detail/clarity – what are the metrics to determine success?
- Consider adding solar over all County parking lots
- Define “carbon neutral”
- Consider adding central legislation platform to follow bills and get funding?
- Missing addressing community resiliency and wildfire > need to embrace climate change adaptation
- What about mitigating pollution from airport?

### Goal 1

- What kind of power will you be using, solar?
- Will all buildings be carbon free?

### Goal 2

- There are some concerns about technology availability of ‘all electric’ heavy duty and not wanting to overpromise / EV Charging stations very expensive to install
- What about bike infrastructure? Seems like this is missing from the Plan.

#### Objective 1

- Edit to make sure it is clear that it is for “Light Duty”

#### Objective 3

- Will need to increase frequency of bus and train stops in order to encourage Clean Commute usage
- Add free electric vehicle charging for County employees as a Clean Commute benefit

#### Objective 4

- Air District program with SCP, portion of grant has to go to unincorporated areas in County

#### Goal 3

- Needs more specificity/metrics – can we list number of acres conserved? How much carbon are you looking to sequester?
- Missing mitigation of water supply, climate change and how that impacts drought and fire, building soil sponge, etc.

#### Goal 4

- Need to include plans for dealing with the disproportionate effects of climate change within specific communities.
- Lacking contractors in County to who do this work – add Workforce Development program to do more training on new green technologies

#### Objective 3

- Do you want to consider adding single-family homes into this as well?

#### Maybe for Infrastructure:

- Consider mitigating impacts to restaurants during PSPS – incentives/grants to help support businesses to prevent food loss

### IV. Resilient Infrastructure Employee Open House

December 7, 2020

#### Comments/Overall Feedback:

- Missing discussion on wildfire and earthquake protection, facilities that are fire resistant  
> Consider rewording to “all hazards” approach
- Missing discussion about air quality/exchange in buildings – both during COVID and fires
- ISD Data center needs resiliency – offsite location?
- Should do a better job clarifying what is internal to County vs. what is for the community

#### Goal 1

- Missing discussion about cost efficiency of new buildings vs. old aging buildings
- Objective 2 > “Adopt design and space standards...”
- Include fire resiliency of buildings - replacing flammable composition roofing with metal roofing

#### Goal 2

- New EOC is great, but need to focus on COOP, need to add staffing/capacity to keep operations going, needs ongoing manager
- EOC should have the ability to pick up and move to different site easier, Mobile EOC, lots of employee support for Virtual EOC
  - Need technology to improve the way information is shared in EOC

#### Goal 3

- Objective 1 > explain why you are clearing vegetation, what are you protecting from
- Really need to engage bicycle community stakeholders, and make more effort to improve the bike paths, etc.
- Need signage for evacuation routes during disasters (similar to Tsunami signage)

#### Goal 4

- What is the outcome we are seeking? Are we wanting to provide data or broadband to all residents, or are we focusing on a specific geographic location?

#### Goal 5

- Already doing riparian and set back enforcement, if we were to make them any larger, it would be a big deterrent to agriculture community
  - Should focus on housing, and structural improvements near riparian areas

## V. Racial Equity and Social Justice Employee Open House

December 9, 2020

#### Comments/Overall Feedback:

- Need to make sure funding decisions reflect equity lens > need to make sure there is funding/capacity for staffing needed to accomplish these goals (translation/training/etc)
- Why are we not focusing on gender, LGBTQI, age, ability, and other groups?
- What about racial equity training for law enforcement – should it be specifically called out?
- Pillar doesn't reference COVID impact on Latinx community – should it be mentioned?
- Racial Equity should be a component of each of the 5 Pillars

#### Goal 1

- Objective 3 - Seems like County of Marin and City of Santa Rosa are ahead of us – are you planning on implementing mandatory diversity training for all employees? How will you enforce mandatory training?
  - Lots of support for prioritizing this work in the first year of implementation

#### Goal 2

- What do you mean by “people of color”?
- Objective 2 – promote into management positions? Needs to be clarified. What happens when departments don’t improve on Report Card? What are the accountability mechanisms?

#### Goal 3

- Missing mention of translation services, making sure materials are accessible in other languages.
- Objective 1 - What is a “racial analysis tool”? – consider clarifying language
- Certain populations are discriminated/disenfranchised by some Employment/Training policies – how are we addressing that? How would an employee report that?

#### Goal 4

- Consider adding objective > Developing a better line of communication between County departments and for employees to empower them to share their experiences/moral injury
- What do you mean by “internal stakeholders”

### III. Employee Online Survey Results

#### Healthy and Safe Communities

##### Goal 1: Expand integrated system of care to address gaps in services to the County's most vulnerable

Support Level for Goal	%	Count
Very Unsupportive	3.31%	21
Somewhat Unsupportive	5.83%	37
Neutral or No Opinion	11.50%	73
Supportive	42.99%	273
Strongly Supportive	36.38%	231
Weighted Average	4.03	

Ranking of Objectives	%	Count
Objective 1	43.68%	273
Objective 2	49.92%	312
Objective 3	38.40%	240
Objective 4	12.48%	78

##### Goal 2: Establish equitable and data-driven distribution of services

Support Level for Goal	%	Count
Very Unsupportive	4.22%	25
Somewhat Unsupportive	6.75%	40
Neutral or No Opinion	16.69%	99
Supportive	43.51%	258
Strongly Supportive	28.84%	171
Weighted Average	3.86	

Ranking of Objectives	%	Count
Objective 1	41.48%	236
Objective 2	34.80%	198
Objective 3	62.39%	355

##### Goal 3: Increase housing development near transportation and services

Support Level for Goal	%	Count
Very Unsupportive	8.01%	47
Somewhat Unsupportive	6.98%	10
Neutral or No Opinion	9.88%	58
Supportive	37.82%	222
Strongly Supportive	37.31%	219
Weighted Average	3.89	

Ranking of Objectives	%	Count
Objective 1	54.28%	292
Objective 2	48.51%	261

**Goal 4: Reduce homelessness by enhancing services based on coordination and collaboration**

<b>Support Level for Goal</b>	<b>%</b>	<b>Count</b>
Very Unsupportive	5.78%	33
Somewhat Unsupportive	7.01%	40
Neutral or No Opinion	7.36%	42
Supportive	38.18%	218
Strongly Supportive	41.68%	238
Weighted Average	4.03	

<b>Ranking of Objectives</b>	<b>%</b>	<b>Count</b>
Objective 1	55.18%	309
Objective 2	40.18%	225
Objective 3	48.39%	271

**Goal 5: Continue to invest in public safety so that residents and visitors feel safe in our community.**

<b>Support Level for Goal</b>	<b>%</b>	<b>Count</b>
Very Unsupportive	2.34%	13
Somewhat Unsupportive	2.88%	16
Neutral or No Opinion	6.49%	36
Supportive	43.78%	243
Strongly Supportive	44.50%	247
Weighted Average	4.25	

<b>Ranking of Objectives</b>	<b>%</b>	<b>Count</b>
Objective 1	32.12%	176
Objective 2	16.97%	93
Objective 3	54.20%	297
Objective 4	26.09%	143
Objective 5	33.39%	183

Sonoma County Five-Year Strategic Plan

As a County employee, you are in the best position to help inform this process. Please let us know if there is anything not included in the Healthy and Safe Communities goals and objectives that you would like to share or have staff consider? (Please be specific)

Answered 169  
Skipped 554

Respondents	Response Date	Responses	Tags
1	Dec 11 2020 01	I think it necessary to host additional community listening, or ask organizations to host their own listening sessions, to inform how to strategically work alongside the community to implement these goals.	
2	Dec 10 2020 04	Increase accountability for the Sheriff's Office drug rehab places to help with homelessness. unless we treat drug addiction providing housing will not be a sustainable answer. mental health issues are serious problem. need to have a system that has effective treatment.	
3	Dec 10 2020 08		
4	Dec 09 2020 09	Not only for our community, but also for those of us employee who struggle financially for stable, affordable housing. As a single mother and County Employee for over 13yrs, it has been very hard to have to move every year due to Financial Struggles and not being able to qualify for any assistance due to our Gross income. It's great to serve the community, at the same time it's very difficult when having a good job just isn't enough. If there was some Housing Programs for County Employees, Single Parents who do work FT to also be able to have a stable, reasonable affordable rental/home we too are part of the community that we serve.	
5	Dec 09 2020 06	I would like to see the Social Justice part of the pillar include all populations on the margins of society. Include gender equity, equity for LGBTQ populations, person with disabilities, and so on.	
6	Dec 09 2020 04	I am concerned about the sharing of data between Safety Net departments, particularly law enforcement. Also, nothing in this plan addresses the pervasive attitude of us versus them in law enforcement. For example, while Health and Human Services exists to serve the clients, Probation exists to restrict the defendants. This ties into Racial Equity and Justice, but I think a key way we make our communities safer is by acknowledging that all of Sonoma County is "our" community - not dividing it into the nice side of town and the wrong side of the tracks.	
7	Dec 09 2020 03	I also think it's important to consider using outside vendors judiciously for some of these tasks. County employees are expensive and require benefits, while outside vendors may be able to do tasks more efficiently and cheaper. For example, retrofitting County sites for housing (a great idea!). Objective one is important, but it needs to be written in the form of a supportive policy not just training (and there is no such thing as Cultural COMPETENCE- so let's start by getting the language correct).	
8	Dec 09 2020 02	I don't even know what " Health Action and Upstream Investments" is. I am strongly apposed to the use of tax payer money for homelessness. It would appear that the more we spend on homelessness the more homeless we have. Tax dollars should be spent to the betterment of everyone in our community not just a few. Government is not a charity and my taxes are not donations. The board's irresponsible spending habits, and attitudes of throwing money at the problem is not helping, and has increased the problem. Redistributing funding from first responders to social programs and ill conceived additional government is not helping our community. You are woefully out of touch with the main stream community member that is struggling to get by, who just wants a safe place to live, yet the board seems to only fund issues that make them feel good, and quiet the minority with nothing better to do than attend board meetings and hold their hands out for the windfall of tax money going to their personal pockets and ideation that do little to address the actual problem. before you spend another dime on social problems, clean your own house, and perhaps fulfill promises by fully funding pensions, then without that burden you could move forward cleanly.	
9	Dec 09 2020 01	Getting families in the community to have a more hands on approach in dealing with the issues that have created a in balance that consistently seems to be a issue. In other words if young men are going to be accountable or not, then it must start with leadership in there community, parents, scholastic figures that have seen and experienced recidivism issues that bring stress to that community and it suffers from lack of good leadership and role models	
11	Dec 09 2020 12	Monitor COVID-19 and Tuberculosis and other illnesses that affect homeless population. Free psychiatric medication and counseling for the large mental health population in the community. Arrange a place for daily meals for children. No children should go to bed hungry. Free hygiene items as well as coats and blankets.	
12	Dec 09 2020 11	1. I'd like to emphasize the value in strong, healthy, positive relationships between social service providers and law enforcement. I think clear directives and communication about roles and expectations at the administrative level would advance this goal. 2. I am seeing more clients with underlying, concomitant psychiatric issues. I believe we need to further assess this population, identify areas of need, and strengthen mental health support accordingly. Law enforcement officers are already working hard. As a social services employee, I would like to see them provided with more support in managing and helping these individuals.	
13	Dec 09 2020 11	Throwing money at more services for drug addicts and people who do not contribute to the advancement of society is a losing fruitless strategy and continuing to perpetuate that any of that will help anything is ignoring the fact that nothing has or will change people's decisions to abuse drugs and commit crimes.	
14	Dec 09 2020 11	All services must be text message based and all service provider employees need to be trained on why this is important and in how so send text messages rather than utilizing email to communicate with clients.	



- 15 Dec 09 2020 08: Assist employees in dealing with corrupt dishonest, retaliatory management.
- 16 Dec 07 2020 03: Staff and the entire community should know to refer individuals to 211 when appropriate.
- 17 Dec 07 2020 11: I strongly feel Goal 5 also needs to implement cultural competency training to further support Goals 3 & 5.  
Homelessness is a national problem, I think the County should advocate for national solutions through legislative
- 18 Dec 07 2020 11: actions.  
Stop towing RVs, put those funds to work in finding homes for homeless folks and/or safe parking for RVs.
- 19 Dec 07 2020 11: Improve bus schedule (extend hours to serve more communities).  
Things should not be gifted. People need to earn things so that it means something to them. Departments need to
- 20 Dec 07 2020 11: work together.  
"Cultural competency training" for the county workforce? A fancy way of saying what? That is a waste of tax payer money. To help keep county workers safe, possible de-escalation training, but ultimately if things have escalated,
- 22 Dec 03 2020 10: call the best resource, 911  
Unclear to me if Safety Net services provide drug rehabilitation, but that's definitely a very important service to
- 23 Dec 03 2020 09: provide to the homeless community.  
Better services for the cognitively impaired elder to live safely, especially for those who don't qualify for Medi-Cal
- 24 Dec 03 2020 09: but still can't afford caregivers or placement. Cost of care is too high for the average older adult.  
  
Get rent amounts under control. Rent amounts are ridiculous and the #1 cause of homelessness, emotional instability, and financial destitution. AND as important as this is, the income limit to receive financial assistance needs to be adjusted for our county, not based on federal numbers as our state has a much higher cost of living. AND MORE IMPORTANTLY the wage limit needs to be based on TAKE HOME PAY, NOT what they make before taxes. If an employer is gouging them in deductions for medical benefits for example, they could be taking home HALF of what they actually earn. As a single person with a full time job making \$20/hour, they cannot afford the rent on a single bedroom apartment. Renting a room or a studio is not doable when they have psychiatric or medical issues or have even one child in their care. The people that this county punishes the most in this regard are families. One income even above minimum wage isn't enough for one person to meet all of their needs, and two incomes is not enough for a small family to rent an appropriately sized apartment. The fact that the eligibility requirements are so limited makes it impossible for some people to work because the one income is enough to be too high to qualify for assistance. Even just Medi-Cal. If you really want people off of the streets, rents need to be proportionate to current minimum wage standards so that one full time minimum wage job is at least 3 times the base rent for a one bedroom apartment. \$15 at 40 hrs/wk = \$600 BEFORE TAXES. That is \$2600/month. now subtract taxes. They take home as little as \$450/wk. That is about \$1950/month. That means the rent they can reasonably afford is only \$650/month.  
  
Also, the rent voucher/section 8/HUD program is way too limited too and most landlords do not accept them to start with. Finding a place to take it is hard enough without being limited to the first one having to be outside Santa Rosa City Limits. This restriction needs to be abolished AND landlords should not be able to deny someone with a voucher. ALL landlords, property management companies, etc should be required to accept the voucher. And the person receiving the voucher should be provided assistance from county staff in obtaining the living space. If landlords are not capable of providing housing for these people, then it falls to the county to acquire/build housing that is specifically for voucher recipients. The fact that there are no safeguards in place for these people who already waited 2+ YEARS just to get the voucher to begin with is FREAKING RIDICULOUS. Honestly, we could go on for days about all of the limitations our low income population faces. Don't even get me started on child care. That alone causes many parents to be unable to work because all of their pay would go to the cost of daycare, so what is the point of working if you end up with little time to spend with your child and still
- 25 Dec 03 2020 09: can't afford a place to live?  
the response to the homeless issue is a failure. Clearly what you are doing does not work. Sonoma Co is attracting
- 26 Dec 03 2020 09: more homeless - not displaced residents. Do something else.  
consider community outreach to educate and inform ourselves rather than to just inform and educate the community. County staff are incredibly out of touch with the realities of life for the parts of our communities that
- 27 Dec 02 2020 09: need services the most.  
Decrease caseloads for both Human Services and Behavioral Health, both are impacted and this, as much as any other factor adversely effects the quality of services. Additional, we should increase the network adequacy for Behavioral Health by increasing the number of agencies contracted to provided essential mental health and AOD
- 28 Dec 01 2020 09: services.
- 29 Nov 30 2020 03: Support for housing should be the highest priority. There is no health and safety without housing.  
County needs to acquire sites (like hotels) that can be changed into transitional housing for homeless, seek funding for rapid rehousing, and formulate legislation to prevent individuals and families from falling into
- 31 Nov 30 2020 11: homelessness (rent caps, eviction prevention, increase housing stock, universal basic income).  
When integrating information between safety net programs, include measures to ensure that information is used
- 32 Nov 30 2020 10: to help (not "catch") people.  
The lack of In Home Support Service providers in the County, esp. the outlying areas of the County. Please address
- 33 Nov 30 2020 09: this and let Inter-County assist in recruitment of providers.
- 34 Nov 30 2020 09: More of an emphasis on mental health services - for all demographics and age groups.  
More on efforts to engage with those vulnerable, hard to reach communities.. to actually get their attention, so they are actively engaged. Perhaps coordinate with groups at smaller scale, such as representatives from Roseland (which will then do the micro-community outreach and all), as well as with other communities in the
- 35 Nov 25 2020 10: County. We need everyone's voice to count, in order for this to really succeed.  
Taxpayer funded resources are handed out too easily to the homeless that have no desire to better themselves . Spend more money on law enforcement programs that will take the drug dealers off the street that contribute to
- 36 Nov 24 2020 02: the homeless population being addicted to drugs.

- Some individuals do not fit a particular profile regarding mental health. Some of them are outside of the requirements of the mobile unit, or a 5150 case, for example. How will the County rectify that? Will there be a gap program?
- 37 Nov 24 2020 12 Many of us in direct service are witness to experiences that retraumatize and even brutalize our clients and neighbors, who feel too vulnerable or too overwhelmed to advocate for themselves. For their sakes and also to prevent our own secondary/vicarious trauma, we need a pathway of communication to share with one another and with policymakers to inform solutions that will honor these experiences and demand trauma-informed approaches in crisis mental health and emergency housing/homeless response.
- 38 Nov 23 2020 08 Does invest in public safety mean police? We need to invest in mental health, housing the most, and proper training, follow up, and not letting police go chill out with full pay after they've committed crimes with continued rises in funding while everyone else is cut.
- 39 Nov 23 2020 07
- As an analyst working for the Human Services Department, I have attended trainings in Results Based Accountability (RBA), and I would like to propose that the county to explore and pilot other methods of data-driven decision making. RBA is not the only approach, and in fact there is extensive research showing that RBA and similar performance management systems do not have the intended effect of improving outcomes for service participants.
- I have taken university courses in data-driven decision making and am well-versed in how data-driven programming can improve outcomes and benefit the community, but the RBA system is a branded and rigid system that is not in itself evidence-based. I would like to propose that a workgroup of PPEAs or managers should explore and pilot alternative approaches to data-driven decision making in addition to RBA.
- 40 Nov 20 2020 05 We need increased staffing to handle the growing numbers of people requiring County mental/behavioral health services, whose acuity is through the roof as a result of years of trauma due to wildfires, floods, COVID, and racial & social disparities & inequalities.
- 42 Nov 20 2020 11 Higher bilingual/bi-cultural community engagement coordinators to increase outreach efforts in our community on behalf of the various SoCo departments.
- 43 Nov 20 2020 11 We have many clients in the Adult & Aging Division who lack adequate care giving to remain safely and independently at home. We need an improved/expanded program to recruit and train caregivers.
- 44 Nov 20 2020 11 I am excited to read these goals and objectives. Really good work.
- 45 Nov 20 2020 10 The impacts of climate change have impacted health and safety; these impacts will increase in the future. I suggest adding an objective that addresses the health impacts of increased heat, poor air quality from wildfires and other causes.
- 46 Nov 20 2020 10 The lack of communication, transparency and working together toward a common goal between government agencies is probably one of the biggest issues hindering efforts to improve the community on a variety of levels. Addressing this will make for stronger combined efforts as well as reduce the occurrences of unnecessary, redundant efforts and vulnerable populations falling between the cracks because the left hand does not know what the right hand is doing.
- 47 Nov 20 2020 10 Improve relationships with existing libraries & CBOs like NAMI, AA/NA/GA/DA, Red Road, Job Corps, CCC. Better partner with existing higher education SRJC & SSU, and utilize existing resources such as improving internship opportunities and research partnerships. Reduce barriers for attaining higher education such as free transportation, computer access. Better support existing GED & adult ed programs. Improve relationships with existing local small businesses, chambers of commerce, local farmers markets.
- 48 Nov 20 2020 10 Having worked on homeless issues in Marin County in the past, I would highly recommend a different perspective. "Remove the honey and the ants will disappear." Take away the high level of services and reduce the level to that which will support the indigenous homeless, those that are Sonoma county natives. We have far too many transient homeless who come here for the giveaways, free food, health care, free clothing and the endless care for the homeless. If the county adopted a "We care deeply for our own" policy, we could reduce the over loaded budget strain. Encourage the transient homeless to return to their home county or home city and seek services there.
- 49 Nov 20 2020 10
- 51 Nov 20 2020 09 expand the Mobile Support Team
- We may be able to do better by establishing a 'one-stop shopping' model such as that promoted by SAMHSA. Louisiana has implemented such a program, LaCHATS, as have other states. Rather than fill our jails, they are providing emergency shelter, transitional housing, permanent supportive housing, that also offer programs addressing related issues, all at one location.
- 52 Nov 18 2020 03 I feel that a lot of our funding is spent on management and we are top heavy. We need more of the spent on employees that do the work verse the pencil pushers.
- 53 Nov 18 2020 12 Provide County funded Crisis Intervention Training to Safety Net County departments (Example: current version of Sheriff Office / Behavioral Health "CIT/MH training)
- 54 Nov 17 2020 04 Expand training to County employees on these points.
- 55 Nov 17 2020 03 I did not see any plan for coordinating public and private sector efforts at reducing homelessness except for the redevelopment of County owned property. Significant housing resources are already deployed by Burbank Housing Development, Catholic Charities, St. Vincent de Paul to name a few. Coordinating public and private services with these groups to develop accurate numbers of people served, meals served, housing units occupied, etc, would provide a good idea of the scope of need within our communities.
- 56 Nov 17 2020 09

I was homeless for about 6 months when I was 12 years old during the '08 recession when we lost our home and camped in a tent in the backyards of friends homes. We finally got our leg up when we camped at Casini Ranch where my mother was employed. They let us camp in an employee site for free while she worked and collected enough income for a security deposit on a rental. For the homeless demographics that have the willingness and capability to work in locations like Casinis where they aren't charged rent and can collect income, I think the County should consider pursuing solutions like ours.

We were also actively participating in all free programs which supported us tremendously. This included: vets hall's free meals, free grocery programs, subsidized internet plans, PGE CARE/FERA, FAFSA (how I was able to go to college), and any opportunities to work for those that took the chance on us. After getting a scholarship for Football to Cal Poly, getting a degree and a job after, I am doing much better than before. As is the rest of my family.

- The County should consider using support programs where all resources are organized and expand community awareness and public outreach for homeless demographics like ours.
- 57 Nov 17 2020 05 Use community-based orgs to educate and recruit leaders about outreach efforts
- 58 Nov 16 2020 11 We are in the middle of a pandemic and there is nothing in this related to public health or disease control; there is nothing related to upstream health interventions in general it seems primarily focused on downstream health;
- 59 Nov 16 2020 09 there is nothing in the safety goal related to racial equity.
- Better education regarding Covid in the disadvantaged communities. Many do not follow even the most basic guidelines and one has to assume that they do not understand the reasons for the guidelines and/or do not trust
- 60 Nov 16 2020 04 the information that they do receive.

Goal 1: If the goal is to address gaps in services then it seems like the gaps should already be well-known and identifying gaps as a objective a waste of resources; the general public probably doesn't know the nuances between Health Action and Upstream so this objective won't get much support - it might help to define these initiatives and describe why better integration is seen as an objective to expanding an integrated system of care.

Goal 2: You cannot do Objective 2 without having a tracking mechanism like RBA in Objective 1 - the dashboard will show publicly the results that were tracked by programs using RBA and should be a combined objective.

Goal 3: This emphasis on housing development has been a long time goal - haven't we already identified County-owned properties for housing (like the old Sutter area) that have gone bust? Why not frame the objective as "Build housing on two to three County-owned properties..."

Goal 4: I'm all for reducing homelessness but I'm not sure the "by enhancing services based on coordination and collaboration" should be part of the goal - perhaps it should be an objective to reaching the goal to "Reduce the homeless population 10% annually." Housing for the homeless is what is needed then service coordination.

Goal 5: Obj 1 should already be taking place in Safety Net departments but such training also should be mostly focused for Sheriff, first responders, and MH support personnel not for general "County workforce" since that spreads resources too thin and doesn't address the public safety goal; I also liked outreach and engagement to

- 61 Nov 16 2020 04 build relationships.
- Create a culture of deep respect for those seeking assistance: ever cognizant of the multi-faceted humanity and
- 62 Nov 16 2020 04 gifts present in each individual.
- 63 Nov 16 2020 04 While Public Safety Agency need to continue to be funded, focus needs to be on accountability
- Why aren't we talking about defunding the sheriff's office in order to reallocate funds to these necessary safety-net departments? This is a practice being seen across the country with success in addressing many flaws in the
- 64 Nov 16 2020 03 justice system.
- Not just housing our homeless population but treating them like members of the community instead of problems
- 65 Nov 16 2020 03 to be dealt with.

I really feel there should be more mental health and drug outreach in the homeless community. Housing isn't always desired and the base issues causing homelessness should be addressed first or simultaneously.

- 66 Nov 16 2020 03 MST also needs more staffing and longer available hours. The demand is bigger than the supply.
- 67 Nov 16 2020 03 There is nothing to address health promotion, ID infection and transmission,
- 68 Nov 16 2020 03 start from in-out protect your own first and for most

Significant effort needs to be put into creating better incentives that focus on the long term reduction of the total number of community members needing County assistance from the "Safety Net" departments. At present, like so many other communities, we alternatively disincentivize people from becoming self-sufficient by providing egregious support that no longer need it. For example, of all the homeless now living at either LG Village or at the Fairgrounds, how many have been successfully transitioned into becoming self-sufficient instead of a perpetual

- 69 Nov 15 2020 05 drain on the County's limited resources and all of us taxpayers?
- It is important to integrate the voices of those we serve in all our planning, implementation, and evaluation. It
- 70 Nov 13 2020 06 would be wonderful to find ways to compensate them for their time.
- 71 Nov 13 2020 05 I found this whole survey to be unclear and vague on what exactly the county is wishing to do.
- 72 Nov 13 2020 02 Hiring practices in Law Enforcement that help ensure Bipoc are recruited and welcomed.

- We desperately need affordable housing. Not just for those who are our most vulnerable but those who make just enough to "get by" living and working here in Sonoma County. Spending 30-40% of income on rental or housing costs leaves people vulnerable too. I work for a County I cannot afford to own a home in. I am not alone in this situation. Affordable housing for all will keep people here in our County and help us thrive.
- 73 Nov 13 2020 08
- 74 Nov 12 2020 09 It should be stressed that not all disabilities are visible.
- 75 Nov 12 2020 09 Stop Racism, sexism, discrimination against white men.
- more inclusion on committees and action task forces for employees not in managerial or licensed positions - i.e. people on the front lines, including temp employees who might have excellent and viable input and suggestions
- 77 Nov 12 2020 08
- I would like to see more funding for homeless programs coming from the State and Federal level. When Counties and municipalities provide the lion's share of funding for homeless programs/relief it reinforces further withdrawal of state and Federal resources, and adds an additional tax burden on residents. Homelessness is regional, state-wide and nation-wide and it should be funded across multiple government agencies. It is economically unsustainable to have local communities pay the majority of costs associated with homelessness. I feel very strongly on this issue and know many Sonoma County residents who feel similarly.
- 78 Nov 11 2020 06
- Integrate all departments accounting and information systems so that data and information can be tracked better and summarized at the county level and drilled down to the department level, to track, monitor, and see if the goal metrics are being accomplished, and used to determine inefficiencies.
- 79 Nov 10 2020 05
- Clear support and coordination between the County and the Cities in terms of response, resource allocation, etc. for County owned land within City limits. For example, the Joe Rodota Trail is County owned land within the Santa Rosa city limits. There have been tensions over who does what as far as law enforcement and other types of response in that area. Clear roles and responsibilities (and funding to support) with an established working relationship would help.
- 80 Nov 10 2020 01
- Be fair and equal in recognizing the importance of the services provided to the community and internal support needs to provide these services in each Safety Net Department.
- 81 Nov 10 2020 10
- Please stop buying hotels that are embedded in community and instead use the vacant land at County Admin Center for housing and support services.
- 82 Nov 10 2020 05
- As you have said, evaluate situations/services/structures, develop plans, select outcomes, make it all work together, train all staff of all agencies, reach out to community, find funding. Lots and lots of good work!
- 83 Nov 09 2020 06
- Mental Health services needs to be addressed more than when police are called. And then placing the mentally ill in jail. Whether they are homeless, or not, there needs to be more done. Hospitals, clinics, halfway housing, tiny homes with daily check ins, I don't know the answer, but I do think this needs to be addressed.
- 84 Nov 09 2020 03
- Make sure that resources for information about housing and other assistance is local. Hiring third party entities that are not familiar with Sonoma County and thus not very helpful only serves to frustrate those looking for assistance.
- 85 Nov 09 2020 02
- I would like to see us reallocate budget from law enforcement and incarceration to housing and supportive services. I do not want to see more attempts to strengthen the relationship between law enforcement and the community- this is just doing PR for law enforcement and doesn't truly help the community. I want to see IOLERO's budget continue to increase, and for the community, especially BIPOC and LGBTQIA+ folks invited specifically to these conversations that disproportionately impact them.
- 86 Nov 09 2020 01
- Illegal activities, such as drug use, need to be managed more aggressively-so that the community and county workers are not put in unnecessary danger.
- 88 Nov 09 2020 10
- Increase oversight of LE policies and actions. Perform review of potential cost and life savings if funds were diverted to MST and other community services rather than LE.
- 89 Nov 09 2020 10
- Better communication overall throughout county departments so that the client's get the services they need in a more timely fashion. Increased staffing in the departments that serve the most vulnerable populations.
- 90 Nov 09 2020 10
- In terms of investing in public safety, I would like to see money moved from the Sheriff's Office budget and put to use helping other groups in the community. Specifically towards housing and mental health services.
- 91 Nov 09 2020 09
- Affordable housing for Sonoma County employees for those who are in desperate need, e.g., single moms or dads with lower salaries and only one income
- 92 Nov 09 2020 09
- consolidate county resources that duplicate services.
- 93 Nov 09 2020 09
- Follow what Finland is doing
- 94 Nov 09 2020 09
- Plan a response to the increase in Opioid-related deaths and also the increase in Suicide deaths in Sonoma County
- 95 Nov 09 2020 09
- Ensure any solution does not increase the risk to the life and safety of our law enforcement personnel.
- 96 Nov 09 2020 09

- Accept the fact that 95% of the population that is referred to as "homeless" are in fact people with addiction issues, mental health issues or chose to live the homeless life style. These people need to be held accountable for their actions and not coddled by county. There is no incentive for them to seek help and every incentive for them to continue their destructive live style while us hard working county employees continue to have our tax dollars increased to pay for supporting this portion of the population. Support the 5% that are truly in need of assistance. Get them stably housed with assistance to get them back on their feet. These are the people that truly want to be productive and have fallen on hard times through no fault of their own. All this talk about creating data bases to track the hot topic "social justice" issues is a waste of time in Sonoma County. The vocal minority is who are driving these made up issues need to be told NO. We need a BOS who have the courage to standup and do what is right for the majority of Sonoma County residents and not take the path of least
- 97 Nov 09 2020 09 resistance and appease the vocal minority
- 98 Nov 09 2020 08 Public Transit, Telework, less driving. Less traffic congestion, too many people on edge driving. Better evacuation planning.
- 99 Nov 09 2020 08 increase funding for law enforcement, show more County support for officers' efforts in fighting the crime, increase detention facilities' capacity, not release violent criminals so easily, increase efforts to stop potential rioters from defacing/trashing properties
- 100 Nov 09 2020 07 Community policing in low income areas, law enforcement must become an ally not a threat. Law enforcement could initially partner up with behavioral health staff and "patrol" jointly. It is essential they reflect the culture they are representing (i.e. bilingual AND bicultural staff)
- 101 Nov 09 2020 07 Shifting funds from enforcement and punishment towards rehabilitation and prevention is key. All of the goals seemed important - it was a tough choice. Community outreach on 911 v 211 would also be
- 102 Nov 09 2020 07 helpful.
- 103 Nov 09 2020 07 Reduce funding to police and the weapons they purchase. Use that money for more appropriate response to mental health and homelessness.
- 104 Nov 09 2020 07 I think object 1 is great but we need additional and specific training for law enforcement staff including the sheriff's office, probation, etc.
- 105 Nov 09 2020 06 I would like to see training provided for employees about what each department in the county provides as far as services. I feel like I have little knowledge about public resources provided by other departments that I can work with. What knowledge I have gained over 14 years with the county is information I have learned myself. However, the ability to work together and share information with others is extremely valuable and saves time and effort. It also allows us to serve the public with more efficiency.
- 106 Nov 08 2020 02 We have to keep in mind that the reason our homeless population is as large as it is, is because the homeless purposely come to Sonoma Co because of the handouts we continue to give them. Stop giving handouts and they stop coming.
- 107 Nov 08 2020 08 extensive improvements/expansion in law enforcement race and cultural equity and acceptance education. This would include a required check into history of law enforcement professionals in regards to their behaviors related to racial and cultural justice issues. In cases where it is deemed appropriate, based on past or current behaviors, law enforcement personnel would be required further education and supervised practice in dealing the racially or culturally sensitive or charged situations.
- 108 Nov 07 2020 03 Those folks who are in need of the services. •Nothing about us without us. • We need universal health insurance to create real access to health care. Community members always resist to go
- 109 Nov 07 2020 01 to the doctor to prevent health issues due to economical struggle.

Regular and ongoing engagement activities with the community that do not get cut out of the budget. The community / officer relationship can only grow with continuous work. Establish engaging activities regularly.

We need the children to know that officers are good people and not what all the bad they hear.

Teach the young children to respect law enforcement by becoming their friend and having a constant positive relationship with them. Not one and done.

As children grow, they need proper direction for living and engaging in the real world. If a life skills/careers in our community program is created and when starting in elementary school would be beneficial to all involved.

Careers in our Community program can involve all the first responders at some point. For instance, children love technology these days. The officers can develop a presentation that humanizes them, shows the highlights of their job, what all the gadgets on their uniform are for, and why it is important. The officers can have give aways as prizes. During the schoolwide presentation, some other officers set up all the cool high tech vehicles for another presentation on how they work. Most of the time the children across America only see them as a form of threat in the neighborhoods they live in.

If the children see the big S.W.A.T. trucks and helicopters in an environment that is not threatening, they can see that the officers are good people, they can learn about the reasons why they would be in the neighborhoods, and when and why it is important to listen to officers.

- 110 Nov 07 2020 12 Set up regular in the community actual events or sports year-round, i.e softball, basketball, soccer, Find ways to engage with the business community to fund services and programs rather than funding through tax
- 111 Nov 06 2020 06 increase.

- Work towards defunding the Sheriff's office; increase mental health support--that means more money for Health and Human Services, more social workers, more resources for them. Improve triage to direct urgent mental health cases away from sheriff and towards mental health professionals. I would not trust training for law enforcement officers to effect any real change, but it is certainly a step in the right direction. 8 can't wait (8cantwait.org) is a good resource for law enforcement policies that have been shown to reduce unnecessary violence towards the community.
- 112 Nov 06 2020 05
- Wrap around services including jobs for homeless.
- 113 Nov 06 2020 04 Direct service public health care: ie assess for medical, mental health, safe needle exchange to decrease ED visits
- During these challenging times where many County employees are working from home, there is a disconnect with clients being seen and heard. Not over a telephone or on a computer monitor we need to address the fact that we
- 114 Nov 06 2020 03 are not physically setting eyes on clients.
- 115 Nov 06 2020 02 Add more Community Service officers to supplement police force in non-violent situations
- Increase funding for prevention initiatives. Work on communication between departments and integration of
- 116 Nov 06 2020 02 programs to avoid silos.
- Focusing monies on alternatives to jails, prisons and law enforcement, such as addiction treatment, mental health
- 117 Nov 06 2020 01 treatment, psychiatric inpatient programs, addiction in patient programs. Transitional housing in conjunction with
- education and support for on-going physical health, mental health and sobriety.
- There are objectives to meet goals that can be expanded or added such as for Goal 3 - Create Community Buy-in
- 118 Nov 06 2020 01 or engagement.
- Move away from traditional forms of punishment. Start look at other ways to fix issues between offenders,
- 119 Nov 06 2020 01 victims, and the community. Ways that will empower all parties involved.
- 120 Nov 06 2020 12 Invest in housing for all, SROs, legal camping, safe parking, decriminalize homelessness
- I would like to see language with less jargon and utilize language that is understood by a wider audience. I would
- 121 Nov 06 2020 12 like to see a goal that supports not only racial but gender equality.
- 122 Nov 06 2020 12 Spend considerably less of the current budget and focus it better. DHS and HSD are too big.
- More than identifying a location for housing our most vulnerable populations needs to be done. These goals and
- objectives are not comprehensive. Resources such as housing navigators and social workers need to be part of the
- support systems that we develop. Case management and wraparound services are needed to house and maintain
- 123 Nov 06 2020 12 housing for these individuals.
- I think we need to identify the people that are receiving services in our County. It is imperative that we are not
- inviting people from other locations to our county, lured by an abundance of services. It is one thing to take care
- of the people in our county, quite another to expect the hard-working residents of Sonoma County to pay for
- 124 Nov 06 2020 11 people who are merely transient, with no real ties to our county.
- Homelessness cannot be addressed unilaterally at the county level. Inter-county cooperation across the Bay Area, and even at State and Federal levels are needed to deal with such a self-reinforcing, systemic issue.
- There's tons of cause-effect relationships, but I'd argue the most important from a policy perspective are:
1. Mental health and substance abuse treatment.
  2. Housing prices, especially increasing the housing stock.
  3. Availability of jobs not requiring a college degree, which government can help provide with expansive, community-oriented programs.
- The tax base increase and reduction in emergency services will more than pay for these admittedly expensive
- 125 Nov 06 2020 11 initiatives.
- In Goal 5, Objective 5, it will be essential that community members experience BEING HEARD by members of law
- 126 Nov 06 2020 11 enforcement.
- Sadly, I do not. I do think/know that the problem is bigger than our county and probably the state.
- When I look at a homeless person, I try to think of them as a child and wonder what happened. My daughter
- attends public high school after being and she tells me that most of her friends have experienced some type of
- 127 Nov 06 2020 11 trauma, sometimes it is ongoing. This isn't right. But I don't know what the answer is.
- 128 Nov 06 2020 11 Limited hours of MST
- Crisis prevention and de-escalation training for county workers. Ability to access outside referrals for clients as
- 129 Nov 06 2020 11 red flag warnings arise or when clients request.
- Never going to happen but de-arm the police. I am not anti-police in ANY fashion - I just have studied and can see
- 130 Nov 06 2020 11 success in countries that do not arm their police force
- Education/training/tools on trauma, how it manifests in vulnerable populations, historical and racial trauma, and
- 131 Nov 06 2020 11 secondary trauma for those in safety net professions.
- I can't believe it - Goal one is supposed to include housing and it completely ignores this most fundamental need
- except for adding the word in the Goal title. Why no objectives or programs to increase the SUPPLY of housing?
- Why no strategy to address the continuum of care AND HOUSING that our most vulnerable populations need? We
- can have all of the outreach to homeless and EJ populations as we want, and as much coordination between
- disparate departments as we want, but without ADDING APPROPRIATE HOUSING UNITS to the county's housing
- stock, we can't do anything that will actually help these populations. Please start over with this plan and do a little
- 132 Nov 06 2020 11 less "partnering" and "identifying" and a lot more DOING.
- Educate the public on the role and importance of public safety officers, they are our backbone, not the enemy.
- 133 Nov 06 2020 11 They protect us we need to protect them.



134 Nov 06 2020 11 Uphold Measure P

I do like the message of Objective 5 but I would like to build upon the outreach and engagement of communities and law enforcement to expand community relationships amongst each other, if that makes sense. For example:

135 Nov 06 2020 11 holding city-wide park cleanups to strengthen the bond and lessen the divide amongst community members. Opportunities for public safety employees to build relationships by attending cultural events without their uniforms on. Connect with BIPOC in an organic setting

136 Nov 06 2020 11 Your goals need to be more specific. They are too broad. Who are the Safety net agencies? Cultural training for which departments?

137 Nov 06 2020 11 Fully funding law enforcement and their training, which will enable them to be more proficient and safe while working.

138 Nov 06 2020 11 Increase law enforcement budget, diversify the department personnel and most importantly add an arm of Law Enforcement department to deal with mentally ill citizens.

139 Nov 06 2020 11 There needs to be plan on how to deal with people who don't want the county services; people who choose to be homeless and don't want government assistance.

140 Nov 06 2020 10 Working in the field during Covid and Fires has been an eye opener. I find that there are great ideas being talked about and implemented, and at the same moment the ideas are not completely thought through or followed out in a way to provide what the original "great idea" had in mind. My biggest hope is that we can create more connected teams throughout city and county through ALL departments, that we can provide longer term housing and a process where individuals go through a shelter, then temporary hotel, then a longer term hotel and then we actually can provide permanent housing- with the knowledge of having enough staff on the teams so we can provide GOOD CARE and treatment, and that we open more DUAL diagnosis treatment programs that do not refuse the revolving door clients that are suffering.

141 Nov 06 2020 10 Thank for talking about all of the topics in this survey and for asking for our input as well. The Count plan seems to be missing goals towards improving infrastructure for citizens at large, not just special groups.

142 Nov 06 2020 10

When someone dials 911, sometimes it is for someone experiencing things which police really shouldn't be involved in. We need to have other people go with the police for almost every call. So many times the police will shot someone who they really shouldn't have because they do not know why they have been called. Psychology consistency and streamlining is very important, sometimes there are 'too many hands in the pot' helping out - leads to confusion for public.

143 Nov 06 2020 10 Lower costs for everyone or increase salaries. Hardly anyone can live in Sonoma County any longer. This county is way to expensive.

144 Nov 06 2020 10 I would be in support of helping true sonoma county residents who experience hardships, lord knows we all have them to some extent at some point in our lives. I am NOT fond of housing and supporting anyone who is homeless and decides to come to Sonoma county for free handouts. It is in no way fair to those who bought houses, worked and retired, paid taxes, and contributed to this county and for unforeseen circumstances are now needing assistance. WE NEED TO TAKE CARE OF OUR OWN FIRST and not people who've never supported Sonoma County.

145 Nov 06 2020 10 Please keep in mind outlying areas and the lack of resources available to them. Many small towns don't want things like homeless housing because they think it will invite problems. Find ways to support ALL the towns in the county.

146 Nov 06 2020 10 Create enough positions to get all of the work done in a timely manner. Ensure employees are paid enough to not qualify for the services they work to help provide.

147 Nov 06 2020 10 Address health clinics for the homeless. Provide more central information site on a one user friendly website like if calling 211. Presently, it's just rabbit holes that after 5 minutes, people get frustrated and lose track how they got there.

148 Nov 06 2020 10

While there is a goal of strengthening information sharing, there doesn't seem to be a goal to actually increase capacity and internal infrastructure to actually accomplish unified internal and external communications Building off of the findings in the 2014 Portrait of Sonoma County, I think we should be looking at things like access to open space, healthy food, etc in communities and trying to correct the disparities that exist in our County.

149 Nov 06 2020 10 Some objectives are quite vague and it doesn't really explain things, there is a lot of jargon unfamiliar to the average person, etc.

150 Nov 06 2020 10

Mental health and drug use are major problems. Free housing to these individuals while young families with none of these problems are struggling because of the high cost of living here doesn't make sense. These young families are the backbone, the essential workers, the people that should be helped. Instead, they get to work and watch the undesirables get taken care of. Stop pandering to the homeless and fewer will come.

151 Nov 06 2020 10 Look at how Cahoots works in another state. also, much more Spanish speaking outreach in community

152 Nov 06 2020 10

Ironically, you ask for specifics. This plan lacks any specifics. These goals have been stated, re-stated, echoed, and self-congratulated for many years by county leadership, ("gold medal resolutions" congratulating yourselves for a human rights and IOLERO office, both of which you admit have been overlooked, underfunded and put last on every list to receive resources. Leadership has talked about addressing homelessness and affordable housing for decades - fine. This is a goal. But what, specifically, are YOU going to do to actually make it happen? what specific strategy/legislation/action will you take to overcome NIMBY/xenophobia/ignorance/small-town cronyism?

153 Nov 06 2020 10

157 Nov 06 2020 10 Transportation to services. Computer and wifi access during Covid to access services.

158 Nov 06 2020 10 RESPECT FOR THE LAW AND FOR THE HARD WORKING LAW-ABIDING CITIZENS WHO LIVE HERE.  
affordable housing specifically for single income households (due to dependent care) should ABSOLUTELY be

159 Nov 06 2020 10 addressed before homelessness.  
We create 5 year plans and very little is communicated or done with these plans. We need yearly reporting on

160 Nov 06 2020 10 the progress of the initiatives that are decided in the plan.  
Triage.  
We have three types of homeless:  
-functional people who have had misfortune  
-people suffering psychiatric and/or substance abuse issues  
-criminals and miscreants.

Allowing the third group to 'hide' amongst the first two destroys a great deal of the credibility of all outreach efforts. Your Social Workers, like the cops, know who the Good people having a bad time are, and who the bums

161 Nov 06 2020 10 who just want a free ride are; back them up.  
Better wages even for county employees. I know many, including myself who have to have a second job to make ends meet. Get control of the Sheriff's dept and police in their abuses of power and attitudes. Even towards other Co employees in County classes, they treat other Co EE's with no respect, as they are better than us, and have power and there is nothing anyone can do about it. I know many Co EE's that think they are abusive. Need to

162 Nov 06 2020 10 address high cost of rental properties, rent is over 1/2 my income.  
Any commitments must include adequate investment in the infrastructure (whether county or vendor) to carry it

163 Nov 06 2020 10 out effectively.  
We need expanded capacity and assistance in understanding and interpreting data.  
Also, we need to acknowledge that all of these disasters have put us far behind in our regular duties. We need to start prioritizing what needs to be done and what we really just can't get to. Before we take on another thing, we

164 Nov 06 2020 10 need to take stock and make sure our foundation is still intact.  
The homeless issue will not be solved at throwing money at it. Such a response just encourages more homeless

165 Nov 06 2020 10 from other states/regions to migrate to this area.

166 Nov 06 2020 10 Promote a trauma informed workforce using SAMHSA guidance  
Better safety for our front office workers. They are on our front lines dealing with the public while others are

167 Nov 06 2020 10 teleworking.  
Please consider more job training and job entry positions for those in need. Day care is a big issue for working

168 Nov 06 2020 10 parents too.



## Organizational Excellence

### Goal 1: Strengthen operational effectiveness, fiscal reliability, and accountability

Support Level for Goal	%	Count
Very Unsupportive	1.57%	8
Somewhat Unsupportive	3.35%	17
Neutral or No Opinion	17.13%	87
Supportive	51.77%	263
Strongly Supportive	26.18%	133
Weighted Average	3.98	

Ranking of Objectives	%	Count
Objective 1	35.77%	176
Objective 2	32.11%	158
Objective 3	17.07%	84
Objective 4	39.84%	196
Objective 5	35.16%	173

### Goal 2: Increase information sharing and transparency and improve County and community engagement

Support Level for Goal	%	Count
Very Unsupportive	1.22%	6
Somewhat Unsupportive	3.86%	19
Neutral or No Opinion	16.87%	83
Supportive	53.46%	263
Strongly Supportive	24.59%	121
Weighted Average	3.96	

Ranking of Objectives	%	Count
Objective 1	53.80%	262
Objective 2	36.96%	180
Objective 3	37.78%	184
Objective 4	30.80%	150

### Goal 3: Become an employer of choice with a diverse workforce that reflects our community, and an employer with a positive work culture that results in engaged and developed employees.

Support Level for Goal	%	Count
Very Unsupportive	1.22%	6
Somewhat Unsupportive	1.43%	7
Neutral or No Opinion	5.92%	29
Supportive	36.33%	178
Strongly Supportive	55.10%	270
Weighted Average	4.43	

Ranking of Objectives	%	Count
Objective 1	83.23%	407
Objective 2	34.56%	169
Objective 3	41.10%	201

### Goal 4: Seek out grant funding to enhance programs and improve infrastructure

Support Level for Goal	%	Count
Very Unsupportive	1.63%	8
Somewhat Unsupportive	2.04%	10
Neutral or No Opinion	13.85%	68
Supportive	41.55%	204
Strongly Supportive	40.94%	201
Weighted Average	4.18	

As a County employee, you are in the best position to help inform this process. Please let us know if there is anything not included in the **Organizational Excellence goals and objectives** that you would like to share or have staff consider? (Please be specific)

Answered 131  
 Skipped 592

Respondents	Response Date	Responses	Tags
1	Dec 11 2020 01:	Developing career pathways to train a diverse workforce and developing retention strategies is of the utmost importance to me.	
2	Dec 10 2020 04:	Support training and mentoring for employees of color to reflect our communities at the management level too.	
3	Dec 10 2020 08:	I am somewhat frustrated by this survey pigeon holing me to make pick YOUR answers. I am unsure why you want feedback, other than to say 'we asked people their opinion' b/c you don't allow for text that informs you why i disagree with something. It seems that this survey is just a tool to affirm what you are planning to do already.	
4	Dec 10 2020 03:	Improve roadways and expand freeways.	
5	Dec 09 2020 04:	As a County employee, I love working here. I get to help my community and do work I really care about, all while receiving great benefits. I am so grateful! However, like all bureaucracies, I think the County has room to trim the fat. I think there are definitely areas where employees could work harder or take on stretch tasks. Let's maximize taxpayer investment by encouraging our employees to give their 100% and getting rid of those that don't. I understand it is difficult to get rid of employees with unions -- but it's important to have lazy, negligent, or negative behavior addressed. It affects us all.	
6	Dec 09 2020 04:	Focus on gender, age, ability and racial equity.	
7	Dec 09 2020 03:	Dedicate staff to work on this goal. Often times staff is juggling so many tasks and priorities that seeking funding falls at the bottom of the list.	
8	Dec 09 2020 02:	First, you don't know who works for you. that goes all the way down management. Second, the county has always had caviar dreams on a Spam budget, how about funding your training better? also many departments work against each other. Facilities and parks have been cut a lot over the years, and it shows. they do a lot but you can only do so much when your facility used to have 3 fac-ops full time, and now only has one that is split between several buildings. Seriously you are failing in your fiduciary responsibility maintenance and you don't even know it because your managers are yes-men. and don't bring forward problems but just say "yes we can do that with less funding"	
10	Dec 09 2020 12:	Homeless situation and mental illness management.	
11	Dec 09 2020 12:	The county supervisors are grossly overpaid and the funding does not need to be sought, you can get the money from there.	
12	Dec 09 2020 11:	training for re: what is an ally? how does that differ from being a leading partner? how being an ally in this process helps non POC become allies in their communities at large.	
13	Dec 09 2020 08:	Staff is treated very poorly by those in power of huge departments within the county. County HR covers for them and doesn't help employees.	
		Eliminate redundant implementations e.g. get HSD on the main County network, eliminating the costs of separate servers, email and sharepoint installations.	
		Find a way to allow other related agencies to interact with the County's network (e.g. Water, Fairgrounds, etc) for necessary shared communications.	
		Money saving ideas: - Shift to a common font for all printed materials. See "Teen's Science Fair Font Project Could Save Government Millions" article from 2014.	
		Create a common ADA compliant template for Agenda materials so the work does not have to be repeated each meeting or for each group.	
		Require that all desk staff be trained in Microsoft Office, most importantly Word. ADA remediation is at its easiest in Word. It becomes more difficult (read expensive) to remediate after the fact. Anyone who creates or edits a Word document should be able to format their content in compliance with the law.	
14	Dec 08 2020 01:	have professional staff spending less time on paperwork and data entry and use clerical staff to free up	
15	Dec 07 2020 01:	time for direct client services.	
16	Dec 07 2020 12:	Increase support, training, and recruitment of County staff for emergency response	

In order to truly achieve organization excellence the County needs a strong system of accountability. The Board needs to make accountability a priority and needs to dedicate funding for accountability

17 Dec 07 2020 11: based on a percentage of general fund budget.

19 Dec 07 2020 11: improve training

I just want to explain my choice in goal #4. I can't be in support of obtaining funding if I don't really know what it's for. "Strategic priorities" doesn't mean anything to me. There's no way to hold anyone

21 Dec 03 2020 11: accountable for something that's so opaque.

I feel A&A already supports the staff in all these ways. Perhaps other departments could learn from our

22 Dec 03 2020 10: leadership.

Increase permanent staffing to appropriate levels. Too many are overworked and overwhelmed trying to do the job of two people. For example, a unit that has 5 workers doing the work of 6 or 7 workers is unsustainable and will cause burnout, leading to loss that would further stress the current unit members. Chronic understaffing is a huge detriment to our community as it limits our ability to properly support community members. Especially for those in Human Services who assist our most vulnerable population. Having too few social workers and the clerical staff that support them is a huge, ongoing problem. When you increase social worker staff, it is only fair to increase clerical staff to

23 Dec 03 2020 09: handle the increased caseload.

24 Dec 03 2020 09: be sure you ask the employees about ways to spend the grant money - not just the dept heads

More staff to handle client caseloads in order to provide the therapeutic support that is needed for each individual client. More preventive work and collaborative work with law enforcements to reduce

25 Dec 03 2020 09: impact of mental health crisis on ER's and CSU.

Organizational Excellence would be improved greatly if there was more interaction and transparency

26 Dec 02 2020 09: between staff and management.

28 Dec 01 2020 09: reward and encouragement for employees who stay with the County for 15 years or longer.

Telework is key. It is a huge benefit to employees and the County. It can improve quality of life significantly, reduce climate impacts of county operations by reducing commuting and facilities costs, and makes us desirable for recruiting new talent. Permit Sonoma has shown how successful and

29 Nov 30 2020 03: productive the County can be while allowing telework.

30 Nov 30 2020 02: reduce size of management

Before Goal 4, Objective 1, there need to be two objectives:

1) Identify low-hanging fruit - changes that can be made easily, quickly, and cheaply to achieve County objectives - implement immediately. 2) Identify objectives that require substantial funding and develop a budget to make them happen. If there is a reason this objective is \$60 million, it isn't explained in the

31 Nov 30 2020 10: process here.

The pandemic sad it can be justified that employees can work from home. Even with pandemic gone, it would be beneficial for the environment to continue to work from home. WFH also lessens stress of

32 Nov 30 2020 09: commuting and other expenses.

Support inclusion, not just diversity, in our workforce through surveys and committees that engage staff throughout the organizational chart.

33 Nov 23 2020 08: Transparent recruitment techniques.

Employee feedback is under-utilized in County decision-making at all levels. Surveys are good, but focus groups and workgroups should also be incorporated into the strategic planning and decision-making processes. When it comes to day-to-day operations, leadership alone cannot make well-informed

34 Nov 20 2020 05: decisions without input from those doing the work at all levels.

36 Nov 20 2020 11: Also improve the access to communication and information within the Departments.

Improve what already exists. Improve promotion decisions to increase opportunities based on actual merit and reduce promotions based on friendships or individualistic favoritism. Improve opportunities for staff development, such as reducing some workload demands to increase time for special project participation, professional development and training, cross-training in different positions, improve actual "onboarding" not simply an "orientation" (there's a real difference), allow staff to improve professional relationships between different departments both within the County & outside whether State-level or federal. Improve communication between county departments to better learn best

37 Nov 20 2020 10: practices where activities overlap or where functions are similar.

Our Organizational Excellence goals should have excellent should include training in excellence...

excellence in customer service, excellence in leadership and similar courses. "If we expect perfection,

38 Nov 20 2020 10: we will not get it, but if we work toward it everyday, we will achieve excellence."

Listening to, and taking action on employee feedback is important. There are a lot of managers who

need training and to be held accountable and responsible for their job. There are so many good people

39 Nov 20 2020 10: who work at the County and a select few "bad apples" make those good people want to leave

40 Nov 20 2020 10: A more diversified representation of our community at the Board level.

Re: Goal 3, focus specific attention on inclusivity and fostering a positive work culture where employees of all background feel a sense of value and belonging.

42 Nov 20 2020 09 Cannot emphasize enough: streamlining, simplifying and clarifying internal budget and purchasing processes to make internal administration more efficient.

43 Nov 17 2020 04 I would like to see Goal 1, objective 5 also mention "green" procurement requirements, not just the mention of aligning with strategic priorities but emphasizing the focus on a county sustainable purchasing policy in addition to Racial Equity and Upstream Investments.

44 Nov 17 2020 04 When you state that you're seeking \$60 million in grant funding for strategic priorities, best to state what those priorities are and how \$60 million will assist in implementing your priorities. You need to identify how the money will be spent and be specific.

45 Nov 17 2020 09 Do NOT use AI to make decisions.

46 Nov 17 2020 08 Competitive wages for all, stop cutting mental health and social services. Have an implementation plan for all these goals, and a plan to sustain these services.

47 Nov 17 2020 08

Goal 1: yes, operational goals and strategic priorities should direct data-driven funding decisions and not be emotionally responses to long-engrained programs.

Goal 2: yes, getting information to diverse communities and listening to their feedback is essential for improving County services - just putting things up on the website (whether more user-friendly or not) is not a very effective way to share information with people who do not use the internet or go to websites any longer.

Goal 3: As you know, your workforce is your most valuable resource and it will be important to support that workforce with better health benefits and telework options in the future.

Goal 4: Grant funding is a siren's call since it rarely pays for staff or admin costs and ends up putting a lot of strain on programs and procurement processes for the short-term nature of the grants; there can often be a disconnect from strategic priorities since the funder may want something different than what we have prioritized; all of the application documentation and reporting is also quite time consuming for staff - not to mention needing current staff to 'add' one more thing to their already full plates; securing legislative allocations for longer-term funding of our priorities might be harder to do but seems like it would be more beneficial in the long run.

48 Nov 17 2020 08

49 Nov 16 2020 11 Ensure staff recruited represents minority communities in language and cultural competence. I dont think the strategies laid out for the goal "Become an employer of choice with a diverse workforce that reflects our community, and an employer with a positive work culture that results in engaged and developed employees. "

What about reevaluating our hiring practices to ensure a more diverse workforce at all levels? what about conducting analyses of staff turnover and surveys of staff satisfaction to hone in on poor leadership?

50 Nov 16 2020 09

There are too many managers and not enough line staff to successfully address the needs of the community. The staff to client ratio is inadequate, caseloads are too high for reasonable care outcomes and staff are stretched too far.

51 Nov 16 2020 05 Please re-evaluate the effectiveness of the educational opportunities currently being offered to employees. Please consider implementing a goal-oriented course of classes that may end with some type of earned certification recognized to be valuable throughout County departments.

52 Nov 16 2020 05 teleworking combines organizational excellence and climate action: Better work life balance, reduce polluting commuting, less waste generated, and happier more productive employees.

53 Nov 16 2020 04

54 Nov 16 2020 04 Just for more opportunities to grow in the county. Sometimes the options feel very limited.

Implementing a telework policy would be fantastic. It would be great to give employees who can work from home the option to do so (even if only a couple days a week). It greatly improves work-life balance by saving time commuting, which also reduces traffic and pollution. The daily time saved from commuting can allow an employee to sleep a bit longer or have time to exercise. This is beneficial to health. Having a bit more time in the day reduces stress and increases morale. Teleworking benefits the environment by reducing the numbers of vehicles on the road every day, and saves the employee money on gas (saving money is another stress reducer). Also, it would ease the problem of finding parking at some county workplaces. I know teleworking is not possible for all positions, but it should be optional for those positions that can successfully telework without any negative effects to their county department. Permitting county employees to telework part of the week and work at the office the other days would be ideal and a fantastic benefit the county could offer.

55 Nov 16 2020 06

The most significant item missing from the Organizational Excellence goals and objectives is a meaningful way to impart ACCOUNTABILITY amongst County employees into our organization. At present, there is not just minimal accountability for work performance throughout the County, the so called 'performance system' is broken, excessively time consuming, and is fraught with inconsistent application throughout the County. How do you honestly expect to improve 'organizational excellence' without accountability? Additionally, as for tele-work, COVID has shown that tele-work has failed! Time and again, I and my fellow co-workers receive Outlook messages from County employees that are supposedly 'tele-working' but fail to reply in a timely manner to normal County business via email and phone. There is no doubt, 'tele-work' is being used by many as a form of PAID vacation. Unacceptable!

56 Nov 15 2020 05: Again, where is the accountability?

We live in an era of repeated disasters. We need training (could be virtual, on-demand), desk manuals for EOC positions, and emotional/mental health support for employee and volunteer disaster workers.

57 Nov 13 2020 07:

To support Organizational Excellence you also need and rely on an Excellent and Integrated Accounting and Information System where data and information from all departments is normalized and transparent across the county and integrated into one single central data store using the same accounting structure so reporting and data analysis is simple and easy at the macro and micro level. Currently there are too many desperate shadow systems where cost accounting coding and data are not integrated and aligned making it very difficult to integrate and be economically useful for timely decision analysis. Departmental shadow accounting systems need to be dismantled, and integrated into the central EFS data store, focusing and refactoring into one uniform accounting system to support the county whole as well as the individual departmental functions.

59 Nov 10 2020 06:

When talking about "providing great customer service" apply that concept to internal/inter-department practices as well.

60 Nov 10 2020 10:

I would like to see the employee work/life balance promoted and a culturally diverse approach to training and having an environment conducive to equity, diversity and inclusion on a continued basis.

61 Nov 10 2020 09:

Adding diversity and inclusion to our core values in the county and making it mandatory in all departments to focus on high quality training and education for all employees.

62 Nov 10 2020 05:

Incorporate Trauma-informed Care initiatives into day-to-day operations to counteract fatigue and burnout from past years of wildfires, drought, floods, COVID, national strife, racial injustice.

63 Nov 09 2020 01:

I would love to see our County work towards becoming a specifically anti-racist organization, and hire BIPOC with those skills to lead that work.

65 Nov 09 2020 10:

Empower supervisors and managers with knowledge of HR processes so they can move low-performance employees towards termination when work does not improve.

66 Nov 09 2020 10:

We need to be very specific on what the \$60 million dollar grant will be used for-to mitigate potential waste, fraud and abuse.

67 Nov 09 2020 09:

Anti-racist policy

68 Nov 09 2020 09:

Focus on maximizing the efficiency of departments that target similar areas of focus and population.

69 Nov 09 2020 09:

There are few resources for the deaf or job opportunities

70 Nov 09 2020 09:

Develop awareness of the difference between top-down relationships and bottom-up relationships to prevent the misapplication of ego driven agendas.

71 Nov 09 2020 09:

Review span of control and add staffing where necessary to prevent unrealistic workload and maximize the chances of project completion

Streamline the Board Item process and reduce the number of items requiring Board Approval.

Finalize arrangements in which Departments "pay" General Services for their spaces in order to provide funds to adequately maintain them.

72 Nov 09 2020 09:

Abandon "Green", value signaling projects that are not cost effective (example, the fuel cell).

Prioritize Telework full time for all positions possible reducing carbon footprint and congestion on the roads, improving work/life balance for employees and increasing productivity by having employees use

73 Nov 09 2020 08:

zero time and energy on commute.

Keep divisive identity politics out of County goals, especially after Proposition 16 has been rejected by a vast majority of Californians and the Affirmative Action continues to be illegal

74 Nov 09 2020 08:

I would like to see more opportunities for community engagement. you can use the "Self Healing Communities" model to actually let/teach community members how to interact with the "system" and therefore allow them to tell the "supportive systems/organizations" what they want. For more info:

75 Nov 09 2020 08: <https://www.rwjf.org/en/library/research/2016/06/self-healing-communities.html>

76 Nov 09 2020 07: Consider implementing biennial 360 reviews of supervisory level employees.

Recruit more bilingual staff and/or implement an integrated county wide interpretation (phone?) service for departments to use.

77 Nov 09 2020 07: In addition to tele-work, part time, and job-sharing opportunities create more flexibility for working parents, particularly mothers.

78 Nov 09 2020 07: I think that the goals/objectives around data and overall program improvement are important but my experience with county staff, including leadership, is that they are not data literate or data focused. This results in poor quality data (unusable) and little to no strategic use of data when it is provided and accurate. I think we need a countywide strategy to address the numerous data issues we face, create a data leadership coalition to execute the strategy, and create a data literacy education program for the entire organization. Without this, data initiatives are not prioritized and data evaluations or strategic reporting isn't utilized by leadership because they don't know how to use it.

79 Nov 08 2020 08: The county onboarding process is extremely disorganized, difficult to follow and requires new employees to basically educate themselves. This approach is wasteful of time and money as it ultimately leads to mistakes and having to redo work. PLEASE develop simple, clear onboarding routines and protocols, ditch the 3-4 hour online training sessions and provide in person instruction, opportunities for practice while learning county systems and feedback. It really is currently VERY TERRIBLE.

80 Nov 07 2020 01: There is a need for dissent. Typically County departments only include persons that share the same culture, and think like the leadership team in turn, which prevents innovation.

All of the 5-year strategic plan ideas are great. I believe that one of the most important aspects to build a resilient community that is strengthened from within would be to implement a campaign to train the local businesses through community meetings, announcements for workshops, on doing business with the county government.

Too many of our procurement contracts do not stay local. Hundreds of thousands of dollars go to Amazon, because it is easy. All or most of those dollars, in one way or another could stay local. I know that millions of our tax payer dollars are sent across the United States because County employees do not know what businesses are in the local area. We as employees looking for goods and services should be doing all business with the people that pay our salaries.

Create some financial reports on locations of the businesses we use, where we are sending our business, industries used in Sonoma County, out of the County, out of California, and outside of the country.

A strategic plan to educate the community of the business opportunities possible, and knowledge of how to be able to set up an account to do business. Another strategic plan on how to educate each of the departments the importance of spending local especially in times of emergency.

81 Nov 07 2020 12: Develop a plan to increase local spending and reduce sending our taxpayer dollars out of our area for goods and services.

82 Nov 06 2020 06: Define and implement best practices in government administration. Get off the bleeding edge and ride the leading edge.

83 Nov 06 2020 05: Grant funding is tricky because you can spend lots of time and resources pursuing grants that are a longshot. It's important to have a grant procurement team that is well trained and skilled to be able to pursue and procure the right types of grants for our county. I would be interested in such a position if it were opened up.

84 Nov 06 2020 05: Priorities should be based on needs assessment. Grants do not lead priority, if it does, then you end up with upside down triangle. Often grants make pretty reports, and not enough impact.

85 Nov 06 2020 04: Not only should we support customer service, but we should create a metric and expectation guide. As for teleworking and allowing a work life balance, many employees do not have the option to telework so incentivizing those employees in other ways would be an improvement in balance. Having departments throughout the county be uniform in supporting its employees and their growth towards being successful is extremely crucial and something I don't see with my experience of working in different departments.

86 Nov 06 2020 02: Make leave policies clear to all employees. Sheryl Britton encouraged all employees to get tested regularly for COVID on county time. What kind of leave applies to this directive?

87 Nov 06 2020 01: Bike paths, alternatives to cars, environmentally conscious focus.

88 Nov 06 2020 01: By focusing on work-life balance and considering teleworking, you are making it more accessible for people with disabilities to apply for a county job or continue to perform their duties without having to put their lives at risk. Good job for putting this on the table!

- Each department should have a strategic plan for funding operations that includes grants. Currently departments do not have strategic action plans, that have a funding plan component. Each
- 89 Nov 06 2020 12: Department should have a division that is focused full-time on the strategic acquisition of grant money.
- 90 Nov 06 2020 12: Create a work environment that attracts the best employees.  
Please don't use grants for more management, as it seems to have been used in the past. We need
- 91 Nov 06 2020 12: more employees and less management.  
Holding Departments down to Division level accountable for performance measures that are determined by an multi-Department committee with input by Department/Division otherwise,
- 92 Nov 06 2020 12: Departments/Divisions can make up what they see fit.

The strategic priorities dance around the difficulties in recruiting and retaining experienced, capable staff that are directly related to the low pay, high insurance costs and double withdrawals for retirement (County + SSI). Add in the extreme cost of living in this area and the pool of applicants becomes even less desirable. We hire promising new people and, after providing 1-2 years of training and experience, they find better-paying jobs with better benefits and no SSI. The ones that can, leave.

The Workforce Development Program has been outstanding and is a wonderful model. The County needs to do more training to meet new needs, more succession planning, and find innovative ways to address the very real housing costs that employees experience. Creativity will be needed.

- Archaic systems decrease efficiencies, it's true, but so do archaic departments who exist to support those archaic systems. There are many, many positions in those Departments that increased systems efficiencies will render superfluous. We need to recognize and treat employees as our greatest resource and to provide them with the training and support that they need to develop new skills and grow/change with the technology. At the same time, there are areas where we need more progressive
- 93 Nov 06 2020 11: discipline to ensure that all of our employees are working to support our mission.  
Update computer capabilities that are more accessibilities for online troubleshooting with clients in real time. Create a better app for clients to access all programs for reporting and updating with ease on the app. Have kiosks available for walk up access for clients to update and provide verifications with out
- 94 Nov 06 2020 11: having to call in to the service center.

- The training department put on wonderful programs before the shutdown. Sometimes, I was wondering why my manager wasn't taking these classes or that the message should get to my manager, but then I also realized that they probably got the message, they just don't listen. IDK what can be done about that, but I know the County, via the training department, really tries to bring up a
- 95 Nov 06 2020 11: new crop of managers that is more open minded and it's going to take time to make that transition.  
Grant money is never 'free'. There is a requirement for a staff person to handle the reporting to the grant agency. The new work for positions is normally assigned to someone already oversaturated with
- 96 Nov 06 2020 11: their existing workload.  
Continue creative thinking for "housing locations" for homelessness, more huts, parking lots, RV "Free
- 97 Nov 06 2020 11: Parking, etc.

- In our department we have extensive licensing requirements for all levels. It is highly specialized and takes a number of years to gain the licensing. There are no parallel job classes in government except in other counties. We have been unable to recruit experienced staff in from other counties due to low take home pay and high cost of living, so we have to grow our supervisors and managers from within. Having a robust County training system is key for growing effective leaders for our department. Also, the number of disasters in the past few years has put a huge strain on staff, especially on management who must continue to meet regular work deadlines and deliverables while also dealing with the changes and disruptions of the disasters. While we cannot predict (except maybe now fires) when disasters happen, we need to either build in more bandwidth or truly acknowledge that there will be
- 98 Nov 06 2020 11: delays in "regular" work when faced with a disaster and the disruption it causes for staff.
- 99 Nov 06 2020 11: Where is this grant funding going to come from?  
If there is a way to have some one go to each department and access how the work is being delegated and completed to find any areas that time and money is being wasted and change procedures and
- 100 Nov 06 2020 11: policies to encourage all employees to work efficiently and productively.
- 101 Nov 06 2020 11: Address disparities in pay and benefits amongst County employees.  
\$60 million seems high for a Strategic Plan that should have been a work in progress for the last few years. We have departments that went through huge budget cuts and that money could be used for
- 102 Nov 06 2020 11: implementing or maintaining some essential programs.
- 103 Nov 06 2020 11: Mandatory diversity and equity training for all employees on a continual basis

- Improved outreach to POC/LGBTQ and underrepresented groups for hiring. Get office of DEI involved in HR screening process of applicants. Remote work policy, when required by the employer (ie COVID-19/wildfire office closures) should include a stipend for increased cost of home electricity, cell phone/data, new equipment (laptops that can connect to VPN, printers) so employees are not forced to pay to work.
- 104 Nov 06 2020 11: Continue developing employees and leaders through high quality and multi-dimensional training and succession planning. - Current leadership in the county is not diverse and does not represent the population of the County which requires that succession planning focus on diversity and developing the next generation of leaders. I have yet to see that happen.
- 105 Nov 06 2020 11: The county should be working in partnership with community organizations, eg, los Cien or Hispanic Chamber to develop, write and submit grants to local and National philanthropic funding sources as well as National Federal agencies in support of innovative approach to the implementation of our county goals.
- 106 Nov 06 2020 11: Re-establish Joint Labor-Management committee with all stakeholders to work out issues.
- 107 Nov 06 2020 11: Address discipline and work loads with more consistency. Be transparent with the citizens about budgetary issues and corruption within county government
- 108 Nov 06 2020 11: I think that equitable and environmental organizational excellence goes hand-in-hand. By making things more transparent and accessible to strengthen our inclusivity with the rest of the community, we should make sure every objective meets environmental sustainability measures. If we as a county cut back our waste and show the community our dedication to a environmentally-friendly community, it will help build trust with the public because we are moving in a direction to help everyone.
- 109 Nov 06 2020 11: I'm good with it as long as it doesn't cost tax payers or us employees
- 110 Nov 06 2020 11: Daycare stipend? There is a lot of focus on housing being too expensive but no one is discussing the economic divide caused by the burden of childcare costs.
- 111 Nov 06 2020 11: allocate more funds towards mental health outreach with a focus on youth
- 112 Nov 06 2020 10: Make this survey more easy to understand and don't use wording that is confusing. If you want honest opinions make it easier to read and understand, it almost like you make it so complicated to understand so we can not make an informed decision. Give employees more say in the plan instead of just giving us the options you chose.
- 113 Nov 06 2020 10: More focus on renewable energy, solar, wind, tidal, etc. We should become a leader and an energy independent County in my opinion. Thank you!
- 114 Nov 06 2020 10: 360 reviews
- 115 Nov 06 2020 10: In Organizational Excellence (3 of 4), all of those are very important, but I could only choose 1. A new website is already being developed (I'm on the leadership and design teams). It seems that objective should be broadened to other outreach touchpoints like having a Spanish facebook page and youtube channel as well as expending equity work to be more inclusive of other prominent
- 117 Nov 06 2020 10: races/ethnicities in the area.
- 119 Nov 06 2020 10: I'm interested in seeing a long term teleworking option for office employees that are eligible in doing so.
- 120 Nov 06 2020 10: When people coming in for assistance are driving newer cars than the employees that are helping them, there's a problem. If you are going to spend the money, spend it on the elderly who have gone through life and are now struggling to decide if they should pay for rent or food.
- 121 Nov 06 2020 10: Please promote from within! There's talent that goes ignored in County employees. Stop the ageism. Promote your experienced, senior employees. Stop thinking that only young people with graduate degrees can shine. Stop hiring so many neighborhood "consultants" who in many cases, end up being inept. Use your own employees instead, whose skills go unnoticed and underused. Recognize excellence, pay comparably to Marin, empower your front line and technical support workers because we know what needs to be done, how to do it (at the lowest cost) and spend more time cost-justifying trivial items and shuffling redundant paperwork than we'd like while our work stacks up!
- 122 Nov 06 2020 10: OPPORTUNITY TO TEACH ALL COUNTY EMPLOYEES SPANISH.
- 123 Nov 06 2020 10: The county should be a role model for diversity and racial equity in leadership and it isn't. RE: the succession planning goal, I recommend more county resources be committed to recruiting a more diverse workforce and that these efforts be supported with leadership & professional development opportunities, developed and monitored in an intentional manner.
- 125 Nov 06 2020 10: We really need to look at the red tape that we encounter INTERNALLY. It's hindering our ability to move forward and serve the residents of this county.
- 126 Nov 06 2020 10: Support creative funding strategies (beyond, but including grants) for broadband (fiber network) development.
- 127 Nov 06 2020 10:



- As we enter a period of economic uncertainty due to the pandemic and other disasters, I think we should work on prevention/upstream services as much as mitigation.
- 128 Nov 06 2020 10 Teleworking has been successful in reducing the need for office space, commuting pollution, etc. I would like a stronger push for ENCOURAGING teleworking going forward within departments so long as the County mission is not being sacrificed in the process.
- 129 Nov 06 2020 10 The pandemic proved that teleworking is an efficient and optimal option for employees. Developing a county-wide teleworking plan should be one of the highest priorities.
- 130 Nov 06 2020 10 Investing in more current software that could eliminate so much manual work and paper.
- 131 Nov 06 2020 10

## Racial Equity and Social Justice

**Goal 1: Foster a County organizational culture that supports the commitment to achieving racial equity.**

<b>Support Level for Goal</b>	<b>%</b>	<b>Count</b>
Very Unsupportive	5.94%	28
Somewhat Unsupportive	5.94%	28
Neutral or No Opinion	10.40%	49
Supportive	35.67%	168
Strongly Supportive	42.04%	198
Weighted Average	4.02	

<b>Ranking of Objectives</b>	<b>%</b>	<b>Count</b>
Objective 1	45.29%	197
Objective 2	42.30%	184
Objective 3	38.62%	168
Objective 4	33.79%	147

**Goal 2: Implement strategies to make the County workforce reflect County demographic across all levels.**

<b>Support Level for Goal</b>	<b>%</b>	<b>Count</b>
Very Unsupportive	7.26%	34
Somewhat Unsupportive	6.41%	30
Neutral or No Opinion	17.31%	81
Supportive	33.12%	155
Strongly Supportive	35.90%	168
Weighted Average	3.84	

<b>Ranking of Objectives</b>	<b>%</b>	<b>Count</b>
Objective 1	58.13%	236
Objective 2	44.58%	181

**Goal 3: Ensure racial equity throughout all County policy decisions and service delivery.**

<b>Support Level for Goal</b>	<b>%</b>	<b>Count</b>
Very Unsupportive	7.31%	34
Somewhat Unsupportive	7.31%	34
Neutral or No Opinion	19.57%	91
Supportive	39.14%	182
Strongly Supportive	26.67%	124
Weighted Average	3.71	

<b>Ranking of Objectives</b>	<b>%</b>	<b>Count</b>
Objective 1	55.14%	220
Objective 2	47.37%	189

**Goal 4: Engage key community and internal stakeholders to develop priorities and to advance racial equity.**

<b>Support Level for Goal</b>	<b>%</b>	<b>Count</b>
Very Unsupportive	5.92%	27
Somewhat Unsupportive	4.39%	20
Neutral or No Opinion	15.35%	70
Supportive	42.98%	196
Strongly Supportive	31.36%	143
Weighted Average	3.89	

<b>Ranking of Objectives</b>	<b>%</b>	<b>Count</b>
Objective 1	52.42%	217
Objective 2	49.28%	204
Objective 3	46.62%	193

As a County employee, you are in the best position to help inform this process. Please let us know if there is anything not included in the **Racial Equity and Social Justice goals and objectives** that you would like to share or have staff consider? (Please be specific)

Answered 119  
 Skipped 604

Respondents	Response Date	Responses	Tags
1	Dec 14 2020 02:	<p>The County will have to find ways to communicate how it intends to meet its Racial Equity and Social Justice goals - once it has sought its stakeholders' input; communicate its timeline to reach these goals and its progress along the way. If the county fails to do this, it will lose the public's trust in the process and it will be harder to seek their engagement in the future. But I guess this also applies to the other pillars. We have to find a way to deliver on our promises as an organization/community and also own the end results.</p> <p>I believe that career pathways and development needs to be prioritized in addition to equitable recruitment and hiring practices.</p>	
2	Dec 11 2020 01:	<p>Again, include all populations in the goals to advance social justice.</p>	
3	Dec 09 2020 06:	<p>Jobs and county programs should be based on merit, not race.</p>	
4	Dec 09 2020 06:	<p>I think this has gotten better but really making sure that employees who are expected to translate are being paid a bilingual premium. Not just employees who talk to Spanish clients but employees who translate social media posts, flyers, postings, etc.</p>	
5	Dec 09 2020 05:		
6	Dec 09 2020 04:	<p>Change the name of this to the Racial Equity Pillar, since at this time other elements of social justice are being put on the back burner. This would seem to be more realistic. It might end the discomfort of other marginalized groups who feel left out of the Social Equity part of the pillar. Yes, we want to stand up for Racial Equity.</p>	
7	Dec 09 2020 03:	<p>It is not enough to engage, we need to demonstrate accountability by actually listening to our partners and implementing some of their ideas.</p>	
8	Dec 09 2020 03:	<p>Affirmative action was a mistake. We recognized it as a mistake, repealed it, and now here we are. The best candidate, should be the one hired for the job. I hate racism. all forms of racism, and the idea that you look at the color of a persons skin and make that a determining factor is racist. it was raciest 200 years ago, when we determined the worth or a worker based on the color of their skin, and it would be racist today to do the same. know one should be judged by the color of skin, your creed, or your sex. Just because it is popular does not make an idea any good. our hiring practices should be blind. Your recruitment, community outreach and helping future employees of color to think of the county as a viable option of employment are all good avenues to go down as they are not racist, (targeted advertising) but when it comes to the actual hiring you need to not be a racist and blind yourself to things people cant not control like the color of their skin.</p>	
9	Dec 09 2020 01:	<p>While all areas identified in the this plan are critical, this particular set of goals and objectives will be one of the most pivotal in terms of the future of Sonoma County. Moving smart and quick, with the funding behind it to do what needs to be done, will be critical. I tend to prioritize the objectives that are more action oriented because, in my short time in government, the way that planning and politics slow down and sometimes entirely prohibit action is still a bit shocking. I would hate to see bureaucracy get in the way of this momentum.</p>	
12	Dec 09 2020 12:	<p>I am concerned about this goal because equity is a concept that is difficult to define, and the idea of being equitable can be used to discriminate against people that don't meet the definition of "underserved or underrepresented". Raising the idea of equity to a strategic pillar in this way, by putting forward goals that make it seem as if the county has failed to consider inclusion of underrepresented groups, begins the conversation around equity from the wrong place.</p>	
13	Dec 09 2020 11:	<p>As an Anglo - I can only say there needs to be focused training - required training on Equity and why we are falling behind, what are the markers that prove we are failing in Sonoma County.</p>	
17	Dec 07 2020 11:	<p>By basing hiring and other items listed in your agenda on race, you will be implementing a racial based system, so there will be no equality if you put one race ahead of the another</p>	
19	Dec 03 2020 12:	<p>This subject has been flipped on it's head to become something that is supportive of racist thought, instead of what it should be, which is looking at creating an environment where race does not matter. People who are struggling should be helped, no matter their color. Of course, ethnicity should be taken into account, if it is necessary. But I don't think it is. People are looking at this the wrong way... this idea of racial equity only leads to racism. Everyone is different, and that's okay. To make everyone the same (to strive for racial equity) only brings some people down (e.g. bad-mouthing the rich because of the existence of the poor). Instead, we need to lift people up, not constantly compare the different races (or genders, or whatever) to each other. We can see the effects of this thought in the riots happening across the country. Let's not be a part of that.</p>	

- As a county employee of color, I believe when hiring an employee for a position with the county, the best woman or man should be hired for the position. There is too much emphasis put on sex and race these days. We were headed in the right direction until recently and now it seems everyone is bringing race to the front of the stage way more often, when most people in this county just want to live their life and do not need another divisive topic to dwell on. These types of actions are dividing much more than they are uniting us.
- 20 Dec 03 2020 11: Engage in alternative platforms such as theater arts, art, and music to engage in this conversation about racial equity and social justice
- 21 Dec 03 2020 10: How about more entry level job opportunities that don't require experience or college of any kind? By requiring experience or college education just for entry level jobs where they are going to receive a large amount of training anyway is redundant and ends up forcing people into debt just to get the required education. That is assuming they can even GET the education. This is a HUGE racial disparity on its own, the requirement for education or YEARS of experience for entry level jobs. For example, an 18 year old high school graduate (of any color) (or drop out for that matter because the school system is an antiquated joke) may have spent 4+ years learning about computers, programs, and other technologies on their own, outside of the academic setting and therefore not provable, but is not 'qualified' for an entry level position because even though they know enough to do the entry level job, they have no work experience and is therefore disqualified from even applying. Or how about the requirement for a clerical job applicant that their experience in that specific field must be recent and consecutive? We must sometimes take what ever jobs we can to make ends meet. That should not disqualify someone just from applying. Maybe the county should offer free training programs to 16-18 year old and paid training programs to 19-25 year old residents who would not otherwise have the opportunity afforded to other more fortunate individuals.
- 22 Dec 03 2020 10: There is also the reverse of the racial equity coin, which is how a more qualified individual is passed over for a job to hire the less qualified individual who happens to be bilingual.
- 23 Dec 02 2020 07: Look also at age and gender discrimination in the county
- 25 Dec 01 2020 09: I would like to see high schools, like Elsie Allen, Windsor, and Sonoma (very racially mixed schools) have County support to begin to assist teens of color toward careers at the County.
- 26 Nov 30 2020 03: Improve accessibility of county documents, processes, outreach and hearings to Spanish speaking residents. A huge proportion of county residents prefer to speak Spanish and we can't begin to serve all residents without considering the role that language plays in the county's relationship with the public.
- 27 Nov 30 2020 02: don't hire based on race
- 28 Nov 30 2020 12: First is to assess equity of services, across as many County programs as possible, but particularly in health: Public, Behavioral and medical. Then work on improving equity in these programs - so as not to put the cart before the horse.
- 29 Nov 30 2020 10: It will be important to ensure that community members that bring diverse voices to the conversation are part of developing the community outreach plan.
- 30 Nov 30 2020 09: Please remember to include all under represented groups in planning. Sonoma County has a large Latinx community, but this group should not be the sole focus for planning, service delivery, & employee recruitment and development. We should also recognize and support other marginalized communities, such as African-American, Asian and Asian Pacific Islander, Native American, etc.
- 31 Nov 30 2020 09: Recall Sheriff Essick. Hire someone who views racial inequality as a public health concern and who follows the directives of the public health officer.
- 32 Nov 30 2020 09: Include all Other Cultures not just Latinos, they are now well represented. There is a growing population of Erithians, Vietnamese, other SE Asians. I don't see any programs from the County that focus on these populations. It is only Latinos.
- "Bottom-up" approach, because your workforce and your community have personal experiences and deserve to be heard.
- 33 Nov 23 2020 08: Inclusion, not just diversity, because inclusion is a culture that enables all employees to participate and thrive We need to set specific, measurable objectives for equity and diversity in employment and hiring, based on where we are now, where we need to be, and when are aiming to get there. And then we need to leverage the expertise of our Equity Officer and others (i.e. consultants who specialize in diversity and equity in hiring) to develop a comprehensive and clear plan of how we will achieve these objectives.
- 34 Nov 20 2020 05: Racial Equity should not focus solely on the Latinx community. So far, that is what I've seen and the scope is too narrow
- 36 Nov 20 2020 03: inherent bias and cultural competency education is key.
- 37 Nov 20 2020 11: Provide a safe way for staff to speak out about both individual experiences and broader systemic concerns. Establish a way for staff to report these concerns both internally and to the new Equity Office (or other dept), so staff can have a choice based on individual concerns.
- Better support new staff. This needs improvement. Improve onboarding and not simply orientation, improve training, improve engagement, improve exposure to various experiences, improve recruitment at local higher ed and even HS students, improve trainers who are supposed to be teachers (not just evaluators). If people can imagine themselves in a certain role and receive help, they are more likely to accomplish it.
- 38 Nov 20 2020 10:

We can use a variety of recruiting techniques. I recommend using recruitment at all ages and levels with the enhancement of training, teaching, educating those that come to the county young as well as those seasoned recruits. The county benefits from those we have invested in. They will often stay for many years and if they leave for a time, they return several years later with more experience and education to the county in a position of leadership and supervision.

- 39 Nov 20 2020 10 Having recruited and hired for many years, I worked to have the most diverse applicant pool in an effort to bring excellence from all walks of life into the county employment. We were supportive of educational goals and worked to integrate that into employment and work hours.
- 40 Nov 19 2020 04 Racial equity is not just about the latino population. In following the recent hiring and activities of the newly created racial equity office, it seems that way
- 42 Nov 17 2020 10 This pillar sounds more reactionary than an organic, community based initiative. The Board of Supervisors voted to create a task force. Let's see how productive the task force is with community involvement. Racial equity programs need to be driven by the community and not a reaction from the existing powers to a perceived problem.
- 43 Nov 17 2020 08 Diversity is good.  
Hire most qualified.
- 44 Nov 17 2020 08 Recruitment is key. I have been on several interview panels and have seen very few people of color make it to the interview process. How are we reaching people of color? Is our recruitment process biased? How can we get more people of color to apply?  
Goal 1: Obj 1 should be included in Obj 3 because leadership needs to know what they are talking about before doing the hard work of undoing systemic racism and establishing programs for employees to learn more about how to do that; getting focus group input and getting that input into the Departments is essential - can you call it something different than "initiatives"? That makes it seem fleeting.  
Goal 2: no comment since this was voted down in the larger context of the State proposition.  
Goal 3: Reporting and transparency on how County policies, programs and services are changing due to the focus on dismantling systemic racism will keep Departments accountable; any tools to help decision-makers focus on the current disparities is helpful but they will need more help establishing an antiracism agenda and acting on that.  
Goal 4: I see this Goal as an Objective to reaching Goal 1 and Goal 3; also, I think we know how to engage community stakeholders, we just need to do it regularly and act upon their feedback!
- 45 Nov 17 2020 08 Provide funding for community-based organizations to inform POC and other communities of opportunities for individuals' participation and training in this area.
- 46 Nov 16 2020 11
- 47 Nov 16 2020 09 The only thing I didn't see was a way to gather feedback and input from our staff. How do our staff of color feel about working for the county? where are the gaps? what can we do better? why do they stay or leave?
- 48 Nov 16 2020 04 Our workforce very much reflects the racial makeup of this county, including all levels and office/field work. This is not the place to be spending our limited resources.
- 49 Nov 16 2020 04 This goal should be higher on the pillar. Involving the community at large will increase exposure to a larger employee pool in the racially diverse areas of our County.
- 50 Nov 16 2020 04 As a newer county employee, I am disappointed in the lack of conversation at the department level. There should be more training during the onboarding process to review racial equity, what it means, and how we all play a role in our social structure. We should be setting the example for the community and having an open line of communication to talk about the "hard topics" is key.
- 51 Nov 16 2020 04 Less focus on committees and trainings and more focus on the actual hiring of a diverse workforce with input from the community.
- 52 Nov 16 2020 03 It's important to identify who our "key community stakeholders" are so we invite them to join us as early as possible in this process. There are many racial equity activists among the County's workforce, as well.
- 53 Nov 15 2020 05 Though I unhesitatingly support efforts to create racial equity and social justice, I have real concerns with how these goals and objectives will ultimately be implemented as well as what sounds like affirmative action'esque mandates being imposed on Departments to recruit and hire individuals from select demographics regardless of their qualifications. If that is the intent, I absolutely do NOT support various goals and objectives presented as, in the long run, the individuals that will suffer will be the very people we are all trying to help. NEVER should we be implementing policies and programs that will ultimately have a negative effect on our community. Let's be smart about this one!
- 54 Nov 13 2020 02 Gender equity should be included. We have many young female employess. This would include issues such as childcare to allow women to succeed at work without having to choose work over family needs.
- 55 Nov 11 2020 06 Race is an important evidence-based lens through which to view equity and initiate change. I hope we will continue to expand that lens to include gender, sexual orientation, ability, and low-income individuals as well.
- 56 Nov 10 2020 06 Social Justice requires not discriminating on age, and with our baby boomer aging population age discrimination should not be forgotten. Everyone ages, and respecting people of all ages, will help greatly in social justice, especially in employment, when younger people want the older peoples positions.
- 57 Nov 10 2020 04 Anti-racist policy
- 58 Nov 09 2020 01 Again, I would like to see our County work with BIPOC experts to become an explicitly anti-racist organization.
- 59 Nov 09 2020 11 We need to ensure equal opportunity without giving unfair advantage to any one group.

- Promote and encourage equity in discourse among staff at all levels. Zero tolerance policy for racist behavior and speech from staff.
- 61 Nov 09 2020 10 People of ALL makes and models appreciate and will gravitate towards an employer who treats workers fairly and compensates them well. This includes, but is not limited to, good faith bargaining when the time is here, and NOT trying to balance the budget on the backs of your workforce. The county used to have a such a good reputation for taking care of it's people. Why did we stop bargaining directly with BOD? Hired guns might be the
- 62 Nov 09 2020 10 way to save money, but they aren't the way to a healthy workforce.
- 63 Nov 09 2020 10 I would like to see funds reallocated from the Sheriff's Office to help support these goals.
- 64 Nov 09 2020 09 Update selections on forms, data, surveys, etc. for community and staff to include less racist and more gender inclusive options
- 65 Nov 09 2020 09 Focus on education and job opportunities for underserved population. Make sure we hire qualified personnel.
- 66 Nov 09 2020 09 encourage learning 2 or 3 different languages, like Spanish and American Sign Language  
Best to support schools in making educational opportunities needed for all students to meet qualifications for higher County positions.
- 67 Nov 09 2020 09 Implementing "Racial Equity" and "Social Justice" is nothing more than reverse discrimination. Choosing someone for a job or promotion based on the color of their skin or their sexual orientation is absurd. It's been proven time and time again this does not work. The person best qualified for a position is the person who should be selected. If that person is a person of color or is non binary so be it. It always has to be the most
- 68 Nov 09 2020 09 qualified person regardless.  
I am multiracial, descendant of slaves and persecuted minorities. Racial equity and justice is better addressed by
- 69 Nov 09 2020 08 community engagement not by government enforcement.  
Keep divisive identity politics out of County goals, especially after Proposition 16 has been rejected by a vast
- 70 Nov 09 2020 08 majority of Californians and the Affirmative Action continues to be illegal  
We must be bold and unequivocal on support for Black Lives Matter and liberation for oppressed people of
- 71 Nov 09 2020 08 color  
Once again, if we want to help the community, we need to teach them how to engage with the system to make changes they need/want. The more removed we are from including them in the process, the more inaccurate our strategies become. The Self-Healing Communities Model offers a template on how to achieve this goal.
- 72 Nov 09 2020 08 <https://www.rwjf.org/en/library/research/2016/06/self-healing-communities.html>
- 73 Nov 09 2020 07 Implement a county-wide interpretation service for departments to use  
Regarding goal 2, I think we should start with a transparent evaluation of how well our county workforce reflects the overall community including a look at how diverse leadership is. The evaluation should also include a look at each department. It would also be important to know how diversity changes between more 'entry level staff' positions, management overall, and executive positions.
- Then we should host open forums to discuss the results of the evaluation with the public and our staff. At the forums we can ask ourselves openly and honestly, are there any concerns with what we see in the data? These kinds of discussions will make staff feel much more supported in the process and make the county workforce piece of the Racial Equity and Social Justice pillar more transparent.
- Also, while I know we want to start with race, I think for an evaluation like this you must include gender. This is because the disparate experiences women of color have when facing racial equity and social justice issues. Here is an example of a finding including gender could look like: I work in a department that is overwhelming staffed by women and with a high proportion of them being women of color, however, our management team contains are higher percent of men than is reflected in the overall workforce for our department. While many of the men may be persons of color, why do we think women and specifically women of color aren't being promoted
- 74 Nov 09 2020 07 proportionality?  
If we are looking at race as a factor to hires employees, then we are being racist. Lets look at quality of employees and take out even the race question. Lets get good employees, not meet a quota to make sure we
- 75 Nov 08 2020 02 have the right number of different races. Quality is what is most important.  
I think it is important to focus on racial equity, but not to become overly focused on "race". this county is not especially racially diverse and is much more diverse in terms of socio-economic status and that should be a strong focus as well as race. in addition, related to pandemic response, the "middle" class is currently and will continue to suffer most in terms of jobs loss, financial insecurity, INABILITY TO QUALIFY FOR RESOURCES, and
- 76 Nov 08 2020 08 changed circumstances.

We do not make decisions based on race. That is prevented by the civil rights act. If there are areas within the county that are making decisions based on race, there should be a process for disciplinary actions to be taken.

There could be departmental external audits to randomly investigate departments if there are issues.

Everyone should always base decision-making based on quality of output not the color of the person doing the work.

To have equal outcome, there needs to be equal input. The questions to strategic planning should be on how to make sure all of the children in the community have the same opportunities as everyone else.

That is very hard to implement considering all the factors individuals make in their own life may not be the same as other people. Therefore, there is no way that two people can have the same outcome.

Life Skills building program started at an early age, can start planting the seed for succeeding in life.

77 Nov 07 2020 02

Current personnel in leadership positions need to be required and held accountable to include members of minorities' groups in key leadership positions.

78 Nov 07 2020 01

These programs are not beneficial and will end up creating social unrest in the long run (backfiring). They are being used by radical elements in this country to disrupt our freedoms and form of democratic government.

79 Nov 06 2020 06

Please do not implement.

The Sonoma County is made of high percentage of Hispanics. Representative number should have a seat at the table, or the opportunity. Also in addition to racial equity, there should also be women and other minorities.

80 Nov 06 2020 06

Police brutality and lack of transparency is why the public is angry and distrustful of status quo.

The racial divide in our county is so clear, and yet so invisible to many white residents. We all benefit from the wine industry's success here, and yet it is borne on the backs of vineyard workers, mostly Latino, who live and work under conditions that many of the white middle class would be appalled to witness. The nexus of wildfires and vineyard workers was especially apparent this summer when vineyard workers were required to work during hazardous fire conditions in order to preserve the wineries/growers' bottom line. This type of inequity needs to stop. I would love to see County leadership address this more.

81 Nov 06 2020 05

Goal 3, Objective 1 was very unclear to me.

82 Nov 06 2020 04

The objectives and goals only refer to racial equity. The pillar is titled Racial Equity and Social Justice. Gender, ability and sexual orientation need to be included in some of the wording. Under Goal 3, Objective 2 I recommend adding changing the wording to "regular reporting on racial, gender and ability equity". Under Goal 4, Objective 2 I recommend changing the wording to "incorporate a racial, gender, ability and sexual orientation equity lens". Race is the most pressing issue right now, but I think it is essential to list some other elements of social justice, so we don't forget about them.

83 Nov 06 2020 03

The policies described so far sound vague and unfocused. Racial equity can only be achieved with major initiatives, far grander than anything at the county level. Unfortunately, this seems like it will lead to a lot of funds spent on studies, meetings, and reports with vague recommendations.

We'd move the needle more by partnering with other counties for more focused, bolder programs, even if they're narrower in scope.

84 Nov 06 2020 03

Move away from the thought of rowing or steering when it comes to public administration, instead focus on serving the public. Public servants need to respond to the needs of the people, not the other way around.

85 Nov 06 2020 01

The criteria should be mostly performance based, but also give a "leg up" for racial equity where it looks

86 Nov 06 2020 12

promising.

I feel that rather than focus on a person's color/race/ethnicity for the purpose of hiring, it would be beneficial to have "blind" applications that focus on the person's qualifications instead of the color of their skin. We should always look for the best candidate for the job, not trying to promote a certain demographic for the sake of appearances.

Community involvement and equity is very important, as is every member of our community, regardless of differentiating factors. However, we need to be cognizant of the danger of minimalizing any one group for the benefit of another, based purely on perceived differences.

87 Nov 06 2020 12

I think it's all included here - thanks you Alegria! - but again, it feels like a lot of identifying and measuring and not enough doing. To my mind, the most important things here are developing not just community engagement strategies with an equity bias, but educating our employees and consultants in culturally correct behaviors, not just translation.

Finally, let's ensure that OUR ACTIONS MATCH OUR POLICY and stop ignoring the impediments thrown up by certain departments that thwart the development of affordable housing, or the allowance for home kitchens, or street vendors, or . . . any number of activities and needs that may be culturally different than what the old

88 Nov 06 2020 11

guard are comfortable with.



The too is going to take time. Many (white) people cannot hear the message. I participated in a zoom workshop with the book: White Fragility and feel like it should be required reading and discussion for all white's but then I spoke to someone who went through diversity training and resented it. Sadly, it is going to take a lot of time and a variety of education outreach to get people to hear the message and not fear 'others.' Imagine what we could be if we were inclusive and had different perspectives?!

I think every county employee should have some type of inter-cultural communication higher ed webinar that they have to take twice a year to give context to underlying racial tension. I also think every department should have a committee with dedicated to identifying racial equity issues with their community services and internal work procedures. This committee should compromise of at least 5% of the staff (i.e. if a department has 120

people, then there should be 6 people on the committee, If they have 500 people then it should 25, etc.). I would base this on the skills an employee possesses who falls within the racial equity area

This process will also bring up inequities in areas other than race. Recommend being proactive in having a plan to address that as well.

Just hope it is just money thrown at the issue with a bunch of reports and studies. It would seem that the county has been struggling with the issues for years. In my opinion progress has been made albeit minimal but substantial relative to adjoining counties. However its time to focus more on funding innovative programs and services and move away from talking. It's time for action. It's time for innovative program implementation with a strong evaluation component.

promote more cultural events and highlight different members of the community who have advocated for social justice

How much of the \$60 million grant will be assigned to the Racial Equity and Social Justice?  
What are the outcomes you are going to measure? How will you know if your policies are making a difference?

All Employees should fall under civil service. The county should always choose the best candidate for any open position without regard to factors already covered by law. A black candidate should not be less successful to a Hispanic candidate just because we have a larger Latino population than the Black population. We need to insure the best candidate based upon their qualifications without any bias.

Affirmative action is not wanted in this state and was recently confirmed in the election. Decisions, hiring, promotions, etc should be based on qualifications, data, and work product. Not race.

Not really sure what this means in regards to the way recruiting and hiring is handled. I've sat on quite a few oral boards and its always been the best candidate for the job, no matter what. We don't decide based on sex, age, race, etc. I know the county has done a fantastic job in publishing openings in both English and Spanish to support the community.

Hiring should not be based on race, sex, religion etc but skills and ability to do job. I don't think the county should be involved in reverse discrimination in hiring processes. Should address the racial issues with the Sheriffs dept and how they treat people of different races and wealth. They are prejudice and treat people poorly, County needs to address that!!

Everything is pointing to racial equality. Some white people should be included in this also.

Ensure people of color have their basic needs met such as affordable housing, childcare, transportation needs, food/clothing, healthcare, phone/internet.

I don't think the right approach is to go out and hire a more diverse workforce just to be racially diverse. I think it is a community effort to change the way people think. Until the fundamental ways of thinking are changed, and equal education is provided to those who tend to be in lower half of the racial divide, racial equity will not be accomplished.

Waste of funding

Make sure you include ethnic equity and not just race, because Latinos are from different races but same ethnicity and discrimination happens because we are Latino

An investment in increasing internal capacity to carry out this work and hire people within all departments who specialize in it.

You hire the best people for the job. It makes no difference what race they are. Stop trying to find something that isn't there. If race is being considered in hiring, then maybe the people doing the hiring should be

reviewed instead of someone better qualified not getting the job.

Racial Equity and Social Justice is not only about color!!! It's age, nationality, culture, sexual orientation, etc. If you make injustice ONLY about color you're missing 90% of the problem. Your approach is wrong by making this about skin color. What about the rest of us who are being discriminated by all the other reasons???

EMPLOYMENT SHOLD BE BASED ON BEST FIT FOR THE JOB, NOT ON GENDER OR COLOR.

while I agree that socioeconomics need to be addresses as well as language access to community members. this feels like affirmative action, which leads to disproportionate employment levels, and "token" hires. it feels like it causes more segregation instead of integration.

Regarding recruitment - it would be especially helpful if the process was done blindly, meaning no name or gender identification on applications. This could help overcome cognitive bias and other prejudices.

Is this affirmative action?

Focus groups with service users

I believe that it is the government's role to ensure all Americans are equal before the law. I believe that the methods presented here are all focused on equality of outcome, which opens the door to racism, government

overreach, and misguided government action.

There is way too much focus on race in this survey. My department is very diverse already as it should be. I

117 Nov 06 2020 10 don't think the focus or funding should be directed to race at this time.

118 Nov 06 2020 10 Collaboration between leadership, staff, vendors, stakeholders, and public is important in this process.

119 Nov 06 2020 10 Money and time would be better spent elsewhere

## Climate Action and Resiliency

### Goal 1: Make all County facilities carbon free and zero waste

Support Level for Goal	%	Count
Very Unsupportive	2.64%	12
Somewhat Unsupportive	2.86%	13
Neutral or No Opinion	8.13%	37
Supportive	29.45%	134
Strongly Supportive	56.92%	259
Weighted Average	4.35	

Ranking of Objectives	%	Count
Objective 1	33.11%	145
Objective 2	70.09%	307

### Goal 2: Maximize sustainability and emissions reductions in all County Fleet vehicles

Support Level for Goal	%	Count
Very Unsupportive	3.55%	16
Somewhat Unsupportive	5.32%	24
Neutral or No Opinion	13.30%	60
Supportive	37.03%	167
Strongly Supportive	40.80%	184
Weighted Average	4.06	

Ranking of Objectives	%	Count
Objective 1	48.22%	203
Objective 2	38.95%	164
Objective 3	27.79%	117
Objective 4	45.13%	190

### Goal 3: Maximize Carbon Sequestration through land conservation work and land use policies

Support Level for Goal	%	Count
Very Unsupportive	2.45%	11
Somewhat Unsupportive	4.68%	21
Neutral or No Opinion	16.26%	73
Supportive	38.75%	174
Strongly Supportive	37.86%	170
Weighted Average	4.05	

Ranking of Objectives	%	Count
Objective 1	57.32%	231
Objective 2	44.67%	180

**Goal 4: Invest in the community to become carbon neutral by 2030**

<b>Support Level for Goal</b>	<b>%</b>	<b>Count</b>
Very Unsupportive	3.81%	17
Somewhat Unsupportive	3.59%	16
Neutral or No Opinion	12.78%	57
Supportive	40.13%	179
Strongly Supportive	39.69%	177
Weighted Average	4.08	

<b>Ranking of Objectives</b>	<b>%</b>	<b>Count</b>
Objective 1	47.39%	200
Objective 2	50.47%	213
Objective 3	58.29%	246

As a County employee, you are in the best position to help inform this process. Please let us know if there is anything not included in the **Climate Action and Resiliency goals and objectives** that you would like to share or have staff consider? (Please be specific)

Answered 108  
 Skipped 615

Respondents	Response Date	Responses	Tags
1	Dec 11 2020 01:	<p>Yes, I am concerned that the climate action and resiliency plan does not go far enough to protect and include those who are most vulnerable to climate change. I would like to see included in the plan working alongside local tribal leaders to manage the land for wildfire using Traditional Ecological Knowledge. I would like to see a commitment a green transit system that includes free or affordable buses and prioritizes pedestrian and bike routes. I would like to see a moratorium on all new fossil fuel infrastructure. I would like to see a commitment to stopping gas and propane in all new developments. Furthermore, I would like to see a commitment centering this plan to support those in our community who are at the front lines of climate change. And making sure that those same people are included in developing the strategies for implementing this plan.</p>	
2	Dec 09 2020 05:	<p>I love that the County is taking Climate Change seriously. However, some of these goals seem overly ambitious while ignoring small changes that could be made that would vastly reduce the County's carbon footprint. Instead of costly retrofitting or building a new facility, why doesn't the County ask all employees to turn off their computers when they go home at night? Or replace light bulbs with LEDs? Or pay for water coolers so employees stop buying bottled water? Or facilitate composting at County facilities? Or go paperless where possible, really evaluating the paper usage and what is strictly necessary, and what is superfluous? The options laid out in this plan seem expensive, and for what? If you replace a perfectly good car with a brand new car, even if it's electric, you are spending money and using resources. Maybe the County should consider reducing the size of its fleet? Does every department really need as many vehicles as it has? How many of the vehicles sit empty the majority of the week? It's OK if people have to share or make an appointment to take a car - the County would save money if they just paid for employee mileage instead. Saving the environment is great, but don't waste money on more stuff. You cannot buy your way to being green.</p>	
3	Dec 09 2020 04:	<p>Sonoma County. How about emphasizing biking/running/skating/walking to work?</p>	
4	Dec 09 2020 03:	<p>I think most of these are excellent goals. however, if we are not partnered with the cities in all of these efforts we might as well forget it. I live in the city. when I need a permit, I have to go to the city, the city sets the rates. so unless the city is onboard 80% of the residents of Sonoma county wont benefit form any of these changes or county indicatives. If only 20 percent benefit, why are you spending my tax money. What is the real benefit here?</p> <p>With regards to our soil health, our soil is so degraded that sustainability is no longer an option.</p>	
8	Dec 08 2020 02:	<p>Please create an program to educate the public (urban and rural) re: regenerative ag practices. Specifically, we need to ban glyphosate altogether, replace synthetic chemical use with organic fertilizer and cover crops, replace tilling with compost mulch, stop leaving the land fallow.</p>	
10	Dec 07 2020 11:	<p>The County could start with demonstration gardens of their own, making sure our landscaping follows the latest science, and signage so the public can learn from our efforts.</p> <p>Man made climate change is not real, the science can be, and has been manipulated to say man is the cause of all problems. Spending tax dollars on a political scheme is not viable. The idea with most "climate change" arguments is that if government had more control we would be better off. Lets create carbon taxes, off set carbon footprint with currency. It makes no sense and is a waste of tax payer funds</p>	
12	Dec 03 2020 12:	<p>I believe that our energy sector is not ready for this idea of carbon-neutrality. We, in California, experienced rolling black-outs this last year. I can't imagine how, having so many more electric vehicles, using SO much more electricity, will affect that. We know that it will only make it worse. In addition, this effort will greatly increase the cost of electricity in the future. This will affect our low-income communities the most. They won't be able to afford the increase. Why is no one talking about this aspect?</p>	
13	Dec 03 2020 10:	<p>Get county buildings using solar power. RENTERS have no say in what improvements are made to the home they rent. Property owners should be required to maintain appropriate insulation in their buildings to reduce the need for heat and air conditioning energy consumption. Require the upgrade of energy efficient appliances every 5-7 years so that people are not using 40 yr old fridges and dryers and taxing the energy grid. Require that all property owners have a minimum percentage solar power setup for their property. And get rid of the all electric ovens and stovetops. Talk about a HUGE waste of energy! Gas stoves/ovens take far less time and energy to use.</p>	
14	Dec 03 2020 09:	<p>Education and outreach about climate change and Climate Actions that the County takes will be important to garner public support and understanding.</p>	
15	Dec 02 2020 07:	<p>Need to address tree health and overgrowth for fire hazards in all county areas.</p>	

- It would be helpful if the County were able to develop a support/plan for helping homeowners purchase and install solar systems for single family homes. A county supported plan may help hesitant homeowners take that step if they had a supportive and knowledgeable partner.
- 16 Dec 01 2020 05: Many of us will not share the ride, or use bicycles to work due to picking up children or other commitments.
- 17 Dec 01 2020 09: Telework after Covid-19 is a solution.  
Recognize and support major climate benefits of telework. I am sure that county fleet vehicles travel an incredible number of miles every year but I would guess that the commuting miles of county employees outpaces that. Electrification of county vehicles, when those vehicles are at the end of their usable life, is important, but don't forget the possibility that supporting telework might be a much cheaper and more effective option.
- 18 Nov 30 2020 04
- 19 Nov 30 2020 02 turn off lights when not using them
- Add a goal 4 objective: Provide very visible community assistance to help residents take advantage of federal, state and non-profit programs and funding that will allow them to lower their carbon footprint; where such programs apply to property (residential or commercial) provide permit process streamlining and integrated program/permit assistance. Additionally, add an additional objective: Provide a priority processing track within Permit Sonoma for projects that actively promote Sonoma County's General Plan and Strategic Goals.
- 20 Nov 30 2020 10 To further reduce gas emission and traffic, include smart train tickets for all employees in benefit package or collaborate with smart train for discounted tickets for county employees. The smart train is very expensive and not sustainable for weekly access.
- 21 Nov 30 2020 09
- 22 Nov 30 2020 09 Solar panels to be more easily accessible and affordable.  
Addressing power shut-offs and PG&E's timeline for maintenance and upgrades that have been promised for years, especially if company vehicles will rely on that power source.
- 23 Nov 23 2020 08
- Work with existing HOAs throughout the county to accomplish these goals, they are often forgotten and they already have an existing structure to improve their local communities.
- 25 Nov 20 2020 11 Work with existing banks, credit unions, and private lenders to provide incentives to accomplish these goals.
- I don't see issuing a field inspector a county vehicle and expecting them to complete their field inspections with the need to be fixed on distance because there car/SUV/Truck will run out of go juice at so many miles. I understand the Hybrid expectations for full use, at least the gas part can get you where electric wont.
- SECONDLY: why are we relying on batteries? Why does the county promote strip mining for the ore to create batteries? What about the 1/2 life of the batteries and the landfills that have to take the used up large scale batteries for all electric cars? How is being "Carbon Neutral" any good when we disregard the other components to our environment? It just seems we are not looking at the WHOLE picture. Just picking one area to go after and leaving others aside as though a compromise is not reasonable. Defining the word Green: how would the county define it? How would the dictionary define it? It seems to me there is no clear definition, except, Recycle, repurpose, reuse. So where does strip mining work into that?
- 26 Nov 20 2020 10 I would like to see more action taken to ensure land owners and county property is kept up to help mitigate wild fires. Reduce the fuel! I see so much overgrown land all over the county.
- 27 Nov 20 2020 10 Love this Goal and feel it is extremely important. Kiss the Ground (documentary and website) is a wonderful resource for planners to check out. We could make a big difference here with relatively little financial investments (ie using goat grazing instead of high weed mowing etc). I also feel it is important for the County to think about whether homes should be allowed to be re-built in such high-fire risk areas. I don't believe we're done with seeing these intense fires, and think we need to do better in regulating where people are allowed to build and develop.
- 28 Nov 19 2020 12 Will county maintained electric vehicle charging stations be fee based or free. These systems will require device registration with county weights and Measures and testing for accuracy. It is a good objective provided ancillary costs of maintenance and regulations do not outweigh the benefits of this effort. What good will it be to have all these charging stations if there aren't enough people using them?
- 29 Nov 18 2020 07
- 30 Nov 17 2020 03 Grants or some kind of assistance for residents to purchase solar panels.
- 31 Nov 17 2020 03 More incentive plans and less mandatory requirements and deadlines.  
More carbon was produced by the wildfires than any other county source over the last four years. Focus on wildfire management.
- 32 Nov 17 2020 10 We must lower our carbon footprint. Consider the entire manufacturing and supply chain when making a decision. For example, does natural gas for home water heating have a lower carbon output, than electricity from a power plant far away?
- 33 Nov 17 2020 09 Install solar on all county buildings and over county parking lots. These installations have a short payback period when done properly.
- 34 Nov 17 2020 08 I am not familiar with a lot of the details involved in these goals/objectives and would have appreciated some background information. I support County investments in climate-focused actions but I think some emphasis needs to be on collaboration with local cities/towns and businesses.
- 35 Nov 17 2020 08 I especially agree with objective 2 and would emphasize the importance to have them be in DACs. Electricity prices will only increase and renters unlike homeowners do not have the option of adding solar to their building. Rent prices are already too high and helping with electricity bills could make a big difference in a renters life.
- 36 Nov 17 2020 08

- 37 Nov 16 2020 11 Develop funding programs for new and existing residential buildings to increase energy efficiency upgrades and decrease carbon footprint.
- 38 Nov 16 2020 05 To encourage an increase in residential solar generation, County to lower property taxes for new and existing homes to install solar arrays.
- 39 Nov 16 2020 04 There have been suggestions by Board members to use existing county staging areas (Flood/Fire) to build "affordable" housing. This is antithetical to the above goals.
- 40 Nov 16 2020 04 Increase education in school, which I know is being done to some extent
- 41 Nov 16 2020 04 This fourth goal should also be higher on the pillar. Also I believe that the far off goal of Ten Years is far too long. We need to put more urgency behind our actions. The time for foot dragging has passed! Get this into the pipeline immediately!
- 42 Nov 15 2020 05 How many of these Climate Action and Resiliency goals and objectives are actually achievable? Where is the data to support the County's desire to be carbon neutral by 2030? I'm all about stretch goals but these goals and objectives are seriously lofty and will require an extensive amount of capital. I am very supportive of implementing policies to lessen our County's impact on the environment but it sure seems some of these goals and objectives were pulled from thin air without much homework getting done to determine what is or is not realistically achievable. Why create a goal(s) and objectives that can't be fully achieved?
- 43 Nov 12 2020 09 press PG&E to under-ground all electrical distribution power lines . first in SRA then LRA.
- 44 Nov 11 2020 07 In regards to prioritizing charging station locations accessible to disadvantaged and hard to reach populations, it is important to begin with education campaigns and economic incentives for electric vehicles. Just creating the charging station infrastructure will not necessarily result in these populations using them. Investing in culturally-appropriate educational campaigns and providing economic incentives will go along way in increasing electric vehicles for "disadvantaged and hard to reach populations."
- 45 Nov 11 2020 07 Public funding of decommodified housing - community land trusts
- 46 Nov 10 2020 06 Telecommuting and providing all county services online will greatly reduce the community to become carbon neutral by 2030.
- 47 Nov 10 2020 08 Focus resources on homelessness, social services, psychiatric needs. Need roofs and resources before solar and electric.
- 48 Nov 09 2020 06 get state and federal funding
- 49 Nov 09 2020 01 Collaborate with other leaders on this issue, like the Sunrise Movement.
- 52 Nov 09 2020 11 Develop desk sharing policies across all county departments so that County staff can use the desk closest to their home when working to reduce carbon emissions from commutes.
- 53 Nov 09 2020 10 Expand objective 3 to include homeowners that live in the homes they own.
- 54 Nov 09 2020 10 More bicycle lanes
- 55 Nov 09 2020 09 We need to understand what climate change means and what effects our strategies will do towards making a difference.
- 56 Nov 09 2020 09 All of it is important.
- 57 Nov 09 2020 09 Focus on building the energy producing infrastructure before transitioning vehicles to electricity that we currently are deficient in producing as a State. Need to move that goal forward in balance with the wider context.
- 58 Nov 09 2020 09 Focusing in efficiency and climate adaption (resiliency) are now more realistic and impactful goals than net-zero.
- 59 Nov 09 2020 08 Emphasize re-use of existing structures as "the greenest building is the one already built".
- Community aggregation adds unnecessary administrative redundancy.
- Before talking about reducing carbon emission/abandoning fossil fuels, think first where electricity will be coming from, as solar and wind sources are limited and if fossil fuels are to be abandoned, nuclear power stations would have to be built first. Climate cannot be impacted if only the most developed countries reduce their emissions while China and many other developing countries continue increasing them. Think about the real world before investing into pipe dreams.
- 60 Nov 09 2020 08 We need a pattern language for regenerative design that can be incorporated into all planning & development. Community-wide Holistic context setting can invite community engagement and provide a framework to test decisions with a climate lens.
- 61 Nov 09 2020 08 Finally, don't overlook low-tech solutions. Planting trees that bear food (chestnuts, oaks, hazelnuts, walnuts etc) can shift the culture toward truly local and regenerative foods while sequestering carbon, promoting biodiversity, and reducing heat island effects that will worsen with a warming climate.
- 62 Nov 09 2020 07 We also need to prioritize building out our bicycle and pedestrian master plan. With the advent of ebikes a lot more people are riding as they see the obvious benefits to health and planet, but safe infrastructure remains woefully inadequate. All bicycle infrastructure should be safe for children and the elderly to ride.
- 63 Nov 09 2020 07 Provide incentives for installation of solar on existing (not just new construction) to make it more affordable to reduce carbon production.
- 64 Nov 08 2020 03 Greater support of employees using the SMART train. Free or greater reduction in monthly train passes.
- Overall, the county needs to emphasize being able to serve clients virtually. The virtual services should be efficient, user-friendly, and able to handle multiple requests at once. This way, we can reduce the number of buildings we require to administrate services and allow staff to telecommute.
- We really need to focus on minimizing forest fires. If this continues, we are going to lose more and more of our counties population....the community is tired of the stress of the fires. Clean up the land, trim the trees, do things to minimize our risk.

There are two options for producing energy and reducing carbon emissions that are very beneficial to the eco system and generate a return on investment that should get analysed for the County's green initiative goals and possibly considered for the climate resiliency goals and objective.

1. Waste to Energy Plant - This is a waste disposal facility that incinerates garbage and turns it into energy. Using a Waste to Energy Plant as part of an overall solution to handle the community's solid waste, replacing non-compliant, leaking landfills, and create power to generate thousands of homes. For a reference visit City of Spokane Waste to Energy Plant link. <https://my.spokanecity.org/solidwaste/waste-to-energy/>

2. Desalination plant - Produces potable water, power for cooling, reduces CO2 emissions, and most of the water is returned to the ocean. For a quick reference guide visit Carlsbad Desalination Plant.

[http://4.bp.blogspot.com/-uPWW7DEUB\\_Y/Vm8ur9TgGUI/AAAAAABoKE/3kpJDrS\\_AfQ/s1600/11Carlsbad-Desalination.jpg](http://4.bp.blogspot.com/-uPWW7DEUB_Y/Vm8ur9TgGUI/AAAAAABoKE/3kpJDrS_AfQ/s1600/11Carlsbad-Desalination.jpg)

65 Nov 07 2020 03 Public electric charging stations for cars and bicycles. Free buses.

66 Nov 06 2020 06 If you are going to spend tax money on climate change initiatives, spend it where the most impact can be made, ie. countries that are gross polluters and doing nothing to change (India, China...)

67 Nov 06 2020 06 I benefitted from Sonoma Clean Power's Advanced Energy Rebuild. Without this grant I wouldn't have thought to incorporate several carbon neutral features into my new home. But now I live in an all-electric, solar-powered, battery-backed home, with insulation and efficiency above code requirements. This should be incentivized for all homeowners. PG&E is going to continue to mismanage the power grid and cause more fires; we need a dramatic increase in solar power and battery backups in our county--not only to stave off climate

68 Nov 06 2020 06 change, but to increase our independence from PG&E.

69 Nov 06 2020 04 I believe the retrofitting in goal 1 is fairly unrealistic, given the condition of most of the older county buildings.

Some ideas: Water bottle filtered-water refill stations instead of or in addition to drinking fountains, shorter motion sensor timers for our lights (they are on for really long times right now), actual composting/recycling initiatives in all buildings (also training for employees on what is recyclable or compostable), a potential community garden space for employees to encourage community building as well as coworker relationship

70 Nov 06 2020 03 building (produce grown could be donated), encouragement of digitizing our work (more teleworking options?)

71 Nov 06 2020 03 Better planning of trip in order that they are more efficient as far as fuel efficiency.

72 Nov 06 2020 03 It is unbelievable that the county still uses so many gas-guzzling trucks! We should solve this problem long before 2030!

73 Nov 06 2020 03 Install solar panels in county building rooftops.

Provide employee incentives to go green in their personal life such as allowance for electric vehicle purchases or bonus' for adding additional solar on your house than is needed to run your house so the extra energy can be stored and used elsewhere.

74 Nov 06 2020 12 Honestly I don't totally understand all of the terms and ideas, but I like the ideas

75 Nov 06 2020 12 Support Education and Workforce Development to support community awareness of benefits and qualified workforce to install climate friendly technologies and building practices. Focus on existing building stock.

76 Nov 06 2020 12 Lowest hanging fruit ? Build a new county center - one or two mid rise bldgs. to replace the expensive to maintain, heat and cool existing buildings.

77 Nov 06 2020 12 Permit fee reductions should not come out of county budget for building department. The fees barely cover our services as it is.

78 Nov 06 2020 12 I see many of my co-workers teleworking from home. Many people enjoy being able to work in that way. I think there should be a combined approach - in office, and at home. This would help with commute issues, while keeping people in touch with their co-workers. The Smart train has not been a workable option for most people due to the placement of the depots. Many people who work near the airport wanted to use the train, but it is not financially responsible, nor is there a safe way to walk from the depot to office locations. I do not think it is feasible to change over all vehicles within the prescribed time frame, but every step forward is

79 Nov 06 2020 12 valuable. Small goals, achieved over time, can add up to a big impact.

This one is much better thought out and more specific, but . . .where's climate & fire resiliency for forests and wooded areas? Sea Level Rise and Repetitive Flood Losses?Adaption or Retreat Strategies? Reducing VMT? And please focus on retrofitting existing buildings, which account for the vast majority of energy use.

Beyond a carbon sequestration program, which sounds good but may be used to legitimize even more monoculture (vineyard planting), the Plan should put forward to a public-facing "calculator" that can be used to make better land use decisions by reducing VMT as well as GHG. Calculator users (developers, applicants, members of the public who seek to provide input on project proposals) would be able to chose planned reduction measures (ie, build 1 mile of Class 1 bikeway; provide rooftop solar for 80% of calculated electric

80 Nov 06 2020 12 need; install x free charging stations; allow 80% of employees to work from home at least 4 days per week, etc)



I think all county employees should be aware of the General Services Energy and Sustainability Division. This office has a multitude of resources for single-family, multi-family, and commercial buildings as far as rebates and financing. There is also a CA Green Business program that business could achieve certification for within the County of Sonoma. I believe that with additional grants and reduced permit fees that contractors and developers would really take advantage of these resources. I really think that there should also be work done with key stakeholders like PG&E, large commercial/residential developers, BayREN, RCPA, Sonoma Clean Power, Energy and Sustainability, Permit Sonoma, etc to create more plans and incentives for a sustainable future in Sonoma County.

81 Nov 06 2020 12 The shut down showed us that many employees can work from home and are just as or more productive. Having managers that think employees are only productive at the office is an insult to the employees but also is disrespectful of the environment. Why require employees to commute to the office every day when they can work at home (if they desire). And yes, having more charging stations throughout the county would certainly go a long way toward getting people to have electric cars. But I was thinking that there were going to be more charging stations via private industry... like gas stations. It is very important for the County to push for Climate goals both as the county and for citizens so having reduced permit fees, micro grids, etc. Solar was not mentioned... Solar with home back up batteries would

82 Nov 06 2020 11 certainly help get homes off the grid during PSPS and other energy loss times. Start by educating and informing employees of the importance of Climate Action and Resilience. Many of my peers still use plastic water bottles on a daily basis. A lot of people don't see the reality of how the climate

83 Nov 06 2020 11 crisis is affecting us directly. They see it as a far away problem. People need to start caring.

84 Nov 06 2020 11 To help landowners not just renters Climate action is super important and happy to hear the County is investing in moving forward with a climate

85 Nov 06 2020 11 action plan. Lets fix the problems of our citizen's survival and eventually get to the air they breath. Clearly they are both

86 Nov 06 2020 11 important but the priority ought to be jobs, food, shelter and air in that order. incentives for solar should not be limited to multi-family housing. We're an agricultural community and there are thousands of small rural rental homes that could benefit from solar. Support/create match grant fund opportunity for large tract landowners to pay for restoration/enhancement to improve water quality, carbon

87 Nov 06 2020 11 sequestration, etc. (like EQIP program at NRCS and SAP program at MALT).

Becoming less depended on energy and more resilient over all is important. This needs to be accomplished

88 Nov 06 2020 11 using accurate science, appropriate land and wildlife management. Not following false political agendas. We need to be sure to add enough charging stations for the future of all electric vehicles but also I worry about

89 Nov 06 2020 11 the PSP shutdowns and being unable to charge. We need a way to prevent this from happening. One thing that popped up was "by 2030" having all electric cars....just to make sure you also have enough

90 Nov 06 2020 11 charging stations available. Make solar and electric batteries for homes more affordable, simplify the permitting process and fees and set up more electric vehicle stations all over the County for anyone and everyone to use. I had an electric car and

91 Nov 06 2020 11 sold it because charging still isn't convenient.

92 Nov 06 2020 11 Give us an option of choosing neither if we do not agree.

93 Nov 06 2020 11 I hopefully won't be living in this county or state by then so these don't matter to me. Yes, please! Sonoma County should be a leader in renewable energy and energy independence. When a roof needs to be replaced, it should be easy/cheap to add solar. Also the County should invest in solar and wind

94 Nov 06 2020 11 farms and possibly tidal. Thank you!

95 Nov 06 2020 11 This all seems like a huge waste of time, resources and money!

We're pushing for all electric when PG&E can't deliver as is. What happens when power outages go on and now your vehicles can't be driven? Have you seen the destruction to the earth in mining for the battery

96 Nov 06 2020 11 components in electric cars? The only good part of this whole action was the work from home for employees.

97 Nov 06 2020 11 I support telecommuting- maybe a stipend to help with the increased cost of better internet speeds Promoting smaller dwellings both apartments and houses. Promoting bikes instead of cars. Promoting sharing

98 Nov 06 2020 10 cars rather than individual ownership. With the gravity of the climate crisis, I'd like to see a commitment to reaching some goals by 2025. By 2030, it

99 Nov 06 2020 10 might be too late.

I am astounded by the lack of understanding by county employees of the climate crisis and our role in it . I would love to see trainings or informational sessions included in All Staff meeting agendas addressing topics such as carbon footprint, zero waste, globalization, etc. Additionally, Valley of the Moon Children's Center and I

100 Nov 06 2020 10 image other departments do most of their purchasing online through Amazon. The amount of deliveries(carbon emissions) and the ridiculous amount of plastic packaging this type of purchasing produces is

101 Nov 06 2020 10 obscene I would love to see the county move away from this method and support local businesses.

102 Nov 06 2020 10 TELEWORKING helps decrease our CARBON FOOTPRINT - make working from home a PRIORITY Promote, educate, create an incentive to establish climate action within departments (right offhand - do you have any idea how much water is wasted in county buildings, by county employees who leave water running, inefficient & broken restroom fixtures, landscaping leaks? - this should not apply only to county-owned facilities, but should be required whenever the county enters into a contract to rent space owned by someone

103 Nov 06 2020 10 else).

- 104 Nov 06 2020 10 Promote energy efficiency and expanded knowledge of climate change with PSAs. Promote transition of high energy utilization to alternative energy through incentives
- 105 Nov 06 2020 10 Permit fees are already too high. Permit fees should reflect the real cost of work, not be used as a backdoor tax to punish developers. Why do are housing costs are so high? Because it's expensive to build and sprawl is discouraged.
- 106 Nov 06 2020 10 If there's a way to include the SMART train into these measures, mainly having earlier times to support those workers who begin their shift at 7am or earlier and by having a shuttle that will transport county employees from the Santa Rosa station to the county campus would be wonderful.
- 107 Nov 06 2020 10 Fire mitigation should be the top priority before anything else.
- 108 Nov 06 2020 10 I have concerns over all electric vehicles. Our electricity infrastructure is so unstable as it is. I agree that we need to reduce carbon footprints I just don't see electricity as the answer.

## Resilient Infrastructure

### Goal 1: Invest in County buildings and technology solutions to enhance service delivery and improve employee mobility

Support Level for Goal	%	Count
Very Unsupportive	2.26%	10
Somewhat Unsupportive	0.90%	4
Neutral or No Opinion	8.37%	37
Supportive	43.21%	191
Strongly Supportive	45.25%	200
Weighted Average	4.28	

Ranking of Objectives	%	Count
Objective 1	29.75%	130
Objective 2	51.95%	227
Objective 3	46.45%	203
Objective 4	38.22%	167

### Goal 2: Invest in capital improvements to ensure resiliency of services and improve disaster preparedness.

Support Level for Goal	%	Count
Very Unsupportive	0.91%	4
Somewhat Unsupportive	0.91%	4
Neutral or No Opinion	7.48%	33
Supportive	45.12%	199
Strongly Supportive	45.58%	201
Weighted Average	4.34	

Ranking of Objectives	%	Count
Objective 1	72.89%	320
Objective 2	49.66%	218
Objective 3	38.50%	169

### Goal 3: Continue to invest in critical roads infrastructure.

Support Level for Goal	%	Count
Very Unsupportive	1.82%	8
Somewhat Unsupportive	1.36%	6
Neutral or No Opinion	6.59%	29
Supportive	50.23%	221
Strongly Supportive	40.00%	176
Weighted Average	4.25	

Ranking of Objectives	%	Count
Objective 1	64.07%	280
Objective 2	36.61%	160
Objective 3	19.91%	87
Objective 4	31.12%	136
Objective 5	19.91%	87

### Goal 4: Implement countywide technological solutions to promote resiliency and expand community access.

<b>Support Level for Goal</b>	<b>%</b>	<b>Count</b>
Very Unsupportive	2.05%	9
Somewhat Unsupportive	1.37%	6
Neutral or No Opinion	12.76%	56
Supportive	45.79%	201
Strongly Supportive	38.04%	167
Weighted Average	4.16	

<b>Ranking of Objectives</b>	<b>%</b>	<b>Count</b>
Objective 1	59.81%	247
Objective 2	44.31%	183

**Goal 5: Support, fund, and expand flood protection.**

<b>Support Level for Goal</b>	<b>%</b>	<b>Count</b>
Very Unsupportive	1.58%	7
Somewhat Unsupportive	2.49%	11
Neutral or No Opinion	15.84%	70
Supportive	54.07%	239
Strongly Supportive	26.02%	115
Weighted Average	4	

<b>Ranking of Objectives</b>	<b>%</b>	<b>Count</b>
Objective 1	62.20%	260
Objective 2	49.52%	207
Objective 3	39.71%	166

As a County employee, you are in the best position to help inform this process. Please let us know if there is anything not included in the **Resilient Infrastructure goals and objectives** that you would like to share or have staff consider? (Please be specific)

Answered 82  
 Skipped 641

Respondents	Response Date	Responses	Tags
		<p>First to consider is that the County may not need a giant new County Center once it evaluates how many employees are teleworking and the plan to promote teleworking. If the County is serious about setting up neighborhood satellite centers to better serve communities (an excellent idea!) that further reduces the need for a large County Center.</p> <p>I think it's time for the County and the Cities to take responsibility for where people are building. Allowing developers to build in historic floodplains (e.g. The Barlow) is reckless. Natural disasters cannot be avoided, however some of their devastating impacts can be.</p> <p>In regards to broadband - WiFi is a basic utility and the County needs to be doing everything possible to expand broadband access for all residents. Can the County plant hotspots in communities that would give WiFi to a large community space? The County should look to its partners that are interested in this work as well, along with grants and philanthropists. For example, the Sonoma County Library is currently working to expand WiFi from each branch so that people can use WiFi outside the branches. Can the County help with that? Extend WiFi from their buildings? Use fleet</p>	
1	Dec 09 2020 05:	vehicles as mobile hotspots and leave them all over the County for access? Think outside the box!	
2	Dec 09 2020 04:	flood levels!	
3	Dec 09 2020 03:	<p>This is where we should be spending our money. not on tiny houses, but on protecting the houses of those paying your salary. Additionally, our roads, sidewalks and buildings have been ignored. you need to change that. I suggest you take all of the money you are spending on entitlement programs and homeless and actually make Sonoma county nice again.</p> <p>I think that keeping flexibility for teleworking and moving to a more flexible workspace (docking stations, etc) will help address carbon impacts of our workforce.</p> <p>This also ties into why I didn't highly prioritize working on the EOC. I'm someone who is called in for every emergency, but I think during the pandemic we've proven that we don't need that space. When it comes to wildfires, staff are often evacuated and it's just another major stressor to have to physically be there when the work could be done remotely. I think our resources could be used better elsewhere.</p> <p>While I think investment in EV infrastructure is important, just as much investment is needed in other forms of transit. Protected bike lanes, EV buses, and other forms of public transit are much needed. As one small example, I live on one side of downtown Santa Rosa and work on the other (only about 1.5 miles. I often walk, and that feels safe enough. I started biking, though, and it was surprising how many times I felt that to feel safe or even have space to bike I had to break laws. A colleague who has nearly the exact same commute by bike said he once counted how many times he thought he did something not exactly within bounds on his bike commute, and I think it was around 17 times. It feels like a major disconnect for the heart of our cities to be so built around cars</p>	
4	Dec 09 2020 02:	when we're encouraging changing behaviors to shop local, eat local, mitigate climate change, etc.	
7	Dec 09 2020 12:	<p>While I support the county complex redesign, I am concerned about the focus on telework. There is value in employees coming together in person to collaborate, make decisions and just to talk to each other as friends. The push to telework should take into consideration the emotional need for humans to interact on an in person basis.</p> <p>Invest in making our "in person" services available online. This may include document scanning, electronic signatures, online chat support, video conferencing, etc.</p>	
9	Dec 08 2020 02:	<p>I recommend prioritizing those services that brings the most people into the office. Eliminating the need to come into the office not only eliminates travel but saves time. Making sure the County has access to broadband would be critical as would making these process ADA compliant. But this also prevents transmission of contagious diseases, allows more employees to telecommute even while under evacuation or quarantine. The disabled and those without reliable/convenient transportation will also benefit from the convenience.</p>	

- Although flooding is a recurring disaster, and planning surround the issue is of importance. I am not
- 10 Dec 07 2020 03: sure on why it is culled as a specific issue when fire seems to be as important if not more so. Defund SMART and put the money where citizens want it. Well maintained roads for cars and bikes, which helps with what you have been touting, so called climate change as cars will perform better
- 12 Dec 07 2020 11: on better maintained roads.  
Soil plan for overall climate "Kiss the Dirt". Plans for water retention facilities, solar and wind
- 14 Dec 04 2020 02: operations.  
Develop flood DEFENSE preparedness plan for people who's homes and businesses are at risk of flooding to include ways for them to protect their property from flood damage, such as large barrier
- 15 Dec 03 2020 10: protections.
- 16 Dec 02 2020 07: Again address costly tree removal and overgrowth to reduce fire risk  
Seek opportunities to reduce liability to County assets in flood zones - especially in areas of repeat losses. Consider planned retreat or rebuild of county infrastructure away from areas of repeated
- 18 Nov 30 2020 04: losses.  
The EOC needs to be better managed to reduce costs and inefficiencies. I worked multiple shifts as a Cal Card runner for 3 disasters this past year alone, and I often found myself wasting the County's time, money, and other resources. For example, I would be asked to make deliveries that were redundant (items were already bought and delivered by someone else to the site). In other cases, deliveries were inefficient, for example, a restaurant (El Coqui) delivered food to the EOC, and I was instructed to deliver a portion of that food to EHS. El Coqui is a block down from EHS, and the trip I made was completely unnecessary. Or many other times when deliveries could have been grouped together, but instead I had to drive out and back twice to the same site and deliver one small item each time.
- The excess food ordered for the EOC workers should be donated to food-insecure people, or at the very least composted, but often they are thrown into the garbage at the end of the day. The wasted food is the worst because of the climate impact contrasted with a large population of hungry people, but this issue of wastage was also true of other non-food items. I've mentioned the redundant deliveries, but there were also items that County employees/EOC staff would purposefully buy at a higher quality when there were less expensive alternatives. Due to lack of tracking, many items would then "disappear" because staff took them home, and EOC would have to expend funds to buy replacements.
- One last thing about the EOC: it has been a an absolute headache trying to get paperwork sorted out for me personally, so much so that I am extremely reluctant to help out with emergencies in the future. It was not clear what paperwork I was expected to collect in order to sort out Cal Card payments when the statement posted, and it seemed that the process kept changing. Furthermore, EOC staff were completely unresponsive when I requested said paperwork (213 forms) to back up my Cal Card purchases, that I was in danger of having my Cal Card locked. No doubt the EOC helps
- 19 Nov 30 2020 12: thousands of people, but internally, it's a mess.
- Focus on the River. It is sad that people found a place to live near flood zones. When it rains they are
- 20 Nov 30 2020 09: displaced. There should be a way to help them relocate and stay out of the River flood zones.
- 21 Nov 23 2020 08: Public/municipal utility
- 22 Nov 23 2020 07: Update agriculture setbacks VESCO

issue cell phones should look into services like FirstNet to ensure priority communication remains available. For wifi service, the county should look into new technology related to disaster response or outlying areas, such as the expanding Starlink system, which has already been field tested by emergency communications crews during wildfires in Washington (<https://techcrunch.com/2020/09/29/starlink-puts-towns-devastated-by-wildfires-online-for-disaster-relief-workers/>)

Within communities, increasing population density and improving services should be prioritized near transit hubs.

Partner with existing HOAs and new communities to incentivize county priorities related to roads, microgrids, solar installation, battery packs, neighborhood watch programs, or even providing funds to install electrical vehicle charging stations in "guest" parking.

Pressure state to complete hwy 101 3-lane expansion. Complete SMART expansion.

Partner with existing businesses, NGOs, tribal areas during non-fire season to improve fire mitigation in fire prone areas. Do outreach with CCC (conservation corps) to identify interested at-risk youth and young adults who may benefit from participation in programs that provide them with purpose in life, GEDs and job experience while also providing fire mitigation services.

Similar to crime reduction neighborhood watch programs coordinated by police, create neighborhood programs coordinated by fire districts where participating neighborhoods learn how to help each other during wildfires, blackouts, evacuations, earthquakes, or large-scale medical emergencies. Examples already exist such as Seattle (<https://www.seattle.gov/emergency-management/prepare/prepare-your-neighborhood/seattle-neighborhoods-actively-prepare#onlinetoolkit>) and Florida ([http://www.floridahealth.gov/programs-and-](http://www.floridahealth.gov/programs-and-services/emergency-preparedness-and-response/community-preparedness/neighborhood-)

24 Nov 20 2020 03: services/emergency-preparedness-and-response/community-preparedness/neighborhood- I'd like to see less resources going to bicycle and pedestrian projects. The county doesn't have adequate roads to accommodate the huge growth it has seen. A lot of the county has rural areas

25 Nov 20 2020 02: where bicycle and pedestrians are not primary users of roads.

26 Nov 20 2020 11: Stop building in flood zones

On a side note- my husband works for the City of Petaluma and I have seen first-hand how lacking the County's response to the last 2 fires has been. When it is a natural disaster like a fire or flood which affects a large area in the County, it should be COUNTY staff who are working at the evacuation shelters, not the City of Petaluma staff. Combined, their staff put in hundreds, if not thousands, of hours of work, away from their normal and expected duties, to open and run the shelters for Santa Rosa and County residents. They have done it year after year out of good faith, while Rohnert Park and other cities have not stepped up. Its not fair to expect the cities to be so burdened by those responses, and I truly believe we as County employees should be called upon to

27 Nov 19 2020 01: staff and coordinate those responses in the future.

Nothing was mentioned about fleet fueling services. Is it still cost prohibitive to have fueling at road

28 Nov 18 2020 08: yard locations throughout the county?

Setbacks in river and riparian corridors is not a solution to manage flooding. This instead is a additional restriction on development, Ag or other in these areas and does nothing to manage flood issues. How about bring back some sediment removal from river channels to support better wildlife habitat along main stem of Russian river for fish and other animals with added benefit of mitigating flood issues. Partnering with municipalities, tribes, etc. in flood management efforts seems to me to be the only reasonable objective. Let's get more input and consensus before we make overzealous

29 Nov 18 2020 07: objectives that have other less beneficial impacts to the county.

Do not allow developers to purchase offsets to environmental development (i.e. endangered species offset purchase). In other words, stop allowing destruction of habitat in trade of a fee to purchase other lands that are not destroyed. Just preserve the critical habitats in place, by not allowing

30 Nov 17 2020 09: development in that area! Don't let developers purchase their way out of conservation.

Goal 1: Telework and Satellite Service centers have been discussed before but now seems to be the time to put these ideas into action; fewer big buildings will also help with our climate-action goal - do we need a new County Center in such an environment?

Goal 2: Obj 3 may be obsolete since the EOC seems to have operated virtually quite effectively; investing in critical communications infrastructure is essential to keep this going and to communicate effectively with the community during emergencies.

Goal 3: People want good roads! That would also help make it easier for tourists to get to all of our beautiful wineries, beaches and parks. Which reminds me...why are there no goals associated with developing a more robust economy?

Goal 4: This seems like it should be under Goal 2.

Goal 5: This seems like something to put under the Pillar for Climate Action, especially the part about developing partnerships (which could include more than just flood protection).

31 Nov 17 2020 09:

The County should consider creating a new publicly governed not for profit broadband entity that deploys, owns, and manages broadband infrastructure and services. The concept is similar to the creation of other utility services (Sonoma Water, Sonoma Clean Power, SMART, etc.) This new entity could have access to public financing and have the operational expertise similar to an internet service company like AT&T, Comcast, or Sonic.

Also, the County should mandate a dig once policy to install broadband conduit and other utility infrastructure in coordination with roads projects to offset overall CAPEX costs and reduce wear and tear on the pavement. The dig once policy will require an additional funding source to support the labor and materials to install conduit per direction of Johannes at TPW. Once installed, the conduit can be owned and managed by the new public broadband entity and leased to private companies as

32 Nov 17 2020 06: another revenue source to support ongoing broadband expansion opportunities.

It would be nice to include language about doing any and all of this work in communities most marginalized by previous policies and disasters. I worry about expanding broadband in wealthy

33 Nov 16 2020 09: enclaves, for example

Just an observation. It seems that an outside share of County funds goes to maintaining roads and features for the wealthy that live way off the beaten path. It would better serve the County to limit new construction on long dead end roads, particularly in fire/flood areas, unless there was

34 Nov 16 2020 04: substantial private investment in upgrading existing features.

We need to rehabilitate our creeks. The damage that was done in the Seventies by channelizing the creeks has had a bad effect to send more rain water downstream instead of slowing the flow to allow the water to seep into the underground aquifers. Restore the creeks to a more natural state. Reduce massive quantities of fresh water being flushed out to sea. (along with all of the trash that

35 Nov 16 2020 04: accumulates in our waterways).

Of all the Strategic Plan goals, this pillar is undoubtedly the most important as the County is truly struggling to maintain its current infrastructure with extensive unfunded liabilities in regular upkeep and maintenance of our buildings and roads. Let's double down on not just creating more efficient buildings but funding Departments adequately to maintain what we have so it lasts as long as it

36 Nov 15 2020 05: should.

37 Nov 12 2020 09: county resources should receive better emergency use training, and be ready to respond.

New building projects should be out of flood zones. Natural riparian zones and meanders of our waterways should be encouraged not destroyed (straightened for flood channels) home owners and renters need to be assisted to mitigate flooding (like help making a drainage) to properly discharge excess waters to creeks and sewers rather than flooding streets, more accountability for dumping

38 Nov 12 2020 08: and trash blocking waterways which leads to increased flooding and pollution

I would like to see more goals and objectives specifically related to fire mitigation and fire fighting.

Fire is now a serious annual concern for ALL County residents and should be prioritized as #1.

39 Nov 11 2020 07: Earthquake safety should be evaluated and prioritized as #2. Flooding should be prioritized as #3.

Use intelligent monitoring systems to identify early warnings of floods and fires, to evacuate people before lives are lost.

40 Nov 10 2020 07: before lives are lost.

Be sure to include marginalized communities, especially people with disabilities, in all plans

41 Nov 09 2020 01: regarding space, transportation, emergencies, and infrastructure.

45 Nov 09 2020 10: Include communications services and alerts for the deaf

Try to focus on no more than two areas in this topic. Emergency responses through increasing

46 Nov 09 2020 09: broadband access county wide and thus assisting education process.

Important to consider not only the technology infrastructure, but also increasing the IT staff

47 Nov 09 2020 09: supporting it.



- Make sure that thoughtful waterside development is not precluded by new measures. We are a
- 48 Nov 09 2020 09: tourist destination and need to be able to provide great experiences to our visitors.  
This is the most important component the County needs to work on right now. Put the money
- 49 Nov 09 2020 09: where it will accomplish the most for the majority of County residents.  
besides relieving the flood problems, why are wildfire prevention and disaster efforts are not
- 50 Nov 09 2020 08: mentioned in the plan?
- We should expand the youth ecology corps to work on watershed and riparian restoration. This can help restore local hydrological cycles and alleviate flood risk.
- We should incorporate PA Yeomans' Keyline design principles into all planning and design language to further retention of water in the landscape and in aquifers and increase fire and flood resiliency.
- Start a program to support homeowners to install bioswales to capture and use runoff for edible or
- 51 Nov 09 2020 08: pollinator friendly landscaping.  
I think the County needs to continue improving the pedestrian and bicycle trail system as it can serve as commute options and reduce carbons. Look to Netherlands model -- they have an
- 52 Nov 09 2020 08: pervasive, effective trail/path system which offers viable alternatives to driving.
- 53 Nov 09 2020 08: Controlled burning to reduce fire risk  
Expand flood zones and stop letting private business build so close to the river taking up our water
- 54 Nov 08 2020 02: and reducing the runoff areas.
- Develop a relationship with neighboring water districts and other body of water agencies analyze the infrastructure of local dams that release water into the Russian River during the rainy weather seasons. Assist in the funding of dredging the bodies of water and maintaining the infrastructure of the dam to be able to withstand significant more water. Establish a multi-agency communication channel for analyzing past years of releasing water and the damaging effects to the communities further down the Russian River. Implement a fluid and time-based communication with agencies downstream prior to releasing water from dams strategically based on damaging effects to communities outside of district/county lines using many variable factors such as rain in the forecast, rate of water released, water levels rising, and the timeframe of travel to the mouth of the Russian River as a preventative flood measure.
- Openly communicate with the communities and ask for the feedback of the flood victims and what
- 55 Nov 07 2020 03: suggestions do they have for preventing further catastrophic damage to the areas effected.  
West County is the most economically disadvantaged area in the County, and it has had the floods problems for decades. Authorities have not been able to actually solve the problem. A betterment of infrastructure can help with a better population distribution and increase the economy in this
- 56 Nov 07 2020 01: County area.  
The county programs are in silos. Consider merging and sharing resources. Each program doesn't need to order its own box of pens. There should be a central station with needed supplies. It's a
- 57 Nov 06 2020 07: waste of money and resources.  
I think in order to survive climate change we need to start considering roadways to be more for public transit/bicycle/foot traffic/electric vehicles and less for personal gas powered vehicles. I like
- 58 Nov 06 2020 06: the County's approach.  
Sonoma County desperately needs better bicycle lanes and paths to help reduce gas emissions. There is no easy Safe way to ride all the way from Guerneville to SRJC, the County center, the Russian River beaches, or the ocean! Let's take a hint from Eugene, Portland, Fort Collins and
- 59 Nov 06 2020 03: Denver. Build bike paths—they will be used!
- 60 Nov 06 2020 01: push telework as much as possible - for all the reasons mentioned in these goals!  
The County should consider non-structural mitigation of flood, such as floodplain easements and
- 61 Nov 06 2020 12: add restoration (not just protection) as an measurable and achievable objective
- 62 Nov 06 2020 12: Identify winners and losers in infrastructure. Focus funding on the most used and best built.
- "Flood protection" needs to include planned retreat, and we should SAY it. Maintaining road segments in light of new state legislation (fire safety vs our many miles of substandard roads) will be a HIGE deal and the plan should address it. How to pay for it? A Roadway Mitigation Fee that also supports city- and community-centered growth: fee is waiving in core areas and increases the farther out the you get. A condo in Larkfield should NOT be paying the same road impact fee as a home 27 road miles northwest of Healdsburg. The road fee should be directly related to the
- 63 Nov 06 2020 12: expected VMT, which should be directly related to the proposed use's distance from urban facilities.  
This one was tough. I'm not familiar enough with the options.  
1. Broadband for all is needed - IDK which of the 2 options was better.  
2. Flooding is a concern - IDK the best option there either.
- 64 Nov 06 2020 12: Same with the other options for the other Goals.

There should be no question on whether we should invest in infrastructure to better respond to disasters (including evacuations and loss of electricity), that should be something we do because it is our role as local government to prepare as best as we can to support the community during these

65 Nov 06 2020 11: events.

Clean out creeks, streams, etc. to mitigate flooding in some areas where overgrowth sets a stage for

66 Nov 06 2020 11: flooding.

Making sure that our citizens can get in and out of their neighborhoods via the county roadways by making sure that they are maintained and cleared (safe zone) is imperative. It does not seem that

67 Nov 06 2020 11: mother nature is going to stop providing us with challenges.

68 Nov 06 2020 11: Keep Russian River watershed maintained as well as the surrounding habitat.

The City of Santa Rosa has given an exclusive contact to ATT, which is keeping a local company SONIC from expanding its services locally. SONIC is prepared to expand Fiber optic services. but is

69 Nov 06 2020 11: unable to do so, due to the AT&T agreement. This may also be true in other communities as well.

70 Nov 06 2020 11: Roads and technology!!!

Telework should only be undertaken if the county is willing to offset the cost to the employee from

71 Nov 06 2020 11: working from home (increased electric bills, internet, cell phone, equipment).

72 Nov 06 2020 11: Continue to invest in land protection through the ag preservation and open space district.

The fiber optic infrastructure has not been updated in most housing communities since it was originally installed. In Rincon Valley, our internet cycles on/off and we regularly see single digit upload and download speeds, yet we pay for gigabit service, just to get that horrible connection.

With the pandemic, it is taxing the lines even more and making it difficult for education and working

73 Nov 06 2020 11: from home. Take control away from Xfinity and support Sonic, a local company.

74 Nov 06 2020 11: give us an option of choosing more than one option

An investment in Guerneville needs to be made to prevent or curtail flooding that seems to happen every few years and is costly. We should do what Napa did to help that community and save money

75 Nov 06 2020 11: in the long run. Thank you!

We have been taxed to death by dmv fees and sales tax increases to improve our infrastructure and yet the money seems to disappear. When will our taxes pay for the things that they are supposed

76 Nov 06 2020 11: to be paying for?

TELEWORKING needs to become feasible - the Courts need to go DIGITAL / Green so we can digitally

78 Nov 06 2020 10: deliver complaints/documents to them instead of paper / in person.

79 Nov 06 2020 10: Highly supportive of broadband as previously mentioned.

Road maintenance is a primary duty of County and City governments. Roads, along with fire and police, should be funded and maintained with our FIRST dollars rather than seeking dollars after all

80 Nov 06 2020 10: other priorities have been funded.

We need to look to community partners and specifically native americans for how to mitigate these

81 Nov 06 2020 10: disasters.

Are there any **additional pillars**, besides those included here, that should be included in the County's Strategic Plan? (please be specific)

Answered 115  
 Skipped 608

Respondents	Response Date	Responses	Tags
1	Dec 09 2020 06:	There should be a stronger focus on law, fire and EMS services being provided by the county. When we talked about Healthy and Safe Communities, I didn't see anything about drugs or obesity, both of which are pressing issues in our communities. To have a healthy community, we need comprehensive drug laws (is Probation still arresting people for marijuana?) and an emphasis on healthier lifestyle - food and recreation. I really appreciate the mention of community engagement in many of the pillars. Community engagement on every level is needed and badly lacking, from basic services to how people can participate in	
2	Dec 09 2020 05:	public meetings. The supervisors listen to the people in the room - but what about all the folks who have Social Equity Pillar Work towards more equitably providing services and jobs to people of all genders, abilities, ages, races,	
3	Dec 09 2020 04:	ethnicities, religions and colors.	
4	Dec 09 2020 03:	You could remove a few. Maintenance on potential fire hazards. Trim or cut old dying trees that could fall on busy roads. As a	
6	Dec 09 2020 12:	commuter, I see a lot of fire and flood hazards on my way to work traveling tri-counties.	
7	Dec 09 2020 12:	less people to identify the problem more people fixing problems I would appreciate the strategic plan to be considered a long term plan and not one that is changed every or every other year. Commitment to these pillars involves a tremendous amount of dedication and effort from County staff, the community and the Board. Staying the course over a multi year period is the best way to	
8	Dec 09 2020 12:	see these strategic goals produce meaningful results. I think these social justice movements are not factually based and are a knee jerk reaction to media driver societal pressure. We should strategically determine how to fair and equitably share resources with everyone	
10	Dec 09 2020 11:	based on their ability level and work ethic. I think a pillar should be focused around how employees are treated by department management regardless of ethnicity. I think the county allows employees to be lied to and mistreated by those in power. I think this	
11	Dec 09 2020 08:	should be addresses before anything else. Support county parks and open spaces. They've been open during the pandemic and should be recognized as	
12	Dec 08 2020 08:	an essential business for helping the community stay healthy mentally and physically. Develop a culture of accountability at all levels of County government. Start by implementing a Board sub-	
13	Dec 07 2020 12:	committee focused on organizational self improvement and accountability. Improve the county job application process so that it is not so difficult for people to apply. The supplemental questions should not have to be so detailed and include the same information that is already present in the application section. This should be only a place for additional details that were NOT captured in other parts of the application. The exams are also ridiculously difficult and contribute to the racial and socio-economical disparity. Entry level jobs are incredibly hard to get into, and even worse is just how few entry level jobs there are available to people who have no opportunity for college education or way to gain the experience	
17	Dec 03 2020 10:	necessary just to apply.	
22	Nov 30 2020 02:	reduce the size of County management There needs to be consideration of sufficient staffing to accommodate the increasing need for disaster	
23	Nov 30 2020 12:	workers. I do not see how that fits under the current pillars or goals. More fire related efforts. Reduce the likelihood of another 2017 fire. Make PGE money work for this program not funnel through other programs.	
25	Nov 30 2020 09:	Better transportation system in the rural areas esp. in getting medical appts. Matching funding with achievable data-based goals as a means of managing public expectations of county government. County government can't solve all of the region's ills. Cities, businesses and other groups need to take more of an active role in assisting the County in addressing community needs. The COVID-19 pandemic is a good example of too many individuals and institutions waiting for the County to address what is a state,	
26	Nov 30 2020 09:	national and global crisis.	
27	Nov 21 2020 08:	Ensure agriculture remains an important part of the county economy.	
28	Nov 21 2020 02:	Consider restricting planning approval allowing construction in fire prone areas with limited access increasing tourism, bringing community together, county events/celebrations, listening to the community's	
31	Nov 20 2020 10:	wants There didn't seem to be any objectives specifically around fire mitigation, zoning and planning for	
32	Nov 19 2020 01:	development, and response to fire incidences. Ensuring that Agriculture remain an integral and prioritized industry in the county. A lot of our county ideas and plans add further restrictions to agricultural activity such as setback increase ideas and reductions in emissions when the ag industry has been a pioneer in reducing the ecological footprint of their activities. Defend agriculture in the county against NIMBY-ism and defend ag. Otherwise we will just become another Santa Clara County; consumed by residential development and the disintegration of the agriculture that built	
34	Nov 18 2020 07:	the county.	
36	Nov 17 2020 04:	Possibly something to address medical situations like what we are facing currently.	
37	Nov 17 2020 03:	more prescribed burns on county land	

- 38 Nov 17 2020 09: Continue 'work from home' program to conserve resources, increase productivity where feasible, lessen traffic, reduce carbon foot print, and attract qualified employees (benefits).  
Economic Development - objectives to provide microloans to small businesses and other ways to support our business/tourism community since they are hurting so much because of this pandemic.
- 39 Nov 17 2020 09: No these are great objectives.
- 40 Nov 17 2020 09: AFFORDABLE HOUSING!  
Fire Prevention~
- 41 Nov 17 2020 08: Controlled burns, vegetation management, etc.  
The County could consider expanding the wood chipper program to include a mini tractor rental/training program (skid steers, chainsaws, yard waste bins, etc.) for land owners and others to have access to the equipment necessary for defensible space clearing on forested properties.
- 42 Nov 17 2020 07: I would like to see the interest rate reduced for SCEIP loans. I personally know people that would like to install solar but the loan rate is way too high.
- 43 Nov 16 2020 04: Composting toilets.  
Plastic repurposing using a machine that produces construction blocks out of junk plastics. Fund it with selling the blocks for construction projects.  
Get rid of lawns as landscaping. Grass wastes water and flushes chemicals into our waterways. Mowing and cutting grass increases greenhouse gas emissions, etcetera.
- 44 Nov 16 2020 04: this survey is too long

- Something really needs to be done about how to improve County employee morale. I'm glad we want to devote resources to addressing inequalities throughout the community but the County, as an employer, has numerous inequalities baked into its current structure. For starters, there is a significant disparity in the amount and quality of work being performed throughout each Department up and down the organizational structure. For example, why are Managers regularly called on to perform work for no pay when hourly employees get paid time and a half or double time. As a Manager, and one that continues to be overburdened with work (i.e. supporting countless EOC Activations and my regular work), not only have I lost more than two weeks of vacation over this last year, I and many other Manager's have contributed / donated countless hours supporting the many emergencies over the last few years. To make matters worse, we have County employees taking advantage of tele-work, paid not worked designations, caught sleeping while on County time (with no punishment), employees being held to very low standards of performance, etc. which exasperates the situation and further adds to the current inequalities being experienced by so many County employees. Hence my call for accountability but that is only part of the issue. The County has been tacitly approving of workplace verbal and emotional abuse at the highest levels of some Departments whereby
- 45 Nov 15 2020 06: creating very toxic work environments. Why has this been allowed to continue for so long?  
Accountability for our Sheriff's Department. Measure P is an excellent fist step, we must expand from there. Transparency in their budget use, training, practices, use of force and policies must be looked at for a more equitable and just provision of services to the people of our community.
- 46 Nov 13 2020 09: Species diversity in our County should be prioritized. The decline and extinction of species world-wide is evidence-based and of valid concern. While working within our focus of addressing inequities in our communities, we need also balance the needs of other species within our County. Engaging in discussion and partnership with our Indigenous and tribal communities is an important place to start.  
Implement strategies to prevent and be prepared for future pandemics and disease spreading like COVID-19, to protect lives and health in the future.

- No pillars to add, but a comment -- as we potentially move towards more teleworking, we need to emphasize the importance of keeping communication/support between departments key as I've experienced much delay & non-responsiveness in the last several months as we've been teleworking due to the pandemic.
- 47 Nov 10 2020 11: The County needs to develop a strategic plan to address housing within the county.
- 48 Nov 09 2020 06: thank you
- 49 Nov 09 2020 04: Since there is a pillar on Flooding, maybe adding a pillar on Fire Protection.  
Some of the Civil Service Rules related to recruitment are not very equitable. For example only higher or same level positions can be on a interview panel. Also the classifications in the county are too broad-this causes problems with recruiting qualified people.
- 50 Nov 09 2020 12: Services for the deaf
- 51 Nov 09 2020 10: More available and more beneficial mental health services for our community
- 52 Nov 09 2020 09: Mitigation process for fire protection. We only focus on safety issues after a fire but not on preventive areas.

- Recognize the important role of our County in the early history of California and the nation. Inclusion of sites that commemorate Native American, the early Spanish/Mexican land grants and pioneering Anglo families add to the richness of our area and was emphasized in marketing our beautiful County in the 60's and 70's.
- 53 Nov 09 2020 09: wildfire prevention and relief plans

- Why are we limiting the scope of pillar #3 to climate change? We should also address other human caused ecological threats: soil depletion, biodiversity loss, ocean acidification, desertification, plastic pollution etc.
- 54 Nov 09 2020 08:

- I think we need to add a pillar that addresses the local economy, wage stagnation, and the overall livability of our county. Between the fires and the pandemic, local businesses are hurting and the workforce is more financially stressed than ever. It would be prudent to reach out to the Workforce Investment Board and Economic Development Board to see what they think but as someone who works in the workforce system, I've noticed Sonoma County's economy is lacking in industry diversity and is overly reliant on low-wage jobs that cannot support a family. This combined with our high cost-of-living and extreme housing crisis makes Sonoma County especially vulnerable to shifts in the economy caused by normal ups-and-downs and/or disasters. This also makes the overall livability of Sonoma County poor, for those who earn under a certain
- 68 Nov 09 2020 08: amount. The Board would be wise to look into this further.
- 69 Nov 09 2020 08: The County should create transportation spurs which connect outlying communities to SMART train stations. More focus on climate change, including how business (winery especially) affect flood and climate change.
- 70 Nov 08 2020 02: Don't put it all on the citizens.  
funding for local public and charter schools needs to be increased and school services improved.
- improvement in ease of access to and ease of application processes for citizens in need of all variety of
- 71 Nov 08 2020 08: services.
- 72 Nov 08 2020 08: there needed something specific to dealing with Pandemics  
Look into a multi-county transportation heading North and East. Sonoma County, Lake County, Napa County, and Mendocino County need to have transit running throughout all of them. Implement a multi-county transit system. This will also help with reducing the carbon footprint of employees commuting to work from outside counties and offer more opportunity for the low-income households transportation for education and
- 73 Nov 07 2020 03: competitive wage job offers.  
A bigger effort to help those students with less means to have a free college tuition is needed. Inclusion in college of students in the lower economical scales, will help the needed social advancement, and will prevent
- 74 Nov 07 2020 01: education from being a privilege and asset for those that can pay for it.
- Invest in public health. There should be a general county message about importance of immunizations, health, fresh air, hygiene. Right now there's a grant for tobacco, so you do tobacco. Then there's dental grant, then you do dental. All these should be part of a cohesive public health message. We also need mass messaging about importance of immunizations and flu shots. Sonoma County has some of highest rates of unvaccinated children in California. There is no education to combat misinformation. No public health message. Sonoma County also has higher % of elderly than other CA counties. We need to invest in public
- 75 Nov 06 2020 07: health nurses because many elderly are homebound. They are unable to drive, use the internet and isolated.
- 76 Nov 06 2020 06: How about a pillar to implement ethical behavior training for all government workers and elected officials.
- 78 Nov 06 2020 03: Gender, ability, age and sexual orientation Equity.  
Invest in finding approaches to ensure mental health and substance abuse treatment is mandatory for those who need it, especially those experiencing or at risk of homelessness. It seems that so much money is spent
- 80 Nov 06 2020 02: attempting to address symptoms, rather than causes.
- 82 Nov 06 2020 01: We're on the right tract.  
We have had so many fires in the past 4 years that it would be nice to have a pillar to tackle making our community safer in the event of a fire or disaster.  
Also, what about affordable housing for people who are on the brink of becoming homeless. That seems to
- 83 Nov 06 2020 01: fit with Healthy & Safe Communities.
- 85 Nov 06 2020 01: Economic Vitality  
Nothing specific, I think keeping our river clean and accessible is important, but that goes along with some of
- 86 Nov 06 2020 01: the homeless problems.
- 87 Nov 06 2020 12: Hire more competent Division directors.  
I really believe climate and racial equity are the most important issues for our county. for so long the departments have been there own silos, but we really should work together and know what we all our doing
- 89 Nov 06 2020 12: so we can do better for our community.
- 90 Nov 06 2020 12: If I was to add anything, it would be support for poor children, but I'm not sure what that would look like.
- 91 Nov 06 2020 11: Update programs, computers, apps for ease of accessibility.
- 92 Nov 06 2020 11: Implement teleworking (where applicable) to save money for the County.
- Please consider that diversity, equity and inclusion go beyond the Latino community and as the discussion
- 93 Nov 06 2020 11: and processes move forward there is much to be considered in terms of equity, ethnicity and inclusion.  
I believe its an excellent start of high minded goals. The funding, innovation, and involvement of community resources in its implementation is crucial. We have thoughtful, intelligent and compassionate leadership in
- 94 Nov 06 2020 11: this county and they have my complete support.  
Recognize mental health issues among people the poorest populations within Sonoma County, and help elevate them to becoming the best functional and successful versions of themselves. They will earn more income, thusly bringing in more tax dollars locally. A thriving local economy will help attract visitors and boost
- 95 Nov 06 2020 11: TOT dollars.

1) Have BOS listen and respond to members of the public directly at Tuesday Board meetings, not sit silently when the public addresses them. Or set up regularly scheduled town hall meetings for people to be referred to, to address issues.

2) All of these issues need to be addressed collaboratively.

96 Nov 06 2020 11: Future survey prioritize from 1 to ... not choose 2 all are important, none should be left on the table. address rental housing pricing, price gouging, wages, and quality of life based on high cost of living vs wages

97 Nov 06 2020 11: and housing costs.

The elderly and young families need to have support. Why are we forgetting those that have worked for years and are now having a hard time as they get older. Why are we forgetting the young families who are seeing rents sky rocket and all other prices increase beyond their pay? They don't make enough to live here

98 Nov 06 2020 11: without sacrifices, and yet they make too much to qualify for assistance. That is wrong.

99 Nov 06 2020 11: Telecommuting should be the priority. Give all employees work cell phones! Even Clerical staff so we can all work from home with all the needed tools. We need this now.

Free daycare for everyone in Sonoma County would create equality for working families with young children. Tons of money is dumped into the community for housing, homeless and now programs like Office of Equity where the director is making over \$150k a year. The county is missing out on a whole demographic of people who want to work but cant due the cost of childcare. How about helping parents who have to choose between work and childcare? People in our community are forced into being on welfare because the annual minimum wage income of \$30,000 is the same cost as daycare for two kids. Shift funds - more people would enter the job market and not be on welfare if daycare was universal and provided for free to everyone.

101 Nov 06 2020 11: A plan to hire and keep employees with better retirement benefits like they had in the past. Working for the private sector seems like a better option these days.

102 Nov 06 2020 11: Please consider letting County employees to keep teleworking when appropriate. It's an opportunity for infrastructure savings and reduction of environmental impact. Teleworking shouldn't be a "privilege" but it should be available to employees who usually perform office duties. I'm sure it would save bundles on space/facilities/ maintenance/ effect on the environment/etc.

103 Nov 06 2020 11: Employees who live outside of Santa Rosa and who have to commute 30+ minutes one way to get to work should be given the opportunity to TELEWORK from home.

104 Nov 06 2020 10: Empowerment of front line workers and first line supervisors. Management is so busy with all of these 'long range' pie in the sky 5, 10 and 20 year big picture items that the Monday-Friday stuff doesn't get enough attention. Electric cars and racial equality are well and good, but we need much MUCH quicker and hassle-free access to things like office supplies, ergonomic equipment for the home, software that doesn't cause more problems than it solves, when it works at all, nuts and bolts from my worm's eye view from the trenches. The big brains working on the 'upstream' stuff is all well and good, but getting a new keyboard, checking out a car, having to work around a piece-of-garbage software package and such things are the stressful factors of us front-line grunts.

105 Nov 06 2020 10: I saw many questions about how we should help the homeless, which is a noble goal. I did not, however, see any questions about protecting our communities from the homeless problem in our community's parks and public spaces. If the County and Cities see this as only a one-way problem, taxpayers will continue to suffer. It is our local government's primary job to be preserving our communities for everyone's use. A visit to many of our community parks will clearly show that they are no longer being preserved for people with children, pets, etc. We as the government have a duty to maintain these spaces for the very residents who pay for them through their taxes.

106 Nov 06 2020 10: Some money and focus should be on updating the systems so we are more efficient at our jobs. This would help us reach more clients (meeting one of your pillars) and freeing up money in the future to put towards initiatives.

107 Nov 06 2020 10: I am a strong supporter of Public Agencies and a Union workforce; however, we are out of balance. Our response to Civil Service protections & Union response is not strong, and we lose a lot of efficiency and effectiveness in this dynamic.

108 Nov 06 2020 10: well done plan

109 Nov 06 2020 10: Access to our community. We tend to not look at how our community accesses our services. We should make this a priority especially for our barriered customers.

110 Nov 06 2020 10: None, the ones already listed here are what's most needed for our county.

115 Nov 06 2020 10: More funding towards public safety

Sonoma County Five-Year Strategic Plan

**Do you have any questions, or need additional clarity on the information provided today?**

**Answered 79**  
**Skipped 644**

Respondents	Response Date	Responses	Tags
1	Dec 09 2020 05:	Happy to be a part of the County and excited about the future! the fact that this survey was 52 questions... well the length of the survey made it difficult for me to complete. additionally when I disagree with a statement, why do I have to pick a priority for something I strongly disagree with. its like saying we are going to stab or shoot you, choose the one	
3	Dec 09 2020 03:	you want to see done first.... No, I just hope these survey's gets put to use and not put aside and as usual the county supervisors	
5	Dec 09 2020 12:	say they don't have the money.	
7	Dec 09 2020 11:	I hope that we don't bankrupt the county in the name of social justice.	
8	Dec 09 2020 08:	Am I going to get in trouble by management for being honest and truthful on this survey? No but future surveys should consider defining things like "flood protection plans" and should give	
17	Nov 30 2020 04:	option of "not sure" when choosing which objectives are most important.	
18	Nov 30 2020 12:	Thank you for inviting workers to the zoom meetings. Unfortunately there wasn't enough background info about each objective in order to make a well-informed assessment of priorities. It seems that a lot of these objectives are things we already do. I don't feel confident that this survey is going to produce any meaningful and actionable data on	
20	Nov 24 2020 04:	county employee sentiment, aside from overall support or lack thereof for each goal.	
21	Nov 23 2020 08:	What are the next steps? How do we know these were read? There is an increase in the homeless population in the past years in Sonoma County. Unfortunately, camping and drug usage is increasing. Housing will help but what if they don't want to be part of the housing projects. What about the drug usage? Also how will this affect local residents who's homes are near these housing projects? What incentive will they be getting? In an ideal world it would out perfectly, but in reality value in residents homes will decrease? Crime increase? If plans are set,	
24	Nov 19 2020 09:	transparency and data needs to be available for residents.	
27	Nov 17 2020 04:	I wish there was more oversight on the Board of Supervisors and what they are able to push through.	
29	Nov 17 2020 09:	Yes, see my notes in previous comments.	
30	Nov 17 2020 09:	How will the County fund all these goals? Is the opportunity to express opinions on the Five-Year Plan being made available to ethnic	
31	Nov 16 2020 11:	communities, in their preferred languages?	
33	Nov 16 2020 04:	Too much information Labor bargaining units have been attempting to work with Human Resources since March to implement a reasonable telework policy. It's been largely fruitless despite the large amount of time and good-faith effort. Meanwhile, the County-at-large is rightfully prioritizing this goal. The workforce needs the ability to work directly with County management to identify the best route forward for the	
34	Nov 16 2020 04:	public.	
35	Nov 13 2020 07:	I'm not informed about flood mitigation, so my answers there are pretty much guesses. I hope that you will use the feedback provided to re-evaluate and re-calibrate all of the Pillars. It often feels like feedback is only recognized when it supports the existing goals. I challenge you to	
38	Nov 11 2020 07:	consider ALL feedback, even those responses which may contradict primary goals.  No. However some of the questions are very ambiguous and unclear. ie: for pillar 5, goal 3, objective	
40	Nov 09 2020 04:	3, what is meant by transit corridors? is it roads or bus or train... should be more specific.	
43	Nov 09 2020 11:	No. Everything was well addressed Need to carefully plan the area around the Airport, as it has the potential to become a key economic	
48	Nov 09 2020 09:	hub for our County.	
49	Nov 09 2020 08:	No. This was very well presented. Thank you.	
52	Nov 07 2020 01:	Where can I get updated on advances for all of these issues?	
53	Nov 06 2020 07:	Thank you for your time.	
54	Nov 06 2020 06:	Thanks!	
56	Nov 06 2020 03:	I feel that we need to be better prepared for a disaster within a disaster. Covid 19 and fires.	
57	Nov 06 2020 03:	At what stage is the development of these Pillars? Will public comments be considered? When?	
64	Nov 06 2020 11:	Examples for use of the \$60 million grant	

The survey is a great way to get feedback from staff, but I would have liked that there had been more emphasis on educating about the pillars. It is a lot of information to soak in and try to do your best to  
65 Nov 06 2020 11: do our part as a county employee and contribute with feedback.

66 Nov 06 2020 11: Would just like to receive semi-annual reports and surveys like this one to keep check of progress.  
Where is the \$60 million grant coming from?

67 Nov 06 2020 11: You need more money to address all the goals stated in the 5 year plan, where are you going to get  
that funding?

68 Nov 06 2020 11: Please focus on the people first, then large commercial projects. No use in having a "beautiful  
mansion on a shaky foundation."

69 Nov 06 2020 11: You plan should be easier to read and understand, its almost like you make it convoluted so we can  
not understand and you only give options you want, instead of allowing us to mark none or more

than one. Very one sided survey.

70 Nov 06 2020 11: Why during budget cuts did we even have to establish a new department to review all this? Are the  
countless mandatory training classes on being non discriminatory, and harassment not working?

74 Nov 06 2020 11: No, these are all great things that need to be addressed!

75 Nov 06 2020 10: Thanks

79 Nov 06 2020 10: No, thank you for reaching out. Admirable goals.



## IV. Community Session Q&A Report

### Topic **Healthy and Safe Communities**

Webinar ID 970 4434 4707  
Actual Start Time 11/19/2020 11:32  
Duration (minutes) 84

#### Question Details

- 1 What is a Safety Net Department? Is there a list of those?
- 2 What do you plan to do to deal with the barriers to these objectives? ie: turf protection, department resistance to working with new people, fear that this will result in less funding for current staff and projects, etc
- 3 Will these data create feedback and response from county employees, and and what level of employees have access to this data to create response?
- 4 How will be integrate the users before we decide which outcomes to track? Too often we track stuff that are useful for managers and Federal grants etc, but not the things most useful to the recipients and most vulnerable. Given the chronic shortages of time and money, we always have to choose the things we track. I would suggest we prioritize the needs of the recipients.
- 5 Could you drill down with the "addressing disproportionate racial and social impacts"? Do you have specific ideas of how to do that?
- 6 It sounds like you will need to meet goal 1 from the first slide in order to have your Safety Net Departments be able to use RBA across departments to measure effectiveness.
- 7 If we want to increase housing, why don't we upzone everywhere on county sewer? We need "missing middle" housing like duplexes, triplexes, 4 plexes, but need ministerial approval.
- 8 How can you talk about housing without also discussing the availability of well paying jobs to support the people we will be housing? It seems the 2 go hand in hand.
- 9 Is the County thinking of ways to address access to healthy food in addition to these initiatives for housing in this Strategic Plan? Both are important social determinants of health. If so, where does this fit into this goals/objectives? Thank you!
- 10 Also, I don't think we want to create affordable housing solely around transit centers and high density county lands. How can we disperse our populations more evenly across all areas?
- 11 How can the county prevent homelessness?
- 12 what does the county think about the intersection of mental health and homelessness? Are there people who are homeless by choice/Design?
- 13 Are there statistics to show how many formerly homeless people successfully transition to being housed?
- 14 I'm sorry I was pulled away by a crisis and missed the homeless topic. I like # 2 & 3 for that survey.
- 15 I'm a big believer in the Mobile Support Unit but only if they are unhitched from the sheriff. They need to answer some (many) 911 calls on their own. Is that in the plan?
- 16 Traffic is a determinant of safety. Does the county support Vision Zero? Work with cities and CalTrans to promote this?
- 17 Is there any conversation about supporting health care insurance or services for low income or homeless in our county?

### SPANISH SESSION

Webinar ID 967 1472 4495

#### Question Details

- 1 Pienso que tenemos invertir en los programas de entrenamiento para crear "trabajos verdes" para nuestra comunidad inmigrante.
- 2 Como podemos asegurar que los duenos de casas vo can a aumentar las rentas depuese de modernizar sus propiedades? Tiene que asegurar que hay un control de renta. Queremos viviendas mas sostenibles pero no al costo de la gente obrero que pagan las rentas.

**Topic**                      **Organizational Excellence**

Webinar ID                970 8249 2713

Actual Start Time    11/10/2020 11:46

Duration (minutes) 71

**Question Details**

- 1 I hope you're not going to read every slide.
- 2 What are Upstream Investments and can you give a few examples?
- 3 Is this where we comment?
- 4 There are disparities between who does and who does not have access to fast speed internet across the county. Does this fit in with Objective 2?
- 5 Regarding Goal 2 -- it's ironic that the County gave only 4 days (including 2 weekend days) notice of this listening session on County transparency.
- 6 While we pour money into fixing people, can we look at something more forward thinking in teaching people how to live in society rather than handouts and rehabilitation that only encourage the same behavior?
- 7 There are a number of non profit organizations who do work for free that would otherwise be a county expense. I would like to see a goal of tightening and improving the public-non-profit partnerships so that everyone is working as efficiently as possible and not duplicating efforts.
- 8 Thanks. Not just a diverse Workforce.. Creating ways to allow the diverse people in our community to become Stake Holders, Business owners and LAND owners. Removing and lowering barriers to ownership to create a sense of place, pride in community, facilitating ways to eradicate housing insecurity to create generational wealth.
  
- 9 when y'all talk about upstream investments, are you bringing this forward through the lens of taking care of EVERYONE? I worry our houseless folks will get lost in consideration.
- 10 Goal 1 and poll: Objective 1 sounds as if funding comes first, policies follow the money; Objective 5 sounds as if policy leads and funding follows?
- 11 Love it!
- 12 Suggestions regarding Goal 2: 1. Elected and appointed officials should only go into Closed Session when ABSOLUTELY necessary, instead of what seems like whenever they have the opportunity. This should be required, and whenever they do go into Closed Session, there should be a discussion in public about exactly why.  
2. All County staff should be instructed to return/respond to community members' telephone calls/emails promptly.  
3. Instead of making interested community members rely on Public Records Act requests to obtain basic information about what the County is doing, adopt and IMPLEMENT a policy that information will be readily available for every action every County department takes.
  
- 13 I'm not clear what Goal 2, Objective 4 means.
- 14 What has this looked like for your org in the past?
- 15 In Objective 4, what does "Develop a baseline" mean in practical terms? Is it conducting surveys, research studies, or something else?
- 16 You can't have true representation when the Board is all white and the county is 35% POC.
- 17 Glad to see objectives 2 and 3, awesome! I have a questions about objective 1 - Can you talk about the framework you'll be using for this objective? We need to have the community itself (especially the disabled community and community members who speak indigenous languages, other languages than english, etc.) \*lead\* this, not just give input that might not be fully incorporated
- 18 Community engagement- to my question. Sorry!
- 19 Do you plan on bringing QTBIPOC into the fray?
- 20 Got it, thank you!
- 21 Whoever is facilitating the evening meetings in Spanish should be able to help in the need to translate all County communications. Also, having subtitles in each language would be helpful. I have seen County videos in Spanish that shock me a bit. English speaking community members and children should be able to see, hear, understand also so there is no breakdown in translation to their peers.
- 22 Can you tell us how many people are on this call? Just curious!
- 23 What is succession planning?
- 24 What about holding current employers accountable for toxic practices?

- 25 Glad to see the telework policy in objective 1! How does the county plan to support QTBIPOC leaders/employees in objective 3?
- 26 Will reviewing recruiting programs be part of this goal? in order to increase diversity, recruiting needs to be part of the analysis and potential changes to the function.
- 27 (Or I suppose at this stage, is the county specifically formulating a plan for this?)
- 28 The happier and more engaged the county employees are the more productive the organization will be.
- 29 This all looks good on paper, but in reality the Sheriff's Dept. is a disgrace.
- 30 Grants can't sustain programs
- 31 On funding issues: Where is oversight for County investments? In particular the public made it clear they did not want to see investment in fossil fuels and in immigrant detention centers, the Board of Supervisors agreed, but the treasurer went ahead and invested in fossil fuels anyway!
- 32 Are these grants from state government?
- 33 strategic priorities seems very vague - I would hope that these strategies involve support for the houseless QTBIPOC folks out there. I absolutely want to see strategy be actually in favor of the people that need it most that dont get seen.
- 34 Tighten your engagement with volunteer and non-profit organizations so that there is no overlap or useless churn.
  
- 35 Is there a timeline for submitting responses to the Survey?
- 36 Is an intent in this Goal/Objective to secure budget from the general fund to staff for Development/Fundraising?
  
- 37 This is good work.
- 38 This is not an inclusionary process. You only read the comments you want. This should be an open discussion.
- 39 Thank you for this opportunity to give community input!

#### **SPANISH SESSION**

Webinar ID 986 2231 6901

#### **Question Details**

- 1 Me gustan el objetivo 4 y 5
- 2 Es importante que la gente pueda entender la informacion y presupuestos del condado (objetivo 2) para que se interesen en participar, de lo contrario sera muy dificil obtener su interes.
- 3 pueden dar mas informacion/detlles del objetivo 4?
- 4 la linea de referencia base del objetivo 4 se refiere a el plan estrategico?
- 5 o a cualquier servicio?
- 6 gracias!
- 7 Cada cuanto se planea la encuesta mencionada en el objetivo 2?
- 8 Muy bueno, Talia y Christina!
- 9 ; )
- 10 esta muy bien que se enfoquen en obtener subsidios para que no todo salga del aporte del contribuyente.

**Topic**                      **Racial Equity and Social Justice**

Webinar ID                989 7437 0706

Actual Start Time      11/18/2020 11:43

Duration (minutes)    78

**Question Details**

- 1 Can you say more about the Office of Equity? Will it be involved with all 4 objectives, not only Objective 4?
- 2 Thank you for giving some more context on this from your perspective, Alegría!
- 3 It's my considered opinion that a primary foundation for racial equity must be based on improving law enforcement, which unfairly targets people of color with implicit bias, excessive use of force and wrongful deaths. It's the only way that trust will ever grow. Do you agree?
- 4 Objectives often have a time component - do you expect to implement/achieve all of these within the first year, within the 5 year timeframe of the plan, or other? How will we be able to track your progress?
- 5 Alegria, I think you mentiioned that there will be someone in each department whose role will be to be a conduit between the Office fo Equity and the departments. who are those people and how are they chosen?
- 6 Prior to recruitment is the development of a workforce with the needed skills. What will the county do to be engaged in this part of the process?
- 7 Will county employees be able to give anonymous feedback about how these objectives are going over time?
- 8 Will you be implementing additional training to improve the opportunity to advancement for all?
- 9 How would the BoS continue with the collaborative work and communication with the Commission of Human Rights to meet these objectives?
- 10 With the learning program mentioned in Object 3 (Goal 1), will lived experiences be given proper value and weight over academic credentials when creating/examining curriculum?
- 11 To Alegria: I think you have my e-mail, but here it is so we can get in touch [gcuclis@scoe.org](mailto:gcuclis@scoe.org)
- 12 To foster such an organizational culture, it would be basic that equal language access be provided for all county residents who may access county services, programs, etc. This need has been evident for years and repeatedly brought to the attention of county leaders. Will the county now finally make the commitment to make this a reality?
- 13 same question as above.
- 14 What are the significant difference between objective 1 and 2? "Identify opportunities" vs "Begin implementing..." Is 1 theortetical and 2 more practical?
- 15 Do you have baseline statistics about this goal?
- 16 How will this be measured? If a certain demographic represents 1% of the county population, does that mean you meet your objective when 1% of your workforce falls in that demographic? I would advocate for different (or additional) measure to emphasize the values of diversity and perhaps even go beyond those demographic #s as a single measure or minimal benchmark.
- 17 Im glad to see there will be an annual report card. so important.
- 18 Both of these objectives under Goal 2 are important.
- 19 Have you already identified areas where the county has barriers in place that prevent people of color from being hired or advancing in the jobs? And are these being targeted for renovation?
- 20 How do we make a goal of hiring with a racial equity lens without going into the quota arena?
- 21 Was the link: [equity@sonoma-county.org](mailto:equity@sonoma-county.org) ??
- 22 Thank you for giving us more insight into the process! I hope to see a dedicated objective to re-centering company culture itself at all levels in bicultural belonging. Making career opportunities for people of colour but tacitly letting the space itself is still be centered in whiteness will change nothing.
- 23 Just a comment, until we can work on why communities of color are leaving (aka retaining them) we shouldnt continue to try to recruit more employees of color.
- 24 Any part of this address housing costs for employees?
- 25 when this is over is there a way to find out how many people participated? when taking the poll, its not clear what 78% really means if we dont know how many or "here".

- 26 So important to Prioritize the preservation of County workers' negotiated benefits, including pensions, by ensuring that measures proposed to address budget shortfalls do not balance the budget on the backs of County workers and retirees. Re-negotiating County workers' benefits may be attractive in the short term, but any reduction in salary, benefits, or pension weakens the financial stability of public employees and retirees, the vast majority of whom live in the community. Such actions would have a disproportionate impact on the entire County and would be far more detrimental than beneficial in the long run. Putting this principle into operation will help the County meet Goals 2 and 3 of the Racial Equity and Social Justice pillar
- 27 ^ Want to voice agreement with Mara's comment above +++
- 28 What racial equity groups within the county are you planning on working with/ having conversations with?
- 29 Clarify the difference between Objective 1 and 3?
- 30 Comment: Interesting that there not more intersectorality with climate and safe communities within this pillar- based off the use of the icons
- 31 SoCoLERN is a start, but the goal with to have other groups formed.
- 32 You definitely want to include our historic indigenous people groups for stakeholders!
- 33 There are many groups and individuals that have been incredibly active during the Movement for Black Lives here in Sonoma County. I'm shocked that the people on the frontlines asking for change have not been considered in this respect.
- 34 I encourage Sonoma County to look into developing a social equity program for local cannabis operators. Cannabis prohibition has disproportionately harmed POCs, and having a social equity program for this industry would help to address some of these harms. There is state funding available for jurisdictions that have adopted such programs, but local individuals and businesses can't access these benefits without the county taking action.
- 35 As these goals are pursued, I am hoping that the voices of POC already working and engaging in all levels of the county are considered. While it's important to protect them from doing the heavy lifting necessary to make changes, it is important that broad assumed generalizations are not prioritized over the real experiences of folks already in the county (eg., what has most helped them, what barriers do they see to their growth/promotion, etc). I look forward to hearing more about HOW these equity assessments will operationally center voices of POC in our county, and HOW you can amplify/communicate POC voices to stakeholder groups.
- 36 Exercising ones right to vote is central to our democracy.  
What statistics does the County have on Latino voting participation? Is raising voting levels from minority communities part of the County Plan?
- 37 Representation from all communities is key in county law enforcement agencies, but the hiring and screening process tends to have a disparate impact on employment candidates who might help address this lack of representation. Will the county bring an equity lens to these recruitment and hiring processes and require these departments to justify their processes that cause such disparities and prevent better representation?
- 38 Yes to Lesley's comment! Federated Indians of Graton Rancheria, California Indian Museum & Cultural Center, Pomo Project... and others... link with SSU's Native American Heritage Month now in progress for good connections!
- 39 Goal 4 requires objectives for engaging in land back work (Indigenous sovereignty) and reparations. Where are those objectives or what are those plans?
- 40 Yes on P passed with a high percentage, reflecting how the majority of Sonoma County residents feel about the policing issues.
- 41 To address racial and economic justice in the community the most important step the county can take is to raise the wage floor. Latino workers disproportionately earn less than \$20 an hour and are members of working poor families earning less than \$50,400 a year. The county can approve a \$15 minimum wage law that aligns with laws passed by the City of Petaluma and City of Santa Rosa. The county can also revise and expand the county Living Wage Ordinance passed in 2015 that covers 1100 low wage workers employed by county contractors. The county can also expand the law to cover workers at the County Fair and County airport

42 Comment -

Its critical to Ensure that the County is fully staffed, including no reductions in hours or layoffs of county workers, and that safety protocols, including telework options, are adopted equitably amongst essential County workers and the public they serve. Due to layoffs or illness, understaffing will negatively impact services provided to our community's most vulnerable members, particularly those in the Latino community. Reduced hours and layoffs, which often affect workers of color most, will result in greater economic and racial inequality in the County. Meeting the above objectives will help ensure that Goals 2 and 3 of the Racial Equity, Resilient Infrastructure pillar Goal 1 Objective 2 and Social Justice pillar are met and contribute to fulfilling Goal 5 of the Healthy and Safe Communities pillar.

43 I love you Alegria - you are so diplomatic

44 ^ Want to voice agreement with Lauri's comment above +++

45 Thanks for your work, Alegria

## **SPANISH SESSION**

Webinar ID 942 8819 4074

### **Question Details**

- 1 could you provide the link to the zoom for English?
- 2 Como va a involucrar la voz de la comunidad inmigrante en establecer este plan y con identificar los necesidades sobre equidad racial y justicia social a los servicios que proveen el condado?
- 3 Comentario - Es importante de incluir lenguaje relacionado al "language justice" cuando estas hablando de la equidad racial y incluirlo cuando el condado es haciendo decisiones politicas y prestion de servicios.
- 4 Comentario - muchas veces el gobierno solamente trabajo con las organizaciones que trabajan con la comunidad sin escuchar directamente de la voz del base, el pueblo.
- 5 Puede hacer ewl poll otra vez?

**Topic** Climate Action and Resiliency  
**Webinar ID** 982 5789 1522  
**Actual Start Time** 44148.48472  
**Duration (minutes)** 82

**Question Details**

- 1 The main input I have for today is that our county must prepare for climate collapse, meaning a worsening of climate issues to the point that the general economy in this country becomes unreliable for purposes of food supply. Therefore, we must develop infrastructure that will allow radical self-sufficiency in the food and water supplies on which we must rely. Opportunities for such self-sufficiency exist in the public Open Space district, land owned by local public entities, and facilitation of cooperative operation and ownership of community gardens, seed banks, and composting. None of this will matter unless the county takes radical action to limit drawdown of county groundwater sources and begins to manage such resources as a collective good.
- 2 More and more people, especially younger people, people of color and those in frontline communities are framing the issues as “environmental justice” and “climate justice”. Also, I understand the General Plan update will require either a new element on Environmental Justice, and/or to have EJ incorporated into all the other elements. Yet these Strategic Planning sessions are separated into “Climate Action and Resiliency” on one day, “Racial Equity and Social Justice” on another, as if they are separate issues. How will EJ be incorporated into the other pillars: Healthy & Safe Communities, Climate Action & Resiliency pillar, etc.?
- 3 How many people are online?  
How many citizens versus county staff?
- 4 Are these goals also for 2030?
- 5 Are there plans to make/provide incentives for other facilities and buildings not owned by the county carbon neutral and zero waste?
- 6 Hi: For Goal number one, I suggest that we have a date deadline for these two objectives. Is this possible?
- 7 Thank you so much for holding this session. Love seeing the zero waste priority as well!  
What is the county’s plan to provide green jobs retrofitting old buildings and building any new ones to carbon neutral standards?
- 8 to be carbon neutral\*\*
- 9 How does wildfire carbon fit in with this?
- 10 Hi: What about making the County car fleet carbon neutral?
- 11 Thanks for the opportunity to comment.  
How do the pillars/goals/objectives in this Strategic Plan integrate with (or replace?) those previously developed through the RCPA Climate Action 2020 report, 2018 GHG inventory update, County facility energy action plans, etc.?
- 12 how many facilities does Sonoma County operate, and what is the carbon impact of these buildings relative to private facilities or facilities run by other public agencies?
- 13 Could an objective also be: To do everything possible to encourage other levels of government (such as cities) and the private sector to move towards carbon-neutrality?
- 14 Can we see the list of top line goals so we get the overview before we dive into details?
- 15 I encourage the steering committee and Board to also reexamine that goal date of 2030. 2030 is already far too late. What are your plans to become carbon-neutral in the next 5 years?
- 16 If this mainly has to do with Building retrofitting, can the Deadline be moved up to 2025? 2030 is too late!!!
- 17 Does this include reducing travel emissions by citizens? Distributing the services of the county with that objective?
- 18 why are we only retrofitting county owned facilities? for just the county and city owned facilities please set your goal to 2025. can you mandate that all large commercial properties by 2030?
- 19 What kinds of design or retrofit encourages telework? I don’t understand the relationship between building retrofits and employee work policies. Will telework be voluntary or mandatory?
- 20 is there a plan for county vehicles to be electric?  
  
how about solar/wind on county buildings?
- 21 Agree with Jenny’s points on climate justice!!
- 22 What is the cost estimate? When would these retrofits begin?  
MaryAnn
- 23 Will you provide green jobs to frontline/ low-income communities to retrofit county, city and other buildings to be carbon neutral by 2025?
- 24 Ah, thank you for that clarification, Jane, much appreciated.
- 25 I think my question is being answered now

- 26 In response to #1 polling question: Surely the answer should be whichever will be the most effective at reducing greenhouse gases as much as possible and as fast as possible. How do we know which it would be?!
- 27 Has an analysis been done to determine whether the Goals - if accomplished - will meet the goal of carbon neutrality?
- 28 (This Q. from Barbara's husband Jim) Why don't the specific goals for the County specify a target date? Reaching zero-carbon county wide by 2030 could imply county ops remain carbon positive i.e. depending on others to be carbon negative. I want the county to ask every sector in its ops to move towards zero/neg carbon by 2030, not the general thing currently planned.
- 29 Thank you
- 30 Will the County offer environmental incentives to employers to continue remote employment?
- 31 Just having county facilities carbon neutral by 2030 is not fast enough. Please consider setting your goal earlier and include city and commercial buildings.
- 32 Does this retrofit include soil regeneration on surrounding properties?
- 33 Thank you for having this session! Two thoughts: more and better public transportation to cut down on greenhouse gas emissions from work commutes; we really need to ban styrofoam county-wide. I also highly recommend that county supervisors, staff, and all involved in the climate action plan researches, reads, and familiarizes themselves with the Just Transition Framework from the organization Movement Generation.
- 34 Does the County have strategies about how to prevent senseless wildfires from an archaic and outdated electrical grid?
- 35 Unfortunately, I can't attend this entire session because of a competing meeting.

However, I want to comment, specifically about Goal 3. I am most interested in two things: 1. Determining how to make climate change policies such as carbon sequestration as economically viable as possible (i.e., the shift from toxic printers' ink to soy ink because it was so expensive to dispose of the toxic ink), and 2. Working with the Ag+Open Space District to require that any ag receiving taxpayer monies be required to change their practices to such incorporate practices such as carbon sequestration.

- 36 Please ignore my last question — I found them on the website:  
 Climate Action and Resiliency Strategic Plan Goals:  
 Make all County facilities carbon free and zero waste  
 Maximize sustainability and emissions reductions in all County Fleet vehicles  
 Maximize Carbon Sequestration through land conservation work and land use policies  
 Invest in the community to become carbon neutral by 2030
- 37 Also, I can't see other people's comments and questions, not sure why
- 38 Thanks for addressing my question about facilities. What are the other major sources of GHG emissions from the County's accounting?
- 39 Since we haven't been able to meet our current "Zero Waste by 2020" goal, what new objectives or contingencies, if any, will be added this planning cycle to increase this plan's likelihood of success?
- 40 How will the county move forward to creating a green environment for schools? Such as adapting solar panels, banning pesticides etc.
- 41 If this is just our county, can we look to make this change before 2025?
- 42 With regard to Goal 4, I want to make certain that we do not focus only on the "sexy" changes such as solar panels, battery backups, etc. to the exclusion of decidedly "unsexy" changes such as ensuring all buildings have maximum insulation in walls and roofs and double/triple paned windows. These low tech solutions go a long way to reduce heating/cooling costs (and therefore emissions), but also greatly increases the occupants' comfort. Further, there is no question that all of CA's very extensive building codes to address climate change (and it's good that we're doing that) have greatly increased the cost of all housing (among other things). I want to make sure that part of the conversation includes how to ensure that people of "modest means" can afford to live here in safe and affordable housing.
- 43 Are the County's GHG emissions assessments available to the public, and if so, where?
- 44 How does Sea Level Rise fit in?
- 45 Per Goals 1 and 2, When in this planning cycle will baseline assessments (energy/water/carbon/waste) of existing County-owned buildings and fleets be completed and made public?
- 46 And has the county explored all the methods possible to be implementing this plan sooner than 2030? I feel like we need to be bold and robust with these plans - 2030 is so far away and we don't have much time
- 47 I can't answer Poll #1 without knowing which of these would be the most effective in reducing greenhouse gas emissions as much as possible and as fast as possible.
- 48 telework means less commuting but also means more use of energy in homes, which may be less efficient than government buildings



- 49 Both of these carbon-free and zero waste goals should be paired with better public transport availability to cut down commute emissions
- 50 I assume any efforts to electrify the bus system/SMART would be included in Goal 4?
- 51 Why doesn't this strategic plan seem to coordinate with county forest management plans to reduce wildfire and carbon emission?
- 52 Is the county interested in installing rental bikes for county employees and residents to do "last-mile" travel? Or just offering other forms of alternative transit?
- 53 Would you please explain Obj #3? What does that mean or imply specifically/
- 54 Can you expand on what a 'Last-Mile' Transit Program would look like / how it works in Objective 3?
- 55 Objective 3 and 4 are my top priority items
- 56 What about providing more secure bike parking and showers on site to encourage employees who DO commute, to reduce personal carbon emissions?
- 57 just county vehicles is not enough. Most of our carbon emissions is from vehicle miles traveled. Please invest in an electric, carbon neutral, free and efficient bus system.
- 58 Will there be an effort to make purchases from BIPOC and/or locally owned businesses?
- 59 Are the vehicles in objective 1 different than those in objective 2? Does "trucks" in 1 cover heavy duty vehicles in 2?
- 60 If a majority of our emissions come from transportation, How can you create more efficient and effective Public transit to reduce emissions until these transportations are converted to Electric? Can we reduce the Driving time of these forms of transportation?
- 61 Are there any plans or goals to increase access and infrastructure for alternative forms of transportation (increase safe biking routes, increased public transportation) beyond the County fleet?
- 62 The goals seems to be restricted to things that are specific to county properties, vehicles, etc. Could you clarify if this is a plan to achieve carbon neutrality for all of Sonoma County or just carbon neutrality for county owned properties, personnel and activities?
- 63 Are the buses used by Sonoma County transit, part of the County fleet with a plan for electrification?
- 64 Besides SMART stations, what other areas are considered key hubs in the county?
- 65 Is objective #4 to serve mainly county employees or everyone in the county?
- 66 Can you commit to not building any more gas stations in the county and add thank you for investing in more vehicle charging stations.
- 67 I appreciate that prioritisation of accessible locations. Is the county working on a plan to transition completely from fossil fuels to renewable energy in a way that centers working class people (beyond county employees)? We also need free, green public transportation for all.
- 68 Does this go hand in hand with increasing locally producing green electricity?
- 69 Per Goal 2, how will the County define (demarcate) Light, vs. Medium and Heavy-duty vehicles? We should avoid creating a perverse incentive to shift up the size of vehicles to avoid the light-duty all-electric mandate.
- 70 Whence does the county's electricity come? Is much from the geysers?
- 71 Can you tell us more about the Clean Community program and Last Mile transit program?
- 72 Creative solutions to public transportation needs to be included somewhere in this strategic plan. It could be part of Resilience, Racial Justice, Climate Action.
- 73 Sorry, Clean Commute program?
- 74 please don't put the burden of upgrades on home owners or people who pull permits. the county needs to use incentives so it doesn't get too expensive for citizens.
- 75 What is the mix of power sources for electricity generation that the County uses that would now be powering electric vehicles?
- 76 Have we considered requiring contractors to use electric vehicles on county projects?
- 77 The last mile problem is of course part of this
- 78 Suggestion: Consolidating county services into a single facility would reduce emissions. Serving that single county admin facility could be frequent and free transit. Is there an objective that facilitates this?
- 79 #4 is referring to public charging stations operated by the County? Is the plan to have them in areas that are not specifically County owned properties?
- 80 What measures will be taken to improve fuel efficiency of heavy-duty vehicles?
- 81 Free and reliable public transportation that is not powered by fossil fuels would not only support county employee commutes, but also provide transportation for essential and frontline workers. Is the county planning on developing fossil fuel free and affordable public transportation?
- 82 How was the 25% figure (as a reduction goal for medium and heavy duty vehicles) determined? Is it ambitious or conservative or right in the middle? (I'm afraid that it's hard for the non-expert to understand what it means.)
- 83 Oh yes, please make the county more bike friendly!!!
- 84 All of these are great objectives and worthwhile! Thank you.

- 85 Per Goal 2, will the County also be looking at optimizing the size of vehicles used for certain tasks? For example, could more County tasks be accomplished with lighter duty vehicles (e.g., sending electric vans, ambulances, etc. instead of heavy-duty fire trucks to emergency medical service calls?
- 86 If you're claiming equity as a focus, why in your goal to prioritize reduce GHG emissions do you not prioritize increasing green transportation options for marginalized sectors of the population? Given the price barrier presented by the cost of EV's, an increase in charging stations does not provide low-GHG public transportation support for disadvantaged members of our community. People who idealize EV's as solutions are usually high-income bracket consumers who lack the understanding of the need for truly equitable green transit. How is the Pedestrian & Bicycle Advisory work going to factor into creating this?
- 87 safe bike routes would be amazing! and electrifying the bus system
- 88 This pillar is Climate Action and Resiliency, but I don't see resilience addressed. The goals seem to be addressing GHGs. To address resilience to climate change, the plan needs to at least address fire, flood, drought, and heat.
- 89 How do we encourage county employees to use e-bikes?
- 90 Speaking of bicycles (and this question goes to other objectives such as G1 O2): Has any thought been given to having shower facilities in new workplace designs?
- 91 Surely we need to transition from dependency on fossil-fuel powered vehicles to bicycle and pedestrian infrastructure that is safe, affordable, accessible, connected etc. , ditto for public transportation. And no more permitting of new gas stations!
- 92 Under Goal 2, Objective 3: Will "all-electric vehicles" include single-user electric bikes or scooters, in addition to pool cars and vans, etc.?
- 93 Can the hosts see the comments on Zoom? I just don't know where the questions you're reading are coming from, and I can't see any of the comments on Zoom in the Q&A. Thanks!
- 94 My answer to each of these polls would be "Top priority to the option that reduces the most greenhouse gas emissions per dollar spent. "
- 95 Thank you.
- 96 Why only pick two? We need to implement as many as possible. Thanks for holding this meeting.
- 97 In general, it's tricky to prioritize these objectives without more information on what would be most impactful in terms of carbon emission reductions. Is this information available anywhere?
- 98 What lands will be used to sequester carbon?
- 99 Will there be collaborative efforts with vineyards on sequestration efforts?
- 100 Does the County have a plan for working with private landowners on carbon sequestration, or will these goals focus on public lands already owned by the County or a similar agency?
- 101 What kinds of LANDBACK efforts is Sonoma County involved in, which puts native lands back in native hands?
- 102 We should be emphasizing carbon sequestration now! Not by 2030
- 103 Will you be working with private land owners in the county?
- 104 Please make it more than just county and city lands and work with farmers and ranchers to sequester carbon
- 105 what is the best way to participate in the county general plan/planning sessions?
- 106 How much lead time (ie for plants to grow up) is needed to obtain useful amounts of new sequestration?
- 107 Shouldn't there be a deadline (year) for objective #1?
- 108 Will there also be mass conservation and restoration efforts in order to increase sequestration?
- 109 Love that we're formulating carbon sequestration plans! In regards to thinking about land use, I wish to encourage the county to support and follow Indigenous leadership, especially around land and resource management, to invest in BIPOC and immigrant communities and listen to community-led change around resilient climate action, and to protect our renter community and invest in green housing, land trusts, etc.
- 110 carbon sequestration through regenerative ag requires good compost. Does/will the county have a compost facility?
- 111 To accomplish Goal 3: Will a baseline assessment of historic and current countywide carbon stocks and sequestration potential be performed BEFORE much effort/resources are expended on this goal?
- 112 Would you please describe what a carbon sequestration program would look like? Would there be funding for landowners? Where would the funding come from? What would the payments be based on?
- 113 Do vineyards count as sequestering carbon?
- 114 Will you incentivize the healthy maintenance of native grasslands, and other wild lands that are known to be powerful carbon sinks?
- 115 Who might be put in charge of confirming that carbon is actually being sequestered on working lands and open space?
- 116 We should expand this beyond just county-owned land, to include Cities and lands possibly not owned by the county, and look to work with Farmers and ranchers!

- 117 I love this objective! How can we make this work in a fire resistant way? Will indigenous knowledge be incorporated?
- 118 The county has an opportunity to support a just transition and create thousands of good green jobs in the field of land conservation. What plans does the county have to generate green jobs to do sequestration work such as tree planting projects?
- 119 What is the role of the county's cannabis program in this goal?
- 120 please don't forget that cannabis and hemp capture CO<sub>2</sub> also. we should be supporting them as well.
- 121 Does this include rezoning to create the 15-minute city, where most daily needs are within 15 minutes of people's homes?
- 122 Will there be collaboration with indigenous lands?
- 123 Can you commit to stopping deforestation of old growth Oak Trees?
- 124 How can non-profits working on this issue tie in with the County strategic plan?
- 125 Objective 1 for goal 3 is vague with regards to proposed outcomes. How will you determine whether this objective will result in becoming carbon neutral by 2030?
- 126 It is important that sequestration efforts are supplemental to measures that stop the direct emissions of GHG, not a replacement.
- 127 Does plan include incentives and financial support for carbon sequestration on private lands?
- 128 Sorry, that was for the last goal, but question applies to this goal in terms of sequestration rather than emissions.
- 129 #2 open space lands, this means increasing biomass. Very concerning in Wildlands to plant other than native plants. Even on degraded ag land should be restoration to resilient native ecosystem species.
- 130 also curious on how the sequestration will be measured? (thanks in advance for any resources!)
- 131 Soil offers a great opportunity for sequestering carbon...and making better soils. But it seems like these two goals would benefit from benchmarks. What would demonstrate success in achieving these objectives?
- 132 I second that! Collaborating with indigenous communities.
- 133 I agree with the question about including Pomo, Miwok, and other Indigenous voices in our decision-making! :)
- 134 Can you commit to actively sequestering carbon on a percentage of the lands owned by the county and city owned lands?
- 135 Fire risk management in our wildlands is a top climate issue. See organizations like Fire Forward that are working with private landowners to work on fire adapted landscapes <https://www.egret.org/fire-forward>
- 136 I love that comment and I love these objectives!
- 137 Land management was historically done by indigenous land stewards. What plans do you have to return public land sovereignty to local tribes?
- 138 How will this plan respect Indigenous sovereignty, prioritize Indigenous stewardship and land management practices, and preserve gathering rights? Also how will you prioritize farm workers, who are often the most impacted by large growers using toxic and harmful methods to the workers and land?
- 139 Thank you to Jane for those marvellous responses about including indigenous leadership, very excited to hear that!! :)
- 140 indigenous autonomy to decide how the land is used.
- 141 Do you have tools to model where the best sequestration efforts should be targeted?
- 142 I think Goal 3 should be Goal 1, because facilities and car emissions won't have as much of an effect on climate than wildfire in the long run.
- 143 Can you dedicate land to feeding the county and not exporting it and using the land for sequestration too?
- 144 Water conservation/recycling and carbon sequestration concerns must be viewed as deeply coupled in the planning.
- 145 What specific measures will the County take to ensure broad stakeholder engagement? It's not enough to hold public meetings and hope that historically marginalized communities show up.
- 146 What is the point of working on land conservation and building retrofitting if all that work will be undone by an archaic and outdated electrical grid sparking wildfires year after year. Has the county considered a safe and resilient decentralized sustainable electrical grid?
- 147 Have to be careful that tree planting is appropriate, i.e. it is more important to protect existing native forests than to have plantations of non-native tree "crops".
- 148 Under Goal 3, will the County consider all potentially negative health or other impacts of selected sequestration strategies, especially those which involve combustion or impact disadvantaged communities (e.g., BECCS, biomass removal, control burns, biochar, etc.)?
- 149 Please provide green jobs to those who would not normally have those opportunities for sequestration work and cleaning up water shed and land restoration
- 150 This is a question not necessarily to be answered now because it may be a little complicated: What are the federal obstacles to making full use of all types of hemp in sequestration? Which ones are most important to change?

- 151 Great comment about benchmarks!
- 152 Jane Elias said, "I certainly hope so" in response to working with Pomo ecologists. I'll add Coast Miwok (they're here too). But HOW will you go out and seek their input? Is there a plan for this? Will you give them their land back? How much of it & when?
- 153 Under Goal 3, does the County currently have some idea as to where you plan to focus these sequestration efforts, i.e., on Natural vs Working lands? (50/50%?)
- 154 I feel some confusion about the difference between objectives 1 & 2 for Goal 3 here. It seems like objective 1 is about policy language, but doesn't actually do anything, whereas objective 2 includes developing a program, and implementing action.
- 155 Has anyone estimated the impact of a fee reduction incentive?
- 156 2030 is too late. We need to get ahead and push the 2030 deadline up a few years.
- 157 what is a micro-grid community?
- 158 Would like to see a 4th objective in Goal 4: Moratorium on any new fossil fuel infrastructure, including new gas stations.
- 159 As noted before, it may be a challenge to get cities to pass reach codes that involve rental properties to have charging stations (though this is very important and I would like to see the county push more on this because renters deserve to be a part of the clean economy & climate-safe future). I suggest the county explore providing free charging stations for a period of time to accommodate new EV owners, particularly for our lower-income communities.
- 160 The 2030 threshold is absolutely too late. Move it up to AT LEAST 2025. We do not have the time, the climate crisis has already impacted us too greatly, we need to act now.
- 161 Under Goal 4, Objective 1, aren't ZNE new homes already required under Title 24-2019? Is this objective intended to reduce permit fees for builders simply complying with existing regulations?
- 162 I'm surprised that equity is not featured in every objective here. I hope we can get more community input and feedback to change this.
- 163 And underground electric wires! I don't understand why this wasn't implemented after Tubbs!
- 164 The largest carbon emissions in the county comes from transportation. I'm curious why transportation is not addressed in this pillar?
- 165 How does this ensure: -food security  
- green jobs for frontline communities,  
- clean and effective public transportation
- 166 Could objective 1 be made more encompassing by saying something like "Develop incentives, such as permit fee reductions and other means, for carbon neutral construction...?"
- 167 \* I meant in this goal
- 168 I like objective 2 but it seems like its impact would be on a smaller order of magnitude than the others. Are there estimates of the environmental impacts we would expect to see from each?
- 169 Use a just transition framework, that looks like green job pathways: sponsored state-funded green job training for freshwater green jobs, land restoration and sequestration.  
Provide those free jobs for most impacted folks.  
We also need adaptation that looks like food security and clean and effective public transportation
- 170 Why not build microgrids vs. just 'supporting' them
- 171 Transportation being our biggest emissions sector, why are we not seeing more about electrification of bus fleets or SMART?
- 172 is the county making effort to support fire resistant construction? it is frustrating to see the same wood houses going back up in high risk fire zones
- 173 What is the county's definition of "vulnerable populations?"
- 174 Rather than having equity it be its own separate pillar, it should be woven into every goal/strategy
- 175 We need food security and adaptation for when these climate disasters happen
- 176 How will the county decide what is carbon neutral reconstruction? People buying electric cars with older homes are discovering they need to do major upgrade work to install their 220 chargers. (new electric panels are needed.) Would the county waive the permit fees in this circumstance?
- 177 Again, what is the amount of greenhouse gas reduction per dollar cost!
- 178 Under Goal 4, Objective 1, why isn't this goal expressed as an "All-Electric Reach Code", to reduce costs, improve health outcomes, and maintain consistency with a growing number of jurisdictions?
- 179 Yes to the concern that was just raised about equity. If equity is not prioritized throughout the process of realizing these goals, the costs and benefits of our efforts will only amplify existing inequalities.
- 180 Would like to see a 4th objective in Goal 4: Moratorium on any new fossil fuel infrastructure, including new gas stations.

- 181 I'm glad that objective 3 includes consideration of rental properties. More should be done to encourage rental property managers to retrofit housing in ways that benefits renters, i.e. energy efficiency, which can save low-income families a lot on utility bills.
- 182 Provide the green jobs to low-income and frontline people who would not normally have these opportunities in Sonoma County. for retrofitting buildings and carbon sequestration
- 183 Can you ensure that these green jobs will create opportunity for low-income communities who would not normally have these opportunities?
- 184 The relatively new "entire pillar that is dedicated to equity" is long overdue, and equitable focus needs to inform the language IN ALL the goals & objectives across all pillars. Equity is not a separate category when you're a government agency wielding power over all people in your jurisdictions. Either you are working for ALL the people, or you're not. And if you are, then ALL of your language needs to be informed by your focus on ALL people. Simple. :)
- 185 As you can tell by some of the commentary that always crops up around the discussion of climate action on social media and elsewhere, providing outreach/education regarding the concerns and realities of climate change science will continue to be important. Very strong PR from the county is needed- every step of the way... the 'why' must be highlighted and clearly communicated....
- 186 What incentives and community outreach is the county providing/ doing to include our low-income communities in carbon neutrality?
- 187 Why not support microgrid communities that can eventually eliminate centralized grids period rather than just during emergencies?
- 188 Seems like the first objective could be more general to catch the idea of incentivizing upfront. Then permit fee reductions would be one example of how to do that.
- 189 I would like to see an incentive program for community gardens and funding a complete overhaul of usable space for native restoration and food gardens
- 190 Or are these three thought to be equivalent in impact?
- 191 Under Goal 4, is Objective 1 to be understood as requiring IDENTICAL "carbon-neutral" code requirements on BOTH new construction and all retrofits of existing homes? What level of retrofit would trigger this requirement?
- 192 Requiring every apartment to provide EV recharging stations is important
- 193 We need free and carbon neutral public transportation that is easy to use and doesn't take anyone 3 hours to get anywhere in the county
- 194 Thanks so much for holding this session. Objective 3 mentions multi-family housing. Is it within the scope of this pillar to advocate for \*more\* multi-family housing and high-density zoning (a la Minneapolis)? Multi-family housing is a great way to reduce carbon emission while also making housing more equitable.
- 195 Why did BIPOC receive no mention in Jane Elias' examples of certain sectors of vulnerable populations?
- 196 All county properties should be environmentally sustainable in native plants, water conservation, and providing food where possible
- 197 YES to microgrids!
- 198 Thank you
- 199 Re: Vulnerable populations - I strongly believe that the county needs a solid definition of this term and explicitly state which communities you are aiming to help. Thanks!
- 200 The poll only allows one response.
- 201 It wouldn't let us pick two
- 202 I can only select one option...
- 203 We need bolder and greater climate action. this is our futures at stake. 2030 is too late! I urge you to include the suggestions from the community
- 204 Water conservation is not included in this plan. I'd like to see the county incentivizing and supporting rainwater catchment and grey water use
- 205 Would both of you please share again your positions/responsibilities again? Thanks.
- 206 The goal 4 poll only allowed one choice...not two as it asked for. FYI
- 207 Thanks Jane and Talia, GREAT WORK!
- 208 Thank you. Very informative and helpful
- 209 Thank you!

<b>Topic</b>	<b>Resilient Infrastructure</b>
Webinar ID	927 8791 1643
Actual Start Time	11/16/2020 11:44
Duration (minutes)	75

### Question Details

- 1 Is the County looking at LEED certification for the new County Center?
- 2 Why does the pillar specifically mention flood protection, and not other potential disasters, such as fire (likely) and earthquake (less likely)?
- 3 Can this pillar include resilient energy delivery for all inhabitants of the county?
- 4 What are you doing to encourage/enhance broadband access to all members of the community, so they can take advantage of new services?
- 5 What are the pro's and con's of neighborhood/regional/satellite service centers vs a more centralized office space/admin center?
- 6 Will older County buildings be retrofitted to have net-zero carbon emission?
- 7 How much overlap would there be between new construction, and decommissioning old buildings? That is, how long will the County pay for old building maintenance, while paying for new building construction?
- 8 Can we please incentivize and strategize rainwater catchment?
- 9 I live in Sonoma Valley and we have been poorly served by the county for decades. 30 years ago there were more services out here, but due to budget cuts the county closed a lot of local offices years ago. I like the idea very much of neighborhood service centers. How can we trust that this pattern of closing outlining service centers won't happen again?
- 10 What is the plan to make "smart buildings" using IoT technology?
- 11 How does resilient infrastructure intersect with our homeless population? Will having a more resilient infrastructure improve affordable housing or attract more businesses to the county who can/will provide job opportunities for a sustainable populace?
- 12 Can the County allow use of PG&E roads across private land for fire emergency exit routes in rural areas?
- 13 Will there be an effort to better utilize the Fairgrounds?
- 14 I need to know what are the pros and cons of centralized vs regional services in order to be able to answer poll #1.
- 15 Will there be any effort to underground power lines along evacuation routes, so that trees falling on power lines will not block those routes?
- 16 For Objective 2, are you considering renewable energy microgrids? If so, I'm surprised there's no Climate Resiliency icon next to this objective.
- 17 does objective 2 mean fossil fuel generators? I hope the county is considering more sustainable ideas.
- 18 Just a comment for the record: I am concerned about a possible consequence of g1o3. If the space needs for ordinary times are reduced, it might reduce the availability of space for extraordinary circumstances. In other words, redundancy of space must be considered as an asset.
- 19 Generators alarm me as another potential source of fuel for fire. What about development of batteries for storing solar electric power?
- 20 Just a comment: I hope the county considers not using backup diesel or gas generators but prioritizes and ensures 100% renewable energy for resiliency.
- 21 Fire safe roads: no more building in rural areas where narrow, winding roads restrict evacuation routes and fire truck access.
- 22 You may not be seeing my questions... but why are we only looking for solutions to problems that could be partially or majorly mitigated by better local community resilience efforts? Such as communal water catchment and sprinkler systems that would protect housing developments. This would also have a positive impact on our winter flood zones.
- 23 The County is full of firetrap barns and other structures, some derelict. Is there any way the County can crack down on these?

- 24 All these important capital improvements cost money. Which can be good in that it creates jobs. Is the county looking at creating or joining a public bank as a way to cycle funds locally and reinvest in our county? For details on the benefits of creating a public bank I recommend [publicbankingsanttarosa.org](http://publicbankingsanttarosa.org)
- 25 Comment: Goal 2 These are all very important.
- 26 How many participants are on the call today?
- 27 Maybe people don't know enough about how the Emergency Operations Center is used?
- 28 Would the county consider installing some sort of barriers between bike lanes and roads to keep the cyclists safe?
- 29 Comment: BOS talks about roads being a priority, but actions don't match. Priorities in DD are good example. Time to get serious about roads in neighborhoods. This is a pedestrian and bike safety issue as well as driving safety issue.
- 30 Are you seeing my questions? Zoom does not seem to be showing all questions or allowing them all to be seen by you guys!
- 31 How do Objectives 3 and 4 differ (and overlap) if at all?
- 32 Would the county consider having free electric vehicle charging for a period of time, particularly for renters who do not have charging infrastructure available at home?
- 33 Is part of Goal 3 an increase in Transportation & Public Works (TPW) hiring?
- 34 Goal 3: Here too, add fire protection and earthquake protection? Not just flood.
- 35 Can some of the roads be converted to dirt roads?
- 36 In Objective 1, can you separate vegetation removal? It is an independent goal.
- 37 Given that electric cars can be a luxury item, aren't more well maintained roads a higher priority?
- 38 Now that the BOF is requiring all roads meet the 20 foot standard, who will pay for that?
- 39 Comment: There should be a sales tax in the unincorporated area only for fixing roads in the unincorporated, high housing area neighborhoods. This would guarantee funding for our neighborhoods, which now doesn't get much help from the county or anywhere.
- 40 Comment: I think it's important that all public EV charging spots are for EV charging ONLY. I often see ICE cars parked in charging spots because they are not exclusive spots.
- 41 If the norm for future transportation turns out to be Lyft-like fleets of electric vehicles not operated by the county. If this becomes the norm, is there a possibility of charging stations becoming a revenue source for the county?
- 42 Robin Kunde (You): Given that electric cars can be a luxury item, aren't more well maintained roads a higher priority?
- 43 I don't see the poll
- 44 I didn't get to vote. So, #3 and then #4
- 45 for Goal 3
- 46 Will there be "Free Wifi" spots throughout the county in public spaces?
- 47 Can't the County do something to educate the residents about 5G? This is a subject where magical thinking is taking root. People say things against 5G that are absolutely ridiculous, such as that it prevents them from sleeping.
- 48 Can you explain "leverage existing fiber optic infrastructure" in Objective 2 and how does this differ from Objective 1?
- 49 Sonoma County Libraries are either already offering or will shortly be offering free WiFi near the libraries.
- 50 Are you seeing my questions? Many of the questions that you discuss I don't see in the Q&A. The same happened last week.
- 51 I am a victim of the glass fire and a cannabis cultivator. My neighbor says I saved his life because I told him to evacuate. I called him on his land line. He doesn't have a cell phone and they don't work in that area anyway. I believe this work can save lives. It will also help cannabis farms with their security. Thank You.
- 52 Does Objective 2 mean a vote for a fiber-only solution (meaning no 5G)?
- 53 Who owns existing fiber optic in the County, and how much does the County itself own?
- 54 You seem to be ignoring the questions coming through Zoom and only answering those on FB.
- 55 I had put a question in Zoom here during the first Goal discussion. I then heard Talia say "It appears we don't have any more questions, so let's move on to the next Goal 2."

- 56 We have walked almost all the fire-damaged areas. We were always struck by the seemingly random pattern—what burned and what didn't. Couldn't the County commission a study to determine if there is some pattern to why certain houses survive?
- 57 Ms Eisen has said several times she sees no further questions while some of the questions on Zoom remain unaddressed. How can that be?
- 58 Is the county going to compensate property owners who are no longer able to use their land due to new setbacks?
- 59 Goal 5: Thank you Caroline, your oral explanations are much easier to understand than the written wording!
- 60 Can the flood capacity of the Laguna be increased by bringing back Lake Jonive?
- 61 This pillar needs to clearly define disasters not just floods. Seems wildfire is more pressing at this point.
- 62 If we don't face the fact that Russian River dwellings are always going to flood, this will continue to plague us. We need the resolve to pull back from floodprone areas.
- 63 Yes! Fire protection.
- 64 Yes, thank you, Caroline Judy!
- 65 Again my previous questions addressing rainwater catchment are still extremely relevant for this section...
- 66 I second the need to consider ALL vulnerabilities. The Hazard Management plan needs serious consideration.
- 67 Home hardening. Not cutting vegetation far from communities unnecessarily in the name of fire protection, though! As with not building in flood zones, disincentivize building in "firesheds".
- 68 We can't click links in slides. Where else are the links available?

## **SPANISH SESSION**

Resilient Infrastructure 913 1503 6782

### **Question Details**

- 1 hay formas de prepare para estos desastres en una forma natural? estan mirando hacia estas opciones?



## V. Community Session Polling Report

### Healthy and Safe Communities

Which objective should the County prioritize first?

#### **Goal 1: Expand integrated system of care to address gaps in services to the County's most vulnerable**

Objective 1	35%
Objective 2	29%
Objective 3	24%
Objective 4	12%

#### **Goal 2: Establish equitable and data-driven distribution of services**

Objective 1	33%
Objective 2	17%
Objective 3	50%

#### **Goal 3: Increase housing development near transportation and services**

Objective 1	44%
Objective 2	56%

#### **Goal 4: Reduce homelessness by enhancing services based on coordination and collaboration**

Objective 1	54%
Objective 2	8%
Objective 3	38%

#### **Goal 5: Continue to invest in public safety so that residents and visitors feel safe in our community.**

Objective 1	13%
Objective 2	20%
Objective 3	33%
Objective 4	20%
Objective 5	13%

## **Organizational Excellence**

Which objective should the County prioritize first?

### **Goal 1: Strengthen operational effectiveness, fiscal reliability, and accountability**

Objective 1	30%
Objective 2	17%
Objective 3	17%
Objective 4	9%
Objective 5	26%

### **Goal 2: Increase information sharing and transparency and improve County and community engagement**

Objective 1	43%
Objective 2	21%
Objective 3	18%
Objective 4	18%

### **Goal 3: Become an employer of choice with a diverse workforce that reflects our community, and an employer with a positive work culture that results in engaged and developed employees.**

Objective 1	29%
Objective 2	41%
Objective 3	29%

### **Goal 4: Seek out grant funding to enhance programs and improve infrastructure**

N/A

## **Racial Equity and Social Justice**

Which objective should the County prioritize first?

**Goal 1: Foster a County organizational culture that supports the commitment to achieving racial equity.**

Objective 1	20%
Objective 2	30%
Objective 3	7%
Objective 4	43%

**Goal 2: Implement strategies to make the County workforce reflect County demographic across all levels.**

Objective 1	22%
Objective 2	78%

**Goal 3: Ensure racial equity throughout all County policy decisions and service delivery.**

Objective 1	50%
Objective 2	50%

**Goal 4: Engage key community and internal stakeholders to develop priorities and to advance racial equity.**

Objective 1	22%
Objective 2	44%
Objective 3	33%

## **Climate Action and Resiliency**

Which objective should the County prioritize first?

### **Goal 1: Make all County facilities carbon free and zero waste**

Objective 1            66%

Objective 2            34%

### **Goal 2: Maximize sustainability and emissions reductions in all County Fleet vehicles**

Objective 1            32%

Objective 2            8%

Objective 3            27%

Objective 4            32%

### **Goal 3: Maximize Carbon Sequestration through land conservation work and land use policies**

Objective 1            57%

Objective 2            43%

### **Goal 4: Invest in the community to become carbon neutral by 2030**

Objective 1            19%

Objective 2            49%

Objective 3            32%

## **Resilient Infrastructure**

Which objective should the County prioritize first?

### **Goal 1: Invest in County buildings and technology solutions to enhance service delivery and improve employee mobility**

Objective 1	24%
Objective 2	8%
Objective 3	29%
Objective 4	39%

### **Goal 2: Invest in capital improvements to ensure resiliency of services and improve disaster preparedness.**

Objective 1	45%
Objective 2	30%
Objective 3	25%

### **Goal 3: Continue to invest in critical roads infrastructure.**

Objective 1	27%
Objective 2	0%
Objective 3	27%
Objective 4	33%
Objective 5	12%

### **Goal 4: Implement countywide technological solutions to promote resiliency and expand community access.**

Objective 1	78%
Objective 2	22%

### **Goal 5: Support, fund, and expand flood protection.**

Objective 1	54%
Objective 2	29%
Objective 3	17%

## VI. Facebook Comments from Community Sessions

### Strategic Planning Sessions - Nov 10 - 19, 2020

Key	Question / Comment	
1	Nov. 10 - Organizational Excellence accountable?	
2	Nov. 13 - Climate Action and Resiliency	
3	Nov. 16 - Resilient Infrastructure	
4	Nov. 18 - Racial Equity and Social Justice	
5	Nov. 19 - Healthy and Safe Communities	
6	Other	
Key	Name	Question / Comment
1	Lee	Hire local, BIPOC community members to teach anti-racist training courses for current county employees.
1	Trine	This County does do a good job 🍷 at being Reciprocal - but there is a Budget. So there are certain things as a Christian that should be lower on the totem pole in Spending! Because there are issues that are NOT all across the board. For instance Health Care.
1	Lee	Translation should not be a question. We must be transparent and inclusive to all.
1	Lee	I feel like this County is doing a pretty good job at being Reciprocal! but there is a Budget & I don't think it should be getting
1	Trine	I really appreciate the new Santa Rosa square & enjoyed riding my bike 🚲 around Downtown. You're doing a great job! 🙌🙏🙏🙏🙏 thank you 😊
1	Stephen	agreed with Libby about the Sherriff's Office not being a positive upstream investment. Invest in our schools, libraries, public health entities.
1	Libby	I don't think the sheriff's department is a positive example when talking about upstream investments.
1	Teri	How about spending the money to update the General Plan to address all these issues in a legally binding document, not another plan that sits on a shelf.
1	Jamie	Along with affordable housing and homeless help should be a requirement that those receiving these services are 5 year residents. No more line jumping for HUD certificates. It is about a 10 year wait or more.
1	Amy	If the county actually managed the money correctly, we wouldn't be in the horrible mess we've been in for years, we need new leadership that will be accountable.
1	Robert	Better leadership and higher standards of ethics would be a good start.
1	Robert	Pay your staff what the are owed for working from home like labor code 2802 mandates.
1	Lynn	Lower taxes and regulations. Stop Agenda 21/30! Social justice is the gospel of envy. Open the state. Enforce the rule of law.
1	Cathy	Open us up first, then think about what needs to be addressed.
1	Kirk	I'm guessing that my tax dollars will be squandered on a bunch of useless programs
1	Tiffany	Step one-eliminate the Board of Supervisors
1	Robin	Reduce costs, rent, utilities, foods, ect... so sonoma county could be a great place and affordable for people to live here.
1	Jamuna	No property tax!!! Lower Taxes!!!
1	Lynn	Stop Agenda 21/30 and the Sierra Club. Quit dividing us. There is no man made climate change. Bring back common sense and the rule of law.
1	Jim	This county has mismanaged for so long and we want answers
1	Marjorie	End the over abundance of brutal & violent behavior by law enforcement in the county. Have a zero tolerance policy in place. Arrest officers sooner for overly brutal & violent behavior.
1	Marjorie	The Sheriff's department tolerated violent behavior on the job from David Glen Ward's murderer Charlie Blount for far too long & the result was deadly. We should not have to fear calling Law Enforcement for help.
1	Ron	Lower taxes, less government overreach, find efficiency experts from private sector management and logistics to stop the waste and streamline processes.

1	Anika	5 years? Can we focus on why officials have forced businesses to close in 5 months?
1	Randy	When the county has mismanaged soooo muuuuuch money for so long there's little incentive to be part of the process. You have a BOS listening to a vocal few on issues like housing, zoning, homelessness, and such. It seems a lost cause when all I hear is blah blah blah at BOS meetings and you act as if you are listening before quietly taking a vote to do what you originally intended to. Our voices mean little to you. Voting for yourselves, your salaries, and to line your friends pockets are the obvious priorities for you.
1	Chris	Invest in a software system where all communications for the entire SOCO government becomes immediately available to anyone who wants to read. Our government is our property and the business government does is our property also. All emails. Meeting notes. Phone logs. Full sunshine ! A secret government is a corrupt government !
1	Tracy	Complete transparency and fiscal responsibility.
1	Tracy	Seems like their agenda doesn't really align with the concerns stated in these comments.
1	Kathy	Are they really going to listen to the public? Haven't seen that behavior yet in this County....
1	Nicolas	I want more Hispanic people in high positions as mayor. And especially diversity in our county. Since Sonoma is very diverse ..
1	Ron	Where is all that tax revenue going to come from if there aren't any businesses left?
1	Azalea	And also that they make known in which banks they have deposited the tax money and in which they are investing it, because a group from here in Santa Rosa undertook the task of investigating and it was discovered that tax money was investing in the detention centers that separated children from their parents or were receiving profits from these cruel actions, then our community must know that locally much can be achieved if we get involved and that enough of us being ignored.
1	Ingrid	Stop feeding small doses of socialism , stop expending our tax dollars supporting ,feeding ,helping unproductive , do nothing people, addictive, effortless , laziness, unwilling to work people , freeloaders, , .. the best social program is creating a way for all those people to be productive, work , and be respectful an value member of society ..we all need to be productive in life,work hard for our self's and our families too ,and the most import work in harmony and balance with the universe ....you can't teach a men to fish by giving him a fish everyday ..
2	Bobbi	There's been talk of increasing the number of electric cars. I think that the county should require new construction of homes or multiple family complexes to have electric car plug in stations for each unit. Any plans for this?
2	Mark	In my opinion, water is the #1 issue for the future of Sonoma County. Before any more housing is discussed, we need to address water supply. I think a desalination plant on the coast of either the ocean or the bay should be investigated.
2	Gretchen	Absolutely understand that this first step is solely related to county facilities and appreciate that, but do want to put a stake in the ground about the ability of cannabis to sequester carbon in the soil. Sungrown cannabis is a bioremediator and responsibly grown, legally compliant cannabis farming defines 'climate action.' I appreciate the county keeping cannabis farming in mind as it builds its goals for the future.
2	Sierra	In regards to thinking about land use, I wish to encourage the county to support and follow Indigenous leadership, especially around land and resource management, to invest in BIPOC and immigrant communities and listen to community-led change around resilient climate action, and to protect our renter community and invest in green housing (thinking about land trusts, etc). Also 2030 is too late of a threshold.

2	Jerry	The main input I have for today is that our county must prepare for climate collapse, meaning a worsening of climate issues to the point that the general economy in this country becomes unreliable for purposes of food supply. Therefore, we must develop infrastructure that will allow radical self-sufficiency in the food and water supplies on which we must rely. Opportunities for such self-sufficiency exist in the public Open Space district, land owned by local public entities, and facilitation of cooperative operation and ownership of community gardens, seed banks, and composting. None of this will matter unless the county takes radical action to limit drawdown of county groundwater sources and begins to manage such resources as a collective good.
2	Glo	and since we have successfully developed lots of wineries... we could do more to increase local truck farms, etc, to produce more local vegetables.
2	Glo	and do we need to have an intensive replanting in our burnt out forests
2	Sierra	Glad to see Goal 4 objective 2. However, 2030 is just too late of a threshold, for this entire pillar, really.
2	Sierra	Wow ABSOLUTELY agree with the feedback about needing equity to be centred in EVERY climate action idea here! These are not separate pillars. You cannot separate racial justice from climate justice/action.
2	Sierra	I'd like to encourage the county to prioritise working-class folk and BIPOC communities with these green jobs opportunities and skill building and keep the jobs in Sonoma County rather than contracting out. Leticia Hanke and the The LIME Foundation would be a great person/org to consult with.
2	Julia	Equity needs to be the backbone of how we move forward regarding EVERY climate change issue. we cannot just tack it onto certain goals that make sense to you all. We need to make sure frontline communities are centered.
2	Christina	Sonora clean energy is why we have black outs!
2	Cathy	Make it easy and convenient to ride SMART not to mention affordable.
2	Allison	STOP cutting down all of the trees for gd houses and apartments!!!!
2	Ken	This "carbon neutral" standard is a huge wast of taxpayers money. Contrary to liberal beliefs, man caused climate change is NOT settled science.
2	Molly	Adopt the green new deal
2	Glo	telework.... less real estate.... good!!
2	Sierra	Let's LEAD the state! 25% by 2030 is already too late for confronting the Climate Crisis.
2	Glo	idea - I have seen studies done of light, reflective street resurfacing material... shown to lower temperatures in cities, etc 10-15 degrees
2	Glo	need major improvements to availability to mass transit
2	Glo	campaigns to increase bike use
2	Lee	Will the local Pomo ecologists be included in this discussion?
2	Lee	Hopefully a commission on climate change will be established ASAP.
2	Chris	Improve bike safety design. Bike lanes, routes over the freeway
2	Ken	This "carbon neutral" standard is a huge wast of taxpayers money. Contrary to liberal beliefs, man caused climate change is NOT settled science.
2	Tom	Microgrid Search terms used:"Kaiser Hospital Microgrid 50% power bill reduction" These have been built and are operational. In Reference: Solar-Storage Microgrid Delivers Savings to Kaiser Permanente Hospital <a href="https://microgridknowledge.com/solar-storage-microgrid.../ Jul 16, 2018 - Renewable energy microgrids, such as the one up and running at Kaiser Permanente's Richmond Medical Center, have the potential to reduce hospitals' energy bills by as much as 50 percent, Charge Bliss CEO David Bliss told " knowledge"="" microgrid="">https://microgridknowledge.com/solar-storage-microgrid.../ Jul 16, 2018 - Renewable energy microgrids, such as the one up and running at Kaiser Permanente's Richmond Medical Center, have the potential to reduce hospitals' energy bills by as much as 50 percent, Charge Bliss CEO David Bliss told "Microgrid Knowledge"</a> .
		<a href="#">The Richmond Medical Center is a 50-bed, acute-care facility in California , USA.</a>
3	Silvia	How about some fire prevention techniques?



3	Rick	I want the county to start taking care of our west county residents with infrastructure! It's been long overdue.
3	Karen	I believe fire breaks between and within communities need to be implemented. The horrors of our wildfires ability are mitigated by park layouts, fire roads re-established and maintained. Hire fire science expertise to help future planning to include barrier green space, escape routes and cutting edge notification systems.
3	Diana	Keep it simple let's start with cleaning up all the trash on the side of the roads and the weeds that are 10 feet tall.
3	John	Fix Fulton Rd
3	Pat	Fix our dead end road - it's destroying my car and you never ever fix it. It's like driving off road in the mountains yet we're right off 116 and Llano. Fix our road!!!
3	John	My question is about a dangerous intersection on Toy/ Mollne and Railroad. People park right at the stop sign on both sides of a dangerous, unlit intersection. How can we get this to be no parking right by the signs. It takes a bad road and makes it less tyhan one lane. Very dangerous. HELP!
3	Michael	Whoa! I see someone got to it before me, but PLEASE repave Fulton Road! When I drive south on that from ~ somewhere near Piner, to ~ somewhere about past Guerneville, I almost always am creeping over into the bike lane in spots and over the middle line in other spots, to avoid the abysmal road surface.
3	Chelsea	New roads, not just filling potholes that was out after the first rain of the season. Actually re-pave the roads.
3	Chelsea	Invest in more equipment for fighting fires
3	Courtney	More funding for PPD. Fix roads. No more building
3	Jodi	Fix the roads!
3	Pixie	How about fixing the 2 places on Cazadero Hwy that washed out 4 years ago, or do we need to have a bike event go through to get it done ???
3	Valerie	Turning four lane arteries into two lanes in a fire zone while increasing the population is murder.
3	Jim	We need the money to go towards improving our county roads in the rural areas.
		What's the county's role in the battery life of cell towers, which go down after a few days of a power shutoff?
		The Board already dedicates a significant percentage of their discretionary dollars to roads, and because of our large number of miles and low population we're disadvantaged with state funding - where roads are typically funded. Can we evaluate more funding options to fix our roads?
		Can you evaluate dangerous intersections and roads, and prioritize safety enhancements in those areas?
3	Chelsea	Can the County help property owners to clear out fire fuel and maintenance?
3	Glo	Can we have a task force to address wildfires - how to prevent fires, pay of firefighting, etc.
3	Jim	We need the money to go towards installing operational public restrooms at our parks. The current restrooms are in disarray.
4	Jerry	To foster such an organizational culture, it would be basic that equal language access be provided for all county residents who may access county services, programs, etc. This need has been evident for years and repeatedly brought to the attention of county leaders. Will the county now finally make the commitment to make this a reality?
4	Robin	Have you already identified areas where the county has barriers in place that prevent people of color from being hired or advancing in their jobs? And are these being targeted for renovation?
4	Rowan	Please lengthen law enforcement training and prioritize nonlethal/deescalization in it. Please also provide training in how to talk to people who think differently, like autistic and mentally ill.
4	Sierra	I hope to see a dedicated objective to re-centering company culture itself at all levels of county government in bicultural belonging. Making better career opportunities for BIPOC folks but tacitly letting the space itself still be centered in whiteness will continue to cause harm.

4	Sierra	When you read aloud my comment during the Zoom call just now, you chose to not read aloud the part about de-centering whiteness. Please make sure that part IS included in your notes. Thank you.
4	Robin	The challenge to employing anyone, and especially those in entry level positions, is there be opportunities for advancement and opportunities for their children in both schools and employment.
4	Robin	How do we provide holistic support for the entire family of county employees when there is income disparity?
4	Libby	I don't hear none of y'all talking about reparations. That should definitely be near the top of your goals for helping out POC in Sonoma County.
4	Reyna	Addressing the crisis unfolding for our children would be nice.
4	Libby	I want to see land given back to the Natives and I want to see more intersectionality for support of the trans and nonbinary communities here.
4	Reyna	Schools? Are you all even going to mention them? Each child should have equal access to schools!
4	Sarah	Lots of convo on racial equity today, not getting much of anything from y'all on social justice. There are deep injustices in this county--you only have to look at the racial disparity in covid diagnoses
		What can the County do to fund mental health and residential treatment facilities for mentally ill children and adults?
		What is a Safety Net Department? Is there a list of Safety Net Departments? Examples?
		How can the county promote building more affordable housing, and make it more difficult to build market-rate homes? I want to see us re-use buildings or infill properties liek Chanate.
		If the County is going to build around transportation hubs, can we create a better, affordable public transportation system with more routes and more frequent stops?
		Will you consider tiny house communities with wrap-around services?
		We have affordable housing in Sonoma County, but not enough. How much more affordable housing do we need, and will we ever get there?
		The County can't do everything - can you provide more funding to non-profit partners, and evaluate only work with the best non-profit performers?
		The Board controls the Sheriff's budget, and we know that many calls are for mental health crisis. Can the County reduce or eliminate sheriff funding and instead fund mental health response?
		How can we create a safer environment and less fear for residents who live here and are undocumented? No one should be afraid of coming to local law enforcement for help, or be deported for a traffic violation.
		The Board should strenghten IOLERO
		Defund the SO's and move to a community policing model
	Paulina	It would be very beneficial if the county were to shift their focus on the resources we already have to aid our homeless population, such as utilizing buildings that already belong to the county that haven't been used in order to house our homeless community.
	Danielle	why not utilize the developmental center?!
	Danielle	why don't we utilize the buildings we already have here instead of cutting down MORE of our trees?
5	Dave	Mental health and addiction centers will take care of 8 out of 10 homeless. We all know what happened when they shut down the county mental health, SHTF. Why is it taking so long to figure this out again?
5	Laura	Helping our homeless population should be at the top of our priorities. Having a healthy whole city is a big part of having a resilient county.
5	Cherisse	Actual affordable housing, long term affordable/free housing for chronically homeless whatever their reason may be homeless. Access actual access to mental health assistance.

5	Grace	Affordable housing and house the homeless ASAP. And i don't mean tents. Something permanent that has power and plumbing.
5	Monica	Concern of homeless camps near Kmart and UPS on Industrial way
5	Kathleen	Affordable housing! An end to homelessness. Better roads. A board of supervisors that is more effective.
5	Sakina	A better, affordable public transportation system with more routes and more frequent stops. And an economic plan to restore jobs to all who have recently found themselves without these, or are facing this imminently. Address the highly negative situation so many students are now in with prolonged remote learning in a much, much more serious way -- and consider how these closures are disproportionately impacting a generation of students of color or those from less affluent families (and come up with a solution for this, ASAP). Amongst other things.
5	Shannon	Actual mental health and residential treatment facilities for mentally ill children and adults. If Millions of dollars can be squandered on the cement eyesore that is downtown Santa Rosa, Millions of dollars can be spent to actually make the lives better for Sonoma County communities
5	Sharon	Tiny house communities! Safe and affordable housing, healthcare and education and opportunity
5	Pat	A workable plan for getting the homelessness problem controlled
5	Trine	Homeless resources like the Living Room is OUTSTANDING 🌟
5	Carol	Thank you. It was unclear from the announcement of the strategic plan sessions in which session affordable housing and our homeless crisis would be addressed. I'm glad to hear that the Nov 19th session will include that topic. under "healthy and safe communities" discussion. However there does not appear to be much emphasis on this most pressing problem for Sonoma County in your outline of the issues.
5	Karen	Affordable housing and actual ACCESS to it. Better mental health services, especially for autistic adults
5	Sharon	Tiny house communities! Safe and affordable housing, healthcare and education and opportunity
5	Gretchen	Need to help the homeless and continue to have funds for mental health programs.
5	Molly	Put more money into mass transit. Train to Oakland!
5	Shannon	Actually affordable housing. Actually helping the homeless.
5	Shannon	Actual mental health and residential treatment facilities for mentally ill children and adults. If Millions of dollars can be squandered on the cement eyesore that is downtown Santa Rosa, Millions of dollars can be spent to actually make the lives better for Sonoma County communities.
5	Pat	A workable plan for getting the homelessness problem controlled
5	David	We need affordable housing
5	Holly	Deal with the needs of the homeless or grant the needed permits to The Redwood Gospel Mission!!!
5	Linda	I think we need more rehabilitation resources for homeless people and enforcement so they will have to get help. If they want any kind of government help. The sad thing is the drug over dose. Needless to say it gone on way to long. I help them daily and they are declined to not caring about anything. Veterans who gave us freedom. And some who are mentally challenged with no idea what to do. Then women who lost self worth as they have drug or alcohol abuse. The police move them from place to place. Then the junk is left behind to trash the property. No place to go to the restrooms. This is what I hear from them.
5	Frank	I'd like to see an outreach program to the homeless letting the know that all drugs are now legal in Oregon
5	Marjorie	Get an organization that really cares about humans to run the homeless shelters. That rules out Catholic Charities. They hire inept undereducated abusive staff & treat an already fragile vulnerable population inhumanely & they don't process grievances. Coordinated Entry needs revamping as well. Get rid of "Housing First" it's a bad model & a bad joke. Violent criminals & addicts are currently getting housed faster than law abiding citizens. It should be first come first served.

5	Joselyn	STOP BUILDING HOMES. unless it is targeted at housing and rehabing our homeless and struggling families.
5	Marjorie	Build more affordable & subsidized housing. Stop shelving humans in shelters & blaming them for not being able to afford ridiculously high rents in a messed up economy. It's beyond abusive & oppressive.
5	Marjorie	House everyone and stop moving the unsheltered around in the mean time treating them like untouchables. Get your heads out of the sand & act like humans & come out of the darkage. Stop lying about all the options you are offering the unsheltered that are not reality.
6	Gretchen	Also help preserve our historical landmarks! Also continue making sure we have our county parks for people like me to enjoy nature! It's vital to our mental well-being!
6	Nina	we need law and order and mental health services for those who need it.
6	Parker	The county should commission a small study of how much money it would save if we had a state-based public universal healthcare system.
6	Teresa	Los Angeles studied it and the answer was millions!.
6	Matt	Rent control. Low cost housing. A Municipal Utility District.
6	Joe	Sonoma County needs to put in 4 or 5 public shooting ranges. Also make it official policy that Sonoma County is "shall issue" rather than leaving it to the Sheriff to determine if you have "good cause" to exercise your constitutionally protected civil rights.
6	Shelly	Can we start by OPENING UP our County? Until then, nothing will change.
6	Laura	Affordable housing!!
6	Trish	How about affordable housing.
6	Lisa	More Vegan restaurants. If you call yourself and "environmentalist" and you are not Vegan, you are a hypocrite and you are not an environmentalist.
6	Victor	I think you missed a day. There is nothing about jobs and supporting the business community. Can't spend tax dollars if all the businesses go under.
6	Barbara	A total overhaul of humanity. Right and wrong. Work ethics. Not every one gets a trophy. Bring back real men. Women be women. Don't impose your thought process on me let me raise and teach my kids moral values based on my moral values. Stop indoctrinating our youth. Get out of my business mind your own. Be kind be good.
6	Chelsea	Bring parents in on the discussions about the mental health and education crisis our kids are in.
6	Chelsea	Invest in educational interventions to catch our kids up in school due to the tremendous amount of lost education due to fires and Covid
6	Donald	Zero growth please
6	John	Open up! as we are the only one of the 9 Bay Area Counties that can't get it together!
6	Dru	Unless we get COVID-19 to slow down it's spread in our county, we can't open schools, or not wear masks! If everyone would have participated to start with, we would be much better off than we are now. So let's do it now, or we will never get there.
6	Tiffany	Step two- fire the public health officer
6	Tiffany	Step three- put people in these positions who's priorities are getting our small businesses back and our children off the screen and in the classroom and have at least a basic degree of understanding of proper money management and fiscal sense
6	Annette	Restore the oldest scrap yard to its former streams. That means settling it with me
6	Reyna	I would like to see the county address our students about the crisis going on. There has been zero discussion about the CTA or union and what they have to do with our kids NOT being in schools. I would love to see Sonoma County own the fact that they don't care about our kids or their education.
6	Lynda	Build affordable homes for all of us. No Bloc Housing
6	Sara	That they do something to lower the rents that cannot be lived like this with the rents so expensive, the salary is no longer enough to pay the rent so expensive here in sonoma county

6	Andrew	How about you start with letting everyone open up, all other county's are on stage 3, and we are stuck in 1. Start with that, then ask about other things we should be doing.
6	Olivero	Q rents will decrease, you can no longer live on how expensive the rent is
6	Eddie	I'm listening. I'd appreciate organization names. People and where they'd be most effective. ...and what's not working, and why. Ideas about how to remedy would be greatly appreciated.
6	Isidoro	Q will rents go down are rent prices too high would be a good thing for sonoma county
6	Marjorie	For starters stop counting every positive Cov <a href="https://www.facebook.com/groups/603581386990614/?ref=share-19">https://www.facebook.com/groups/603581386990614/?ref=share-19</a> if it is the same person testing twice.
1 / 2	Maria	What in the new Roseland project called El Mitote in Sebastopol, Rd. They will not give permits for sales of alcoholic beverages. & Have the name changed to something that represents our Community. I would also like there to be reforestation programs in our County, inviting the population to join the campaigns to plant trees in our forests.
1 / 2 / 3 / 5	Susan	I want to see action and not just endless planning. Homeless off the streets, clean up the city, fix the roads...we are so run down looking! Ensure green spaces, safe places for people to play, exercise and in the future gather. When i think of all the planning, years and money that finally went into that hideous square downtown, I would like to see our leadership held accountable for how dollars are used!
1 / 5	Mark	Do you real believe things will change. We just look the other way. How much money have they spent on homelessness? Only to bring in more 🦏 needles to our streets and creek. Look the other way. We treat feral cat more humane than our Mentally ill. ssdi pays \$880. a mo 1/3 of our board and care group home have gone out of business. Look the other way. When we have so many causes to address we will fine NO solution. Look the other WAY!
1 / 3	Noah	I don't want any of the things you're suggesting. This isn't a daycare...keep the streets clean, the plants watered and enforce the law. As unobtrusively as possible please.
1/ 2 / 5	Melissa	Stop planting more vineyards. Grow food not wine. Stop using round up and poisoning our creeks. Stop with these over inflated paychecks and pensions. Allow people on fixed incomes to be more self reliant and accumulate assets.
1/3	Bob	We aren't done with the fires yet. We also to foster science in regards to the pandemic. We also need unity and kindness.
2 / 3	Jim	No more homes built, our roads and freeways can not handle the traffic currently. We need the money to go to forest management.
2 / 5	Molly	Adopt the green new deal, build multifamily housing near transit Corridors, Provide incentives for electric vehicles, Build campsites or tiny house villages for housing the homeless
5 / 3	Christine	Stop enabling the homeless and inviting more to come. Increase funding for our Sheriff and Police departments. Get drugs/gangs off the streets. Just these things alone will go far in making our community a safe and peaceful place to live once again.
5 / 3	Joanne	All homeless housed by 2025, a shelter finally built in Greenville with the \$1 million reserved for it for many years. No trail from Guerneville to Monte Rio to Occidental as too many homeless camps being built in woods & many forest fires started in them in Monte Rio, etc. More firefighting staff & equipment, mandatory vivid mask law & officers to enforce it, more free & fast covid testing, a shelter in Sebastopol (they dicso little for homeless, expect River & Rosa to take care of crisis), more affordable housing. Tks.

## VII. Community Stakeholder Presentation Notes

### I. Agriculture/Food Stakeholder Group

Healthy and Safe Communities & Climate Action and Resiliency

December 10, 2020

#### Overall Feedback

- Healthy and Safe Communities Pillar is missing food provision
- Nowhere in the 5 Pillars does it discuss food, agriculture, or economy
- Consider adding sixth Pillar on Strong and Healthy Economy > could include reducing business and fire marshal permit fees, support for outdoor dining, attracting businesses to SoCo, developing strong workforce

#### Healthy and Safe Communities

##### Goal 1

- Very supportive of removing barriers with data sharing, there are a lot of internal silos within County Depts. which makes it hard to work with > especially during an emergency

##### Goal 2

- Objective 1 – need to get community input when designing what data should be tracked > should be a shared public process
- Objective 3 – very broad/doesn't seem like it goes with the other objectives, consider making it a separate goal with objectives underneath it

##### Goal 3

- Missing discussion about workforce and affordable housing > should revise objective to state all forms of housing, including workforce and affordable.
- Very difficult and expensive working through County/PRMD to develop farm worker housing > consider incentives, de-regulation, or reducing costs

##### Goal 4

- Homelessness requires much larger lens than housing, requires a lot of different services (mental health, job training, food, etc.) > should mention that more in this goal
  - Employment is critical component to help reduce homelessness
- Different types of homelessness (chronic, temporary, etc) – what is this goal focusing on? Don't want to lose track of the temporarily homeless people either.

##### Goal 5

- Missing discussion about undocumented residents and law enforcement relations

Other Comments:

- Consider adding new goal re: food safety and food security, healthy food shed, resiliency of food provision, need improvement to processing > related to Climate, Infrastructure, and Healthy and Safe Communities

Climate Action and Resiliency

Goal 1

- Very lofty goal, considering how old facilities are and how expensive it is to update, but very supportive
- What about green waste, building a new composting facility instead of trucking it out to save GHG emissions?

Goal 3

- Good goals, but funding or incentives will need to be made available to farmers to make this happen, resources/support need to be provided to farmers to apply for state/federal grants
- Objective 2 – what do you mean by “maximizing”, seems industrial, is there a better way to frame this?
- Make sure you are collaborating with RCDs, Sonoma Land Trust, and other community stakeholders when developing the sequestration plan.

Goal 4

- Missing discussion about things other than housing, like EV charging stations, solar and battery incentives, that you can do for the community
- Need to include the community more when making decisions about what community investments you will be making
  - Consider new objective that would gathering ongoing feedback from community to prioritize activities

**II. Natural Resources/Environmental Stakeholder Group**

Racial Equity and Social Justice & Climate Action and Resiliency

December 10, 2020

Racial Equity and Social Justice

Goal 1

- Are there feedback systems for safe ways to employees to report harassment, micro aggressions, is HR equip to be able to handle this?

#### Goal 3

- Will the report card be available to the public to view? Consider clarifying language to make that more clear.

#### Goal 4

- Objective 2 – collaboration/outreach should be ongoing not just one time
- How do existing oversight bodies (status on women, etc.) get woven into Office of Equity activities? Need to make sure they are integrated.

### Climate Action and Resiliency

#### Goal 1

- Define “carbon neutral” – does it include exporting power impacts, mitigating carbon by actually reducing emissions, not shifting them elsewhere
- How do we integrate equity and job creation into achieving these goals? Are we hiring local, creating jobs?
- Jane – have you talked to Ellie Cohen at The Climate Center? Group thinks they would be a good resource

#### Goal 2

- Objective 2 – why isn’t this also 100% by 2030?
  - Need to find creative solutions – Could we establish job training program to train local shops to do the updates?
    - *13 Electric Vehicle Conversion Companies: <https://www.treehugger.com/electric-vehicle-ev-conversion-companies-85249>. Includes: Canadian Electric Vehicles Ltd. CEV was established in 1991 to convert internal combustion engine vehicles to electric power— including heavy-duty diesel truck conversions for the airline industry.*
- Objective 3 – define “Last Mile” and “Clean Commute” and consider other last mile solutions, like better bike paths, etc.

#### Goal 3

- Language in goal doesn’t match objectives – land use measures don’t necessarily mean carbon sequestration, should call it out in goal to make more clear
- Sequestration programs already exist, consider rewording to “support” or “expand”
- Needs to align with APOSD’s Vital Lands Initiative



- Consider expanding sequestration to land and sea - exploration of ocean farming as a carbon sequestration tactic – good opportunity for job creation as well
- Missing discussion about urban sequestration

#### Goal 4

- Does building microgrids keep with PG&E or move to clean power, like SCP? We should prioritize local control and decision making so we are not at the whim of PG&E
- Appreciate prioritizing infrastructure for vulnerable populations
- Sonoma Clean Power should be consulted on this Goal to make sure it aligns with what they are working on

#### General Comments

- Missing preservation of wildlife on working lands – especially during disasters
- Missing protection and support for food production and water resources as resiliency measure, also has big intersection with equity, consider adding a new goal or objective
- Do these goals and objectives really get us to carbon neutral by 2030? Does that data/science match the byline?

### III. Labor/Workforce Stakeholder Group

Healthy and Safe Communities & Racial Equity and Social Justice

December 11, 2020

#### Healthy and Safe Communities

##### Goal 1

- Define terminology “no wrong door”, “Health Action”, “Upstream Investments”
- Missing discussion about removing language barriers to access services > all County departments should have bi-lingual front desk/phone staff available > no wrong door should include language as well

##### Goal 2

- Objective 3 – Not specific enough, what will you actually be doing? Need to remember to address ongoing impacts (i.e. COVID = job losses = health care losses, etc).
- Define “disproportionate impacts” > Is the Sheriff included in this too?

##### Goal 3

- Need to define type of housing – should say affordable housing
- Need equitable development of housing along hwy 101 corridor and near bus and SMART stations, consider rewording to make that more clear.

- Should be using PLA's when building on County land, consider reducing the PLA threshold from \$10M to \$1M
  - PLAs have strong tie to equity and economic vitality, and doesn't have to cost County more money.
  - Martinez School Board Example: "We negotiated a PLA for our bond program 2 years ago. It has very progressive pre-apprentice, apprentice, local hire, and equity requirements. The building trades were partners in those discussions. The PLA has saved us over \$20 million of taxpayers dollars. Enough to rebuild an entire school campus."

#### Goal 4

- Need to address underlying causes of homelessness – mental health, etc.
- Consider extending eviction moratorium for another year

#### Goal 5

- Missing mention of IOLERO and supporting expansion of department under new ordinance

#### Other Comments:

- For Organizational Excellence
  - County should do everything it can to avoid layoffs, especially of lower paid workers, or reducing positions from full time to part time or extra help.
  - County should support telework, and make sure access to telework is equitability distributed (not just management)
  - Consider increasing minimum wage and updating Living Wage Ordinance

### Racial Equity and Social Justice

#### Goal 2

- Need to institute a process for employees to anonymously report discrimination and micro aggressions > Consider creating a centralized place for employees to go to share feedback, and conduct ongoing assessments for employees have opportunities to share experiences.

#### Goal 3

- Clarify who will be the audience of these reports. Will they be publicly available? Need to build in accountability measures.
- For Healthy and Safe Communities & Racial Equity – community needs better education about what services the County provides

#### Goal 4

- Undocumented residents are still not getting timely emergency and evacuation information > look into different partnerships, indigenous groups, make more translators available

#### IV. Senior Service Stakeholder Group

Healthy and Safe Communities & Organizational Excellence

December 11, 2020

Other Comments:

- County should focus on expanding broadband and internet access for Seniors (free)

#### Healthy and Safe Communities

General Comments

- Seems like this pillar is missing services for County's aging population, need for "age friendly" designations

Goal 1

- Need better communication with the community

Goal 2

- What about the things that aren't easily measurable? Need to include the qualitative with the quantitative.
- Need to recognize that data is constantly changing, need to be clear about what you are setting as your baselines.

Goal 4

- Need to address underlying causes of homelessness – mental health, etc.
- Consider extending eviction moratorium for another year

Goal 5

- Need to provide more support and training for handling aging population with special needs, like dementia.
- Some concern with Mobile Support Team > Emergencies don't always happen between 8-5pm on weekdays > need to implement a program and systems that are available 24/7
- Consider utilizing non-profits more to implement solutions – more flexible, responsive, and tend to be more cost effective than the County

#### Organizational Excellence

## General Comments

- How are these objectives measurable?
- Need to update County contracting policy to increase thresholds of what requires a formal contract process – takes too much time to manage and track for outside agencies
- For Healthy and Safe Communities > consider decoupling Senior Services and Upstream Investments because it is difficult to work within existing structure and often for not much benefit.

## V. District 1 MACs and CAC Stakeholder Group

### All 5 Pillars

December 11, 2020

### Healthy and Safe Communities

#### Goal 3

- What type of housing – affordable? Need to make more goal measurable, give metrics to measure success.
- How big of properties are you looking at for housing? Make sure the scale of development is in line with surrounding neighborhoods.

#### Goal 4

- Need to address underlying causes of homelessness – mental health, etc.
- Is there information available on current homeless numbers and needs by region or zip code? Need to know how big the problem is.

### Racial Equity and Social Justice

#### Goal 1

- Need more education for community members about racial equity, terms and definitions too > Will you conduct education/outreach to community after you figure it out internally? What is the timeline?

#### Goal 2

- Consider expanding demographic baseline beyond the County to the State

#### Goal 3

- Clarify who will be the audience of these reports. Will they be publicly available? Need to build in accountability measures.
- For Healthy and Safe Communities & Racial Equity – community needs better education about what services the County provides

## Organizational Excellence

- Lots of buzz words and jargon, need to simplify wording to make more understandable.
- Goal 1 – Objective 1 – Revise objective to say “Align funding with policy and operational goals”
- Goal 1 – Objective 4 – Break up into two sentences, public won’t know what these two things mean.
- Goal 3 – switch out “developed” and “multi-dimensional” with more relatable wording

## Climate Action and Resiliency

- How close are we to these goals? Would be helpful to see a baseline of where we are now, so we know how much further we need to go.
  - Will there be a dashboard showing carbon emissions?
- Need more incremental objectives – can’t wait until 2030 for some of these things
- How will the County promote these things in the private sector?
  - Need to make sure this whole pillar is done in coordination with Cities, and regional climate partners

## Resilient Infrastructure

- Missing discussion about fire protection, and fire hardening of residential buildings
- Affordable/free Broadband is an equity issue, also public safety issue, needs to be prioritized
- The County should consider limiting where people can build homes (both fire and flood prone areas) > frequent fire areas should be converted into Open Space conservation easements

## VI. Education Stakeholder Group

Healthy and Safe Communities & Racial Equity and Social Justice

December 16, 2020

### Healthy and Safe Communities

#### Goal 1

- Objective 1 – Should schools be listed as a safety net department?
- Objective 2 – Schools struggle with data sharing barriers, need to find inventive ways to work around that.

- Objective 3 – Supportive of “no wrong door” > if family comes to school asking for help, school can help direct to County services > need to establish protocol for all outside agencies to use that includes list of County services by department with contact information

#### Goal 2

- Objective 3 – What does this mean? Need to elaborate more. Too much jargon!
  - Will the County use school outcome metrics (graduation rates, suspension/expulsion, reading levels, etc.)?

#### Goal 3

- SCOE owns land (2+ acres) off Dutton Ave – looking to partner other agencies to develop workforce housing, if the County is interested?
- Supportive of creating walkabout communities > ties to Climate Action pillar

#### Goal 4

- Need to look into and address root causes of homelessness and developing strategies
- Have you considered Sonoma Development Center as a homelessness solution? Could provide housing and services in one location.

#### Goal 5

- Objectives on this goal are more understandable/measurable, very supportive
- Where does Measure O and IOLERO expansion come into this? Should revise objectives to make that connection more clear.
- Objective 4 – Need to add follow up services with people who have been released from jail to make sure they have the resources needed to stay out of jail

### Racial Equity and Social Justice

#### Goal 1

- Goal appears to focus on white employees, consider adding creation of affinity groups/listening circles and processes for reporting discrimination

#### Goal 2

- This goal would be good to apply for County schools and cities too, other agencies should be implementing this to achieve collective impacts countywide.

#### Goal 3

- Very supportive > It’s important to start looking at policies through an equity lens

#### Goal 4

- Still finding racial discrimination in stores within Sonoma County (personal experience shared with group) > Is there a way for the County to work with Chambers of Commerce and other community stakeholders to educate them on racial equity and non discrimination practices?
- Fair Housing – can we create a place for people to call when they experience discrimination in finding housing? Does this service already exist? If so, need to push more information to community.

### VII. Tourism/Business Stakeholder Group

#### Healthy and Safe Communities & Resilient Infrastructure

December 18, 2020

#### Healthy and Safe Communities

##### Goal 1

- What are Health Action and Upstream Investments? Need to define more.
- Would any of these objectives change in post-COVID environment?
- Objective 2 – very supportive, especially needed in West County and other unincorporated areas
- Objective 3 – very supportive, difficult to find services in County

##### Goal 2

- How will you be tracking data? Will geographic areas be separated out, in particular unincorporated areas (West County for example)?

##### Goal 3

- Want to make sure that funding sources aren't just funnel into General Fund, can we make sure they are separated out for dedicated purposes?
- Seems like this goal is the only one that reflects the Economy – mostly absent from the rest of the plan.
  - Shared that the Steering Committee considered adding a sixth pillar for economic vitality, but instead wanted economic recovery to be applied to each pillar. Also shared EDB's Economic Recovery Plan.
- What is the long-term plan for managing these properties that we are developing?
- We need more housing, including workforce housing.

##### Goal 4

- Objective 1 – Is this part of the existing work going on with Cities, or new initiative? We should focus resources on what is already working instead of building new programs.
- Objective 3 – Very supportive

#### Goal 5

- County needs better coordinated messaging – seems like efforts are being duplicated and messages aren't standardized
- Objective 5 – Very supportive, didn't know 2-1-1 existed

### Resilient Infrastructure

#### Goal 1

- County Campus needs to be near public transit and SMART station
- Make sure to balance cost of green building improvements with other needed County services > services to public should be prioritized

#### Goal 2

- Consider expanding objectives to include individual/community resilience, beyond just to County facilities.
- Objective 1 – Revise to clarify that this is for the public to get communications during disasters, not just internal/EOC communications

#### Goal 3

- Missing discussion about evacuation routes, in west county and other areas.
- Objective 4 – Like seeing consideration of bike and pedestrian pathways, but would be good to have roads built with consideration of bikes as well. Design/plan roads for the future of transportation/access.

#### Goal 4

- Really need better cell/internet coverage in West County (call boxes aren't working in some areas)
- Very supportive of this goal

#### Goal 5

- This goal is very important, roads flood more now than they ever did 20 years ago.
- Does this cover sea level rise too?
- With flood and fires, we need to be smarter about where we build in this County. Zoning should be updated.

Other Comments/Missing Items:



- Flooding is the only disaster named in the plan – why isn't fire or earthquake mentioned? Need to revise plan for an all hazard approach.
- Fire prevention, vegetation management, maintaining wild lands, forests, etc.
- County used to identify as agriculture/rural, but it is moving more towards suburban/urban > County will need to think about way to get different interests to work together (eventually all the farmers will get outvoted if we don't think cohesively).
- Missing > protection of farm land and food supply
- If it exists in another plan, is that enough, or does this Strategic Plan need to incorporate it as well?
  - Missing > recruitment of new employers to the County

## VIII. COAD Stakeholder Group

Healthy and Safe Communities & Resilient Infrastructure

December 18, 2020

### Healthy and Safe Communities

#### Goal 1

- Is this focusing on just County services, or including community service providers as well? (211, Community Health Centers, etc). Consider expanding to include community services to create coordinated network of care.
  - This would reduce redundancy and confusion among community members
- Objective 1 – Very supportive, but it is important that clients feel their information is only shared with stated group of people (and not share beyond that) > need to build trust with clients
- Need to apply equity lens into this goal, and the rest of the plan too.

#### Goal 2

- Objective 1 – Very supportive, would be nice if this would implemented for all County contracts
- Objective 3 – Identify and eliminate data gaps for groups, such as American Indians and Alaska Natives, that are currently underrepresented in health and safety data to contribute to the identification of service gaps for these groups.
  - Important for Latinx community too – if they identify as indigenous
- Need community participation in this process
- Transparency is very important, data should be available for download and easy to understand.
- Make sure not to get too lost in the data, remember that these are human beings that need help/services.

- Would hate to see programs get cut because they don't reach outcome, make sure it is not a punitive relation and more collaboration for improvement.

### Goal 3

- Missing – Need stronger partnerships with cities to develop more housing, coordinate actions towards shared goals
- Missing – Public transportation access needs to be expanded – bus routes, train trips, etc.
- Need affordable housing, maintaining walkability, and choosing developers that align with our goals (green building, affordable, TOD development)

### Goal 4

- Missing – under housed residents, poor living conditions, especially relevant for Latinx community
  - With COVID – we see that this leads to a health crisis
- Objective 2 – Need more focus on root causes of homelessness, and work on prevention not just addressing problem with more housing
  - Need to know what population groups in the County, because 10% move out anyway, so really you are just keeping status quo if your target is 10%/year > need to clarify what you mean.
- Missing – Financial Stability and Asset Development > need to provide services after housing to keep them in housing long term

### Goal 5

- Objective 1 – Consider rewording to “anti-racism trainings” instead of cultural competency, seems weak and also sounds like what we have already been doing. Need to connect more with Racial Equity pillar.
- Objective 5 – The way outreach is conducted can be leading – change to more open ended questions to allow more free feedback
- Is Health Equity included in this pillar? Seems like it is missing.

## Resilient Infrastructure

### Goal 1

- Objective 4 – There are already community based organizations in regional areas, County should be partnering/co-locating with them to increase efficiency and reduce costs > Consider updating language to reflect that

### Goal 2

- Hope that the COAD will be included as a partner with COAD in implementing objectives in this goal > need to make sure critical information is communicated to all residents in emergencies
  - Maybe something about “strengthening partnerships with nonprofits and COAD to coordinate services and avoid gaps/duplication.”
- Missing – Improvement on strategies to reach non-English speakers during an emergency
- Missing – Communication to residents who don’t have digital access, not everyone has a cell phone, isolates residents that are not digitally savvy.
- Objective 2 – Consider expanding to non-County facilities like key nonprofits who also provide services during emergencies (family resource centers, food banks, homeless shelters, etc).

#### Goal 3

- Missing – Need to review roads/evacuation routes to make sure everyone has way to get out of their neighborhood in the event of emergency
- Missing – Prioritizing road infrastructure improvements in lower-income neighborhoods

#### Goal 4

- Broadband is an equity issue, need to make that connection more clear. Internet access and technology tools (especially now with COVID) is a necessity and should be a right for all residents.

#### Goal 5

- Need to make sure these objectives are put into action – having a plan isn’t enough – the Barlow is the perfect example of that
- Missing – Need stronger governance from PRMD (revisit existing codes/permitting/zoning) that limits development of housing in fire and flood prone areas. (heard in multiple sessions)
- It would be good to add water quality as a factor post flood (and disaster), as well as that the infrastructure improvements prevent water quality concerns

### IX. District 5 MACs Stakeholder Group

All Five Pillars

December 18, 2020

#### Other Comments:

- Need glossary of terms, Plan contains a lot of jargon
- Would like to see more visibility of County officials in remote areas of West County

## Healthy and Safe Communities

### Goal 4

- Objective 1 – can you expand to include unincorporated areas of the County too, especially important for Russian River area

### Other Comments/Concerns:

- In Jenner/Sea Ranch - Concerned that COVID related health coverage (COVID tests and vaccines) are not being addressed by SoCo (currently supplies are being provided by Mendocino County)
  - Need to make sure we are not forgetting about far corners of County in terms of service provision

## Racial Equity and Social Justice

### Goal 4

- Should we start with this goal before moving on to others? Hear what the community needs, how they define equity?
- Are you working with community stakeholders, like Los Cien and others?

## Organizational Excellence

### Goal 2

- Objective 2 – Really need to educate public on County budgeting process, needs more engagement with the community.
- Objective 3 – Make sure the website you are developing is more mobile friendly
- Consider expanding SoCo Report Mobile App to increase community reporting

### Other Comments/Concerns:

- Missing how you are measuring success towards achieving these goals, should be clearer. What are your metrics?

## Climate Action and Resiliency

### Goal 2

- Objective 4 – How will you accommodate emergency situations where people will need to evacuate to a new location – will you be providing charging stations at those evacuation sites?
  - Also need to consider how you will handle extended PSPS's
- Objective 4 – The infrastructure is very expensive, how are you going to be financing it? Grants, private partnerships, etc.?

Other Comments:

- The County has many forests, has the County considered selling carbon offsets as a revenue source?

Resilient Infrastructure

Goal 2

- Consider working with private companies to help them service their infrastructure during disasters to restore service sooner

Goal 4

- Very supportive
- When County roads are being worked on, we should be putting conduit down at the same time to make it more affordable to install fiber later.
- There is a big problem getting cell phone and internet access in West County and along the Coast. Really would appreciate the County prioritizing efforts and resources to increase coverage in this area > Equity issue and Public Safety issue.

Goal 5

- Why are you limited this to just floods – wildfires seem like much bigger risk to the County. Need to expand the Plan to include other hazards.
  - Need better coordination with State Parks to support fire prevention and response

## VIII. Community Online Survey Results

### Healthy and Safe Communities

Support Level for Pillar Goals	%	Count
Very Unsupportive	4.76%	11
Somewhat Unsupportive	7.79%	18
Neutral or No Opinion	4.76%	11
Supportive	38.96%	90
Strongly Supportive	43.72%	101
Weighted Average	4.09	

### What goals are most important for the County to accomplish first? (Select 2)

Answer Choices	Responses	
Goal 1 - Expand integrated system of care to all	50.64%	118
Goal 2 - Establish equitable and data-driven dis	23.61%	55
Goal 3 - Increase housing development near tr	36.48%	85
Goal 4 - Reduce homelessness by enhancing se	50.64%	118
Goal 5 - Continue to invest in public safety so t	22.32%	52

Sonoma County Five-Year Strategic Plan - Community

**Healthy and Safe Communities: Do you have a suggestion on how to reach these goals?**

**Answered 179**

**Skipped 108**

Respondents	Response Date	Responses	Tags
		Identify services available Survey for needs Compare the two to see what, if anything need expanding or dropping.	
2	Dec 12 2020 12:	Use PPSC as a model for the rest of the county.	
3	Dec 11 2020 04:	Develop legal and mental cache net systems to direct care to those needing help.	
4	Dec 11 2020 04:	Vote	
6	Dec 11 2020 01:	Funding Access and utilize the wisdom of the individuals of concern in regards as to how to help them. Involve	
7	Dec 11 2020 11:	populations served in design, implementation and review in non-token ways.	
9	Dec 11 2020 10:	Diverting line items from the budget(unrestricted) where they are least needed to where they are most needed. Use the power of properly executed data for solving problems- the knowledge is there. All development should be in the incorporated cities,, stop creating the next Roseland in county	
10	Dec 11 2020 10:	areas Listening sessions. Learn about people's frustrations with gaps in services, especially mental health services which impact homelessness, jail services, psychiatric services, hospital services and law	
11	Dec 11 2020 10:	enforcement services. Prioritize legal locals & enforce responsibility for aid (e.g., sobriety). Build housing everywhere, not just 'over there', and don't pay for overpriced real estate with public money. Develop land already owned, either public or private. More patrols in trouble areas and ombudsman for public safety	
12	Dec 11 2020 10:	concerns.	
13	Dec 11 2020 01:	utilize resources appropriately Make city parks a safe place for families. Can we upgrade the bathrooms, specifically at Howarth	
14	Dec 11 2020 12:	park and spring lake by the swimming lagoon. More law enforcement funding.	
16	Dec 10 2020 08:	Maybe increase lighting in area or streets that don't have them.	
17	Dec 10 2020 05:	Maybe have some kind of job training corp that offers job training to people who need it. Fund our police and sherif departments. Hold homeless accountable for their actions if they are to receive taxpayer funded services. If individuals continue to flout the law, cut the financial support. There is absolutely not accountability for the actions taken, just millions of dollars continued to be	
18	Dec 10 2020 04:	spent. Horrible. Specific, funded, dedicated team of support personel. Expansion of planned housing for the	
19	Dec 10 2020 04:	homeless.	
20	Dec 10 2020 03:	Provide housing and job development for the homeless Don't use house price median of a neighborhood to divide up services or cost. Use median income of	
21	Dec 10 2020 12:	household. Have more community input instead of allowing just the board of supervisor act like they know what	
22	Dec 10 2020 12:	the community wants	
23	Dec 10 2020 12:	Make substantive changes to planning and development policies. Ensure MHSA funds are aligned to these goals.  Apply for or access any other state or federal funds for housing.  Engage the community to try and circumvent "NIMBY"	
24	Dec 10 2020 12:	Ensure cities are engaged so issues don't disproportionately impact unincorporated areas. Let the police officers do their jobs. Hold criminals accountable for their actions. Criminal acts	
25	Dec 10 2020 12:	deserve punishment. Give long term temporary homes to the homeless.	
27	Dec 10 2020 12:	Build homes everywhere we can.	

- We need to get the homeless out of the creek and riparian areas where they are leaving tons of trash that winds up in the rivers and oceans. Create safe work-camps like they did in the Great Depression. Put folks to work picking up trash, cleaning up parks and wild areas, painting over graffiti, cutting
- 28 Dec 10 2020 12: down weeds on County-owned roadsides to prevent wildfires.  
Eliminate all short term vacation rentals of less than 30 days in residential neighborhoods. We had
- 29 Dec 10 2020 12: two close calls with fire at an Airbnb in the last year. One during a mandatory evacuation.
- 30 Dec 10 2020 12: Increase taxes for incomes above \$80,000
- 33 Dec 10 2020 11: Get the appropriate agencies together to avoid duplication of services/efforts. More collaboration  
Provide more funding for healthcare utilities so we can provide resources to
- 34 Dec 10 2020 11: impoverished/overlooked populations.
- 35 Dec 10 2020 11: I think goal 2 can be an objective of goal 1  
Engage individuals, in addition to 'representatives from groups', by asking what is important to them
- 36 Dec 10 2020 10: and how they see support being most helpful.  
I feel it would be important to run a full audit/assessment of the County's services to fully explore the gaps and to uncover the make-shift fixes. This will help leaders to pull the layers back and be confronted with the shortcomings and face the facts of the gaps and the necessity to distribute
- 37 Dec 08 2020 02: services more equitably.  
I understand there has been some positive outcomes on recent homeless mitigation attempts. I would share that widely and increase efforts to accelerate positive outcomes.
- Efforts to oversee the Sheriff's office need to be continued and increased, as does coordination with the cities. Also, supporting services should be put in place to allow ride alongs or alternate agencies to respond (e.g. mental health or drug addiction specialists, etc). The goal would be to leave the law
- 38 Dec 08 2020 12: enforcement agencies to deal with criminals and investigations.  
Convert existing structures, like motels or unused buildings, into shelters or residences, and in-fill
- 39 Dec 07 2020 03: empty lots with tiny houses or similar easy-to-construct shelter.  
Perceived gaps in service could be alleviated by a sharing platform. Once the pandemic is over, a
- 40 Dec 07 2020 01: community forum that discusses the broad groups and what they provide.  
Housing first approach, DECRIMINALIZE HOMELESSNESS, stop traumatizing unhoused people with policing and sweeps that take what little they have. For equity, bring those who are affected in underserved communities to decision making power, they know what they need best! Look for ways
- 41 Dec 05 2020 02: to enact reparations.
- 42 Dec 02 2020 07: Establish metrics to achieve, report to the public to increase accountability.
1. Revise the county eviction moratorium approved last February to bar all evictions, rent increases, and foreclosures until 12 months after the end of the Covid-19 public health emergency.
  2. Revise and extend the county 10-day emergency paid sick leave urgency ordinance that will expire on December 31, 2020 for all workers affected by Covid-19 and employed by large companies.
  3. Approve permanent paid sick leave that enables workers employed by firms with more than 10 workers to accrue up to nine paid sick days a year and workers for small employers five paid sick days a year.
- 43 Dec 02 2020 03: Employ expertise rather than insiders, family members, and more of the usual. And beef up "Objectives" since the few I looked at lacked truly measurable aspects (numbers, by-dates). Soft
- 44 Dec 01 2020 11: objectives are meaningless beyond political rhetoric.  
Ease zoning restrictions on housing developments, enact policies to encourage construction of low-income housing and multi-family units rather than luxury condos and single-family homes. Enact policies to strengthen the economic safety net for essential workers and other communities who
- 45 Nov 27 2020 02: have increased risk of Covid exposure.  
Leverage existing community based services in the Springs while further developing the Specific Plan. Develop a roads master plan to support economic growth, reduce highway congestion and
- 46 Nov 27 2020 09: community safety.



Offer some sort of incentive for landlords to make their properties affordable and accessible for all not just the well off. Establishing more community centers specifically geared towards people without homes. Somewhere to wash clothes, shower, have computer access, rest and eat.

As far as where the money comes from I'm not sure. But getting homeless peoples' basic needs met should be the #1 priority. Sonoma Acts of Kindness is doing great work and I'm sure would have much

47 Nov 24 2020 07: insight.

I don't really have room for suggestions if the county isn't transparent about what policies and

48 Nov 19 2020 01: innovative ideas it has considered vs implemented.

Re: Homelessness

Create "exit plans" as groups help transition homeless individuals into more permanent situations. Currently groups come in and move individuals into other temporary or permanent situations without addressing other surrounding issues. While homeless, many individuals amass various items and become attached to them. These items/trash are typically left wherever the individual was living before getting moved to a new location and no one is responsible for clean-up. Whoever is responsible for the transition should help coordinate the cleanup of these areas so they do not keep growing with time, get into our waterways and potentially create health hazards. Many homeless individuals would be willing to help with any moving and cleaning up of items as experience has shown that most individuals want to be responsible for their possessions. This would require coordination between groups, but it would help in ensuring lasting transitions, reduce the amount of items left behind, and provide support and purpose to those going through these transition periods.

Re: Housing Development

I support this goal, but it's important to make sure that any development of county properties is not done in open-space areas. Maintaining our open space areas is important for everyone's health and well-being. Eliminating these areas for housing development is harmful to both our environment and our mental well-being. Focus should instead be put towards re-purposing older office buildings, abandoned parking lots, etc that are not being used. Any development should also be sustainable and preferably LEED certified. City of Milwaukee has been doing great work in this area, with cities like Houston, TX and Eureka, CA following suit in varying degrees.

49 Nov 19 2020 01: <https://www.hacm.org/about-us/initiatives/green-design-for-all>

find out how many of the homelessness need mental health services and drug rehab, many with these issues do not want help and will not stay in a hotel or camp. 2nd, purchase more motels, camp sites, etc. 3rd. Offer employment, for example if they are in a motel, they could clean the property or

50 Nov 19 2020 10: rooms or learn a new skill. I am sure these have been discussed but more action is needed..

51 Nov 19 2020 10: These all are admirable goals.

I am glad to see more systemic thinking being utilized. Input from the 'beneficiary populations' and the general public is essential. Consider using Systems methods such as WindTunneling <http://windtunneling.com/> or Conversation Mapping to evoke emergent solutions that come directly

52 Nov 19 2020 08: from the wisdom of stakeholders in the county.

Explore a public bank. Also, other cities have found that increased proactive services reduce the costs

53 Nov 18 2020 07: of emergency and police services

Part if that goal 1 has to be to include nutritional security for the most vulnerable. That has been missing. Homelessness and housing has been a focus, yet not as much has been done. It'd be great to invest in more partnerships AND to loosen development density restrictions to encourage use of more tiny homes, very small apartments in bigger complexes. On Goal three, we need to continue to prioritize Housing First policy.

54 Nov 18 2020 06:

55 Nov 18 2020 03: I am a doctoral student and would love to to a study for the county in advancement of their goals.

Get SMART to be a better partner. Invest in previously dense unincorporated communities, ie

56 Nov 18 2020 02: Bloomfield, jimtown, two rock, stony point etc.

Hire and train more law enforcement and our courts to identify and help ensure homeless and drug addicted community members transition to mandatory resources such as mental health and addiction residential facilities with integrative resources such as part time work and housing to help

57 Nov 18 2020 01: them transition into better self care and independence.

Solicit feedback from people experiencing homelessness and hardship, placing emphasis on voices of BIPOC residents, and spread messages of compassion and collaboration so our general public embraces those experiencing hardship as fellow community members deserving of respect and care. Invest in Mental Health programs and sustained mental health services. Provide sustained temporary housing for those who are homeless with programs designed to address issues and help them gain the emotional and life skills to be on their own. Some will need a lot of time.

58 Nov 18 2020 01: time.  
59 Nov 18 2020 12: Sonoma County will need to continue exploring all possible options to make housing more affordable in the county. I would be interested to hear of all of these options that can be explored as not all areas of our county is similar.

60 Nov 18 2020 12: Health Action has some existing good strategies for both. County needs to continue focusing on affordable housing, particularly for low income people and agricultural and service workers and teachers. This means allocating ongoing resources to housing, including building more apartment buildings. There are so many locations within existing towns to do so without having to build on greenbelt areas. Hopefully the old hospital land on Chanate can be developed to include significant affordable mixed use housing, as well as the Development Center in Glen Ellen. For health care, the county needs to continue to address inequities with special focus on Latinex population.

61 Nov 17 2020 06: county needs to continue to address inequities with special focus on Latinex population.  
62 Nov 17 2020 06: Sorry, I don't.  
Reduce regulations for housing units. we have a supply problem. with more housing, more affordability will follow. freeze property taxes to not increase cost more

63 Nov 17 2020 11: Ask social workers and clinic workers what needs they see. Get income statistics for residents and calculate what rents would be appropriate for their income and make new housing fit what they can afford.

65 Nov 16 2020 08: To better integrate care and achieve equity in "public safety" (especially of our most vulnerable who cost the most to serve) redirect a significant fraction of funding (~30-50%) from expensive and inappropriately trained police officers to social workers and other first responders who are more properly trained in the public and mental health services needed to deescalate and safely resolve a large number of these public safety calls.

66 Nov 16 2020 03: large number of these public safety calls.  
67 Nov 16 2020 01: More affordable housing for Seniors and disabled  
68 Nov 16 2020 01: If money was used only for this and not a general fund I would support a tax increase  
Purchase a tract of land to make a trailer park with reasonable fees, showers, bathrooms, laundry and good security.

69 Nov 16 2020 12: good security.  
70 Nov 16 2020 10: Affordable housing & green jobs!  
71 Nov 15 2020 10: Spend less on free programs! Enough has been spent on free programs!  
Skilled management, annual job reviews so staff understand their role and expectations of them, inclusion of certified neutral project management skillsets for all goals, a solid commitment to a data initiative with independent, monitor-able oversight.

72 Nov 15 2020 08: initiative with independent, monitor-able oversight.  
Provide incentives for the homeless/drug addicted by training for jobs and self appreciation classes,

73 Nov 15 2020 05: attending AA meetings and obtaining a sponsor  
74 Nov 15 2020 11: free housing/creative housing solutions like co-op run and community halls

Upzoning neighborhoods near transit lines and streamline the permit process and fees to ensure it's not just massive developers who participate in said development. Top down planning with rigid structures doesn't work, the regulations should be a guiding hand, not a strict guideline.

75 Nov 15 2020 10: structures doesn't work, the regulations should be a guiding hand, not a strict guideline.  
76 Nov 15 2020 09: Diverse Access to shelter  
Establish a public bank. So funds can be re-invested services. Collect and study data so Goal 1 is realistically understood. Really understand the problems that are systemic. Such as homeless youth as children as children of homeless, sometimes dysfunctional families. Wh

77 Nov 14 2020 08: as children as children of homeless, sometimes dysfunctional families. Wh  
78 Nov 14 2020 05: Defund the police, and stop the sweeps!!!  
All of them are laudable. And all will require enhanced funding. The conventional funding sources — tax increases, program cutbacks, and bond sales — will be woefully insufficient in view of the massive need. Therefore we need to support the development of a public bank, whether at the state, regional, or local level, which will be able to provide funding resources at far lower costs than the current lending institutions can offer.

79 Nov 14 2020 11: current lending institutions can offer.  
Drivers don't stop at stop signs or flashing crosswalk signals when Pedestrians crossing the streets.

80 Nov 13 2020 09: without getting hit when speeders speeding really fast

- I imagine we need money to enhance services based on coordination and collaboration on how to
- 81 Nov 13 2020 08: reduce homelessness
- Number 4 needs to start WAY upstream. Reduce homelessness by disrupting the intergenerational transmission of adverse childhood experiences (ACEs) and toxic stress. Intervening upstream to stop the spread of ACEs will result in drastic reductions of many community problems, all at once (e.g. arrests, addiction, depression, suicide, teen pregnancy, school failure, etc). Also, please recognize that the most vulnerable people in our community are the babies and children. It is extremely frustrating to hear our County leaders use that term over and over and not acknowledge that investments in our "most vulnerable" are the babies and children. Investing upstream to support healthy brain and emotional development will generate the largest return on investment for our
- 83 Nov 13 2020 06: community. Please follow the science and show us some leadership on this.
- 84 Nov 13 2020 05: Provide more mental health services
- 85 Nov 13 2020 01: Housing first, with supports and no judgements - put people in housing!
- 86 Nov 13 2020 01: Urban growth limits, expedited permitting processes. Housing-first homeless solutions. Focus on serving the people in the unincorporated areas. These are where the most poorly served
- 87 Nov 13 2020 01: people live. Expand mental health services and facilities and decriminalize personal drug offenses. Mental health workers should be making calls to diffuse relative situations instead of police. Expanding mental health resources will also allow us an opportunity to collect more data on why there is a problem in
- 88 Nov 13 2020 01: the first place.
- Invest in community to keep communities safe, not in systems that oppress and dehumanize the most vulnerable. Create a mental health response team, give to the shelterless unconditionally,
- 89 Nov 13 2020 12: invest in our most vulnerable and recognize them as the powerful people they already are. Designate waterways and stream corridors as essential elements for healthy communities by encouraging neighborhoods and nearby schools to actively participate in making them parkways that
- 90 Nov 13 2020 12: can increase easy pedestrian and bicycle access to shopping and housing . Doesn't seem like my job to solve the economic woes of late stage capitalism but there are a REMARKABLE number of empty vacation properties and stuff like that represent a lack of resources
- 92 Nov 13 2020 12: for the actual residents of this county.
- 93 Nov 13 2020 11: Affordable/free housing. Clean needle clinics. Make sure the people working directly on this are doing it because they are passionate about it and
- 94 Nov 13 2020 10: not for the pay. More police presence, add bike/walking lane along ridge road between airport and Gualala Court.
- 95 Nov 13 2020 10: This will increase safety as well as health of our residents.
- 96 Nov 13 2020 10: I trust you and the involved advocates Change zoning. Invest in public transportation. Reduce police funding and invest that money back
- 97 Nov 13 2020 10: into community services.
- Connect with local activists and leaders currently doing the work to reduce and improve on homelessness in our community. Local Action!, COTS, Catholic charities, the living room, all do great work in making sure our most vulnerable populations are protected. Reduce police intervention in
- 98 Nov 13 2020 10: providing gaps of service and work with community groups providing mutual aid and care Build housing for houseless people. And provide those who want it with healthcare, mental healthcare, and dedication services.
- 99 Nov 13 2020 09: As well as job assistance and opportunities
- 100 Nov 13 2020 08: Provide adequate funding now.
- 101 Nov 13 2020 08: Modify housing guidelines and permitting to prioritize low and very low income needs.
- 102 Nov 13 2020 04: Use logic and not emotion when making decisions Provide housing for the homeless. Meet people's direct care needs. This model has worked in the
- 103 Nov 12 2020 11: state of Utah.
- 105 Nov 12 2020 10: Not specifically

Re gaps in services to those most vulnerable - work with on-the-ground community groups who are networked with these people. The lowest paid members of our community - farm workers and many providing "essential services" are hungry, can't pay bills, are high risk for COVID and homelessness now. Workplace protection for COVID must be strengthened, alternative job training provided where needed, and local food providers (including supermarkets, which are doing very well financially), must prioritize feeding hungry people.

Re - reducing homelessness, I'd like to see truly low income housing in urban areas where commercial and retail businesses have been closing. How about apartments in Coddington mall? There are lots of vacant office buildings that could become apartments, duplexes, etc.

106 Nov 12 2020 08:

107 Nov 12 2020 07: require departments to desilo and develop integrated annual goals and objectives

Continue to study the stats and hire the consulting firm you did -- the one showing that a whopper amount of money goes to the same relatively smaller amount of "frequent flier" homeless people. Continue to coordinate stats with hospital, police, social service and mental health departments -- put workers in teams give them the resources to get people off the streets. And back home to their

108 Nov 12 2020 03: communities of origin!

109 Nov 12 2020 02: Make this a priority for funding and action

Ensure that food support for the most vulnerable is in the programmatic mix. Food insecurity is a

110 Nov 12 2020 12: serious issue in our county.

111 Nov 12 2020 12: Coordination among other communities and departments

112 Nov 12 2020 10: I think funding basic needs like food, housing, and mental health will accomplish many of our goals.

Ensure that the County is collaborating and consulting with community based organizations that are

113 Nov 12 2020 10: already doing this work.

Use pricing incentives through your zoning ordinance to increase the building of smaller more flexible working/living spaces.

114 Nov 12 2020 09: working/living spaces.

Gather specific data about vulnerable groups and how housing should be developed to support their needs. Also determine services that need distribution and understand/address obstacles to getting

115 Nov 12 2020 09: the help to those in need.

We need to invest in BIPOC and immigrant communities and listen to community-led change around resilient climate action

We need to support and follow Indigenous leadership, especially around land and resource management

We need to center our day labourers' needs during climate crises like fires/floods and ensure that emergency shelters are gender inclusive, culturally welcoming, and properly prepared with

116 Nov 12 2020 09: translation services, where people feel safe no matter their documentation status

I think one of the bog issues is mental health services availability in our communities. We need mental health at the forefront of our schools and community support services. We need a better system of reaching and helping the ones who need it most. Integration is helpful, but only if done right and efficiently. We also need community voices. A bunch of right, well to do, white people should not be the only voice. Ask the residents that are struggling what they think can help. Listen to the voices of those living on the street, those who own the businesses they sleep next to, and their

117 Nov 11 2020 11: families.

Solutions should be strongly informed by the people they are aiming to help. Eg addressing gaps in

118 Nov 11 2020 09: services to county's most vulnerable should ask most vulnerable what they need to fill in the gaps.

119 Nov 11 2020 07: Talk with social workers and community leaders of organizations like NBRP

120 Nov 11 2020 07: Not at this time.

1. We have to break the NIMBY curse so that lawsuits don't delay and increase the cost of development

2. Find ways to help with funding construction of more affordable housing. I'd love to invest in something like that but don't have enough money for some developer but could still contribute

121 Nov 11 2020 04: significant cash!

Be in collaboration with housing activists and people who work with houseless populations and have input from folks experiencing houselessness. Take into consideration what services they request. Use

122 Nov 11 2020 02: county and city land to build carbon-neutral free and low-income housing.

123 Nov 11 2020 01: Establish a public bank to help finance these goals.

- 125 Nov 11 2020 12: Support IOLERO's monitoring of law enforcement so our families of color will feel and be safe.  
Build vertically, taller housing complexes can allow for more housing on the same sized parcel of land.  
Allocate housing for homeless, there's no way they can get back on their feet without a roof over
- 126 Nov 11 2020 11: their head  
Stop inviting homeless and criminal populations to our city and county. Don't spend all our \$ and all
- 127 Nov 11 2020 11: your time building programs for them when you can't service the longtime residents.  
A local article recently showed that cross-service coordination spent an average \$25K+ a year on a set  
number of individuals; more coordination and ensuring the county can offer wrap-around care that  
addresses family needs as a whole and not just in parts (housing, food security, job skills,  
rehabilitation, mental health services, etc.) I think is a good direction to move forward in and a more
- 128 Nov 11 2020 10: efficient use of resources to meet community needs.  
Listen to the communities those services will impact. Make an effort to make sure you don't burn out  
the employees you hire to support these communities on the front line by properly evaluating the  
positions and making sure you hire enough people instead of under hiring and having a high turn over
- 129 Nov 11 2020 10: rate
- 130 Nov 11 2020 10: Buy motels or other buildings.  
Invest in housing using a skilled and trained workforce that creates pathways to the middle class for
- 131 Nov 11 2020 09: disadvantaged communities.  
  
Increase funding for mental and social services, decrease funding for law enforcement. Hiring more a  
more diverse county workforce so that everyone's voices get heard. Investing in communities of color
- 132 Nov 11 2020 09: and uplifting their leaders to help resolve systemic blindspots in local government.
- 134 Nov 11 2020 08: Wide, collaborative effort with a diverse coalition that highlight BIPOC voices.
- 135 Nov 11 2020 07: Developers must contribute more ongoing basis - tourism impacts must be taxed more appropriately.  
Create core groups from teens, adults, and seniors to participate in various projects that will address
- 136 Nov 11 2020 07: the County's goals.
- 137 Nov 11 2020 01: Maybe budget better? Tax higher incomes locally  
Invite representatives of vulnerable populations and ask them what they need. Add language to the
- 138 Nov 10 2020 09: general plan mandating population density requirements at transportation hubs  
Shut down Mendocino ave to cars and provide shuttle to SRJC; invest in infrastructure for year round
- 139 Nov 10 2020 07: indoor farmers markets  
Southwest Santa Rosa needs more county investment. Roads, school, low income housing needs to
- 140 Nov 10 2020 07: be in all areas of santa rosa and county not just in Southwest Santa Rosa.
- 141 Nov 10 2020 07: A dedicate source of funds, find it, reallocate it, the vulnerable need help now  
Incentivize housing development near transportation, services AND employment through tax  
abatements and reduced requirement for vehicle parking on site.  
  
Establish equitable and data-driven distribution of services by investigating the smart cities approach  
used in West Hollywood around regarding constituents as customers. Kate Kogongo of the City of
- 142 Nov 10 2020 06: West Hollywood is a resource here.
- 143 Nov 10 2020 06: Consult long time homeless advocates in the community.
- 144 Nov 10 2020 05: Promotion of neighborhood watch programs, list of homeless resources to distribute
- 145 Nov 10 2020 05: Create affordable housing  
There is a relatively large and secure space to provide homeless services at the back area of the  
Sonoma County Fair Grounds. Empty buildings could be easily adapted to provide shelter for  
homeless, some water, bathrooms and electricity are already available. Some RV parking spaces area
- 146 Nov 10 2020 02: options as well.
- 147 Nov 10 2020 02: no, I'm depending on qualified leaders who have acquired positions in the local government.  
Provide services and support in underserved communities. Keep up with infrastructure demands In all
- 148 Nov 10 2020 12: neighborhoods. Including a full service dedicated library for Roseland.
- 150 Nov 10 2020 12: Reallocate funds from the Police's budget for the services that will best help the most vulnerable.  
Audit the Health Department to determine whether the large amounts of taxpayer/community
- 151 Nov 10 2020 12: money is being spent in the most effective manner.  
  
I think Goals 1 and 4 are related. Creating housing an job opportunities for those who are currently  
unhoused would be a big step in the right direction. The work that the innovative mayor (whose
- 152 Nov 10 2020 11: name escapes me at the moment) did in Curitiba Brazil was an excellent example.

- Have a citizen audit of all money being spent on homelessness and why the more we spend the larger the problems get. Stop drawing them here. Get mental health live-in facilities going. For addicts, put them in treatment as many times as it takes in exchange for work (cleanup the community), but no living on the streets, drug court must be utilized. Brighten up All street lighting in the main SR
- 153 Nov 10 2020 10: downtown.
- 154 Nov 10 2020 10: Increasing affordable housing, not just all housing.  
The goals are wrong. Pave the roads, ensure safety, be efficient - the future always belongs to the
- 155 Nov 10 2020 10: best run communities. Don't exceed your mandate.
- 156 Nov 10 2020 09: Pull funds from police budget and reinvest that money into public housing.
- 157 Nov 10 2020 09: Sadly, no suggestions yet. I am still researching!  
These are very complex issues and there isn't just one solution. It is based on what the actual situation is. Each community is different. But overall, solutions should empower community
- 160 Nov 10 2020 09: members.  
  
Establish community services that are not simply just charity (look into mutual aid programs and programs that actually help house, treat, etc.), make our community feel safe again by reigning in law enforcement and reducing their ominous and threatening presence in places that are unfairly surveiled and policed. Work in conjunction with anticipated Santa Rosa in CAHOOTS style program of responding to most calls. Do NOT build a new adult detention center, we do NOT need more incentive to incarcerate people in our county. We've already seen how much money Essick makes off of the current one. Charging obscene rates for basic commissary items, it's abhorrent. Follow the lead
- 162 Nov 10 2020 07: of places like Portland and LA with their law enforcement handling as of the summer.  
  
Homeless need to be given a safe place to reside, and the people of this county should not have to suffer the consequences of this Boards light weight responses to the fifth, lawlessness, theft and fear that accompany this population. No more travel trailers littering our neighborhoods, no more people given the green light to live on our streets. Find a place (Sonoma Developmental Center) Work with the Governor & funnel resources into making it a hub for all things homeless. Do something so that law enforcement can direct people out of our parks & out of the neighborhoods, and into a respectful living center. Let our police do their job. "Sir, you may not live in the park, but you can live at the SDC where you will receive the services that you need. But, you need to leave the park now, or it's going to be a visit to jail." You folks have been dancing around this issue in our County (and so has the City) for far too long. Housing first will work for some, but it will never be an appropriate expectation for meth and heroine addicts, stop listening to the hype, it's an expensive pipe dream, and the people you represent are well over it. If the County and City are going to continue to allow travel trailers, the sewage, and the filth, then find somewhere out of our neighborhoods for them to go. Common sense policies need to be on this boards front burners. Do something different, the
- 163 Nov 10 2020 07: money and hotel buying isn't going to reach enough people. Open up the SDC, just do it.
- 164 Nov 10 2020 07: Invest in improving mental health services and rehabilitation programs  
Purchase properties near transportation, either raw land for building or buildings that can be converted into affordable subsidized housing for homeless. It's time to think outside the box on these units and look at what other countries/states are doing that has been successful and use
- 165 Nov 10 2020 05: /modify their models.
- 167 Nov 10 2020 04: Build affordable housing anywhere. Limit Vacation homes and short term rentals.
- 168 Nov 09 2020 09: Upzone - allow 4 plexes everywhere with ministerial approval.
- 169 Nov 09 2020 02: Yes, hire Pandora Thomas to come assist this community. <https://youtu.be/sEZX6-9uNPY>  
Reach out appropriately to those in the most impacted communities through e.g. North Bay Organizing Project, labor organizations, farmworkers, Homeless Action...to find out how they would
- 170 Nov 09 2020 12: answer this!  
Tacklet the real estate and landlord market; these industries drive up prices. My home, a very modest abode is valued at over 500,000. I think it's worth is \$275,000. The inflation is outrageous. Plus, my
- 172 Nov 09 2020 06: friends pay more for rent than what I do for my mortgage.  
To actually do something that the citizens agree with. Make a plan and involve citizens, implement
- 173 Nov 07 2020 10: and follow through. Action needs to be taken swiftly.
- 174 Nov 07 2020 02: Reduce barriers to development and make science based decisions
- 175 Nov 07 2020 12: Build high rise low income housing in Sonoma county  
  
Working intersectionally is the only way to start, that is by including the most marginalized in the
- 176 Nov 07 2020 11: decision making. Use best practices derived from other jurisdictions. Only use Evidence Based models

improve bus schedule and routes,so working people can use bus to get to and from work without

177 Nov 07 2020 06: taking 1.5 or 2 hrs to get across town .

178 Nov 06 2020 01: Do a better job with "housing first"

179 Nov 05 2020 07: INVEST ON THEM

Sonoma County Five-Year Strategic Plan - Community

Are there any additional Healthy and Safe Communities goals that should be included in the County's Strategic Plan? (Please be specific)

Answered 159  
 Skipped 128

Respondents	Response Date	Responses	Tags
1	Dec 12 2020 03:	Don't know Smoking/vaping still is the #1 most preventable cause of disease and death annually nationwide and costs counties thousands in medical care while taking a disproportionate toll on POC and low SES. Support efforts to reduce the harmful effects of tobacco use such as passing policies that reduce youth initiation and everyone's expose to secondhand smoke.	
2	Dec 12 2020 12:		
3	Dec 11 2020 02:	all are important goals, difficult to choose	
4	Dec 11 2020 01:	Racial equity in light of COVID infection disparities Integrate peer providers throughout systems of care, nurture career development including creating and supporting career lattices for peer providers, bi-lingual, bi-cultural staff	
5	Dec 11 2020 11:	supporting career lattices for peer providers, bi-lingual, bi-cultural staff	
6	Dec 11 2020 10:	no Expanding the mental health care abilities to relieve the police of this oftentimes difficult interactions. As an	
7	Dec 11 2020 10:	educator, I also feel teachers need this intervention by mental health professionals also	
8	Dec 11 2020 10:	Recognize that sonoma county has a limited water supply that is being over drafted!	
9	Dec 11 2020 10:	Guns, gangs, drugs, housing, and se habla español are all related whether or not anyone is willing to admit it	
10	Dec 11 2020 04:	Closing big retail businesses while letting small businesses operate during this pandemic. yes bathrooms and supplies for the amount of taxes we pay and money that is made we should have fully stocked	
11	Dec 11 2020 01:	bathrooms all over and trash cans.water and trash should be free.	
12	Dec 11 2020 12:	Preserving outdoor space for generations to cone Focus on essential resources that ensure health (water quality, balances housing including low income, healthy	
13	Dec 10 2020 07:	workplaces, etc.)	
14	Dec 10 2020 05:	I think many people could use dental and health support services not covered by Medi-Cal or Medicare! Focus on fire mitigation. Use more taxpayer money and PGE monies for this instead of everything you are looking	
15	Dec 10 2020 04:	to spend it on. Horrible	
16	Dec 10 2020 03:	No	
17	Dec 10 2020 12:	Health, Wellness and Safety of neighborhoods.	
18	Dec 10 2020 12:	Covid has shown disparities in the latino community I. Something needs to be done to address future pandemics.	
19	Dec 10 2020 12:	Increase affordable and "tiny village" based housing options. Enhance mental health response teams to support law enforcement.  Support the expansion of short term mental health crisis beds.  Address and ameliorate negative environmental impacts of homeless encampment such as waterway pollution and	
20	Dec 10 2020 12:	wildfires. Learn from this pandemic and apply it to the future. Provide vaccines to everyone.	
21	Dec 10 2020 12:	Have people still where masks, especially when indoor dining starts again. Start a program to entice landowners to plant native trees on bare land to help combat climate change. Go back to removing weeds and overgrown plants along roadsides to help prevent wildfires. The County used to do	
22	Dec 10 2020 12:	it, but no longer does.	
23	Dec 10 2020 12:	Those outlined are adequate but I would like to see contingencies on each of the goals.	
24	Dec 10 2020 12:	As written it seems to imply police investment. Need to explicitly call out fire safety	
25	Dec 10 2020 11:	Include County full adherence (incl. Sheriff Dept. implementation) of State Covid advisories	
26	Dec 10 2020 11:	With a rise in substance use and overdoses we need to address this important public health matter	
27	Dec 10 2020 11:	Masks and hand sanitizer to be free and provided at any public establishment.	
28	Dec 10 2020 11:	Healthy food shed (to be determined by more community input)	
29	Dec 10 2020 10:	Individuals feeling their needs are heard and addresses There needs to be an acknowledgement of the negative impacts of law enforcement encounters on the mental	
30	Dec 08 2020 02:	health of residents and how the county plans to address it (response, protocol & accountability).	
31	Dec 08 2020 12:	Ensure that there are no food desserts and all neighborhoods have access to reasonably priced fresh organic food. Housing First has been demonstrated to be the most effective solution to homelessness; mental and substance	
32	Dec 07 2020 03:	abuse issues cannot be solved as easily unless stable housing is provided first.	
33	Dec 07 2020 01:	Look to the Age Friendly Communities plan.	



- Use risk mitigation (ie safe injection sites, needle exchange, etc), decriminalize drugs completely  
And approach drugs and mental health as medical/health issues instead of using incarceration that makes things worse. Remove use of force from mental health issues (ie measure o task force, social workers instead of LEO). Address police brutality that makes BIPOC unsafe-change use of force laws, demilitarize police, address human rights violations, end qualified immunity, reinvest money spent brutalizing people and help them through social
- 34 Dec 05 2020 02: programs where appropriate training is there.  
Incorporate workforce development and economic innovation into housing, reducing homelessness (peer recovery
- 35 Dec 02 2020 07: programs).  
Ensure that the County is fully staffed, including no reductions in hours or layoffs of county workers, and that safety protocols, including telework options, are adopted equitably amongst essential County workers and the public they serve. Understaffing will negatively impact services provided to our community's most vulnerable members, particularly those in the Latino community. Reduced hours and layoffs, which often affect workers of color most, will result in greater economic and racial inequality in the County
- 36 Dec 02 2020 03:  
Aggressively review all property in county playbook currently sitting as redundant for repurposing to address these goals. And otherwise build in tools for maximizing resilience, robustness. To include funding streams, known and
- 37 Dec 01 2020 11: potential.
- 38 Nov 27 2020 02: No, that looks like a good list.  
Road master plan for additional/alternative neighborhood safety response and evacuations. Supports economic
- 39 Nov 27 2020 09: development as well.  
A goal to create a wellness team who can be called when you dont want to involve law enforcement because 1 they
- 40 Nov 24 2020 07: make you feel unsafe or 2 because you think they could make the situation worse.
- 41 Nov 19 2020 01: Youth mental health (now exacerbated by covid)  
Ensure protection of natural resources and access to those natural resources, like our waterways, so that all community members can benefit from their mental and physical benefits, as well as be provided with things like
- 42 Nov 19 2020 01: clean water.
- 43 Nov 19 2020 10: I read the goal and it looks very promising!  
prevention and reduction of substance use, especially for adolescents in our community. this is a HUGE epidemic
- 44 Nov 19 2020 08: and sadly seems 'normalized' (and supported by) our huge alcohol and cannabis industries. major blind spot.
- 45 Nov 18 2020 07: Shared streets strategies making walking and biking (and other active modalities) easier and safer.  
As mentioned above, providing more nutritional security, especially for those recovering from illnesses, for the
- 46 Nov 18 2020 06: aged and for poorest residents.
- 47 Nov 18 2020 04: Education about and care for the mentally ill.
- 48 Nov 18 2020 03: Make sure that mental health is included.
- 49 Nov 18 2020 02: Open air bus trolley network  
Ensure that low income non addict caucasians have as equal access to low income resources as do those of color or hispanic backgrounds. Because my family appears caucasian and do not speak spanish we have had difficulty receiving such things as access to low income housing assistance and child care resources for one of my sons who is
- 50 Nov 18 2020 01: a single father. This is discrimination and all lives matter.  
Address the public's concerns about having a Sheriff and law enforcement that resists transparency. Make a specific goal for redistributing resources in a way that decreases demand on and size of police and sheriff's office, and instead emphasizes proactive community programs and response strategies that actually make people feel safer, not in more danger. Safety means responding to mental health and domestic abuse calls with well resourced
- 51 Nov 18 2020 01: professionals (organizations, social workers, mental health professionals), not sending police with firearms.  
Create mental health unit(s) that will be utilized in response to calls and situations that arise in communities, responding with police.  
INCREASE police mental health response training.
- 52 Nov 18 2020 12: Work with police culture to increase empathy and conscience in community interactions.  
Given the passage of Measure O, I would like to see more extensive mental health services that would directly address health and safety concerns of the community. Mental health needs to be greatly prioritized, as well as
- 53 Nov 18 2020 12: other social services that can be offered to the greatest extent possible.  
Continue to focus on racism and inequity issues in our police and sheriff's departments. Set up robust oversight systems in departments so that criminal injustices are not ignored and officers are held accountable for their
- 54 Nov 17 2020 06: actions.
- 55 Nov 17 2020 09: ?  
Provide education on the health value of organic produce (the way produce was grown before herbicides and
- 56 Nov 16 2020 08: pesticides).

- Implement common-sense climate action measures proven to improve respiratory health and reduce vehicle fatalities (e.g., increase enforcement of existing BAAQMD combustion penalties, ban new natural gas hook-ups and appliances, ban new gasoline/diesel stations, and implement Vision Zero transportation best practices).
- 57 Nov 16 2020 03: appliances, ban new gasoline/diesel stations, and implement Vision Zero transportation best practices).
- 58 Nov 16 2020 01: More preparedness around health epidemics for the future especially for health vulnerable people. Mental health. I do not feel comfortable walking downtown with my children when there are homeless taking off their clothes and screaming.
- 59 Nov 16 2020 01: their clothes and screaming.
- 60 Nov 16 2020 12: More waste bins and garbage cans in high dump areas. Dump vouchers or free dump days.
- 61 Nov 15 2020 08: Staff capacity building is crucial
- 62 Nov 15 2020 05: More programs for pre-teens and teens to learn how to mingle among each other/races to help stop racism
- 63 Nov 15 2020 11: no more billionaires, abolish police and prisons
- 64 Nov 15 2020 09: Sick Leave. Bring Employers to meet the need for unwell employees to have a choice to not work.
- 65 Nov 14 2020 05: Stop using the word "homeless" for those whose homes are outside!!!
- 66 Nov 14 2020 11: To repeat: Public Banking!  
Please please please ensure that police officers and any "public safety" people are incredibly well trained in trauma, ACES, behavioral health, and substance abuse.
- 67 Nov 14 2020 11: ACES, behavioral health, and substance abuse.
- 68 Nov 13 2020 09: check out for anyone walking without wearing a mask
- 69 Nov 13 2020 08: take care of the county's most vulnerable
- 70 Nov 13 2020 06: Plant more trees to help lower average temperatures especially within city limits  
County should focus more on supporting community organizations and community capacity. The County has wasted an enormous amount of money on that IBM system. You could have achieved much better outcomes had you actually followed some of the recommendation in your very own community engagement plan. It is so sad to see the County focusing on expensive, downstream services and approaches. I'm sick that Measure O is not being used to support community organizations that touch so many more residents and are more effective in improving health outcomes.
- 71 Nov 13 2020 06: health outcomes.
- 72 Nov 13 2020 01: Safe bike and ped infrastructure. Pay for lead abatement for any home/business that needs it.
- 73 Nov 13 2020 01: County should be working with schools and not treat them as placed in a silo.
- 74 Nov 13 2020 01: We need to make sure equity is considered in all areas
- 75 Nov 13 2020 12: Defunding police and reallocating resources into the community.  
Expand Creek-walk corridors that keep people physically active in clean outdoor areas, that they have had a stake in creating and maintaining.
- 76 Nov 13 2020 12: in creating and maintaining.
- 77 Nov 13 2020 12: No
- 78 Nov 13 2020 12: Defunding the police and finding mental health and other public services
- 79 Nov 13 2020 11: COVID-19 risks in Latino population.
- 80 Nov 13 2020 10: Hearn and Todd overpass expansions. A pedestrian bridge on Bellevue Avenue.  
Pacific Woods road has had 2 auto deaths in the past few years ever since the county increased the speed limit to 40mph. Old Stage Road speed limit was increased to 50mph which is very dangerous. Children and adults bike and walk along that road and there is no set trail for them. The road is wonky when driving that fast, uneven, potholes, etc. Speed limit needs to be reduced AND a safe path for biking and walking and jogging should be established. I am very concerned about global warming and count on Sonoma County to continue to be a leader in reducing emissions and living Green.
- 81 Nov 13 2020 10: etc. Speed limit needs to be reduced AND a safe path for biking and walking and jogging should be established. I am very concerned about global warming and count on Sonoma County to continue to be a leader in reducing emissions and living Green.
- 82 Nov 13 2020 10: emissions and living Green.
- 83 Nov 13 2020 10: Reduce the police budget and reinvest in social safety programs.
- 84 Nov 13 2020 08: Fire preparedness. Fuel reduction.  
Specific actions could include re-zoning and partition of parks for community gardens, with allotments for local residents. Garden allotments increase safety through the presence of community members, and connections formed among them.  
Prioritize modification of existing building stock (commercial, Rural Residential barns, etc) to create small, high-quality, low-cost housing infill. New development or construction should be de-prioritized, and large (>1500sf) private dwellings severely restricted.
- 85 Nov 13 2020 08: private dwellings severely restricted.  
We need more public transportation, more walkable communities and more bike lanes. Design public spaces at human-scale, not for cars.
- 86 Nov 12 2020 11: human-scale, not for cars.
- 87 Nov 12 2020 10: No
- 88 Nov 12 2020 10: Addressing the needs of the housed but hungry.
- 89 Nov 12 2020 09: What about supporting education or working towards equity in public education?  
Enhanced public transit to help people access food and other critical needs. An electric shuttle system in major traffic corridors would be a great service in addition to helping meet emission reduction goals.  
More support for community gardens in city parks as well as healthy food in corner stores.
- 90 Nov 12 2020 08: More bike and pedestrian paths.

There are no Health specific goals listed. Families should not be exposed to pesticide spraying drift. So Co residents should not be exposed to Radio Frequency Radiation without their permission. The number of wireless antennas continues to increase. The health department should collect data on Electronic Sensitivity 8-18%. Mandatory masks must continue and BE ENFORCED. Water quality and access to water in our schools, towns and parks must be a priority. It's cheaper to get a sugary beverage than a bottle of water for thirsty kids. Where are the drinking fountains and water fill stations? This is an economic justice issue!

91 Nov 12 2020 07: Health care for children and pregnant mothers; food security

Child care at reasonable prices for working people is a huge need! Also after school arts and sports programs for poor and working class kids -- the "lessons/activities" they aren't getting compared to affluent white kids.

A "subsidized" housing program for middle class working families -- teachers, nurses, police, firefighters, city and county workers -- is needed. Housing developments that have a public agency or nonprofit fund a share of the mortgage for qualifying workers would be a good thing -- the share would be like a "second" that would be paid back upon sale of the house. It would have to be owner-occupied. Petaluma has some developments like these which helped family members get into housing.

SPANISH SPEAKING STAFF in all public agencies (police, fire, mental health, social services, utilities etc.) should be a big recruiting concern, with bonuses for Spanish speaking employees.

93 Nov 12 2020 03: Safe needs to be defined. More policing or more training of police or new allocation of funds and responsibilities? Reduction of food insecurity

95 Nov 12 2020 12: Reduction of health care costs through healthy nutrition programs

96 Nov 12 2020 12: no

It seems that equitable access to health food would play a key role in creating "Healthy and Safe Communities".

97 Nov 12 2020 10: There should be a goal about this.

Preserve and develop affordable housing in low-poverty, high-resource areas of the County. Sonoma County has

98 Nov 12 2020 09: an affordable housing crisis.

99 Nov 12 2020 09: Access to local, seasonal, affordable produce.

Establish a 5 year plan to reduce homelessness in the county by a meaningful percentage and how to achieve that goal.

100 Nov 12 2020 09: goal.

We need to transition completely from fossil fuels to renewable energy in a way that centers working class people, not leaves us behind

101 Nov 12 2020 09:

We need to work on more pedestrian and bike safe areas in our communities. Our creeks and parks are amazing, but many have begun to be run down and need improvement. Can we legally do community improvement days with community members taking pride and helping to fix our community resources? I think we need to encourage our people to leave the electronics and connect with our communities positively. We should hold celebrations of the many different members of our community and they should be sponsored by the community we live in.

102 Nov 11 2020 11: Indigenous peoples day, Juneteenth, Holy, to name a few.

103 Nov 11 2020 07: Would they be working with school nurses who have way to many clients?

Generally I'd like Sonoma county to have better more reliable and farther reaching public transit that is well linked to transit out of the county. Resources for growing homeless community, also rent protections for tenants.

104 Nov 11 2020 05: Vegetation management and control burns to reduce and manage fire risk.

105 Nov 11 2020 04: COVID mitigation and how to support small businesses in the event of future shut downs

In services for the houseless and community please include mental health and addiction treatment.

106 Nov 11 2020 04: Provide good housing, access to food and job opportunities, and training.

107 Nov 11 2020 02: Increase oversight on law enforcement to prevent police abuses.

108 Nov 11 2020 12: Less funding for police and sheriff departments and more funding for mental health services and crisis intervention.

You aren't even enforcing the Covid orders. Make the parks and other public spaces safe by fining anti-maskers! Don't misleadingly call this "pillar" "healthy and safe communities" when all your goals are about homeless! Make our communities healthy and safe for longtime residents!!! Did you know the last time we evacuated the shelters were NOT safe, NO social distancing, a volunteer TOUCHED me (absurdly patronizing pat on the back!), and they had NO idea where to send vulnerable people. Promises of hotel vouchers were a LIE. They had no clue. It was also

109 Nov 11 2020 11: a heat wave, EXTREMELY unsafe!!!!

Making sure you give appropriate cultural response by allowing local organizations to help in the effort that already

110 Nov 11 2020 10: have connections to those communities

111 Nov 11 2020 10: Something directed at teens or young people.

112 Nov 11 2020 09: Develop a comprehensive evacuation traffic plan to reduces the time necessary for residents to leave.

113 Nov 11 2020 09: Invest in alternatives to policing, ex. CAHOOT, or other models

114 Nov 11 2020 09: Invest in alternatives to policing, ex. CAHOOT, or other models

- 115 Nov 11 2020 08: No  
Better drug addiction services, harm reduction models and coordinated mental health services. Affordable drug
- 116 Nov 11 2020 08: treatment that is not criminalized.
- 117 Nov 11 2020 07: Clean air -keep up the county's work on keeping carbon and other fumes in our air.
- 118 Nov 11 2020 07: FREE CERT and First Aid/CPR, Tai-Chi/Qigong Trainings every Spring and Summer for Teens, adults, and seniors.
- 119 Nov 11 2020 01: I'm sure but I can't think of them
- 120 Nov 10 2020 11: increase mental health support in emergency services
- 121 Nov 10 2020 09: Develop systems to gather ongoing, accurate data on farm and food system workers in Sonoma County  
A healthy community addresses food insecurity aggressively; we do well but could benefit by making it easy for
- 122 Nov 10 2020 07: local sustainable farms to provide food to the jail, hospitals, and schools.  
Implementation of measure P. Creating a more diverse Sheriff's Dept. Hiring more bilingual workforce in all depts
- 123 Nov 10 2020 07: not just human services,
- 124 Nov 10 2020 07: Support for the Sonoma Valley Community Health Center  
Unless Goal 5 includes public safety aspects of fire safety, it would be important to add a Goal 6 around resilience of our cities and surrounding environs. We cannot continue to have residents impacted by fires. Actions must be taken around forest management and resilient power.
- 125 Nov 10 2020 06: Defund the police. Consult with the Petaluma PD for new models of reform. Get mental health advocates and
- 126 Nov 10 2020 06: experts to respond to non-violent crimes, etc.
- 127 Nov 10 2020 05: Community Clean up Events..?
- 128 Nov 10 2020 05: Police oversight, anti-racism task force
- The plan seems more safety than health focused. I would like to see more about urban environments. 1) community gardens ie: access to healthy local food. 2) more open space, parks safe places to play and engage in
- 129 Nov 10 2020 02: physical activity. 3) safety and access to walk and bike pathways to engage in healthy living and physical activity.
- 130 Nov 10 2020 02: Healthcare is an issue but I don't know how to solve it for the homeless  
Encourage businesses to provide a living wage in Sonoma County including attracting businesses that can employ a
- 131 Nov 10 2020 12: skilled workforce so our residents don't have to commute out of county for sustainable careers.
- 132 Nov 10 2020 12: Probably
- 133 Nov 10 2020 12: Tax the wealthy, defund law enforcement
- 134 Nov 10 2020 11: Work with the State to ensure health coverage for all residents of the County  
Stop making homelessness comfortable. It enables them. It makes us feel unsafe to do things at night in certain
- 135 Nov 10 2020 10: areas.
- 136 Nov 10 2020 10: Prioritizing fixing service gaps for historically under-served groups.
- 137 Nov 10 2020 10: Stop promoting pot
- 138 Nov 10 2020 09: County wide rent cap so the workers that built this county, continue to maintain this county, can afford to live here.
- 139 Nov 10 2020 09: I don't know
- 140 Nov 10 2020 09: Fire safety plans
- 141 Nov 10 2020 09: Access to healthy foods.
- 142 Nov 10 2020 08: No  
House our homeless community. And not with the help of CAN and the strings they attach to their "help". We don't
- 143 Nov 10 2020 07: get to decide who is "worthy" of housing, everyone is.  
No more unregistered homeless motorhomes!!  
Our streets are dirty, scary and not what the people in this community are satisfied with.  
Homeless issue 101, forced out of parks, bushes, neighborhoods and either into a designated homeless shelter, or jail.  
Period, no more suggesting, convincing and hoping that it's the right moment for someone to expect help. Forced intervention or jail.
- 144 Nov 10 2020 07: It's high time the board starts thinking more about the good hard working community members.  
  
Specific goals to address AND TREAT incarcerated individuals who have mental health /substance abuse issues WHILE incarcerated as well as coordinated services THROUGH the COUNTY jail while I care rates so that the jail stops releasing people back to the streets and subsequently back into the jail over and over again!
- 145 Nov 10 2020 05: It's a waste of TAXPAYER \$\$\$\$
- 146 Nov 10 2020 05: Fire protection and response  
Addressing the large homeless population in Santa Rosa, many of which are unstable and on drugs. I manage a retail store downtown and the homeless population leaves their needles everywhere despite providing sharp containers, they rob us daily, and run chop shops for stolen bikes. This will not change if we simply allow them to put up fort anywhere and don't provide mental health/rehabilitation. Santa Rosa police are overwhelmed and have
- 147 Nov 10 2020 04: few options.
- 148 Nov 09 2020 09: Bike safe streets  
Take \$ from the law enforcement budget and invest in struggling communities. Take the lead from local BIPOC
- 149 Nov 09 2020 02: organizers.

- How to cover gaps in income for those who have lost jobs and income through Covid, and homes and jobs through fires.
- 150 Nov 09 2020 12: Reducing the use of plastic-
- 151 Nov 09 2020 08: Campaign for Hispanic/Latino family/business on how to reduce the use of one-use plastics.
- Non profits and FHQs take on a bulk of the accessible, affordable mental health. The County does too, but for severe cases. For the general public to reach services for the Countie's constituents, Fijians, Chinese, Eritrean,
- 152 Nov 09 2020 06: Latino, LGBTQ- it's nearly impossible to access therapy.
- Outsource Animal Services (including sheltering AND animal control) to protect it from county budget cuts, provide
- 153 Nov 08 2020 12: 21st century humane services and promote community engagement.
- 154 Nov 07 2020 10: No
- Letting seniors die of Covid 19 in care facilities is shameful and should not be tolerated in our society. It is not just a
- 155 Nov 07 2020 02: state problem.
- 156 Nov 07 2020 12: Open Sonoma County
- Intersectional work that includes a mental health rating of where Sonoma County is. No more money on law
- 157 Nov 07 2020 11: enforcement. Those dollars need to go to mental health and other trauma services.
- 158 Nov 07 2020 06: Continue to keep the viaducts at especially College, under 101, clean and safe for pedestrians.
- 159 Nov 05 2020 07: Racial equity

**Do you have any questions, or need additional clarity, on the goals listed above?**

**Answered 109**  
**Skipped 178**

Respondents	Response Date	Responses	Tags
		What is your definition of public safety? (I hope safe from discrimination is a part if not at the top	
5	Dec 11 2020 11:	of of this)	
8	Dec 11 2020 10:	Why aren't you recognizing that over population will make problems worse?	
		You should have including link specifics. Otherwise you're just using a sentence to assume	
9	Dec 11 2020 10:	intentions loaded with political buzzwords like "vulnerable", "equitable", and "services".	
		yes i need to know why there are delapidated and unused buildings why do they not, if they own these buildings hold themselves accountable for bringing them up to code and why do we have nowhere to put the surrounding homeless?	
10	Dec 11 2020 01:		
		Goal 2 is very vague and confusing.. that seems to be an overlying umbrella goal for all of the	
12	Dec 10 2020 07:	other goals.	
		It's clear. You are going to keep throwing good money out the window with no measurable results	
14	Dec 10 2020 04:	nor accountability	
15	Dec 10 2020 03:	More specific information on how the goals might be reached.	
19	Dec 10 2020 12:	Having more description on each point would be helpful.	
21	Dec 10 2020 11:	Sheriff Essick to enforce Health Dept. regulations	
		What metrics has the county established to benchmark the "success" of this survey? How will the county gather additional data from those who may not have the access to this survey? Which community organizations, activists & leaders are being called to the table to help serve as a liaison	
26	Dec 08 2020 02:	to their constituents to participate in this survey.	
30	Nov 24 2020 07	All of the above	
		Our county has a rich history of agriculture and we are more capable that most of the rest of the country to produce more of the food our population needs in our local area. Perhaps some sort of expanded and county-supported focus on residents growing food that would be used in the Food Bank or routed through non-profits who are trying to feed the vulnerable (like Meals on Wheels,	
32	Nov 18 2020 06	CERES, Food For Thought).	
		Not really. I just want to know what statistics and surveys you are relying on for your racial and equity programs.	
33	Nov 18 2020 03		
		Without better definition (e.g., metrics to track and insure safer and more equitable outcomes), Goal 5 (invest in public safety) is triggering to me. I hope it doesn't mean "Give more money to police in hopes of making fragile white people feel more safe in their racial and class isolation."	
		This would actually be a waste of limited funds and counterproductive to achieving these other	
39	Nov 16 2020 03	expressed County goals.	
40	Nov 16 2020 01	Where is all of our tax money going? I want transparency.	
		More food and free services will not help homeless. Need a free or low-fee recovery center for	
41	Nov 16 2020 12	alcoholism and addiction. Need a trailer park. Need garbage pickup.	
		public safety is entirely too broad and usually means more money for police. i challenge you to	
44	Nov 15 2020 11	put resources and time into restorative justice and community accountability structures	
45	Nov 15 2020 09	Lack of Psych services = the GAP.	
		What do you mean by integrated system of care? Food, housing, healthcare? Transportation? Education. Who do you consider the most vulnerable? What do you mean by services. Why are	
46	Nov 14 2020 08	we not feeling. safe?	
47	Nov 14 2020 05	Why is the police chief on the board of COTS?!?	
		For people who are not involved in local government but are residents, it would be nice to have a list of volunteer opportunities in the community where one could do something as part of	
49	Nov 13 2020 08	whatever improvements are being worked on. What can regular people do?	
		Goal 1 needs clarification that this includes and prioritizes investments in community	
51	Nov 13 2020 06	organizations that are more effective and efficient than the county.	
52	Nov 13 2020 01	How does the County plan to invest in public safety? What services will be invested in?	
		Creating a definitive plan and outlining it for the community to hear their response. Base our	
53	Nov 13 2020 12	actions on their direct needs and response.	

56 Nov 13 2020 12 I'm not sure if I agree with goal 5 due to the nature of the police state in this county and country

57 Nov 13 2020 10 Oversight of the owners/managers of the goals

58 Nov 13 2020 10 No but I am happy to do a local survey if needed.  
What are the specific timelines you have to meet these goals? How will you accomplish them?

60 Nov 13 2020 10 When will residents be getting updates on progress of these goals?

62 Nov 12 2020 11 Goal 2 is vaguely worded.  
Where is climate change and fire prevention on the list?  
Where ensuring that the wine industry & vineyards do not add to chemical runoff? Why do vineyard owners get access to land (not near transportation) for building dense low income housing in exchange for other land for hotels? Do campaign contributions play a role?

64 Nov 12 2020 07 I have already commented  
I don't know what integrated system of care really means - maybe you could outline what is integrated?

68 Nov 12 2020 10 I think you all need to be more out of the box with your understanding of community health and well-being.

70 Nov 11 2020 11 How would research results be put into action immediately?  
I am a little unclear on what is meant by "public safety." For example I don't necessarily feel safer with more law enforcement. But I would feel safer if we had a mental health crisis hotline, as an example, of more proactive community support.

72 Nov 11 2020 05 I would like to know about the specific services provided. And the timeline and quantity of housing.

73 Nov 11 2020 02 Share in financing a Viability Study for a public bank of the region with surrounding cities and counties.

74 Nov 11 2020 01 You need to be transparent and not mis-name your "pillars" if you want to provide clarity. For the main question, see the comment above. Why are you not walking your talk re. Covid safety?

77 Nov 11 2020 11 Idea 5- more public safety in what way?

78 Nov 11 2020 10 Use clearer, down-to-earth language.  
"continuing to invest in public safety" can mean a lot of different things to different people. I wonder is this means there is a plan to increase policing our poor and unsheltered communities? I hope this means finding a solution for ALL residents, not just the white, affluent ones.

80 Nov 11 2020 09 More specifics as examples would help  
All goals and projects/activities should be able to reach all residents so that they can be well informed and given the opportunity to be actively be involved.

83 Nov 11 2020 07 I'll keep listening for updates  
Yes, that housing has to be near transit. In Sonoma Valley, transit sucks, and central land is \$1 million more per acre than one mile away just outside the UGB. A slavish adherence to "smart growth" has not worked, the Bay Area and Sonoma County and Sonoma Valley have the most inequitable housing in the country. The county needs to look outside the box and allow some affordable housing development on the city edges here.

85 Nov 10 2020 07 I would clarify, in light of much increased public awareness of systematic flaws in policing of communities of color, what is meant by investing in public safety. Many would support investments in training of police about de-escalating confrontations. Few would support investing in more ammunition, armor, and tank-like transport. Most would support increased investment in alternative approaches to the "policing" of domestic disagreements and other such confrontations.

86 Nov 10 2020 06 No. But I think there should be also be more focus on affordable housing and healthcare for the vulnerable, the homeless, youth, disabled, and elders.

87 Nov 10 2020 06 no, just glad you are doing it and asking for feedback  
What does "investing in public safety" mean? If it involves law enforcement, that doesn't belong here. Safe communities are safe because of community investment in jobs, housing, recreation, and green spaces, not cops.

89 Nov 10 2020 02

93 Nov 10 2020 10

Measure P and O are just the beginning, we need to really look at how we “take care of each other”, how we determine what services go where, etc. This is not just a shift in politics, this is a shift in how we relate to the world and to other humans. The end of charity, the beginning of mutual aid, the end of policing, the beginning of community safety. The world is a much more nuanced and complex place, and we can’t afford to just throw people away and determine that

97 Nov 10 2020 07 they aren’t worthy anymore.

98 Nov 10 2020 05 Yes

99 Nov 10 2020 05 I'd like to understand each one better

104 Nov 07 2020 02 Why do the supervisors seek to increase taxes when faced with local challenges. Better management is needed. The handling of the Sutter Hospital property is a prime example.

No, but if you keep public safety as a goal, make sure there is room for defunding law

106 Nov 07 2020 11 enforcement to pay for the community to decide how to police itself.

107 Nov 07 2020 06 Continue to help take care of the homeless and mentally ill .



## Organizational Excellence

Support Level for Pillar Goals	%	Count
Very Unsupportive	3.38%	7
Somewhat Unsupportive	5.80%	12
Neutral or No Opinion	11.11%	23
Supportive	44.44%	92
Strongly Supportive	35.27%	73
Weighted Average	4.02	

## What goals are most important for the County to accomplish first? (Select 2)

Answer Choices	Responses	
Goal 1 - Strengthen operational effectiveness,	43.90%	90
Goal 2 - Increase information sharing and trans	66.83%	137
Goal 3 - Become an employer of choice with a	39.51%	81
Goal 4 - Seek grant funding to enhance program	32.20%	66

Sonoma County Five-Year Strategic Plan - Community

**Do you have a suggestion on how to reach these goals?**

**Answered 136**

**Skipped 151**

Respondents	Response Date	Responses	Tags
2	Dec 11 2020 01:	More outreach Create and standardize processes of transparency and update the community. Implement an adherence to guidelines and/or notification when things change instead of keeping contractors and	
3	Dec 11 2020 11:	community members guessing at what the truth might be about processes, funding, etc. There are too many managers for the government organization. Why are there so many levels of	
5	Dec 11 2020 10:	management?	
6	Dec 11 2020 10:	No, I leave it to those of you with the expertise.	
8	Dec 11 2020 01:	transparency is easy. you've overly complicated it to discourage participation and it has worked Transparency by the BOS and other departments is a joke. I have personally been flat out lied to by BOS	
10	Dec 10 2020 08:	members. Include community input, not just during "coffee talk" hours during retiree day, but at any time, day or night, via anonymous email system or similar. Outreach via multiple platforms- web, social media,	
11	Dec 10 2020 07:	posters, etc.	
13	Dec 10 2020 04:	Citizen involvement and oversight of all community resources. More job development for individuals with employment barriers. With closures in both Goodwill and Buckaloo's programs, help is very limited. Fund remaining job development agencies allowing them to	
14	Dec 10 2020 03:	hire more people and get more people hired. Bureaucratic inertia and turf protection are problems in any organization. There has to be leadership from the top. There has to be an upside for departments to engage. There's always a fear that efficiency only means budget cuts. Make sure to focus on overall county processes such as purchasing, human resources, facilities management, etc. There is probably a lot of frustration with cumbersome	
16	Dec 10 2020 12:	and duplicative processes, real or perceived, at the department level.	
18	Dec 10 2020 12:	Stop needless spending. Reward programs that actually make a difference. Spend less money on police	
20	Dec 10 2020 12:	Create more jobs, some jobs should be a part of the county that aren't already. Stop the "do as I say, not as I do" mentality that exists in the County bureaucracy. David Rabbit loves to threaten homeowners that don't cut down their weeds, while ignoring the thousands of acres of	
21	Dec 10 2020 12:	County owned land that go uncut, including roadsides and ditches. Having checks and balances that are open to the public. The people performing these should be	
22	Dec 10 2020 12:	shielded from any retaliation. Push for diversity in all aspects from the bottom to the top. We need people whose perspectives reflect	
25	Dec 10 2020 11:	the goals of the County accurately(POC, LGBTQIA, disabled, minorities). Community over ego. Politicians love to take credit and don't often acknowledge the real work being	
26	Dec 10 2020 11:	done by many tireless community members. Engage with individuals and ask what they want and value - and pay for their time and offer	
27	Dec 10 2020 10:	transportation and child care I believe it would begin reevaluating the hiring practice and the ways in which it is a barrier to entry and prohibits opportunities for successful, well qualified candidates to see the value in the process. A hiring process shouldn't be a cookie cutter mold to make it easier for the HR Dept. to push applications through, it should truly be a holistic process that allows a bit of a human engaged experience vs the	
28	Dec 08 2020 02:	rigidity and discrimination that lives in the current process. Create Spanish social media channels, create a proper spanish website. Engage in spanish radio and television advertising opportunities and involve trusted members of the community in sharing and	
29	Dec 08 2020 12:	drafting the messages.  Seek input on how to streamline processes that are expensive to maintain and inefficient. Example: the living wage agreement - each time there is a contract amendment that has to be completed. There is no change to the contract beyond funding, why does that need to be completed every time? Changes to budgets are impossible and slow. Moving funding from office supplies to utilities due to unexpected changes should not require an amendment to the contract. Purchasing fixed assets like computers -	
30	Dec 07 2020 01:	the system makes it impossible to respond to unanticipated equipment failures.	

- Use whatever means are effective to make sure the groups in decision making power reflect the community diversity, with every one having a seat at the table. Hold leaders accountable for cultural competency, zero tolerance for intolerance. Bring back voicemail option for public comment at meetings, keep online digital options for signing in even after pandemic, and increase awareness of
- 31 Dec 05 2020 02: what meetings are happening when and why
- Build in a whistle-blower component (that actually works unlike the PRMD set up) since we all know how politics, including the big-bucks players and their lobbyists (the reason we have a sucky vacation
- 32 Dec 01 2020 11: rental ordinance = real estate lobby), will bore their way into any attempt to better life for all. Honestly, I'm not familiar enough with the internal operations of the county government as they
- 33 Nov 27 2020 02: currently stand to offer specific suggestions.  
BOS needs to find ways for best ideas to get to them including from County staff without CAO
- 34 Nov 27 2020 09: obstructions.  
Well for 1, I only found this survey through the website specifically because of my homework assignment. Otherwise, I would not have known I was able to provide input in my local government
- 35 Nov 19 2020 01: over issues regarding race and equity.
- More easily accessible website with clear notice postings and meeting information. Don't bury things on the website.
- Listserv that sends out notices for anything that provides opportunity for public (oral or written) comments (i.e. permit applications, development proposals, meetings, plan updates, etc). Look to State and Regional Water Board's for examples.
- Post public meeting recordings online.
- Improve communication between different branches and coordinate on achieving joint goals.
- Post draft plans and final plans online with opportunity for comment in a clear way. There are several links on Sonoma County webpages that do not go where they say they are going to take you, and many just take you in a circular path that get you no where.
- Enforce the environmental laws that are on the books and don't shy away from it because it may be politically damaging. Laws are laws and enforcement cannot be based on who's lobbying with the most \$\$\$. Don't allow agricultural interests to guide decision making, they are not the only interests in this
- 36 Nov 19 2020 01: county. Give the public confidence in why certain actions are taken and/or not taken.  
publish updates on Nextdoor and perhaps gather email addresses to send to. FB and postings on say MSN, Google news, and our city website
- 37 Nov 19 2020 10:  
Again, all good goals. My concern is that, for some citizens, no amount of transparency will convince them of the good work the County does in serving its population. Not sure what the solution is for
- 38 Nov 19 2020 10: that...  
same as before - use System thinking. engage the stakeholders and the community to develop
- 39 Nov 19 2020 08: emergent insights and solutions. transparency, anonymity, accountability.
- 40 Nov 18 2020 07: I'm sure other cities offer good examples  
Be as active as possible in State legislature to make sure that Sonoma County is supported adequately to support its disproportionately large road system. Aggressively pursue matching fund grants for housing initiatives, and propose to Foundations that Sonoma County be used as a test area to show how their investment in housing can make a difference in health outcomes, reduced homelessness and
- 41 Nov 18 2020 06: reduced costs for hospitals and policing.  
I need to see studies not driven by special interest groups that talk directly about racial and equity
- 42 Nov 18 2020 03: objectives.

Create intern programs that give opportunities to people from portions of our community that lack access to pathways providing experience.

Learn more about the various cultures, incorporating those cultures into the work principals and standards, along with the people.

Actually learn what various departments/divisions do and how they function before making decisions regarding their place in the structure.

Find a way to release those employees that are not productive or fail to contribute to the overall culture and direction of the purpose of the work.

43 Nov 18 2020 12:

45 Nov 17 2020 11: the government is there to serve us, not dictate our lives

Community education on the importance of recycling properly and not putting food waste in the trash. Look for grants to help Recology work with apartment complexes to set up recycling areas that involve

47 Nov 16 2020 08: resident volunteers to ensure cooperation.

Sonoma County is blessed to have many engaged citizens who show up with constructive solutions to our most pressing problems. County staff need to be more transparent and stop protecting the vested interests of a wealthy landed-elite minority that does NOT represent the majority of voters in Sonoma

48 Nov 16 2020 03: County.

Use property and sales taxes more wisely, effectively and efficiently. Post on County website in a SIMPLE and UNDERSTANDABLE manner how they are used. Get volunteer grant writers. Maybe there

49 Nov 16 2020 02: are some retired people who know how to do this.

50 Nov 16 2020 01: Show the community where all their tax dollars are going

51 Nov 16 2020 12: Transparency and access are basis for input

The county has a reputation for being slow responders for road cleanup, trash removal, street fixing

52 Nov 16 2020 12: etc. And wasting lots of money on Davey Tree.

Make public transportation FREE to all and create green jobs for people building carbon neutral

53 Nov 16 2020 10: buildings

54 Nov 16 2020 08: County hiring outreach to underserved and diverse geographic areas

These are well known practices not happening in our County right now. Change the culture, have the

55 Nov 15 2020 08: BoS commit key projects to a continual improvement process that the public can understand and trust.

56 Nov 15 2020 05: Park and recreation. Find something that interests the young teens

57 Nov 15 2020 11: regular and easy public forums to get community input. open accessible public arenas to share ideas

A big part of fiscal responsibility is to stop the ponzi scheme of sprawl with the idea that new suburban developments will increase the tax base while in reality their future liabilities will always be higher than their tax base. Sonoma County is generally good about preventing sprawl (Rohnert Park and Windsor aside) but we need to look to the next step and upzone existing neighborhoods to bring more tax revenue from our already built land. Local governments cannot print money, and one day the bill will be due with all the debt we pile on, so we need to be smart about what we do spend on. Part of the way to do this is to ease restrictions of local community members making improvements to their neighborhoods on their own. It doesn't cost the county anything but improvements happen. Small bets

58 Nov 15 2020 10: are key to a thriving community.

Establish a public bank to keep funds local. Build curriculum for H.S. and College level students to understand how local government works, why it is important and what a career path in county

59 Nov 14 2020 08: government would look like.

60 Nov 14 2020 05: Ideally overturn Prop 13, but pragmatically, make do with what grants are out there

Guess what: creation of a public bank or banks. Currently the most promising pathway toward that end is AB310, the Assembly California Public Bank act. Get behind it, and participate in discussions of how

61 Nov 14 2020 11: Santa Rosa can make use of its services!

62 Nov 14 2020 11: Patience.

Read the Community Engagement report that the County contracted for (Blue Sky? or something like that). Talk to staff who may remember the Community Engagement planning recommendations. Give

66 Nov 13 2020 06: community greater voice and power.

Stop depositing, investing & borrowing public funds with large commercial banks and form a local

67 Nov 13 2020 05: regional public bank as enabled under AB857

- Adapt to COVID better. Why are people still being made to go into common workspaces if they are proven affective at home? That endangers the staff that MUST be onsite. Hold the supervisors accountable for representing ALL of the county and not just big business. They're obviously swayed by the big players. Provide creative solutions for working families (eg: better family leave and flexible remote work opportunities for those than can be successful at home and stay home longer). Stop mucking around with bandaid deals as part of wage increases and just give people good, living wage increases. Create opportunities for staff to engage and excel outside of routine tasks. Project task forces that accomplish goals with potential bonus pay and/or opportunity to learn new skills or work with other departments. Give people something to be proud of that makes them want to go above and beyond and engage of their own choice.
- 68 Nov 13 2020 01: Share our Climate stories. Tons of people have been affected all through out Sonoma county. Whether
- 69 Nov 13 2020 01: this by by fires, floods, ect  
Review, publicize and promote community understanding of how the accomplishments of creek trails
- 70 Nov 13 2020 12: built to date have improved the health, safety and economic values of the county.
- 71 Nov 13 2020 12: I'm not qualified.  
Actually go out into the communities you represent and talk to people about what they want to see in their community. Publish data about employments and the goals you have to make each work place more equitable. How many women, people of color, indigenous people are in positions of power? Make that data available to the public and accessible to the public. Pay employees living wages and provide benefits, the right to unionize and paid time off. Allow for more community involvement with
- 74 Nov 13 2020 10: each organization  
It seems the general public is uninformed as to the role and limitations of local government, either assigning too much responsibility to government, or unaware of restrictions exercised by it. Perhaps a clear powerpoint presentation could be put together for teacher to use in classrooms, in community meetings, etc. An equivalent summary could be put out as audio on local radio, or in the local papers. Specific effort needs to go towards engaging the young and working class. Retired white folk are way
- 75 Nov 13 2020 08: over represented in the community voice.  
Forcing diversity in the workplace is a mistake. Potential employees should be hired based on skills and
- 77 Nov 13 2020 04: abilities  
Assessment of current practices, including diversity of current staff. Set measurable goals. All should be publicly available. Require public meetings on technical topics to be held in commonly understood
- 78 Nov 12 2020 11: language at grade 12 or lowers comprehension level.  
No. But the Sonoma Permit department is a nightmare. Filed for a building permit for a prefab garage
- 79 Nov 12 2020 09: in July, paid for permits in August. And still no response from Building Plan Check.  
The County seems to be outsourcing some services, eg. development permit review, to companies outside this area who are not familiar with the County or even the General Plan or other documents which are supposed to guide decisions. Incomplete or inappropriate recommendations from such consultants waste time, funds and compromise the integrity of our planning process. They are also not fair to applicants who pay to go through laborious process only to learn down the line that their proposal may not be approved.  
Standards for permits must be much clearer with check lists so potential applicants and reviewing staff can more easily determine what is or is not allowable and what steps and cost are necessary to get things done.  
County web sites could/ should be more user friendly. It took me around 5 clicks to find this survey and
- 80 Nov 12 2020 09: the schedule of webinars on these topics.
- 81 Nov 12 2020 05: We need to find a way to make the BOS meetings more assessable to all community members  
Much more transparency in the sherriff's department. Transparency and "plain explanation" of the annual budget - pie or bar charts showing what each different department is allocated. Use the website to do this and social media to drive people to the website. Make an effort to reach the Spanish
- 82 Nov 12 2020 03: speaking community!
- 84 Nov 12 2020 01: Fully implement Measure P and do not allow the Sheriff to undermine it.
- 85 Nov 12 2020 12: Better oversight  
Better/broader dissemination of data about county level and city/regional economic/demographic information and where the community is most vulnerable from an economic, education, housing, etc standpoint. Demonstrate how changes in legislation, funding etc will specifically target the issues that
- 87 Nov 12 2020 09: trap the most vulnerable areas and create a path to improvement in people's lives.

- I think that there needs to be a reform in the systems of governance in our community. I don't think abolition is necessarily the correct path, but I do think a clearer understanding of why funding is divided and with more focus is needed. Community meetings and diversity panels are important. I think
- 88 Nov 11 2020 11: the idea that diversity isn't already important in our community hiring, shows a problem.
- 89 Nov 11 2020 09: Continue to offer meetings etc via zoom.  
Increased community communication about when meetings and events are happening. Maybe via
- 90 Nov 11 2020 08: email
- 91 Nov 11 2020 07: Meetings with a small group of informed people discussing results and what to do with the information  
Passing Yes on P was a good 1st step.
- 92 Nov 11 2020 05: I worry about the current Sheriff's lack of transparency and history of racism  
Make fiscal matters more transparent, including a way for the public to have more input on the
- 94 Nov 11 2020 02: amount of funding from the county budget going to different services.  
It would not be necessary to seek grant money to finance these goals if we were to establish a regional
- 95 Nov 11 2020 01: public bank instead.  
Affirmative action can diversify the workforce and create a workforce that reflects the composition of sonoma county. Goal 1 and goal 2 are, in my opinion, dependent upon each other. If you increase the
- 97 Nov 11 2020 11: transparency you can increase accountability  
Do not think "diverse workforce" means "pay Spanish speakers more." Stop that! Make hiring older
- 98 Nov 11 2020 11: people a number one priority of diversity.
- I think as a community we're more active politically than ever before, and the County should capitalize on that energy by finding more ways to allow for voters to engage with their local govt. / services. With the pandemic, for example, many events I couldn't attend due to work were made more accessible; this should continue even without the pandemic. Voting this year was also much more
- 99 Nov 11 2020 10: accessible, and I feel like we should keep the positive lessons and momentum going.
- 101 Nov 11 2020 10: Find successful grant writers and get them to volunteer.
- 102 Nov 11 2020 10: Improve the living age ordinance.  
Partner with and hire the local activists and leaders who are already doing the work of bridging the
- 103 Nov 11 2020 09: communication gap between community and county.  
Computerize and track permits and then they can be better managed and tracked as in keeping statistics on things like vehicles miles traveled, emissions, acres developed, roads needed, ... this info.
- 105 Nov 11 2020 08: Can shed a lot of light on planning....  
Realize more efficiencies and cost effectiveness by awarding grants and issuing contracts to nonprofit organizations that can provide social and environmental services (rather than grow the county's
- 107 Nov 10 2020 08: workforce to duplicate efforts)
- 108 Nov 10 2020 07: Pay employees to volunteer, and revitalize your office spaces with community gardens, art, and events
- 109 Nov 10 2020 07: Support public banking
- 110 Nov 10 2020 06: Seek expert consults and local community.
- 111 Nov 10 2020 05: Updates on the website, community outreach  
No specific goal but as someone who has worked with multiple departments I can tell you that information collected is underutilized and that I think we would benefit from more cross department
- 113 Nov 10 2020 03: collaboration.  
Remember to support agriculture in this process. The rolling hills, cattle, and vineyards are what attracted many residents in the first place. Introducing legislation that disadvantages them will result in
- 114 Nov 10 2020 12: our county looking like Marin a county North.
1. Elected and appointed officials should only go into Closed Session when ABSOLUTELY necessary, instead of what seems like whenever they have the opportunity. This should be required, and whenever they do go into Closed Session, there should be a discussion in public about exactly why.
  2. All County staff should be instructed to return/respond to community members' telephone calls/emails promptly. There should be a standard time limit, and this should be tracked and monitored.
  3. Instead of making interested community members rely on Public Records Act requests to obtain basic information about what the County is doing, adopt and IMPLEMENT a policy that information will be readily available for every action every County department takes.
- 116 Nov 10 2020 12: 4.

- They are all interconnected, and could also help to address the goals in the first section. The virtual environment that has resulted from the current pandemic can actually help to improve community
- 118 Nov 10 2020 11: engagement and I hope the County will continue to make use of this medium.  
Reduce workforce and outsource to direct more funds to safety, efficiency, paving, maintenance.
- 119 Nov 10 2020 10: Everywhere SC is in poor repair. Save the land, stop ugly sprawl which will not work long term  
Again, bit question on complex issue. I would say the County needs to do more to push for living wages  
in Sonoma County - including pushing places such as wineries and other businesses that pay low wages
- 122 Nov 10 2020 09: when looking at the cost of living here.  
I'm weary of the chosen term "diverse workplace", it implies that you want to hire folks that are Black  
and brown, but do you actually want to allow change or just more of the same? Don't simply hire  
BIPOC, allow them to show us new ways to lead people in politics. It's there, we just have to share the  
space as we should. There's NO reason that the board and most everyone else in positions of power
- 123 Nov 10 2020 07: should be white.  
Produce worthy programs and apply for appropriate grants.
- 124 Nov 10 2020 05: No favoritism in hiring practices.
- It's 2020. Social media is the way to engage people. Despite the negatives, Facebook comments like the  
ones below the post for this survey should be considered. Having someone reply to comments, possibly
- 125 Nov 10 2020 04: record meaningful comments and encourage people to take the survey would be beneficial.  
Use the inflated budget for law enforcement to end homelessness. Focus on our community BEFORE
- 126 Nov 09 2020 02: consider g the needs of tourism and the wealthy. Tax the rich.
1. Enforce the existing General Plan and CEQA guidelines. Too often inappropriate developments are  
being approved contrary to existing zoning ordinances (or "at the discretion of the Planning Director"),  
GP guidelines, Specific Plans, Climate Emergency Resolution, etc. 2. Follow existing guidelines for  
investment e.g. not investing in fossil fuels and immigration detention centers. The BoS agreed but the  
Treasurer did not follow their choices. 3. Reach out specifically to lower income groups, communities of
- 127 Nov 09 2020 12: color, indigenous groups - those who are impacted by the policies but often don't have a voice.  
Grant funding for mental health for example would allow the County to contract non profits to do
- 128 Nov 09 2020 06: mental health.  
It's difficult to participate in your all-day meetings AND hold a full time job. Can the meeting topics be  
scheduled for specific times during that day? Then transcribe the meeting so that we can read, rather
- 129 Nov 08 2020 12: than watch the meeting.
- 131 Nov 07 2020 02: More effective management is needed. Decision making is too slow. There is too much waste.
- 132 Nov 07 2020 01: Hire Native American's, how many Native's work for the County?  
Include incorporating best practices from other jurisdictions, SF, etc. Include intersectionality in the
- 133 Nov 07 2020 11: work to include diverse voices in each decision.  
Include training and assistance to the police to be able to handle the many challenges that come up  
when working with the public . Especially dealing with the mentally ill and those feeling
- 134 Nov 07 2020 07: disenfranchised.
- 135 Nov 06 2020 01: Remember that people need to be asked what they need.
- 136 Nov 05 2020 07: invest on the goals

Sonoma County Five-Year Strategic Plan - Community

**Are there any additional Organizational Excellence goals that should be included in the County's Strategic Plan? (Please be specific)**

**Answered 93**  
**Skipped 194**

Respondents	Response Date	Responses	Tags
4	Dec 11 2020 10	Reduce the levels of management to flatten the Flatten the pyramid. There should be no more than five levels from employee to county manager or department head.	
6	Dec 11 2020 10	Diversity; access for non-English speakers	
7	Dec 11 2020 10	A goal is an objective that you can measure. Start with unanimous goals and as indicated here, please be specific.	
8	Dec 11 2020 01	yeah i don't know at what point y'all slipped in equitable on us but a manicipality should not be equitable it should be like a non profit and cover costs	
9	Dec 10 2020 07	Prioritize most important goals, determined by community input. Other goals secondary so as not to muddle the system.	
10	Dec 10 2020 06	Set up a web page on the County website where organizations that have community support related services can be on a contact list for people who would like help to be able to check information out	
15	Dec 10 2020 12	Improve and the expand electronic communication and internet info systems.	
19	Dec 10 2020 11	Create a metric where community knows where, when, and how (on an ongoing basis) to weigh in to inform priorities of the county.	
21	Dec 08 2020 02	I believe goal 2 is weak. There needs to be a commitment that clarifies how the county intends to increase information sharing, transparency & community engagement. What are the actions that can be measured to ensure this is taking place and is an improvement from what currently exists. Additionally, Goal 1 & Goal 4 are fairly close and aren't commitments to actionable change. These are aspirational. Goal 4 would be stronger if there was even a mention of the community organizations and partnerships that exist to support grant requests for everyone.	
22	Dec 02 2020 03	Revise the County Living Wage Ordinance passed in 2015, affecting 1100 employees for large county contractors, and expand coverage to include workers at the county airport and the county fair. Implement the annual COLA for covered workers and include worker retention provisions, permanent paid sick leave, full-time work, responsible bidder, and labor peace	
23	Dec 01 2020 11	Roles for community members to play & an authentic effort to recruit them. That is, not those people we all know, but those sitting out here feeling unheard, ignored who have tons to contribute but feel helpless.	
25	Nov 27 2020 09	Re-implement establishment of performance metrics and reporting for key departments and programs. Can't improve what you can't measure.	
26	Nov 19 2020 10	Seems good	
27	Nov 18 2020 06	Build and report on Operational Outcomes that are outward focused. For example, for our permitting department, have a review of processes that could show a positive outcome in speed of building permit approvals and final sign-offs. Report the outcomes to voters so that they can see how effective their funding has been.	
28	Nov 18 2020 03	Until scientifically based studies are conducted to inform the community about future directions, I reserve my comment.	
29	Nov 18 2020 01	We need to fix EDD not forcing people back to work that can. It is extremely difficult to keep your business open when 100% of your previous employees won't come back to work and instead insist on staying on unemployment when they have been called back to work. EDD is not available to complain to. Potential employees responding to work ads want to work under the table to keep collecting unemployment. I want my business to be open. If my business is allowed to be open, I have to have it open to have an income myself. This forces me to work their other positions which results in being extremely overworked which jeopardizes my own health trying to work all unfilled positions myself. This is insane to do this to our small business owners. We need to work with EDD to fix this.	



30 Nov 18 2020 12 Continue public meetings and connecting with all members of the community.  
The City of Santa Rosa has been doing a good job of sharing information through their newsletter. The county could definitely improve in regular, accessible communications to the

31 Nov 17 2020 06 community.  
County data systems should track more Key Performance Indicators when creating plans such

34 Nov 16 2020 03 as this one, and these data should be more open via public Dashboards and APIs.

35 Nov 16 2020 01 This is a good start. Having the peoples opinion.

36 Nov 16 2020 12 Put Lynda Hopkins in charge.

37 Nov 16 2020 08 Goal 2 converts to a standard measure ACROSS districts.

38 Nov 15 2020 08 360 evaluations on all key initiatives, incorporate skilled members of the private sector  
Teen dances with parental chaperones. Must be picked up afterwards by an adult. If parents

39 Nov 15 2020 05 can pick kids up from school they can as well from recreational activities

40 Nov 15 2020 11 youth representation is extremely important

41 Nov 14 2020 08 To create a county portfolio of county investments that reflect the values county.

42 Nov 14 2020 05 Defund the police  
Climate change underlying everything. Any policy written, any program started, anything at all,

43 Nov 14 2020 11 needs to have a climate change lens.  
Look at reducing Administrative Costs. Some departments have really exploded in  
Administrative Costs, such as DHS. But they present admin costs in a way that is very non-  
transparent. A comparison over the years would reveal unreasonable growth in administrative

47 Nov 13 2020 06 costs, which then reduces amount of \$ available for services.  
More needs to be done to improve a customer service attitude among county employees. It

48 Nov 13 2020 01 should be easier to get rid of rude employees.  
Recognize the partner organizations that have helped with you creek corridors thus far, like  
conservation districts, schools and teachers who have helped their kids engage in restoration

49 Nov 13 2020 12 and recreation.  
Promote effectiveness and cooperation among all agencies and private programs working on

51 Nov 13 2020 10 Climate issues.  
All organizations should take into account scenario planning for the next decade + that include  
increasingly probable economic and social disruptions due to ecological over-shoot and the

52 Nov 13 2020 08 decline of functional wealth this entails.

54 Nov 12 2020 11 Record keeping that is accessible  
Making it easier to move projects through the permit department to encourage development

55 Nov 12 2020 09 of ADUs to address housing shortages and encourage jobs in the construction sector.

56 Nov 12 2020 07 More emphasis on maintenance of roads and other infrastructure  
Transparency in data and clearer dissemination of information that our community needs to  
know. More public campaign/billboards to message to the public how funds are being used so

61 Nov 12 2020 09 people know how they are benefiting/can benefit.

62 Nov 11 2020 11 I think that you all need to hire some organizational psychologist and have a look at efficiency.

63 Nov 11 2020 07 I would make sure young people had a voice  
Hire smarter, more competent people with strong work ethics, good attitudes, and the ability

67 Nov 11 2020 11 to actually perform their job descriptions.

68 Nov 11 2020 10 Well, you have not been specific! How would you go about goal one?  
Significantly increase a commitment to local purchasing across all industry and purchasing

69 Nov 11 2020 09 sectors wherever possible, from food to office supplies.  
Balance enforcement with processing permits much better... track fees collected and taxes  
levied on new development so they match real cost to community including on Ag

71 Nov 11 2020 08 lands...especially those attracting out of county users.  
Support the definition and implementation of social equity criteria to be used at all levels of

73 Nov 10 2020 09 public policy creation

74 Nov 10 2020 07 Have the Equity Office spend a little time in Sonoma Valley

77 Nov 10 2020 12 Support agriculture.

78 Nov 10 2020 12 See answer to 10, above.

79 Nov 10 2020 12 Less white people in leadership

80 Nov 10 2020 11 Find ways to employ the homeless and those who have lost their jobs due to the virus

- Leverage the web - put county entirely on the web. Your sites are overly complex. Put as much
- 81 Nov 10 2020 10 county court as possible virtual.
- 82 Nov 10 2020 09 Redirect funds from law enforcement to mental health programs, especially for homeless.
- 83 Nov 10 2020 09 Organize on covid and fire safety more  
Address treatment, rehabilitation and coordinated release plans and support for those jailed in our County jail for YEARS... who are released onto the streets after being in jail for YEARS without any help or Resources. These folks end up being housed over and over and over for not having a place to live, being addicted to drugs, etc
- 84 Nov 10 2020 05  
Addressing vacation homes in the county.  
Real estate needs to be regulated in order for Residents to raise families that can stay in the
- 85 Nov 10 2020 04 county. Long term residents are being pushed out as investors buy up homes for rental income.
- 86 Nov 09 2020 02 Ongoing anti racism workshops led by community members NOT law enforcement.  
Assess and prioritize social programs. Eliminate redundancy. Fund only what available funding
- 89 Nov 07 2020 02 will allow.
- 90 Nov 07 2020 01 Disability Service & Legal Center
- 91 Nov 07 2020 11 To research and incorporate best practices to achieve all goals to include international models.  
I want to feel safer walking through my town . would like Spring Lake to have Rangers visable
- 92 Nov 07 2020 07 and more of them,so I can return to walk the park .

Sonoma County Five-Year Strategic Plan - Community

**Do you have any questions, or need additional clarity, on the goals listed above?**

**Answered 76**  
**Skipped 211**

Respondents	Response Date	Responses	Tags
		Do the parts of the system/s in the County who have deficits in these areas have ideas of how to improve the discrepancies in effectiveness, fiscal responsibility and particularly transparency? I assume keeping others in the dark and/or not producing as stated, etc. is not enjoyable and I suspect staff could have helpful insight to share should they have the time, wherewithall and support to do	
3	Dec 11 2020 11:so.		
5	Dec 11 2020 10:	Why are there so many managers at the highest end?	
8	Dec 11 2020 01:	where's that 4%? of the budget it added up to 96 %	
10	Dec 10 2020 07:	Goal 3 is also important but it allows selection of only 2.	
12	Dec 10 2020 03:	More specific information on how the goals might be attained. I think this section needs fine tuning. Especially if the stated intention is to "Be an innovative, effective, engaged, and transparent organization focused on quality programs and services." The	
22	Dec 08 2020 02:	goals aren't consistent in reflecting measurables.	
23	Dec 02 2020 10:	Seems these are goals the county should already have in place	
29	Nov 18 2020 03	In terms of racial equity, do you have plans on soliciting stories (counterstorytelling) from POC?	
		Goal 4 (grant funding) suggests an incomplete understanding of the truly existential funding crises we face in Sonoma County. Our business model is broken. We can't continue to rely on water extraction, branded intoxicant exports, luxury weddings, international tourism, externalization of health and environmental costs, land use fiscalization, TOT, and trickle-down philanthropy. This is a time of de-globalization, climate destabilization (e.g., fires, floods, pandemics, power shutoffs, etc.), rising income inequality, reduced per capita wine consumption, and inevitably increases in the cost of carbon-intensive air travel. We need to imagine beyond "grants ex machina", and instead focus on relocalizing our basic economic supply/demand chains and investing in the social and economic	
34	Nov 16 2020 03	development of ALL our residents and entrepreneurs. Support measure P implementation with cultural shift of LE trusting reforms as a community benefit	
37	Nov 16 2020 08	instead of a threat.	
40	Nov 14 2020 05	Again, why is the police chief on the board of COTS?	
41	Nov 13 2020 09	when are all the stores and movie theaters gonna open up What is the timeframe for these goals to be accomplished? What are the ways you will ensure there	
45	Nov 13 2020 10	is accessibility, equitable positions, and public data for this information?	
53	Nov 11 2020 07	Number 3 is not clear	
		How will you be accountable and transparent?	
		It would be cool to get state or federal funding to provide green jobs to retrofit the existing buildings to be carbon neutral. As well as for water protection and carbon sequestration on all county-owned	
55	Nov 11 2020 02	unincorporated areas and city-owned lands, and in collaboration with private lands and ranches.	
58	Nov 11 2020 11	Do you even have older people in mind when you think "diversity"?	
59	Nov 11 2020 10	Yes. Specifics. Clarity. Examples. What will be the top organizations? Name something.	
60	Nov 11 2020 08	This one is less clear than previous as to what results of each might look like	
69	Nov 10 2020 05	Yes	

## Racial Equity and Social Justice

Support Level for Pillar Goals	%	Count
Very Unsupportive	5.56%	11
Somewhat Unsupportive	5.56%	11
Neutral or No Opinion	7.58%	15
Supportive	23.74%	47
Strongly Supportive	57.58%	114
Weighted Average	4.22	

### What goals are most important for the County to accomplish first? (Select 2)

Answer Choices	Responses	
Goal 1 - Foster a County organizational culture	29.89%	55
Goal 2 - Implement strategies to make the Cou	34.24%	63
Goal 3 - Ensure racial equity throughout all Cot	64.67%	119
Goal 4 - Engage key community and internal st	52.72%	97

Sonoma County Five-Year Strategic Plan - Community

**Do you have a suggestion on how to reach these goals?**

**Answered 124**

**Skipped 163**

Respondents	Response Date	Responses	Tags
1	Dec 12 2020 12:	If the public sees more employees who look like them, there may be an increased comfort for them to engage.	
2	Dec 11 2020 02:	Please include Spanish as a second language to be taught for free. It is required in so many jobs, or include a monthly check to people who don't speak Spanish so that we can make up for the opportunities we don't qualify for.	
3	Dec 11 2020 01:	More outreach	
4	Dec 11 2020 11:	Engage a diversity of diversity, so to speak, not token representation. Avoid using only religious oriented representations and honor and support the diversity within groups.	
5	Dec 11 2020 10:	Establish a culture that supports equality.	
7	Dec 11 2020 10:	Outreach and a sincere desire to address the inequities that exist. We all know the unequal effect of the Covid virus based upon race and income disparities.	
		I wouldn't check any boxes.	
		Racial equity in Sonoma County starts with the police issue affecting the nation. Leaders know and that information needs to filter down to patrols. Follow the just laws. It's pretty simple.	
		Otherwise equity is mostly about wealth. If you want to focus on race, you're being racist, and it's become a code for coddling illegal immigration. Expecting assimilation is equity.	
		No one is proposing addressing wealth inequity. It's supported in all corners.	
8	Dec 11 2020 10:	Who is trustworthy? i would not help you reach any of these goals. protect and serve NOT assault and profit our current justice system is only a way to profit from the assault of citizens that reside in certain zip	
9	Dec 11 2020 01:	codes	
10	Dec 10 2020 07:	Start with education. I think you have to be careful. I am all for racial equity - just don't move into reverse	
12	Dec 10 2020 04:	discrimination territory. It's a fine line	
13	Dec 10 2020 04:	Effort to be lead by team, committee of under-represented minorities and people of color. Ensure those involved are from all Socioeconomic levels. Ensure educational and professional	
14	Dec 10 2020 12:	levels are enrolled. Walk the walk, don't just talk the talk. Include under represented community members in the hiring/interview/selection processes.  Evaluate bail decisions	
15	Dec 10 2020 12:	Look at your jail and juvenile hall populations. Are the aligned with your county demographics? (Probably not).	
16	Dec 10 2020 12:	The hiring of an Equity Officer is a great first step. Hopefully that role will not become politicized.  The first thing is to leverage the support of the Equity office to build relations with community members. There is already a buzz of concern with that position as a person was appointed vs a (perceived) public search process. Not a critique I necessarily own, but have heard on multiple occasions in various circles. If the county is truly committed to DEI and committing to stepping into Racial Equity work, community stakeholders in addition to the internal groups are the only way to	
17	Dec 10 2020 12:	leverage change. Goal 2, may need to be reworded to "develop & implement strategies."	
18	Dec 10 2020 12:	Do not choose people because of their race. Choose people on their merit. Do what is best for all people regardless of race. Identity politics will always harm some group.	

Defund the police.  
Spend that money on education, especially for schools that are racially diverse.  
Have more people that are racially diverse in government jobs. Have them represent the demographics of the county and the various cities.

19 Dec 10 2020 12:

A tiered training system that starts with entry level positions that increase as the employee accumulates more skills.

21 Dec 10 2020 12: accumulates more skills.

Community outreach and education. Cultural education should be required in schools so that children can be more open-minded on the topic of race. Along with racial sensitivity

22 Dec 10 2020 12: training/education in jobs, it's important to have this kind of information.

23 Dec 10 2020 12: I think folks should be hired because of their qualifications, not their race.

Go directly to the marginalized communities and ASK what they need/want/aspire to. Don't

26 Dec 10 2020 11: ASSUME you know what is needed

27 Dec 10 2020 10: Same as other goals

Diversity in decision making, for too long BIPOC have tried to convince people of privilege that there was a problem, and they made small reforms or performative changes instead of answering the call for sweeping change to make our community just. We call on our leaders to do what's right and make historic moves to end inequality regardless of the opposition from those who don't see a problem with the status quo, have money or power, or hold their own racist beliefs. Reparations, reinvesting public money in solutions rather than policing and force, desegregation of our community and especially schools (funding schools EQUALLY) protecting immigrants and their families from inhumane practices, implementing community led restorative justice and decriminalizing povert, homelessness, addiction, and mental health issues. Listen to BIPOC when they tell us the status quo with policing does not make them safe it threatens them, take the whole department apart and put it back together where people affected by the policies are in charge of creating them-we will not continue to tolerate a system where the people with power are denying a problem exists, the culture of policing is too sick to be reformed, it must be reimaged. State sanctioned violence is blood on our hands. These are tax payer funded positions, they work for us, and they MUST be transformed into what the people want to pay for.

28 Dec 05 2020 02:

Ensure that the County is fully staffed, including no reductions in hours or layoffs of county workers, and that safety protocols, including telework options, are adopted equitably amongst essential County workers and the public they serve.

Prioritize the preservation of County workers' negotiated benefits, including pensions, by ensuring that measures proposed to address budget shortfalls do not balance the budget on the backs of County workers and retirees. Re-negotiating County workers' benefits may be attractive in the short term, but any reduction in salary, benefits, or pension weakens the financial stability of public employees and retirees, the vast majority of whom live in the community. Such actions would have a disproportionate impact on the

29 Dec 02 2020 03: entire County and would be far more detrimental than beneficial in the long run.

Provide support (personnel who aren't there as gatekeepers, funding, authority) for resources we already have. See for example The Sonoma County Human Rights Commission. Poorly funded, gatekeepers there to prevent progress from Day 1, failure (by design) to fully enable the

30 Dec 01 2020 11: commission to do its work by withholding subpoena power and the like.

Recognize that these goals are intersectional: policies regarding affordable housing, Covid safety

31 Nov 27 2020 02: and access to healthcare, and mass transportation all have impacts on racial equity.

Community outreach coupled with creative service delivery thinking e.g. distributed service

32 Nov 27 2020 09: satellites and or virtual service delivery

1) revise an extend emergency paid sick leave; 2) implement 9 day permanent paid sick; 3)pass a comprehensive eviction moratorium; 4) ensure the county is fully staffed: 5) prioritize maintaining all negotiated benefits of county staff; 6) implement \$15 minimum wage law to align with Petaluma and Santa Rosa 7) Revise the County Living Wage law; 8) revise the county Project labor

33 Nov 23 2020 10: agreement

Are you transparent about the current makeup our local government? If not, how do we as the public know if it is representative of us? This fosters illusion and distrust, especially for minorities. Is this extended to the police force (specifically those who go out to the community not just administrative). The county's least lucrative departments do have people of color but I do understand that attaining a county position often requires networking and "knowing someone from the inside" and this limits the innovative ideas for young, different-abled, and POC individuals

34 Nov 19 2020 01: from being hired.

Many low income and undocumented persons live in housing provided by vineyards/wineries and local dairies related to their employment on said properties. Many of these dwellings and corresponding wells are poorly maintained and often have sub-standard water quality. There should be a way for individuals to anonymously report these abuses and unhealthy circumstances without repercussion from their employers.

There should be some free and/or anonymous means of water testing for disadvantaged communities that have water quality problems or live near groundwater contamination.

Groundwater well permitting needs to be more regulated and subject to environmental review so that

There should be a tiered water rate system based on use (for agriculture and municipals) as well as a subsidy program to help low-income households have access to clean water.

Engage individuals on the ground for input on other ways to develop priorities where there is no chance of repercussion from employers.

Provide a welcoming workplace and mentorship.

Give all voices equal say in decision making processes. Don't give more weight to the loudest/wealthiest voices just because they are political friends.

35 Nov 19 2020 01: Provide training workshops for free.

Evaluate police services and shift responsibility for social services type calls to teams better

37 Nov 18 2020 07: equipped to respond.

Create a baseline survey (if it hasn't been done already) to document how well we are doing in racial equity, and make sure that we have measurement tools established so that we can repeat the survey over time to judge how well we are advancing. These need to be concrete examples of how lack of equity result in higher medical costs, crime, poor educational scores and incarceration

38 Nov 18 2020 06: rates.

39 Nov 18 2020 03: Engage in social science study in counterstorytelling.

Make very conscious decisions opening pathways for the underrepresented segments of our community.

Train all County personnel from the BOS to storekeepers, eligibility workers, Office Assistant Trainees, and interns regarding white privilege, etc.

40 Nov 18 2020 02: Include trainings such as those provided by Cross Cultural Communications, Inc. out of San Francisco to address our own individual issues and understandings.

Stop leaving out supporting our low income non addict Caucasian families and population. Don't make them homeless over supporting "illegal aliens" Help provide a faster way for illegals to become legal. Include ensuring they understand protecting our environment and the health of

41 Nov 18 2020 01: others in the process of becoming legal.

42 Nov 18 2020 12: These are all excellent goals to strive for.

Continue to work with city and county police and sheriff's departments to establish robust oversight policies and systems that are staffed and resourced. Establish racial equity courses at all school levels and engage county staff, and community members to participate in education efforts with schools and colleges to help promote sharing and learning about racism, sexism, ageism and

43 Nov 17 2020 07: all forms of inequities.

- Listen. Devise mechanisms that encourage input from everyone. When you listen only to "key community and internal stakeholders," you may be excluding people who have vital information.
- 45 Nov 17 2020 09: For example you need to hear from people without experience with different races.
- 46 Nov 16 2020 08: Hire staff to represent the ethnic groups in our community.
- If the County is serious about this pillar, change needs to be modeled from the top. I have personally witnessed members of the Board of Supervisors act disrespectfully toward members of the public (repeatedly ignoring speakers during public comment, de-legitimizing expressed experiences, even shouting back, etc.). The goals under this pillar will likely continue to fail until
- 47 Nov 16 2020 03: elected leaders and department heads embrace antiracism as a personal and professional value. Put as much emphasis on social justice as racial to include low income people no matter what
- 48 Nov 16 2020 02: their race may be.
- Make sure all people are safe regardless of their immigration status, follow indigenous leadership,
- 50 Nov 16 2020 10: and invest in BIPOC communities
- 51 Nov 16 2020 08: Deeds not words. That will engage Goal 4.
- 52 Nov 15 2020 08: A committed culture establishes and manages to targets regardless of the area to be strengthened.
- 53 Nov 15 2020 05: Racial diversity. Stop obsessing on specific races  
self determination is extremely important, nothing about us without us. drop the white saviorism
- 54 Nov 15 2020 12: and genuinely engage with people and don't do this from a charity perspective.
- While I agree in principle that racial equity is something we should strive for, I believe the larger factor is economic equity across all peoples. This increase focus on racial equity while demonizing rural working class white people (which this county has quite a lot of) is the reason why right wing populists like Donald Trump came into power. We must be careful to recognize that this is an economics issue, and being born poor is a bigger indicator of your future outcome than race. So I would like the focus to be more on lifting up poor and working class people of all races. If you decide to leave behind one group of poor people due to something completely out of their
- 55 Nov 15 2020 10: control, how are you any better than those that enacted redlining in the first place?  
Stop using the police to arrest activists who protest PPD acting unjustly towards our unhoused
- 56 Nov 14 2020 05: neighbors
- One of the core provisions of AB310 is to partner with community banks and credit unions that will increase services to underserved populations, in particular people of color. Equitable lending
- 57 Nov 14 2020 12: services are key to improving the economic status of our minority brothers and sisters.
- 58 Nov 14 2020 11: LISTEN. TO. PEOPLE.  
engage key community and internal stakeholders to develop priorities and to advance racial
- 59 Nov 13 2020 08: equity by including them in policy decisions.
- It is fine to start with racial equity, but better move very quickly to broaden that lens. There is a significant amount of white poverty in this County (e.g. lower Russian River area). I would prefer framing and messaging about an equity frame that is more inclusive, but then OK to focus initial activities on racial equity. But the goal or campaign should be more inclusive if you want greater
- 61 Nov 13 2020 06: support in Sonoma County.
- 62 Nov 13 2020 01: Nothing about us without us - community involvement at all levels is needed
- Community and internal stakeholders that serve marginalized populations must be engaged prior to integrating racial equity into County policy decisions and service delivery. These policies will be
- 63 Nov 13 2020 01: more effective after engaging those stakeholders and fostering a diverse County workforce.  
Listen to the people of color in the community. Ans actually enact policy based on that
- 67 Nov 13 2020 10: information.
- Actively reach out and work with community leaders and activists doing the work on achieving
- 68 Nov 13 2020 10: racial justice and equity in the county already  
These are goals internal to the County work force.  
Externally, regulations and permitting processes can be modified to bolster the well-being of the lower working class. For example, in prioritizing very small-scale enterprises, and infrastructure
- 69 Nov 13 2020 08: spending such as bike and walking paths, libraries, parks, etc.



- Sonoma county has opportunity everywhere for everyone. If we want a strong and equal society
- 71 Nov 13 2020 04: then it starts with education and family.
- 72 Nov 12 2020 11: I think goal #1 is worded too weakly.  
Go to under served communities and ask them what their needs are and what the best ways to
- 74 Nov 12 2020 09: address these needs would be.
- Include community representatives in every decision and answer the question: how does this
- 75 Nov 12 2020 07: improve equity? Conditions which our ag workers live and work in should be top on the agenda.
- The county is half Latino, and there is still residual anti-Latino racism here! In addition to stakeholder commissions, it would be nice to have more multicultural celebrations. Dia de los Muertos is an excellent example. Celebrating the holidays and cultures and foods and music of the ethnic groups in Sonoma County at public festivals is a good way to bring people together and a
- 76 Nov 12 2020 03: good place for white folk like me to meet people of different ethnicities.  
Ban stress holds and choke holds (by any means) by Sheriff's deputies. Train deputies in racial
- 78 Nov 12 2020 01: sensitivity.
- 79 Nov 12 2020 12: Work with other communities and organizations and REALLY listen
- 80 Nov 12 2020 10: I wish I did!  
Public outreach deep into communities to get participation and involvement. Coach County
- 82 Nov 12 2020 09: leaders on how inclusion can be achieved and share that broadly.  
Community inclusion panels that are used to gain community insight. I think that this community greatly misses out on highlighting and embracing our diversity. We are on indigenous land and no one seems to notice or express this. Ask the many different peoples in our communities about their needs and situations. Diversity isn't just having a rainbow of people to say you hired, it's
- 83 Nov 11 2020 11: understanding and respecting it.  
Rent control, no evacuations due to COVID-19 related income loss, focus spending on schools
- 84 Nov 11 2020 10: mental health, and other community programs instead of police.
- 85 Nov 11 2020 07: Data on #2  
We must turn the process over to stakeholders, as the efforts of the establishment have
- 86 Nov 11 2020 05: repeatedly fallen woefully short.  
Collaborate with community members in a proactive way, invite them to the table and pay attention to what they say (don't assume that everyone who has a stake and say in this is going to be at the meeting)  
Provide job opportunities, equal education, and food security. Provide training and access to
- 87 Nov 11 2020 02: green jobs to the frontline and low-income communities.  
Listen to the communities that these goals will impact, not the folks who benefit from and will
- 88 Nov 11 2020 12: support racial inequality.  
Engaging key communities and internal stake holders can be achieved by various localized public outreach opportunities and making those opportunities accessible to all. Engaging more communities will also help ensure some racial equality will be achieved in sonoma county policy
- 89 Nov 11 2020 12: because a braider swath of the population will have their voices heard  
These goals often encourage hatred and resentment towards other races, as well as being inherently unfair. Make sure the people you are fostering have the attitude and ability to work with everyone. The most hateful and aggressive anti-maskers I have encountered are hispanic. I really don't want to see deserving people lose jobs to people with bad attitudes and severely
- 90 Nov 11 2020 11: unsafe behaviors.  
I think engaging community stakeholders of racial minority groups and listening to their goals is
- 91 Nov 11 2020 10: most important
- 92 Nov 11 2020 10: CA just rejected affirmative action....so specifics on how you can legally do this would be good.  
Begin by doing training with your county employees as you are working on the policies. Make an effort to have some training on Trauma informed care as well and how it plays a role in serving communities and how even then the cultural aspects that come into play depending on
- 93 Nov 11 2020 10: ethnicity/race

- Lower the threshold and expand the Project Labor Agreement ordinance to include the water agency and airport. This would increase pathways to the middle-class for disadvantaged communities by increasing apprenticeship opportunities using capital improvement funds. Hire more people of color in positions of leadership. Listen to local activists and community leaders when they voice concerns of inequality.
- 94 Nov 11 2020 10: Start with very low or zero income populations and ensure housing and services available and linked to these folks.... developers and those who have and will benefit from our county's bounty
- 95 Nov 11 2020 10: give back to poor.
- 97 Nov 11 2020 08: If you build an organizational culture and effectively engage community members in these regards, that will lead to more representation and equity in your practices.
- 99 Nov 10 2020 08: Outreach to Latino community and cultivate leader. Sponsor me to teach a community engagement course. Fred Allebach 707-935-3514
- 100 Nov 10 2020 07: Unless you are working with local BIPOC representatives within the community directly, you can't achieve these goals with an all-white staff.
- 101 Nov 10 2020 06: Community Outreach
- 102 Nov 10 2020 05: prompt implementation and follow through and then oversight
- 104 Nov 10 2020 02:

- There need to be housing choices that reflect the individual's values and ability to achieve. We need to support and supplement home ownership for all and not lock them into a system where they can only hope to be renters or live in multigenerational housing situations.
- 105 Nov 10 2020 12: Utilize trained facilitators to work with all key decision-makers on issues of racism and white supremacy
- 106 Nov 10 2020 12: The above goals are all important, and it was hard to choose two above the others. One suggestion would be to create opportunities for greater interracial dialogue to help develop greater mutual understanding.
- 108 Nov 10 2020 11: We are supposed to be moving towards a color blind society yet the county still pushes racial profiling. The county is supposed to have race neutral laws and serve all people. Stop being segregationist. Treat people not a brown or yellow but as people. A statement that declares Sonoma free of racial labels would be a good start.
- 109 Nov 10 2020 10: Follow and fund organizations already run by members of historically marginalized communities. No, I think Sonoma county is very reflective of racial equity and equality. The real problem is the housing crisis.
- 110 Nov 10 2020 10: remove the racists from office. You know who they are and get them out.
- 111 Nov 10 2020 09: This is real vague language, I'm supportive, but what does it even mean?
- 112 Nov 10 2020 07:

- These goals leave out ALL wording with regard to 'Social justice' and only refer to 'racial justice' - I think your goals need re-writing to reflect the over arching umbrella or 'racial AND social inequity'
- 115 Nov 10 2020 05: Hire local, BIOC anti-racism educators and follow their lead. Tax the rich, make the minimum wage a living wage, cap how much landlords may charge for rent.
- 116 Nov 09 2020 02: Thank you for supporting Measure P! Work to implement it. Invite input from groups such as North Bay Organizing Project, California Indian Museum & Cultural Center, farmworkers organizations, immigrant organizations, Latinx organizations, African American organizations, etc. to become involved with this process. Outreach in different languages with translation and interpretation available.
- 117 Nov 09 2020 12: Openly talk about racism
- 118 Nov 09 2020 06: Hire Natives, how Many Native's are on the payroll ?
- 120 Nov 07 2020 01: In implementing the best practices, to include international ones, of diversity inclusion, you need to have diverse people leading these discussions. Also, it is gender identity, not just gender. They are different.
- 121 Nov 07 2020 11: Do whatever is possible to make it easier for all people to become more educated and learn to become critical appreciative and intrinsically motivated .
- 122 Nov 07 2020 07: Listen more. Judge less.
- 123 Nov 06 2020 01: Include community organizations and voices
- 124 Nov 05 2020 07:

Sonoma County Five-Year Strategic Plan - Community

**Are there any additional Racial Equity and Social Justice goals that should be included in the County's Strategic Plan? (Please be specific)**

**Answered** 96  
**Skipped** 191

Respondents	Response Date	Responses	Tags
		Covid has amplified health disparities. As a disease that largely affects the respiratory system, controlling factors such as smoking/vaping that weaken the lungs becomes a social justice issue.	
1	Dec 12 2020 12		
2	Dec 11 2020 01	Reparations in the form of funding education at the SRJC, SSU, and trade programs. Eliminate exclusive language including he/she language from policy, documents, etc.	
3	Dec 11 2020 11		
5	Dec 11 2020 10	Seek out those who are qualified either by profession or activity within their communities i have witnessed the brutality of the srpd and scsd all my life. the difference in how we are treated based on the color of the people in my car our local justice system is simply a way to	
7	Dec 11 2020 01	extort money from us	
9	Dec 10 2020 04	Don't cut our sheriff and PD budgets in the name of accomplishing this	
12	Dec 10 2020 12	We all have the same rights as American citizens. Stop identity politics. I believe it would be important to formally establish a supportive partnership with the Human Rights Commission and additional (grassroots) community groups working towards similar	
13	Dec 10 2020 12	goals	
14	Dec 10 2020 12	Remove laws that were mainly used to arrest people of color.	
15	Dec 10 2020 12	More affordable education. Certainly the Spanish neighborhoods are generally disadvantaged. But there is too little talk and emphasis on the rural population in general, specifically the poor whites. While there may be unique needs and communication methods required for Roseland residents, for example, there are plenty of poor white people as well and they too need to be considered in the social	
21	Dec 08 2020 12	justice arena.	
22	Dec 05 2020 02	Task force on white supremacy Revise the Project Labor Agreement (PLA) approved in 2014 for all large County public works projects. T The County should collaborate with building trade unions, employers, and educational institutions to expand the building trades' "pre-apprenticeship" program that prepares interested people, immigrants, women, and minority residents to enter 22 different	
23	Dec 02 2020 03	construction apprenticeship programs.	
24	Dec 01 2020 11	Fully fund and in every other respect, support agencies already on the ground and charged with working in these areas (within the county government & PROVEN nonprofits). Reallocate funding away from law enforcement and toward mental health services, antipoverty and anti-homelessness programs, and other policies that ameliorate social conditions that lead	
25	Nov 27 2020 02	to criminal activity. Encourage engaged community policing. Tony wouldn't have been shot if the deputy had	
26	Nov 27 2020 09	known him.	
27	Nov 23 2020 10	all included in my response to #15	
29	Nov 19 2020 08	EDUCATIONAL please Educational success in primary and secondary schools is an important measurement in how well we prepare our children for success. I suspect that there is a disproportionate quality	
30	Nov 18 2020 06	difference in some schools where lower income children are educated.	
31	Nov 18 2020 03	Have you solicited input from POC regarding these goals?	
32	Nov 18 2020 02	Address group and individual biases forming a foundational awareness from which to work. Fundamental reform of police and sheriff's departments to address ongoing racism and targeting of people of color, immigrant workers, undocumented people, youth, people who are homeless. Establish oversight systems and consequences for officers who commit crimes	
34	Nov 17 2020 07	against people.	

- 36 Nov 16 2020 08 Develop plans for financial assistance as in reparations for both the black and native american community members.
- 37 Nov 16 2020 03 By definition, disadvantaged people often can't afford the time or don't have the skills and wherewithal to participate in County processes that have historically been so unwelcoming to them. Building on the relatively successful post-fire "block captains" concept, the County should allocate funding to recruit, develop, and support representatives from neighborhoods with significant Latinx and other disadvantaged populations to ensure decision-makers get to hear their concerns and what they have to say about fixing them.
- 39 Nov 16 2020 12 Dunno.
- 40 Nov 16 2020 08 Language barriers need to be easily identified with good access for mitigation.
- 42 Nov 15 2020 05 Uncertain
- 43 Nov 15 2020 12 land back to indigenous people and reparations to black people
- 44 Nov 14 2020 05 Take the police chief off of the COTS board  
Participate actively in creating public banks at the state, regional (county), and municipal levels, for the benefit of all citizens.
- 45 Nov 14 2020 12
- 46 Nov 14 2020 11 Reallocate funding from police and sheriff dept to community programs.  
Encouraging people of diverse backgrounds to make Sonoma county their home - And feel included once they arrive.
- 48 Nov 13 2020 01
- 49 Nov 13 2020 01 Implement policy and strategies that support immigrant community in Sonoma County, such as protections and education on COVID-19, a living wage, etc.  
Ensure green jobs for Lower-income communities and those who are on the front line of this crisis
- 50 Nov 13 2020 01
- 53 Nov 13 2020 10 Support the police but reeducate and reform as needed.  
Reducing the police budget. Providing additional funds to programs specifically designed to help communities of color and low income communities. Connect with local teachers, professors and students that can help build policy and suggestions for equitable policy to be achieved
- 54 Nov 13 2020 10
- 56 Nov 13 2020 04 Education  
Address systemic violence against Black people. Fund public services and defund programs like the Sheriff's office that have a record of racial violence. Stop putting police in schools. Educational equity should not be based on paying for WI-FI, we need municipal fiber optic internet wired to into buildings. Wired internet access brings school and libraries into homes. It's safe, fast, energy efficient and eliminates the digital divide.
- 57 Nov 12 2020 11
- 58 Nov 12 2020 07 I think that the policy part is key - how it affects people in the community in addition to just county staff and culture
- 62 Nov 12 2020 10
- 64 Nov 12 2020 09 Showcase the diversity of County employees with personal stories and outreach to schools etc. Bring the next generation into the conversation.  
Community programs and racial inequality in medical and behavioral health services. These are huge issues in our community.
- 65 Nov 11 2020 11
- 66 Nov 11 2020 10 Environmental justice
- 67 Nov 11 2020 05 Not that I am aware of, but I am not in the best position to judge this.  
I am concerned about racism in schools. It is rampant among students and teachers and administrators are not equipped to handle it.
- 68 Nov 11 2020 05
- 69 Nov 11 2020 12 Support the teaching of these topics in our schools and communities, and make sure the curriculum and instructors are not biased - I am concerned that a pilot ethnic studies program for children is being facilitated by law enforcement, who, as a group has little understanding or concern about our communities of color.  
Mandatory racial bias training for ALL police and law enforcement that is overseen by an independent third party and must be completed annually by law enforcement officers of they wish to continue working in the county.
- 70 Nov 11 2020 12
- 71 Nov 11 2020 11 Make sure the police and sheriff's department employees don't break the laws or let off other city employees. Equal justice for all. Also equal pay for all.
- 72 Nov 11 2020 10 Scholarships maybe if legal. Work apprenticeships. Political work.
- 73 Nov 11 2020 10 Harvard's unconscious racial bias test. Have your employees take it.

- Provide financial support and collaboration with nonprofit organizations that are representative of the community and/or support their efforts to become so.
- 76 Nov 10 2020 08
- Listen to the grass roots. Non-profits don't quite get it
- 77 Nov 10 2020 07
- Racial equity and social justice needs to touches every aspect of society--political, social, economic, housing, education, law enforcement, medical services, and so on. You need broad
- 78 Nov 10 2020 06
- goals to achieve success and positive change.
- Inform communities of color all the county resources available
- 79 Nov 10 2020 05
- Door to door outreach?
- 81 Nov 10 2020 12
- Need to improve the routes and frequency of public transportation.
- One goal that I would like to see implemented in some form is to create the kinds of
- 83 Nov 10 2020 11
- opportunities that I mentioned in the question above.
- 84 Nov 10 2020 10
- Yes, fire anyone collecting a county paycheck for peddling racism
- Increasing safety for racial minorities in Sonoma County by defunding law enforcement and
- 85 Nov 10 2020 10
- working toward county-wide education and engagement on anti-oppression.
- 88 Nov 10 2020 05
- Yes!!! ALL the goals address RACIAL inequity but NONE address SOCIAL inequity.
- 89 Nov 09 2020 02
- All current employees who are white must have anti-racism training.
- When doing the General Plan Update, there will be a new Environmental Justice component.
- Follow guidelines from the Governor's Office of Planning and Research (OPR) to make this as
- 90 Nov 09 2020 12
- effective as possible in all planning decisions.
- We could work towards being a Trauma informed County, have Trauma Informed police force,
- 91 Nov 09 2020 06
- Trauma informed teachers. A paradigm shift to understand racism and create healing society.
- 92 Nov 07 2020 02
- Don't give up hiring the best qualified person for a job regardless of equity goals.
- 93 Nov 07 2020 01
- Hire Native's
- Yes, it not a matter of including diverse voices, it is a matter of inclusion and the ability to
- provide data on the increase. Gender identity and sexual orientation needs to be included but
- 94 Nov 07 2020 11
- so do those with disabilities.
- 95 Nov 07 2020 07
- Somehow make it more economical for all folks to have a computer and lower WiFi rates .
- 96 Nov 05 2020 07
- Educational equity

Sonoma County Five-Year Strategic Plan - Community

**Do you have any questions, or need additional clarity, on the goals listed above?**

**Answered 76**

**Skipped 211**

Respondents	Response Date	Responses	Tags
6	Dec 11 2020 01	how do you think that you are qualified to bring people up to capacity for trial? are these people doctors and psychologists? therapists? trained in any of these fields?	
10	Dec 10 2020 12	Clarity on how the county truly plans to assess, strategize and implement these goals.	
15	Dec 10 2020 12	It's complicated. Race and gender politics sometimes collide Why is there not the following goal:	
21	Nov 23 2020 10	All county policy and organizational practices should promote and equitable and sustainable regional economy? Keep extending bilingual information, including other languages along with Spanish.	
25	Nov 18 2020 12	What are the other most commonly spoken languages in Sonoma County aside from Spanish and English? From what I see in my community, there are various Asian languages spoken including Vietnamese and Tagalog.	
29	Nov 16 2020 03	Goal 3 seems so overly broad, non-specific, and aspirational as to be trivializing of the issues at hand. More measurable time-specific goals may be more helpful and achievable.	
32	Nov 16 2020 08	Equity is inclusive of racial equity. Use that language too, not instead, but also. equity is a good place to start but we need to have liberation and self determination and autonomy to be the end goal	
35	Nov 15 2020 12	autonomy to be the end goal	
36	Nov 14 2020 05	Will Petaluma commit to stopping the sweeps? What is the time line? Why are you only engaging with stakeholders on this issue? Their voices are important-but if you really are committed to racial equity you do not need to be listening to those that have the most money and vested interest. Listen to the people. Listen to black activists, latinx activists, those with real material experiences of what it means to be a person of color in sonoma county. What are the ways you will provide the community with access to this information and progress on your goals?	
41	Nov 13 2020 10	I think goal #1 is worded too weakly. It is too easy to say that you're achieving that goal without any measurable improvement. This is more of a vision statement than a strategic plan goal.	
43	Nov 12 2020 11	what specific goals are being set housed people high school graduates employed and earning a living wage	
45	Nov 12 2020 07	What groups are being included? Native Americans and the LatinX community as well as Blacks? Immigrants from Africa, Asia and the Middle East?	
46	Nov 12 2020 02	Blacks? Immigrants from Africa, Asia and the Middle East?	
50	Nov 11 2020 11	There needs to be many more. I feel like some of these goals need to be more specific. "Ensure racial equity".... how do you measure that?	
51	Nov 11 2020 08	measure that? What are the said strategies to make the Sonoma county workforce reflect the county demographic?	
53	Nov 11 2020 02	demographic?	
56	Nov 11 2020 10	You seem vague often; eg. "foster"--what actions are meant? Ensure"--how? I would like to see stronger language around this plan. Creating racial equity is literally a life or death situation for some people in this county. It needs to be a top tier priority and it needs to be demanded.	
57	Nov 11 2020 10	needs to be demanded. I assume when "County workforce" is referenced it's referring specifically to employees of the County of Sonoma? It may be assumed from your end, but I think of it as the entire Sonoma County workforce. Would help to clarify for citizens like me.	
58	Nov 11 2020 09	Sonoma County workforce. Would help to clarify for citizens like me.	

- In general wording on all of these examples in the survey are not designed for general public
- 59 Nov 11 2020 08 to understand. Also it seems like some overlap so exact differences are unclear
- If this social equity include low income seniors....all the assisted living facilities should be
- 60 Nov 11 2020 08 incentivized to take in very low income seniors.
- 69 Nov 10 2020 05 Yes... as stated above
- You should read up about Critical Race Theory and how applied postmodernism has played out in other organizations. It often becomes a witch hunt. I'd recommend starting with this article and video on what happened at Evergreen College in Washington.
- <https://areomagazine.com/2019/01/20/the-influence-of-anti-racist-scholarship-activism-on-evergreen-college/>
- 70 Nov 09 2020 10 evergreen-college/

## Racial Equity and Social Justice

Support Level for Pillar Goals	%	Count
Very Unsupportive	3.13%	6
Somewhat Unsupportive	4.69%	9
Neutral or No Opinion	5.21%	10
Supportive	17.71%	34
Strongly Supportive	69.27%	133
Weighted Average	4.45	

## What goals are most important for the County to accomplish first? (Select 2)

Answer Choices	Responses	
Goal 1 - Make all County facilities carbon free a	32.09%	60
Goal 2 - Maximize sustainability and emissions	29.95%	56
Goal 3 - Maximize Carbon Sequestration throu	60.43%	113
Goal 4 - Invest in the community to become ca	69.52%	130



Sonoma County Five-Year Strategic Plan - Community

**Do you have a suggestion on how to reach these goals?**

**Answered 127**

**Skipped 160**

Respondents	Response Date	Responses	Tags
3	Dec 11 2020 11:	Do something about the amount of wood smoke, particularly in West County where vacationers and those in their vacation homes often burn wood for fun Foster wats to reduce auto and truck use. Current development approvals are making traffic worse. We can.t undo past mistakes , but each new approval should not create new traffic and contribute to	
4	Dec 11 2020 11:	reducing past mistakes.	
6	Dec 11 2020 10:	Purchase over time electric vehicles for the fleet. Support farmers who are wanting to or already are practicing carbon sequestration; support land use organizations whose efforts support these goals. Land conservation is bourgeoisie hate when the #1 issue facing the county is over-priced housing and homelessness. Build housing. Otherwise be green in county design and purchase decisions. It's pretty	
7	Dec 11 2020 10:	simple.	
8	Dec 11 2020 01:	have them ride horses and take away their guns	
9	Dec 10 2020 08:	Read the book Apocalypse Never.	
10	Dec 10 2020 07:	Implement new laws!	
11	Dec 10 2020 06:	Make mass transit as economical and user friendly as possible	
12	Dec 10 2020 04:	Don't move forward with all electric in homes and businesses. The grid can't handle what we use now. Stopping the use of natural gas is cutting off your future sustainability options when the grid implodes	
13	Dec 10 2020 04:	Limit corporations and developers influence in these decisions.	
15	Dec 10 2020 12:	Carrots, not sticks. Incentives, tax credits. More solar panels? Get people in the county to invest in their own solar and encourage people to drive less with more	
17	Dec 10 2020 12:	bike paths and more public transportation.	
19	Dec 10 2020 12:	Plant more trees.	
20	Dec 10 2020 12:	Make sustainable energy the highest priority. Incentivize tree planting on bare land by paying landowners to plant and maintain forests of native	
21	Dec 10 2020 12:	trees. That will sequester a lot of carbon. Focus on transportation. Get rid of all internal combustion engines. Needs large infrastructure	
22	Dec 10 2020 12:	investments (like charging stations)	
24	Dec 10 2020 12:	Invest now to achieve these goals. Once we've destroyed the planet the cost will not matter	
25	Dec 10 2020 11:	Combine goal 1 and 2	
26	Dec 10 2020 10:	Support and promote regenerative farmers in the county All goals need to be achieved but 3 and 4 are needed first. Re: number 3 - Regenerative Ag principles need to be employed ASAP.  These practices will help to retain our top soil, improve water absorption when we do get rain to help recharge the aquifers and reduce fire damage and drought risk. Healthy soil has the capacity to sequester all the carbon we are outputting today. Switching to renewable energy, conserving energy is only part of the problem. The other side of the problem is how to remove excess carbon from the atmosphere.  The farmers and vineyards will need to learn about cover crops and compost mulch and in turn will need to abandon tilling, leaving land fallow, and chemical pesticides, herbicides, and fungicides. Ranchers will need to adopt mob grazing practices so the animals are pruning the grasses and not mowing them to the quick and they'll need to understand what grasses their animals should eat for maximum health... a balanced diet for cows, if you will.  Specifically, we need to ban glyphosate sale and use in the County immediately. It's purpose is to kill the very biology that the plants need to thrive, that regenerative ag is intended to support, forcing the	
27	Dec 08 2020 01:	farmer to add chemical fertilizers, etc. as there is no natural defense or nutrition left.	
28	Dec 05 2020 02:	Work with sunrise Subsidize green building materials/methods in new constructions, as well as retrofitting existing	
30	Nov 27 2020 02:	homes and businesses.	

- Continue working toward prior strategic facility goals of eg 2013, Comprehensive County Facilities Plan
- 31 Nov 27 2020 09: in conjunction with updated data  
Work with local tribes 100%. Encourage native gardens protect wildlife corridors and reduce urban
- 32 Nov 24 2020 08: sprawl  
Protect our open spaces and natural carbon sinks whenever feasible.
- Create a tax or fee program that can help support restoration projects so that our natural carbon sinks are healthy and working properly. Especially our local waterways and wetlands.  
<https://www.openspaceauthority.org/community/measure-q/measure-t.html>
- Reduce non-point sources that are flowing into the ocean and causing harmful coastal acidification, killing off carbon sequestering kelp forests, and negatively affecting overall ocean health. As the primary carbon sink on this planet, the ocean's health and carbon sequestering abilities must be
- 34 Nov 19 2020 02: protected from harmful NPS and be allowed to heal.  
Stop having "burn piles". Why can't farms have their vines cut up for mulching? This would save on
- 35 Nov 19 2020 11: air pollution!
- It is essential that all citizens are educated about the perils of our changing climate before efforts to mitigate those perils are embraced. On-going access to data and observations regarding the changing nature of things as well as continual evidence of County efforts to combat climate change need to be
- 36 Nov 19 2020 10: kept in the forefront of folks to ensure long-term positive movement...  
County fleet vehicles should be all electric, full stop. They are currently the cheaper alternative.  
Establish a plan to implement a series of resilient microgrids powered by local clean energy (NOT
- 37 Nov 18 2020 07: diesel). Jurisdictions have found that these microgrids pay for themselves quickly.
- 38 Nov 18 2020 07: Ban development of new gas stations
- These are the simplest and the most direct two goals.
- Assess the buildings you have and decide if they are worth retrofitting. My suspicion is they are not, so designing buildings that are zero net energy and building them is the next step.
- Reorganize workforce so many can work from home, but in doing that an agreement with the labor union needs to be made so movement or releasing those employees can be made if they are not able to work without direct supervision.
- Retire all county vehicles that are not electric or at least replace them with a good hybrid until they have vehicles with decent electrical range. Larger vehicles need to be absolutely fuel efficient.
- When cars reach a decent electrical range 250+ establish incentive for employees to purchase one.
- Work towards creating commute system that is workable. Decent train fares, access to north end of county, and reliable continuous connections to county campus from depots.
- Establishing electric stations throughout county - on every street corner like gas stations are today
- 40 Nov 18 2020 03: and pay phone used to be.
- 41 Nov 18 2020 01: I will
- 42 Nov 17 2020 07: Much work has been done to advance all these goals and we can continue to do so.  
I am an environmental scientist carbon sequestration is highly misunderstood, please reach out to me
- 44 Nov 17 2020 11: and i will consult for free. 9164078637  
The climate crisis is a world wide problem. There is input on all levels. In Sonoma County cities, organized groups, and individuals are working on the problem. Their ideas and energy needs to be considered & used. Electrifying the County Fleet vehicles sets a good example. Passing an ordinance that prohibits developing new gas stations is vital. The County could establish electric charging
- 45 Nov 17 2020 10: stations outside of cities.
- Create incentives for vineyard owners and other large farm areas to use compost and organic farming practices. Fund a biochar making program using biomass from forest maintenance and vineyard waste. Start the new composting facility immediately. Adapt building codes to reward builders for
- 46 Nov 16 2020 08: using recycled wood products and the most environmentally friendly building techniques.

- 1) Benchmark all county facilities and fleets in 2021;
  - 2) To ensure 2030 goals are timely met, set interim two-year goals (2022, 2024, 2026, 2028) for facilities and fleets;
  - 3) Include contingency measures (emergency actions to take if progress on interim goals falls behind schedule);
  - 4) Assess historic (e.g., 1990) and baseline (2020) carbon stocks for all natural and working lands Countywide;
  - 5) Assess the technical, economic, and achievable sequestration potential of all Countywide natural and working lands (by 2030, 2040, and 2050).
- 47 Nov 16 2020 03: and working lands (by 2030, 2040, and 2050).
- 49 Nov 16 2020 12: Enforce plastic bag ban: Grocery Outlet.
- 50 Nov 16 2020 10: Follow indigenous leadership in terms of land use. Respect the people whose land we have stolen!
- 51 Nov 16 2020 08: Science.  
Climate crisis, air pollution, litter control etc. should be mentioned in school. Starting in elementary
- 53 Nov 15 2020 05: school  
Ween our addiction of the automobile. It doesn't matter if they're internal combustion, hybrid, or electric, cars are energy and space inefficient. If we want to be carbon neutral by 2030, we will have to decrease our overall energy consumption from current levels. Of course, public transit and walkability are two major ways to decrease transportation energy usage, so this goes back to land use policy. We must upzone and create 15 minute neighborhoods so community members can accomplish
- 54 Nov 15 2020 10: most of their daily needs without the dependence on an automobile.  
We need affordable, safe public transportation. Pedestrian and bike infrastructure that syncs with public transportation. All electric new housing development. Create incentives diversity in local agriculture and dividends for carbon Sequestration. Is the county signed onto Sonoma clean powers
- 55 Nov 14 2020 09: evergreen program?
- 56 Nov 14 2020 05: Stop spending money on shiny toy guns for PPD and invest in clean air vehicles  
Just the generic suggestion: Maximize foundational funding efficiency by establishing and using public
- 57 Nov 14 2020 12: banks.
- 58 Nov 14 2020 11: STYROFOAM BAN PLEASEEEEEEEEEEE. Also FUNCTIONAL RECYCLING!!!
- 60 Nov 13 2020 06: Plant more trees on city streets, offer free trees for all households
- 61 Nov 13 2020 06: Look at leading on forest management techniques that improve carbon sequestration in our County
- 62 Nov 13 2020 01: Keep special interests from dissuading you from accomplishing these objectives.  
Let's lead by example and get some stuff done! It will make us more attractive to responsible
- 63 Nov 13 2020 01: businesses, tourists, and media mentions.  
Increase support land acquisition efforts by local environmental agencies and nonprofits, such as land trusts. Sonoma County has a lot of PRIVATE open space and relatively little public open space compared to other counties in California. There is little that can be done if a private landowner does not want to cooperate with the County's goals, and the most effective action is to acquire land to protect and preserve it for the future. Ideally, the land acquired would be in high fire risk or high flood risk zones where it does not make sense to develop housing in the future, but land managers could
- 64 Nov 13 2020 01: mitigate those risks effectively.
- 65 Nov 13 2020 01: Moratorium on all new fossil fuel infrastructure including gas stations  
Electric vehicles and work with the Farm Bureau to address carbon sequestration on ag lands as well
- 66 Nov 13 2020 01: as helping farmers to reduce and eliminate pesticide use.  
Cut your deadline by 5 years. 2030 is much to late.  
Work with farmers and ranchers to reach your carbon sequestration goals.  
Cut driving times of NON eclectic public transit (this is our largest form of emissions).  
Ensure Green jobs for retrofitting, as well as opportunities for Lower income communities that may
- 67 Nov 13 2020 01: not normally have these opportunities
- 68 Nov 13 2020 12: Promote local agricultural practices that conserve water, sequester carbon, and feed the urban areas.
- 70 Nov 13 2020 10: Cooperate with private sector initiatives

Provide green jobs to those that have been historically marginalized to retrofit old and new buildings to make them carbon neutral ASAP. Work with indigenous leaders and communities to understand fire burning practices and land management. Let them take the charge on making sure your policies work with the land- if they don't, rework them so they do. We have a long history in sonoma county of indigenous knowledge. They understand the land best. Provide more community gardens and access to free fruit and vegetables, workshop with local clubs, organizations to provide gardens in every community. Access to healthy clean food is a social justice issue. Partner with local farms and community organizers to understand how policy will impact them- and work to create better policy that works for everyone.

71 Nov 13 2020 10: We need to be carbon neutral by 2025. 2030 is too late. Update the community on ways they can each reduce their consumption and have houses,apartments,condos, be more carbon neutral

72 Nov 13 2020 10: Invest in public transportation. Build more housing near transit. Make biking safer and more desirable

First, a carbon sequestration focus is short-sighted. The utility of So Co's land is far more importantly utilized in its historic context of food and fiber. Carbon sequestration is an \*outcome\* of good farming practice, not the primary goal. We can continue to lose farming productivity while shoving carbon into the ground.

The focus should be on restoring small-holder farms utilizing good soil practices, with the primary goal being to regain as much food sovereignty as possible, with the knock-on \*effect\* being increased soil carbon.

"Carbon neutrality" is a nonsense term utilized to deceive ourselves of the magnitude of our predicament. In practice, this goal is achieved through the standard accounting trick of externalizing the true cost of the County's economy onto the larger world. So Co produces very little of what it consumes in terms of carbon / climate impact. Our impact is not limited to vehicles and home temperature regulation, yet that is what we focus on.

Given an honest accounting of our GHG emissions, it is not possible to become "neutral" by 2030. However, as much as is possible, wise government guidance would seek to move away from private automobile usage, reduce total energy use in the County, encourage low-tech solutions at all levels, encourage repair and re-use of resources, encourage as much local manufacturing of essentials as possible, and develop policy towards restoring food self-sufficiency for the County.

73 Nov 13 2020 09: Additionally, policies could be pursued to limit the trend towards living and working beyond the county borders, which results in the majority of vehicle miles driven, and drives housing prices beyond affordable levels.

Setting goals is fair, but completely removing a source of energy could cost the residents a large amount of money... we should always strive to reduce pollution but should not punish the average person for the lack of technological advancements. We already experience power outage notifications during the summer which is stunning for an "advanced" society. It honestly hurts the lower and

75 Nov 13 2020 05: middle class residents when fewer energy options are available at higher costs.

Direct cuts to carbon emissions are better than offsets or sequestration. Small scale point source energy production is better than large scale. Provide local businesses with the opportunity to provide service first. Commit to keeping all fossil fuels in the ground. Divest county investments from fossil

76 Nov 12 2020 11: fuels. Be careful not to adopt short term solutions that reproduce existing inequalities.

Electrify everything. Buy Evergreen power from SCP. Ban single-use plastic and styrofoam items. Build

77 Nov 12 2020 10: complete streets. Build a local compost facility. Etc.

Stop the cutting down of healthy trees! In the frenzy for fire protection far too many trees and shrubs are being removed that in many situations are not hazardous. Conflicting and confusing information is being promoted that is not accurate or would really protect a home from fire. Sonoma Ecology Center has done excellent work in this regard and their recommendation should be promoted.

All grazing and other agriculture on County land should be required to use carbon farming practices. Grazing should be actively managed to increase soil carbon and water holding capacity, which will benefit carbon-capturing vegetation.

Strictly limit development on ag and open space land with carbon-capture value.

Prohibit conversion oak woodlands.

Invest in public transit and strictly limit all development in rural areas that would result in increased VMT.

78 Nov 12 2020 09: Encourage passive solar and energy efficient building design and upgrades.

I don't think it's realistic to try to make county facilities "zero waste." SOME things are always going to wind up in a landfill! Yes you can go paperless. Yes you can compost banana peels. A better goal might be to reduce carbon emissions and waste at county facilities as much as reasonably possible.

I really support the goal of maximizing carbon sequestration through land conservation work and land use policies. Redwood trees are among the best carbon sequestering machines around! Yes they take water, but we should be using treated wastewater to feed our park trees and planting tons more

79 Nov 12 2020 03: redwoods!

Accomplishing the goals for county buildings, lands and transport is part of the overarching plan to reach 2030 goal. We are behind! This will take a concerted effort engaging the entire community with

80 Nov 12 2020 03: multiple specific targets.

Quantify and publicize all the steps and demonstrate how the County will achieve and showcase achievements along the way. (also include tips on how the community can contribute in incremental

83 Nov 12 2020 09: ways as they see what the County has achieved)

We need to focus on our waterways and our wildlife. We have a diverse wildlife population and we need to focus on conservation to help build up some of these populations. Community involvement

84 Nov 11 2020 11: may be very important to encourage community improvement.

Expand bike lanes and walking routes. Incentivize replacing all fossil fuel using machines with electric (cars, heaters, etc). Prescribed burns to promote healthy grasslands and forests. Waste management

85 Nov 11 2020 10: education.

86 Nov 11 2020 07: By carrying out #1 and #2 for starters

We have an expert in our county on this - Kaiser Permanente is the 1st carbon-neutral health system

87 Nov 11 2020 05: in the US. Any chance the county can consult, or team up with Kaiser?

All electric ordinances.

Get invested with a public bank effort so that we can generate income for making the changes that we need to make.

Work with groups like the Fire Forward to deal with climate related fire risk.

88 Nov 11 2020 04: <https://www.egret.org/fire-forward>

Goal 1)

Just transitioning county facilities to carbon free is not enough. The state wide goal is to be carbon neutral by 2030.

Goal 2)

Just transitioning your county fleet is not enough. Invest in clean and effective public transportation

Goal 3)

Maximize carbon sequestration not only in county owned lands but all unincorporated, city and as many privately owned lands as possible.

Goal 4)

Provide high paying green jobs to frontline and low income communities to implement the goals stated

89 Nov 11 2020 02: above.

The county currently has \$236 million dollars invested in the major banks financing fossil fuels. How can we simultaneously work on Climate Action and Resiliency if we are at the same time financing the fossil fuel industry? A public bank would offer us a way to invest our money in ourselves instead. For

90 Nov 11 2020 01: starters, we could finance renewable energy projects for the region.

- Get grants. Work with major county landowners. Dairy, beef  
Work with garbage collection companies.
- 91 Nov 11 2020 01: Sun and wind facilities.  
Increased investment in solar, geothermal, and wind power. All county buildings should be updated to meet LEED certification standards, furthermore the county should offer assistance to help commercial buildings meet LEED certification standards. County wide initiative to encourage homeowners to
- 93 Nov 11 2020 12: switch to solar power.  
This "pillar" should talk about fire emergencies due to climate change extreme heat and dryness. It is somewhat misleading, as the goals have nothing to do with that! See my previous comment re. lack of evacuation shelter preparedness.  
The city and county should pay for tree trimming in neighborhoods. Our neighbors refuse to trim their oaks, which are on the neighbors' properties and roofs! Pay for lawn conversion to xeriscaping, not just a little bit. Rebate installation of water tanks.  
And admit that building in Fountaingrove was prohibited in the first place, and stop rebuilding a fire
- 94 Nov 11 2020 11: corridor!
- 95 Nov 11 2020 10: I hope this does not prevent any controlled burns from happening
- 96 Nov 11 2020 10: Upgrade all county facilities and car fleet to achieve net zero.  
Support and follow Indigenous leadership, particularly around land stewardship (this will also help with wildfires). Invest in free public transportation to curb car emissions. Create sustainable environmental policies that include ALL residents and workers, not just white, affluent ones. Hold our farms and vineyards accountable for their waste, exploitation of undocumented workers, and
- 97 Nov 11 2020 10: lobbying against the working class community.  
Development must not destroy carbon sinks - forests and woodlands. These clean GHG free and effectively. These must be protected through purchase, restrictions, conservations, permit limitations. County must place HIGH value on these. Now developers simply pay small fee if anything
- 98 Nov 11 2020 08: (Ag doesn't) to remove oak woodlands and it is a triple loss to fighting climate crisis.  
Mass goal information dissemination, webinars/virtual training on carbon emissions/zero waste for teens, adults, and seniors plus address homeless people's rampant clutterings in city streets. Active community meetings to address these goals and hear out community
- 100 Nov 11 2020 08: problems/concerns/suggestions.  
Increase land conservation, work with LandPaths, plant trees, protect current trees, implement and teach permaculture, plant community gardens in as many open spaces as possible including roof tops, promote and support rainwater catchment and grey water use, invest in and support fire resistant
- 101 Nov 10 2020 11: construction
- 102 Nov 10 2020 09: Support public and private incentives for food producing land  
Yes. Please run with this idea. I lost my home to the tubbs fire and have given this a lot of thought. we can pay folks to do forest management, clearing out invasive species and fuel in fire prone areas. Chip the brush. Spread it on farmland. This carbon will go into the soil, which is good. It won't add to massive fires. Part of this program can be expanding the goat & sheep grazing I've seen you do in
- 103 Nov 10 2020 07: county parks, as well as prescribed burns in winter and spring.
- 104 Nov 10 2020 07: The knowledge is there, just do it
- 105 Nov 10 2020 06: Consult experts in the field of sustainability, conservation, and climate justice.
- 106 Nov 10 2020 05: Take the lead of SF, partner with community groups  
Stop approving new fossil fuel infrastructure, like gas stations.  
Mandate that all repaving projects automatically include bike lanes and on heavily trafficked corridors they be class 4.  
Stricter mandates for energy and water efficiency, and independence on new housing developments, retrofits and commercial building.  
Development of micro-grid energy transfer sites for energy independence.  
Ban the sale of new fossil fuel vehicles 10 years earlier than California.
- 108 Nov 10 2020 03:
- 109 Nov 10 2020 02: so glad you are focused on this and again, just do it - implement it and have oversight! yay!
- 110 Nov 10 2020 12: Stop making arbitrary goals and start stepping toward reducing emissions.  
  
It would be nice to have access to all the work already done on Climate Change -- a Gorin/Hopkins ad hoc committee, for example. Examine what other locations are doing -- Santa Rosa has done a great deal of work in this regard, and they have suffered from the same problems as the County has -- fires,
- 111 Nov 10 2020 12: etc. Work with the Open Space District and the public to accomplish Goal 3, above.
- 112 Nov 10 2020 12: Let the Indigenous people of this land have their land back and take care of it

Again, it is difficult to choose only two. I would put Carbon Sequestration on the top of the list, particularly with regard to land use policies. Reviewing agricultural practices could have a significant

113 Nov 10 2020 11: impact in this area.

Supportive to the extent that the county upgrades as cleaner options are available and endorses

114 Nov 10 2020 10: sustainable standards but unsupportive of excessive activism.

115 Nov 10 2020 10: Continue to ENCOURAGE (not just allow!) teleworking for employees and contractors.

Seriously, I would do focus groups in the community and ask them what they want. I have a feeling for that many survival is what they are interested in this point and actually having systems in place to

118 Nov 10 2020 09: protect them during the fires.

Enforce land management to prevent wild fires that produce carbon.

Instead of pushing the SMART train that won't make a dent in our Carbon footprint and is ridiculously

119 Nov 10 2020 04: overpriced, consider more electric charging stations.

120 Nov 09 2020 09: Bike and micro-mobility friendly streets.

121 Nov 09 2020 02: PERMACULTURE!

See all land use planning decisions through the lenses of climate change and environmental/climate justice. Follow existing General Plan, CEQA, and Climate Emergency Resolution policies. Reduce reliance on fossil fuels - start with no more permitting of new gas stations! Instead focus on developing safe, affordable, reliable, connected, accessible public transportation systems; ditto for pedestrian and bicycle infrastructure including support for electric bikes; encouraging EV charging stations in appropriate locations e.g. no new asphalt/concrete, but siting them in existing parking lots for workplaces, residences, shopping centers, cinemas, hospitals, and other places where cars will already be parked for 1-2 hours anyway. Subsidies for decentralized solar installations. Planting appropriate native trees in appropriate locations. Focus on home hardening as the number 1 priority for fire protection. No profit-driven tree cutting by lumber industry in the name of fire protection! No

122 Nov 09 2020 01: more investment in fossil fuels or fossil fuel infrastructure.

123 Nov 09 2020 06: public health campaign about carbon neutral means

Farmers have the knowledge and ability to play a major role in land conservation. They need

124 Nov 07 2020 03: regulatory relief so they can devote more time and effort to sustainability.

125 Nov 07 2020 11: Need to implement best practices from international communities. 2030 is too far out.

126 Nov 07 2020 07: Offer more furniture and large items curbside pick up.

127 Nov 05 2020 07: Assess and collect data

Sonoma County Five-Year Strategic Plan - Community

**Are there any additional Climate Action and Resiliency goals that should be included in the County's Strategic Plan? (Please be specific)**

**Answered 101**

**Skipped 186**

Respondents	Response Date	Responses	Tags
2	Dec 11 2020 01	Credits for those who "go green" Take burn restrictions away from air quality districts and give it to local fire officials on Rainey days. If we burned excess fuel on rain days instead of leaving it for wild fires our climate would be cleaner!	
3	Dec 11 2020 11	would be cleaner!	
5	Dec 11 2020 10	I don't need to tell you that time is of the essence! Get to work on this now. yeah utilize some of these big ol solar panels to provide power to the community im sure they were bought with our money	
7	Dec 11 2020 01	Rhis is not a local focus problem. I have had a 40+ year career reducing energy use in a wide range of industrial processes. Believe it or not, industry does the right thing in the long term.	
8	Dec 10 2020 08	County government has more loacal issues like safety and infrastructure. Increase the strength and durability of the power grid to eliminate public safety power shutdowns and to encourage the use of e-vehicles	
9	Dec 10 2020 06	shutdowns and to encourage the use of e-vehicles	
12	Dec 10 2020 12	More programs to encourage to reduce, reuse, recycle.	
13	Dec 10 2020 12	Fire prevention.	
15	Dec 10 2020 12	Fuel management to reduce uncontrolled wildfires which put a lot of co2 into the world	
18	Dec 10 2020 11	Promote a healthy food shed with input from key stakeholders	
		Water quality - chlorine and chloramine in city water. This too is intended to kill bacteria and plant growth. As such, it negatively impacts the health of the soil and our gut health. I understand the problem it's intended to solve but other jurisdictions do not seem to have such an overwhelming chlorine additive so there must be another way. Perhaps we just need to filter it as it enters the property. Still, advice and tools are needed.	
		Supporting kelp forests - kelp forests remove carbon from the ocean. As a bonus, kelp can be added to cattle feed to help reduce methane emissions.	
20	Dec 08 2020 01	Ban CAFOs (concentrated animal feeding operation). Put the animals on the land directly.	
21	Dec 05 2020 02	Inequality and environmental injustice must be solved in the new things we build Economics, education and healthcare need to be components of addressing climate change	
22	Dec 02 2020 10	and equity	
23	Dec 01 2020 11	probably	
24	Nov 27 2020 02	Increase availability and efficacy of mass transportation	
25	Nov 27 2020 09	Focus on County owned facilities first. Lead by example.	



There is more to Climate Action and Resiliency than carbon neutrality. Focus must also be placed on local water supplies with increasing amounts of significant drought periods and finite water resources in our region.

Improve water storage by fully committing to Potter Valley Project and increasing capacity at Lake Mendocino.

Reduce demand on existing water resources via strong mandatory conservation measures and adequate monitoring of all water use. This goes for both agricultural and municipal uses.

Consider the surface water and groundwater interface in all water making decisions. Limit future and revisit existing groundwater well permits with focus on environmental health and sustainability, as well as existing laws that are meant to protect those resources.

Make water decisions based on worst drought years, not averages or the good years alone. Doing so creates false security in decision outcomes.

27 Nov 19 2020 02 Create a water demand reduction plan for all water users.

28 Nov 19 2020 11 As I stated in Q20

29 Nov 18 2020 07 Oh so many

30 Nov 18 2020 06 Again, we need measurements and an annual report on how well we are meeting goals. OUTREACH to the community as Sustainability and Energy is doing so that education and repeated explanations/confirmation of information is given to residents. People need to be told things many times over before it becomes embedded in their consciousness and they understand how it will impact their lives, especially where change is so important.

This is extremely important as Climate is what is driving so much of the change. It is part of causing the extreme fires, floods, winds, etc. Lives and ways of living must change drastically

31 Nov 18 2020 03 to make it possible for us to survive.

32 Nov 18 2020 02 Require every department to budget their fossil fuel use  
Enforce littering, water and land use and pollution / protection laws. Post more law signs in

33 Nov 18 2020 01 Spanish related to these laws.

Plan for as much locally sourced products and services as possible within our county. For example, the building company who is chosen to build a housing complex on the Chanate

35 Nov 16 2020 08 Hospital property should be a local company that uses local vendors and local materials. Implement a robust sequestration resource acquisition measurement and evaluation framework, to ensure these claimed resources are real, cost-effective, and persistent, with binding consequences (e.g., claw-backs, insurance, etc.) on any projects that fail to perform as

36 Nov 16 2020 03 promised.

38 Nov 16 2020 10 2030 is too late

THIS is an opportunity to include key community and business stakeholders. Call out impact

39 Nov 16 2020 08 of slow adoption. Call out deniers.

41 Nov 15 2020 05 Start the knowledge process early in children

42 Nov 14 2020 09 A public bank. Infrastructure for E.V.s. Loan interest loans for rooftop solar,  
Stop using the unhoused community as a scapegoat, and stop pandering to real estate

43 Nov 14 2020 05 interests like Timo Rivetti

Encourage/support/monetize companies who have policies to purchase locally or reduce

44 Nov 14 2020 11 emissions, etc.

Not sure if you weave this in to Goal 4 or if it become a new goal. I would like to see Free Public Transit. We use public funds to subsidize transit to reduce emissions and support greater access to jobs, education (hits both health and equity goals so this is one of those

46 Nov 13 2020 06 high-leverage strategies.

- Decentralize an archaic, outdated and dangerous electrical grid and replace it with decentralized sustainable micro grids.
- 47 Nov 13 2020 01
- How can the county support other businesses and individuals make an impact. The County needs to address greenhouse gas emissions from transportation beyond its own fleet vehicles. County roads and transportation infrastructure needs to support effective alternate modes of travel, such as bicycles, public transit, sustainable ride share options, and electric cars.
- 48 Nov 13 2020 01
- 49 Nov 13 2020 01
- We desperately need a sense of urgency with these actions. Our climate needs us. I would also like to see something about community education as well as green business practices in all Sonoma County businesses. Wineries, for example, need to be held to a higher standard as their environmental impact is huge.
- 50 Nov 13 2020 01
- Moratorium on all new fossil fuel infrastructure including gas stations
- 51 Nov 13 2020 01
- Invest in management of surrounding open spaces that make them less vulnerable to fires that ignite residential areas.
- 52 Nov 13 2020 12
- Divest from any organization without a specific carbon neutral plan or any bank that currently funds fossil fuel expansion. Invest in green housing, in Black, Indigenous, immigrant communities. Listen to community led activism/change on resilient climate action. Transition away completely from fossil fuels and invest in renewable energy in a way that centers the working class- not corporations. Provide free green transportation- and expand the transportation available. Invest in green housing and make sure every new building is built with carbon neutral standards. Retrofit older buildings to make them carbon neutral and more sustainable. Center day laborers needs during climate crisis events like fires/floods. Ensure emergency centers are gender inclusive/diverse, cultural welcoming and ensure that everyone feels safe regardless of documentation status. Guarantee these shelters have translation services
- 55 Nov 13 2020 10
- Push deadline even sooner than 2030
- 56 Nov 13 2020 10
1. Rebuild local family farms in the Rural Residential zone through tax incentives, zero-cost permitting, and supported retail outlet chains (such as FEED Sonoma).
  2. Restrict mono-crop land usage, such as vineyards.
  3. Create tax incentives for rural land owners to provide long-term secure leases to willing farmers.
  4. Create incentive and education campaigns for tree plantings, hedgerows, water catchments, etc.
  5. Prioritize permitting for local family business over chains.
  6. Reduce traffic speed limits by 10mph on all county roads.
  7. Re-stripe roads and intersections to prioritize bicycle and pedestrian traffic.
  8. Continue to encourage cottage industries, including very small, garage-based manufacturing and services, with the over-all goal being regional self-sufficiency and economic autonomy.
- 57 Nov 13 2020 09
- Ban any new developments that increase carbon emissions
- 59 Nov 12 2020 11
- This seems like the right spot for fire safety/fuels management goals - the county needs a program!
- 60 Nov 12 2020 07
- Getting a lot more electric vehicle charging stations everywhere around the county; Ecars are going to be the wave of the future.
- 61 Nov 12 2020 03
- The county must work with the agricultural community to shift to regenerative practices, utilizing multi-cropping, no till processes, rotated grazing lands and composting practices that draw down carbon (compensation for carbon farming)
- 62 Nov 12 2020 03
- Develop programs and policies to help residents, businesses, etc. become more sustainable in addition to county facilities, vehicles, etc.
- 64 Nov 12 2020 10
- Yes, earthquake and fire safe options that are green, tax initiatives, and community brush clearing days for lots and parks that need it.
- 66 Nov 11 2020 11
- Give people knowledge about what they can do Statistical information about how we can help our county get to those goals.
- 67 Nov 11 2020 07
- 68 Nov 11 2020 04
- Fire management!

- 69 Nov 11 2020 04 Encourage composting in addition to recycling, ban single-use plastics, promote reusable masks, include climate resiliency in standard K-12 curriculum.  
Provide state-funded green job training including freshwater green jobs and jobs in retrofitting old buildings to become carbon neutral. And have those job opportunities for low-income people who would normally not have those opportunities and who are the frontline to climate disasters.
- 1) Mandate that all county, city buildings by 2025 and all commercial buildings of a certain size carbon neutral by 2030. And provide green jobs to retrofit those buildings.
- 2) Most of our carbon emission in this county are from vehicle miles traveled. Commit to finding ways to reduce driving and provide access to clean mobility.  
Provide free, efficient, and electric public transportation by bus. (it should not take 3 hours to go get anywhere in the county).  
Stop building gas stations, instead build free electric vehicle charging stations.
- 3) Expand implementation carbon sequestration to more than just county owned lands including city lands and work with private land owners such as farmers and ranchers to maximize carbon sequestration.  
Stop the deforestation of old growth oak trees in all areas of the county.  
Dedicate land to sequestration and feeding the county using regenerative agriculture and not exporting crops outside the county.  
Reach out to the Indigenous community in Sonoma County and ask for their say on what happens to the land.
- 4) A Just Transition  
Provide state-funded Green Job training and pathways in the freshwater sector as well as in retrofitting city, county, corporate and other buildings to be carbon neutral. Give those job opportunities to low-income people who would not normally have those opportunities.
- 70 Nov 11 2020 02 Water, purity; clean rivers, creeks; get volunteers.
- 71 Nov 11 2020 01 Restrict fireplaces, burning.
- 72 Nov 11 2020 12 Recology waste management 's practices must be closely examined!
- 74 Nov 11 2020 11 See above comment about helping residents with fire abatement strategies.
- 75 Nov 11 2020 10 Consider that we need controlled burns in this area with the help of local Indigenous tribes  
Ensure that climate action and resiliency goals benefit all residents and workers, by investing in BIPOC and immigrant communities and listening to community-led change around resilient
- 76 Nov 11 2020 10 climate action  
Support and develop policies around increasing local food crop farming and production, composting, sustainable ranching, Local purchasing/procurement policies as mentioned in
- 77 Nov 11 2020 09 prior pillar.  
Clean ubiquitous public transportation. ie clean vehicle pool for residents perhaps to get to train, bus, work, or shopping.... get gas cars and trucks off Sonoma County roads. State is
- 78 Nov 11 2020 08 moving in that direction.
- 80 Nov 11 2020 08 My answer is the same as #20  
Fire hazard management assistance for homeowners in the wildland interface, such as consultations to assess risk and reduced fee grazing or tree trimming services to reduce dry
- 81 Nov 10 2020 11 brush and fuel buildup.  
Ensure that all county agencies including schools fully implement recycling and composting programs with goal of becoming zero waste.  
Include environmental education in school curriculum  
Invest in and support fire resistant housing and drought mitigation measures including
- 82 Nov 10 2020 11 rainwater catchment and grey water use
- 83 Nov 10 2020 09 Sheet flow runoff strategies on all new vineyard blocks rather than current concentrated flow.

- I was reading once again how the food system is responsible for 30% of Greenhouse gases.  
We need to accelerate support for local farms; make it easy for them to sell to institutions.
- 84 Nov 10 2020 07 Help them feed our community. Help them sequester carbon  
Help Sonoma Valley get some affordable food stores like Grocery Outlet, no poor person with
- 85 Nov 10 2020 07 a car will ever shop in Sonoma Valley for anything  
I wish you had a goal to create green jobs that support local economy, training, and
- 86 Nov 10 2020 06 employment opportunities.
- 87 Nov 10 2020 05 Require all City Departments to Recycle/Compost and reduce their consumption and waste
- 89 Nov 10 2020 02 This is a great start..  
Improving and increasing public transportation. Make it possible for people to live near their  
work. Attract well paying jobs into this county so fewer employees commute out of the
- 90 Nov 10 2020 12 county to make a living.  
The County should move to remove its funds from banks and other organization that  
contribute to the fossil fuel industry, and stop the development of any additional fossil fuel
- 92 Nov 10 2020 11 infrastructure, specifically gas stations.  
Less plastic and paper waste. Smarter packaging. Higher fees for businesses who produce too
- 94 Nov 10 2020 09 much waste.
- 95 Nov 10 2020 09 Money to help the community through fires and hold employers accountable.
- 96 Nov 09 2020 02 <https://youtu.be/sEZx6-9uNPY>
- 98 Nov 07 2020 03 All county owned land needs to be better managed to prevent wildfires.  
Include the Green New Deal and its goals. Include green new jobs and training. Include our
- 99 Nov 07 2020 11 youth as they are the most impacted.
- 100 Nov 07 2020 07 More safty in walking paths and more walking paths .

Sonoma County Five-Year Strategic Plan - Community

**Do you have any questions, or need additional clarity, on the goals listed above?**

**Answered** 66  
**Skipped** 221

Respondents	Response Date	Responses	Tags
3	Dec 11 2020 11	What is the maximum population that can be sustainably maintained in sonoma county? Why is there no mention of sustainability in goals? maybe cut down on gas emmissions if you didnt have a thousand cops out trying to catch us speeding and giving out seat belt tickets every time we are allowed outside	
7	Dec 11 2020 01	Is the county planning to partner with community climate groups in this effort?	
10	Dec 10 2020 12	I will	
25	Nov 18 2020 01	Goal 3 is hypocritical until PRMD requires project developers to accurately count and mitigate for the loss of EXISTING sequestration assets whenever natural lands are converted to working lands.	
29	Nov 16 2020 03	Goal 4 seems to be so vague and aspirational as to be almost meaningless. Bring the climate leaders into county works establish doing what you can with what you have	
31	Nov 16 2020 08	looks like. Leadership vision for more than that!	
34	Nov 14 2020 05	Will Petaluma commit to stopping the sweeps? When will you implement these goals? How will you involve young people in making sure	
39	Nov 13 2020 10	these goals are met- and that their voices are heard? I would love to know more specific examples of how the County plans in "invest in the	
44	Nov 12 2020 10	community to become carbon neutral by 2030". As a young perosn my future is at stake. I have seen our county devastated by droughts floods and especially fires. As a county we have the opterunity to lead in bold climate action, in the state and the country. Just having county owned building carbon nutral by 2030 is too little, too late. That is the state wide goal and it is based on outdated sienace. If you want to make swift and effective change that is not enough. I am asking you to make all county and city owned buildings carbon neutral by 2025 and large commersail buildings carbon nutreal by at least 2030. Please exand your goal of sustainability and emissions reductions beyond just county vehicles to public transportation by electifying the bus system. And expand your commitment of carbon sequestration to all uniocterperated or county owned lands, city owned lands as well as working with farmers, ranchers and other property owners to sequesteure carbon on their lands. Please also reach out to our local indigenou community to have input on how the land is used. I would request of you to also think about adapting to invietalbe climate disasters by insuring food sucrrity among other things.	
46	Nov 11 2020 02	Provide green job pathways for frontline, low-income communities.	
47	Nov 11 2020 01	No need to reply; but be specific.	
49	Nov 11 2020 12	I like the idea of carbon sequestration through land management practices but I'm curious as to how much land would be needed to effectively capture a significant amount of carbon	
50	Nov 11 2020 11	You are getting plenty of \$ to help with fires. Where is the help to make our yards safe? Time is of the essence. Please direct staff to bring forth proposals every month for	
51	Nov 11 2020 08	consideration ....	
52	Nov 11 2020 08	See previous comment	
54	Nov 10 2020 07	You'll need to do full cost accounting on the tourism transportation GHGs	

## Resilient Infrastructure

Support Level for Pillar Goals	%	Count
Very Unsupportive	2.62%	5
Somewhat Unsupportive	4.71%	9
Neutral or No Opinion	8.38%	16
Supportive	42.93%	82
Strongly Supportive	41.36%	79
Weighted Average	4.16	

## What goals are most important for the County to accomplish first? (Select 2)

Answer Choices	Responses	
Goal 1 - Invest in County buildings and technology	16.22%	30
Goal 2 - Invest in capital improvements to ensure	61.08%	113
Goal 3 - Continue to invest in critical roads infrastructure	44.32%	82
Goal 4 - Implement countywide technological solutions	41.08%	76
Goal 5 - Support, fund, and expand flood protection	23.24%	43

Sonoma County Five-Year Strategic Plan - Community

**Do you have a suggestion on how to reach these goals?**

**Answered 100**

**Skipped 187**

Respondents	Response Date	Responses	Tags
3	Dec 11 2020 11:	For all of these and others, support the emotional intelligence of front line staff, particularly staff and volunteers to be more responsive and collaborative than reactive and dismissive of other than basic interactions	
4	Dec 11 2020 11:	Investment in roads means fixing the poor ones we have. Somama county has more roads than other counties because city densities are being created in unincorporated areas, Recognize that the county is not able to provide city services. Therefore it must stop approving building in these areas . City densities belong in incorporated cities!	
7	Dec 11 2020 10:	Investing and supporting aren't goals. Define them as goals.	
8	Dec 11 2020 02:	i used to swim in larkfield. this town used to have water in it. try letting down the dams. it hasnt flooded here since i was little i dont know why this is even on the plan	
9	Dec 10 2020 08:	Stop doing the half ass paving jobs you're doing now. You repaved Petaluma Ave in Sonoma 5 years ago and it's back to the same pot hole mess. Total waste of money!	
10	Dec 10 2020 07:	Please use the funds we've already approved (in the last 10-15 years) that was intended to improve roads and these services.	
12	Dec 10 2020 05:	Look at the current model in The Canal region of San Rafael where there is city-wide wifi. I imagine that type of access and connection to a "basic" service could be a game changer for businesses, multi-family residences AND force companies like AT&T to reconsider their price gouging on the region.	
13	Dec 10 2020 04:	Where are you getting the money to do all of this? Pie in the sky goal. You need to figure out to manage within your Bridget like we all need to - but you depend on In creased taxes and funds that are for fire safety. Total BS	
14	Dec 10 2020 04:	May require infringing on individuals rights, for the benefit of the community around them, especially in the case of fire prevention. Obviously we are in a crisis state regarding our risk for ongoing fire risk.	
16	Dec 10 2020 12:	On goal 4, build a strong partnership the the COAD to promote resiliency among it's members	
17	Dec 10 2020 12:	I believe that the County should receive more State and Federal funds for disaster preparedness.	
18	Dec 10 2020 12:	Get a third party to look at our current infrastructure and figure out what needs to be done to prevent dangers from natural disasters.	
19	Dec 10 2020 12:	Pay more attention to restoring the riparian areas, especially the Laguna de Santa Rosa. Bring back the series of lakes that used to comprise the Laguna before it was channelized to create more farmland. It's a big goal, but would really help minimize flooding.	
22	Dec 10 2020 12:	Fix the roads	
24	Dec 10 2020 12:	Public/private partnerships will be key to making this work successful	
25	Dec 10 2020 11:	Goal 5 should be included under goal 2 and should include flood, fire, or other natural disasters. We shouldn't let up on flood protection efforts but how can they overlap and support fire and earthquake mitigation work.	
26	Dec 01 2020 12:	Beef up the objectives. I see too many (more than 0) soft objectives in this plan.	

- 28 Nov 27 2020 09 BOS should refamiliarize themselves with prior 2013 Comprehensive County Facilities Plan. Separately, residential communities need Roads Masterplan providing alternate local routes reducing highway congestion and offering first response and evacuation options
- 29 Nov 23 2020 11 The county should revise and implement a comprehensive project labor agreement for all county public works above \$1 million  
Limit additional development at urban-wild interface.
- 30 Nov 19 2020 02 Ensure adequate water supply available before permitting any new development. Base on worst case drought situations.
- 31 Nov 19 2020 01 Look into islandable micro grids, which can keep critical services up and can often pay for themselves. Rocky Mtn Institute can help with project scoping
- 32 Nov 19 2020 11 I personally helped the City of Cloverdale write their Disaster Plan as I was Disaster Education Chair for the Red Cross. This needs to be reviewed and updated to go along with improving for disaster preparedness.
- 33 Nov 19 2020 10 Again, good job in identifying goals. Not sure any can be actually separated from the others...

Goal 1 is already addressed in earlier sections - building design and improvement as well as teleworking infrastructure.  
Goal 5 needs to specifically include all forms of disaster, i.e., fires, Pandemics, etc.

We are having repeated disasters that are impacting the county and the people who are working in the disaster centers need to have the infrastructure available to do their jobs with the least amount of stress. Having the necessary infrastructure available to provide for displaced and/or distressed residents is high priority as well as is that necessary to maintain oversight on the processes. I think I know where the county emergency center is but know nothing about its interior. Seems to be a small building - older - and probably is in need of rebuilding or at least refurbishing.

Form partnerships with other entities such as the Library. Libraries are located throughout the County and have a wifi foundation that is available outside of each of the Libraries. They are in the process of expanding this access and broadening the reach of their wifi. This could be an expanded base with which the County could work.

- 35 Nov 18 2020 03 Ensure all businesses mandatorilly read and sign that they have read county mandates on covid, fire, pollution etc in order to remain open. We have many businesses not following the minimum basic requirements. This impacts business that operate legally to remain open if an industry sector becomes identified as being a problem because of those operating illegally.
- 36 Nov 18 2020 02
- 37 Nov 18 2020 12 As mentioned before, we need to expand bilingual outreach. Especially for Spanish-speaking families and individuals. Not all important information is communicated.
- 38 Nov 17 2020 07 These goals seem somewhat vague. Would like to see stronger language.



- In the past, County infrastructure investments have been profoundly inadequate and inequitable. The County should stop pretending it can maintain all of its existing infrastructure without a major increase in taxes. Instead the County should prioritize its limited investments in those projects that deliver tangible benefits to the most people, especially historically disadvantaged people, while strategically retreating from WUI and flood-prone areas, remote roads, and other infrastructure whose maintenance
- 41 Nov 16 2020 03 should become the primary responsibility of private property owners.  
The roads have always been horrible. We have to fix the right. Filling a pot hole just to
- 42 Nov 16 2020 01 have it come back when it rains is a waste of money.
- 43 Nov 16 2020 10 Make sure fire shelters are completely inclusive! Don't leave anyone behind  
First address very local immediate resiliency with geographic equity. Identify mutual aid
- 44 Nov 16 2020 08 needs.
- Improve the use of what you have, no need to expense any other technology solutions
- 45 Nov 15 2020 08 when it's obvious the County has not maximized what is already being used  
We pay taxes. We vote on measures that are supposed to support our infrastructure.  
Sonoma county has terrible roads. Where is this money going. No more raises for the
- 46 Nov 15 2020 05 top dogs until there is improvement
- While I said invest in critical roads infrastructure, the caveat there is the word critical. Sonoma county has too many roads to maintain compared to their population and tax base. It is not sustainable, and this goes back to the fact that we need to stop being so dependent on the automobile. Increase density within existing urban areas and increase transit funding to go along with it, this will get cars off the road and that should allow a reprieve from the maintenance costs associated with high traffic roads. As far as disaster relief, a big part of preventative policy would be to prevent the encroachment of the urban rural interface, the area that is most prone to natural disaster such as fires and floods. This encroachment of housing into wild land is a key
- 47 Nov 15 2020 10 reason why disaster relief can be so expensive and inefficient.  
By all means, expand flood protection, but don't violate those who are encamped next
- 48 Nov 14 2020 05 to waterways, by whom I mean our unhoused neighbors
- A sine qua non for all these laudable goals is sufficient funding. Without it, none of them will happen. And the key to affordable liquidity is the creation of a banking system that prioritizes meeting people's needs rather than private profits. Public Banking just
- 49 Nov 14 2020 12 makes too much sense for us to accept being without it!
- 50 Nov 13 2020 08 get the experts together to get the best advice and plans in place.  
Get grants to support micro-grids, starting in low-resource areas, so that everyone can keep on when the power is out.  
Get grants to ensure universal access to affordable broadband in all corners of the
- 52 Nov 13 2020 06 County  
The technology already exists for electric car batteries to be used as back up generators in the case of power outages and shut offs. Programs to help expedite this (which includes updates to the grid) could be key for both carbon reductions AND disaster preparedness; Critical road infrastructure MUST include protected cycling and
- 53 Nov 13 2020 02 pedestrian right of ways.  
Invest more of the Measure DD money on roads and decrease funds for projects that
- 54 Nov 13 2020 01 are for "move traffic."
- 55 Nov 13 2020 12 Prescribed fire assistance to vulnerable areas in your watershed.

Road infrastructure priorities should shift from lowering the cost of driving, to lowering the cost of alternative transport. Current goals and actions are all designed to increase the use of the private automobile, which (even if all electric) destroys the quality of life here, and encourages the continuation of unsustainable practices.

Please rethink the over-all concept of transport in this county.

Roads:

1. Maintain roads surfaces, however, no new construction.
2. Bring in tolls on the 101 between Novato and Petaluma to fund County infrastructure, and to reduce non-critical traffic.
3. Re-strip roads to alter use and protect human-powered travel.
4. Post signage aggressively to educate drivers regarding bicycle and pedestrian use.

Flood protection:

1. Encourage land owners to install seasonal catchment ponds.
2. Encourage contour plowing, contour hedgerow planting, mulch swales, etc, to slow and sink rainfall.
3. Encourage land owners to minimize tillage and plant cover crops.
4. Encourage the use of livestock to increase soil organic material to increase water-

58 Nov 13 2020 09 holding capacity.

I do not feel that we are using some of existing infrastructure appropriately. Lack of long term planning has allowed development in places without regard as to impact on infrastructure. Eg. I live on a 2 lane road with no shoulders which is now being treated as a highway with hundreds of big trucks and thousands of cars driving well over the speed limit every day. This is not only dangerous, but the road was not constructed for this type or volume of traffic so is not holding up well. This pattern is repeated throughout the county.

As mentioned above, developments in rural areas where adequate infrastructure does not exist to provide for all impacts should not be allowed. Fire and flood prone areas must be included in this prohibition. Flood prone areas should be restored to the natural floodplains that they once were for habitat, groundwater recharge, carbon capture and to mitigate further flooding downstream.

Vastly increased water conservation measures must be implemented to reduce the risk of acute water shortages. This includes "carrots and sticks" to eliminate lawns at

61 Nov 12 2020 09 commercial buildings, along sidewalks and other useless areas.

I spent 30 years in San Luis Obispo County. There is a network of sirens across the entire county because there's a nuclear power plant there. They're tested once a year and sound like a WWII air raid. We NEED those sirens here to be a fire warning. Make PG&E put 'em in just like they had to in SLO county!

Make the cable companies provide high speed internet everywhere! This is the Bay Area! Every home ought to have high speed internet access no matter their income. Look at all the kids having to use Zoom now for school! Internet speed is an income equalizer. Make the cable companies install it and subsidize it for poor families!

Yes, all the county buildings need to be knocked down and rebuilt! The county government center looks like a 1950s community college and it's hard to find anything. The Hall of Justice and Jail have 1970s brutal concrete design. I think the whole county government center ought to be knocked down, except for the jail and police HQ, and turned into a giant homeless services/social services/low income clinic/rehab complex.

The REST of the county offices should move into the Santa Rosa Plaza mall and keep SR downtown from dying! The mall has the parking. The downtown has restaurants and shops for the employees to go to at lunch and on breaks. People who have to go to meet with staff or go to board meetings will get coffee and lunch downtown too. Bring Civil and Family court downtown too! Downtown is going to be an armpit unless the county admin offices move downtown again! Work with the City on this. (The city shouldn't move out of downtown either. And City Hall is a concrete architectural mess too!)

When you redesign the county complex, go downtown, Multi-story, historic building look. Just modify the mall, for God's sake.

62 Nov 12 2020 03

64 Nov 12 2020 12 work with communities

65 Nov 12 2020 10 Fund basic needs for people impacted by disasters: food, housing, and mental health  
There a lot of nonprofit organizations providing impactful services that promote resiliency. Before creating new programs, I think it would be worth the County reaching out to these organizations to see how they may be able to partner to be better

66 Nov 12 2020 10 prepared for a disaster before starting from scratch.  
The County has been ravaged again by fire and increased traffic. This is literally one of the biggest challenges and a proactive not reactive approach must be taken. No easy solutions but all options need to be on the table. One example - expand fire evacuation routes. Publicize these routes. Host disaster preparedness seminars online so that more people can participate throughout the year. Teach people how to be prepared - simple

67 Nov 12 2020 09 ways to create a kit, plan, etc.

We need a community emergency program that uses volunteers to help mobilize in emergencies safely. A system of command to help train volunteers ahead of disasters

68 Nov 11 2020 11 to be prepared. A community plan that is wide spread and well known.

Fire risk management! A county wide adoption of the type of program that reduces fire risk such as Fire Forward <https://www.egret.org/fire-forward>

69 Nov 11 2020 04 Provide job training and opportunities to the frontline and low-income communities in the county to improve infrastructure and make it carbon neutral as well as flood

70 Nov 11 2020 02 prevention and protection infrastructure.

Again, a public bank would help in the financing of these infrastructure needs through

71 Nov 11 2020 01 low interest loans and all interest earned would come right bank into our public bank.

72 Nov 11 2020 01 I do not know what you are really doing in goals 1, 2,4.

- 74 Nov 11 2020 11 Don't be inefficient or corrupt. Don't spend a ton on studies that are outdated before they ever get implemented.  
Lower the threshold and expand the Project Labor Agreement ordinance to include the water agency and airport. This would increase pathways to the middle-class for disadvantaged communities by increasing apprenticeship opportunities using capital improvement funds.
- 75 Nov 11 2020 10 Make sure that all communities have access to alert systems and know where to go in an emergency. Community outreach and collaborations with community leaders.  
Ensure that all emergency shelters, routes, and services are accessible to all abilities and disabilities, ethnicities, genders, and sexualities.
- 76 Nov 11 2020 10 My answer is the same as #20  
Consult local experts in these areas of expertise for problem-solving, solutions and also consult other counties that have already made achievements for outside models of success.
- 79 Nov 10 2020 06 Review lessons learned from past disasters  
I already commented on this in the previous section.  
Mandate that all repaving projects automatically include bike paths and that heavily trafficked corridors be class 4  
Improve access to public transit and utilize smart technology to provide access to low use areas .
- 82 Nov 10 2020 03 county wide reliabel DECENT internet access  
Rebuild the county buildings into multi-story buildings all ADA compliant and use the remaining land for affordable housing. The county complex has a large amount of land that is being underutilized.
- 83 Nov 10 2020 02 Fire safety planning is critical. The County is allegedly underway with multiple fire/disaster planning documents, and although I have asked multiple times to be informed about progress, I have heard nothing.
- 84 Nov 10 2020 01 I don't have any specific suggestions
- 85 Nov 10 2020 12 A clean, well run county attracts people, the opposite drives them away. Don't squander the last bits of charm in this county. Build a place that draws in the best and brightest, clean up the county, and strive to make it a great place to live for everyone.  
Focus on what are our county's biggest vulnerabilities & address those first and foremost.
- 88 Nov 10 2020 10 ask the community who is the most impacted how you can assist during the fires - most importantly - making alert services that can reach Indigenous farm workers who do not speak English or Spanish and help fund programs with MCUI.
- 89 Nov 10 2020 10
- 92 Nov 10 2020 09 Fix the roads and make sure there are legit bike lanes with a barrier between them and the cars so people can safely bike. Lots of our county is bikeable if people feel safe.
- 93 Nov 09 2020 10 Bike safe lanes
- 94 Nov 09 2020 09 This is really all I can think of... <https://youtu.be/sEZx6-9uNPY>
- 95 Nov 09 2020 02 Mostly, it depends on how these goals are to be implemented. For instance, rather than (3) "invest in critical roads infrastructure" don't allow now housing in critical areas where narrow roads are a hazard for evacuees and firefighters. Include "complete streets" with safe, connected, accessible routes for pedestrians and bicyclists, rather than focusing on roads for cars. Promote public transportation. (2) "...resiliency of services... disaster preparedness" - focus on education and support for home hardening as the top "fire safe" priority. (5) Flood protection - through protecting watersheds,
- 96 Nov 09 2020 01 Low Impact Development, etc., not by adding concrete!

Reallocate existing funds for road projects. Improve coordination of road improvements with utility projects. Stop tearing up newly improved roads with utility

98 Nov 07 2020 03 projects.

Focus on technology and not building improvements, with Covid and other pandemics,

99 Nov 07 2020 11 they will be used less. Just ask the Library Commission about this.

Offer volunteer opportunities to the public with earned food credit like cards to all

100 Nov 07 2020 07 people , including the struggling middle income population.

Sonoma County Five-Year Strategic Plan - Community

**Are there any additional Resilient Infrastructure goals that should be included in the County's Strategic Plan? (Please be specific)**

**Answered 81**

**Skipped 206**

Respondents	Response Date	Responses	Tags
3	Dec 11 2020 11:	No net increase in county road miles! Specific number of unsatisfactory roads brought up to standard each year. Be sure we are not continuing to deteriorate	
4	Dec 11 2020 10:	Insure all plans are sustainable Sustainability	
7	Dec 11 2020 02:	As a survivor of the Tubbs fire, and since then many other devastating fires, we must look to our forest management (including federal lands) to address the climate changes that have impacted our forests and lands.	
8	Dec 10 2020 07:	whats the narrative? do we not have enough water or is it too much? Several other goals listed were important, but only allowed to pick two. The goals listed are not well focused. Goals should be specific, and more	
12	Dec 10 2020 12:	Info needed to reply.	
13	Dec 10 2020 12:	Implement deforestation to help stop wildfires from burning out of control. Could the County observe power lines and alert the utility company if they need to be replaced or repaired?	
17	Dec 10 2020 12:	We need to address wildfire preparation as well	
18	Dec 08 2020 01:	As I mentioned in climate section, regenerative ag can have profound positive impact on flood, drought and fire resilience. Success will require public participation and nowhere have I seen anything about educating the public re: consumption, gardening or the farmers, ranchers, wineries re: improving ag practices.	
19	Dec 01 2020 12:	Education will be critical. Financial incentives and a network of support will be instrumental in helping the farmers/ranchers transition and maintain an ecologically balanced approach to agriculture.	
21	Nov 27 2020 09:	probably. Targeted Roads Master Plan reducing reliance on eg Highway 12, 116 etc as sole communication routes. Offer alternatives to local neighborhoods for safety and economic development.	
22	Nov 23 2020 11:	The county should revise and implement a comprehensive project labor agreement for all county public works above \$1 million	
23	Nov 19 2020 11:	Making sure infastructure is being done, making sure roads are kept up, etc.	
24	Nov 18 2020 06:	Fire prevention is being left out. That IS tied to our environmental health.	
25	Nov 18 2020 03:	See above	
27	Nov 18 2020 12:	Including the two goals selected, I am particularly concerned about road infrastructure especially in the city of Petaluma - many pothole roads, traffic congestions, etc. The repaving of Maria Dr. is a start.	
30	Nov 16 2020 03:	Prioritize County roads, flood protection, and other infrastructure rehabilitation investments in historically disadvantaged communities, and privative seldom used County assets that are no longer cost-effective for the public to maintain. Way more funds for litter and garbage pickup. Also public blutz to be keep	
32	Nov 16 2020 12:	Sonoma County clean. Before it gets worse.	
33	Nov 16 2020 08:	This is necessarily compatible with climate initiatives.	
34	Nov 15 2020 08:	independent oversight	
35	Nov 15 2020 05:	Uncertain	
36	Nov 14 2020 05:	Stop the sweeps	

- Urban growth boundaries with permanent fire breaks protecting dense neighborhoods and limited (and no new) ex-urban development that interfaces with forests.
- 38 Nov 13 2020 02
- The County needs to address zoning issues and insurance issues that encourage rebuilding in high fire risk and flood risk zones. What solutions can the County implement to encourage people to move to safer areas of the County?
- 39 Nov 13 2020 01
- Work with utility companies to make human sources of catastrophic fire ignition less abundant.
- 40 Nov 13 2020 12
- probably
- 42 Nov 13 2020 10
- Make every and all forms of infrastructure climate safe and progressive. The investments to roads should be towards making roads safer, especially for bikes.
- 44 Nov 13 2020 10
- Explore and permit no-power systems that can operate both during power outages and during economic depression, such as:
1. Wind-driven water pumps to water tower storage tanks.
  2. Composting toilet systems.
  3. Simple off-grid solar. (Current State req's are costly and antithetical to robustness).
- 45 Nov 13 2020 09
- Fire preparedness. Fuel reduction including riparian areas with invasive vegetation. Restore salmon habitat.
- 46 Nov 13 2020 08
- Increase public transportation
- 47 Nov 12 2020 11
- Increase public transit and bike paths, insure adequate evacuation routes exist for all regions and populations, establish emergency food distribution centers in all regions
- 48 Nov 12 2020 09
- The roads need to be paved and the potholes filled, but the power lines need to go underground too! Make PG&E do it!
- 49 Nov 12 2020 03
- all electric?
- 50 Nov 12 2020 03
- Again, I think food is a key component to community resiliency. Without access to healthy food, it is very challenging for young people, families, and seniors to be resilient. I think more attention needs to be paid to this.
- 52 Nov 12 2020 10
- Yes, but I cannot articulate.
- 53 Nov 11 2020 11
- Plan for where are the best/safest areas to develop in terms of fire. Need to think about whether it makes sense to build or build again in certain areas.
- 54 Nov 11 2020 10
- Tending our wilderness areas by people who are knowledgeable about fire
- 55 Nov 11 2020 07
- Vegetation management on private land. Control burns.
- 56 Nov 11 2020 04
- AS said, goals 1, 2, 5 unclear, cannot add. Roads and flood make sense. Wildfire prevention and mitigation, better forest management practices including more controlled burns and selective logging (when necessary) to effectively reduce fuel loads.
- 58 Nov 11 2020 12
- Rebates to homeowners to install solar energy with batteries and/or generators.
- 59 Nov 11 2020 11
- Wildfire disaster preparation and prevention. Restoration of indigenous lands and uplifting indigenous leaders.
- 60 Nov 11 2020 10
- Better communication around fires and more teleworking to reduce GHGs
- 62 Nov 11 2020 08
- Address minimizing future wildfire occurrences. Reconfigure the energy grid to be more localized. Create solar farms for towns or neighborhoods.
- 63 Nov 11 2020 08
- 64 Nov 10 2020 11
- May be a component of above goals but specially improving rural telecommunications and internet access is essential so that everyone has equitable access to benefit from services and technologies in order to be prepared and resilient
- 65 Nov 10 2020 08

Yes, there are a lot of dead end roads in the Springs and Sonoma foothills: Siesra Way, Lomita, Michael Dr, Norrbom Rd. Lovall Valley, Thornsberry. The county should use eminent domain powers to punch through neighborhood barricades and increase street connectivity. Poor street connectivity is now used as a NIMBY reason to fight higher density Springs infill. These dead end and sequestered neighborhoods like Barcelona Way and Donald Street need to

66 Nov 10 2020 07 have more roads into them

I would hope job creation and employment opportunities would be included to

67 Nov 10 2020 06 support these goals.

68 Nov 10 2020 05 More enforcement of reducing fire fuels around properties

Incentivize EV and active and public transportation by increasing cost to bring

70 Nov 10 2020 03 fossil fuel vehicles to city centers. Increase green space and reduce parking.

I'm not sure whether it would fit in this category, but I think exploring the

74 Nov 10 2020 11 option of a County or Regional public bank might help with financial resilience.

If we truly want to be carbon neutral in 10 years we need to think beyond the way things are now--so much of our systems rely on carbon-based non-

75 Nov 10 2020 10 renewables...I don't have an answer but know the changes will be big.

The roads have been a huge problem for a long time. Let's stop fixing roads that

77 Nov 10 2020 09 don't need as much attention as the truly bad roads.

Reduce the threat of wildfire on public lands by following science based

79 Nov 07 2020 03 protocols.

If you are going to focus on buildings, include the Green New Deal principles.

80 Nov 07 2020 11 All buildings need to be powered by solar energy.

81 Nov 07 2020 07 No Santa Rosa has heart . Thank you for all you've done!



Sonoma County Five-Year Strategic Plan - Community

**Do you have any questions, or need additional clarity, on the goals listed above?**

**Answered 61**  
**Skipped 226**

Respondents	Response Date	Responses	Tags
		Please include references. Understanding is required to make responses to this	
5	Dec 11 2020 10:	survey valid.	
		why you think that you own our hills and trees and can profit from selling them	
6	Dec 11 2020 02:	by the truck load and how then are we not equal share holders?	
7	Dec 10 2020 07:	Yes- I would like to better understand the nature and scope of this topic.	
		Flood protection can be very expensive, only temporarily functional, and directly beneficial to only a limited number of people and landowners. Therefore, it may not be the most cost-effective adaptation response to climate change. No County flood protection investments should be approved	
26	Nov 16 2020 03	without rigorous cost-benefit and alternatives analysis.	
29	Nov 16 2020 08	Focal point of schools in disseminating this teaching and action. HUGE potential for strong natural community.	
36	Nov 12 2020 11	Goal 4 is unclear - what sort of technology? Access to what? Needs improvement.	
42	Nov 11 2020 01	I pointed this out.	
		Thank you for realizing that we need to protect from floods as well as fires, especially where fire areas create increased, and toxic, run off. Thank you for	
44	Nov 11 2020 11	focusing on protecting our safe water supply. ❤️👍👍👍	
		Goal 1 and 4 need to be expanded on and remember that this is a survey you are asking the community to fill out. You don't need to be using big words, remember your audience and that you need to make this as accessible as	
45	Nov 11 2020 10	possible.	
		See previous. Also on first 2 sections my interests response is supportive not	
46	Nov 11 2020 08	unsupportive. I will attempt to change this if the survey allows.	
		When you talk about housing and affordable housing, why is it always dense and downtown while you leave the wealthy white guys to keep on in low-density zoned neighborhoods? Wealth is a top indicator of unsustainable resource use. Segregated areas need to be integrated. Sonoma and the Springs need to be one city. Low income Latinos are totally disenfranchised in Sonoma	
48	Nov 10 2020 07	Valley	
		No, but it would be nice not to feel like I need to sleep with my phone on every night from worry that I won't know about fire evacuations other than through	
55	Nov 10 2020 10	Nixle. There should be some other way.	
		Include the Green New deal principles. Any buildings need to be compliant.	
60	Nov 07 2020 11	Focus on technology.	

Now that you have reviewed each of the five Pillars and corresponding Goals, are there any additional Pillars that should be included in the County's Strategic Plan? (please be specific)

Answered 79  
 Skipped 208

Respondents	Response Date	Responses	Tags
		None that come to mind, however it feels like for being the 2nd largest city in the County that	
1	Dec 12 2020 12:	Petaluma doesn't get a fair share of attention.	
2	Dec 11 2020 01:	Affordable housing	
3	Dec 11 2020 11:	Sustainability	
4	Dec 11 2020 10:	I think that's enough! Just to address all of the above will take enormous rethinking and dedication I was motivated by the housing and culture issues. You have to have your head in the clouds to not see the county overall has become not as nice and too expensive, and the cause is not wildfires or	
6	Dec 11 2020 10:	Coronavirus. Build housing everywhere. Exemplify responsibility.	
		give south park to its citizens like the founding landowner john richards wanted. why save luther burbanks home and not honor his dying wishes? take down every gate and open every door and turn on the water so these people no longer have to sleep on the sidewalk turn the developmental center into an all encompassing service center back in the early factories the people who worked there lived there open up your ranches to local farmers and make 1 for men gettingout of prison working with animals fosters compassion let them maketheirown cheese or some thing so they dont get discouraged because business doesnt require a background check obviously set up a free afternoon program lead by a variety of local businesses who will be paid for by you via funds and grants that will be free for all kids and incudes arts dance sports and martial arts make lessons on being a citizen available during this time open up a naturalization office where the old albertsons used to be set it up like a wic office all the modules are available online put 8 computers in there	
7	Dec 11 2020 02:	and 3 latinas and provide a legal route to citizenship	
8	Dec 10 2020 07:	sustain the hardworking citizens of our county without marginalizing?)	
		FIRE SAFETY. FOREST MANAGEMENT. HOLD LAND OWNERS AND HOME OWNERS ACCOUNTABLE	
10	Dec 10 2020 04:	FOR THEIR FIRE SAFETY	
		Insist the Ag Commissioner plays a strong role in enforcing OSHA requirements in all ag businesses across the county. If this is not possible find another way to get this done as it is in EVERYONE'S	
12	Dec 10 2020 12:	interest to maintain a strong, healthy ag workforce.	
		Providing grants for County residential properties to hookup to the City of Santa Rosa water system	
13	Dec 10 2020 12:	due to high arsenic levels in County wells. Thank you.	
		Stop the creeping development that is invading what remains of our wild areas. We need more open space to counteract global warming, pollution, etc. We need to sustain the natural wildlife	
14	Dec 10 2020 12:	areas, not keep fragmenting it into small pockets	
18	Dec 10 2020 11:	Food system, Strong and regenerative economic engine	
19	Dec 05 2020 02:	Intersectionality	
		Education for today and tomorrow for residents seeking employment in the trades and other essential service providers. The SDC campus is highly ideal for training carpenters, electricians, firefighters, forestry managers, food service personnel, healthcare workers, etc. Think of it: A campus with ample in-place opportunities to live & learn in a living lab (see for examples: Berea	
20	Dec 01 2020 12:	College, Kentucky & Los Angeles Trade Tech College)!	
22	Nov 27 2020 09	Five are enough. Be clear on priorities going forward.	
		As suggested in an earlier response there should be either a pillar (or goal under another pillar): All county policy and organizational practices should promote an equitable and sustainable regional	
23	Nov 23 2020 11	economy.	
24	Nov 19 2020 11	Looks good!	
26	Nov 18 2020 03	Good for a start	
		I don't have much time to consider things besides just trying to stay open. As we get shut down for	
27	Nov 18 2020 02	the winter, I will.	
32	Nov 16 2020 08	Global relationships for sharing goals for Equity and Climate.	
		It all starts at the top. Hit them where it hurts. The paycheck and raises. No significant	
33	Nov 15 2020 05	accomplishments no raise.	
34	Nov 14 2020 05	Let solidarity with our unhoused neighbors be a pillar and a goal	
		Make it explicit: "Sonoma County is committed to collaborating in the establishment of a robust	
35	Nov 14 2020 12	system of Public Banking to meet the diverse needs of the County's General Plan."	
		I know that the general idea is to use carrots more than sticks. But some things (like new fossil fuel	
37	Nov 13 2020 02	infrastructure) simply need to be outlawed. Thanks :)	
		I would like to see more emphasis on affordable housing. The younger generation is being forced out by astronomically high cost of living. This ties into the fact that our minimum wage is far below a housing wage. Everyone deserves quality of life. If that is not provided, Sonoma County will find itself with no one to serve them, no one to sell their goods or deliver them. It's time we make	
38	Nov 13 2020 01	Sonoma County for everyone, not just the Upper Class.	

1. Food sovereignty: Both diverse crop and mixed livestock operations must be massively increased if we are to be prepared for the 2030's on wards.
  2. Land restoration: In settled area acreage, 20% should be devoted to water storage schemes, and 20% to wildlife habitat. This is best done \*within\* diverse farm operations, rather than remote areas.
  3. Rapid Localization: This county is almost unique in its potential to meet all the basic needs of its residents. We must reverse the decline in local self-sufficiency if we are to avoid future hardship. I feel that emergency/disaster preparedness and addressing the housing crisis should each be their own pillar.
- 41 Nov 13 2020 09 Climate is important and urgent but there are other pillars of sustainability that should be included
- 43 Nov 12 2020 11 such as ecosystem protection and restoration.
- 44 Nov 12 2020 11 Flood protection does not seem as important as fire protection. Not sure why that is not a pillar.
- 48 Nov 12 2020 09 Please expand upon your Climate Plan to make it more swift, bold, and just.
- 50 Nov 11 2020 02 Help homeowners make improvements to enhance fire safety. Help older residents stay in their homes by rebating the costs, or provide the work. Hire more older people. Don't make the county attractive to homeless. Don't let supervisors make decisions that adversely affect neighborhoods not in their own district. Don't give them special favors, including letting people keep jobs they refuse to do (the sheriff re. Covid). Police the sheriff's department and the police. Don't let them decide not to answer calls, such as reports of fireworks in neighborhoods during extreme fire danger conditions! Be more efficient with taxpayer \$.
- 52 Nov 11 2020 11 Our county needs to include indigenous leadership and collaboration on all parts of this strategic plan.
- 53 Nov 11 2020 10 Plz integrate and imbed meaningful climate saving measures and requirements in policies, programs, permits, and budgets.
- 54 Nov 11 2020 08 Please come up with urgent solutions to future wildfires which seems to be occurring yearly.
- 56 Nov 11 2020 08 Food Systems and Healthy Eating. Food is medicine
- 57 Nov 10 2020 09 Sustainable Food systems+ Food security, I think, deserve to have their own pillar. It's so crucial for the health of our community.
- 58 Nov 10 2020 07 On all five pillars, use the sustainability triple bottom line with full cost accounting, and don't leave the little guy "essential workers" to always come in last place
- 59 Nov 10 2020 07 I think the goals should expand to include education, major police defunding, free college tuition, and medicare for all.
- 60 Nov 10 2020 06 This is a great start!
- 61 Nov 10 2020 05 Diversity of industry including agriculture.
- 63 Nov 10 2020 01 Open space and wildlands conservation. Forest protection
- 64 Nov 10 2020 01 Defund the Police
- 65 Nov 10 2020 12 Perhaps Financial Resilience should be a sixth goal..
- 66 Nov 10 2020 11 Per Euro, other models build into the core, tax new builds higher away from the core and absolutely absolutely preserve and restore green spaces surrounding and between the core.
- 67 Nov 10 2020 10 Economic justice. Housing prices and cost of living are getting higher, especially with the current influx of Silicon Valley into high-end Sonoma County housing. Homelessness is exploding, and community response to it is appallingly callous. Jobs seem to be in the tourist industry only. How can we create a community where people who grew up here can afford to stay here?
- 68 Nov 10 2020 10 Address the services at the County jail to reduce recidivism, homelessness and drug abuse!
- 71 Nov 10 2020 05 Affordable housing and housing regulation should be a top priority. We are quickly becoming a retirement/ vacation home community for the wealthy. We have too many service jobs that do not provide a living wage. We cannot continue to drive tourism and business that provide services without ensuring affordable housing. There's a shortage of service workers because we haven't taken the necessary steps to address the housing in the County. If you actually care about racial equity, it starts with fixing the biggest issue in the county - housing. Upzone everywhere. It should be 4 plexes or bigger on ANY lot. Housing is driving people - yes, predominately minorities, but ANY poor people - to live in substandard and crowded housing. This is something the county could actually do EASILY and then people will build the housing once cities cannot tell them they cannot. If you want to walk the talk about equity and the environment, UPZONE THE ENTIRE COUNTY that is on city sewer. 4 plexes minimum with ministerial approval on ANY lot, and you should allow up to 4 stories along key corridors of transit, again, with ministerial approval. This would take balls, but would actually change our county for the better, and it wouldn't take money, just a policy change. We would be a shining example of politics working for the people, and for the environment.
- 72 Nov 10 2020 04 Micro-mobility as a climate solution. Bike friendly environment. Much more bike friendly city. Look boxes for bikes and other mobility devices.
- 73 Nov 09 2020 10 The county needs to enhance it's support of agriculture through reduced regulations, greater Ag emphasis within the Ag/Open Space District and on-premise sale of products.
- 74 Nov 07 2020 03 Build high rise low income housing
- 76 Nov 07 2020 01 1. Realignment of all services to comply with the Green New Deal and Diversity Inclusion in all decisions.
- 77 Nov 07 2020 11 Perhaps find a way to utilize the many vacated buildings for low and middle income folks .
- 79 Nov 07 2020 07

**IX. Letters and Emails Submitted to StrategicPlanning@sonoma-county.org**  
*Begins on following page*



*Legal Aid's mission is to promote social justice and advance basic human rights for vulnerable people in our community.*

December 10, 2020

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Ronit Rubinoff

Sonoma County Board of Supervisors  
Sonoma County Administrator's Office

**Re: Sonoma County Five-Year Strategic Plan**

Dear Honorable Members of the Sonoma County Board of Supervisors:

In Sonoma County, working families have seen their wages drop or stagnate over the last four decades while the cost of housing has continued to climb. Our housing crisis impacts the clients Legal Aid of Sonoma County serves every day, putting them at risk of negative health outcomes, displacement, and homelessness. In 2020, the economic fallout from COVID-19 has only deepened our housing crisis.

According to the California Housing Partnership, renters in Sonoma County need to earn \$34.31 per hour – 2.3 times minimum wage – to afford the average asking rent of \$1,784. 16,825 low-income renter households in the County do not have access to an affordable home. 77% of extremely low-income households are paying more than half of their income on housing costs, compared to just 2% of moderate-income households. After paying the high cost of housing, very low-income households in Sonoma County are short \$12,011 annually for basic needs.

As the County develops a Five-Year Strategic Plan, Legal Aid urges the Board to prioritize the following policies and goals as part of the "Healthy and Safe Communities" and "Racial Equity and Social Justice" strategic pillars.

The strategic plan recognizes that "Sonoma County's collective well-being and prosperity are impacted by ensuring that Sonoma County provides quality and equitable housing and public safety services, as well as health and human services for all." To that end, Legal Aid recommends revising Goal 3 of the Healthy and Safe Communities strategic pillar ("Increase housing development near transportation and services") to focus specifically on the production of affordable housing in high opportunity areas. This strategy is more targeted to achieving inclusionary development – building communities that are economically

and racially diverse and high in opportunity. It is critical for the County to prioritize equity and affordability in transit-oriented development to ensure that low-income residents and residents of color benefit from – and are not displaced by – new housing adjacent to public transit. Legal Aid also recommends strengthening Objective 1 and Objective 2 and adding an objective focused on zoning reform.

**Goal 3: Increase affordable housing development in high opportunity areas, including near transportation and services.**

Objective 1: Identify five to ten County-owned properties for affordable housing options, partnering with developers and the community.

Objective 2: Invest more County resources in the production of affordable housing, including through the creation of innovative funding sources for housing development and alternative housing models.

Objective 3: Expand affordability through zoning reform to allow for higher densities and stronger inclusionary housing policies.

Legal Aid is also recommending the inclusion of an additional goal with three objectives focused on stabilizing low-income communities at risk of eviction, displacement, and homelessness. Latinx renters, especially women, are at the greatest risk. (This goal could be housed within the Healthy and Safe Communities pillar or the Racial Equity and Social Justice pillar.)

**Goal: Preserve community stability, ensure equality of access, and help residents of color and low-income residents prosper.**

Objective 1: Pass strong tenant protection policies to keep families housed.

Objective 2: Develop new strategies to preserve existing affordable housing, including naturally occurring affordable housing.

Objective 3: Establish a proactive rental inspection program to ensure that all renters have access to healthy, safe housing.

Legal Aid supports the language and spirit of Goal 4 of the Healthy and Safe Communities pillar (“Reduce homelessness by enhancing services based on coordination and collaboration.”) We recommend including the following Objective to advance this goal:

Objective 4: Prioritize permanent supportive housing as a proven solution to homelessness.

Finally, Legal Aid recommends revising Objective 3 in Goal 5 of the Healthy and Safe Communities pillar so that the County’s response to individuals experiencing mental health-related emergencies reflects best practices on community policing.

Medics and mental health care professionals – not law enforcement officers – are best equipped to provide trauma-informed de-escalation and harm reduction techniques to ensure a non-violent resolution of crisis situations.

Objective 3: Develop a community-based public safety system to provide mental health first response for crises involving mental health, homelessness, and addiction.

Thank you for considering our public comment on Sonoma County's Five-Year Strategic Plan. Please contact Suzanne Dershowitz at [sdershowitz@legalaidsc.com](mailto:sdershowitz@legalaidsc.com) or 707-308-2518 to discuss any of these proposals.

Sincerely,

Suzanne Dershowitz  
Housing Policy Attorney  
Legal Aid of Sonoma County

Ronit Rubinoff  
Executive Director  
Legal Aid of Sonoma County



December 11th, 2020

Dear Board of Supervisors and Strategic Planning Staff,

We are young people from across Sonoma County who fear that the Climate Action and Resiliency Strategic Plan Pillar does not go far enough to ensure that we will have a livable future in the place that we call home. We are running out of time and reaching the end of our global carbon budget; 2030 is already too far of a target to save our future. Only bold and immediate climate action that incorporates a Just Transition away from fossil fuels will begin to keep our communities safe from further climate catastrophe and future natural disasters including pandemics.

Another year of historic wildfires has shown us the devastation and despair wrought upon our community by catastrophic climate change. Moreover, it has continued to reveal the disproportionate impact of natural disasters upon immigrant communities and communities of color here in Sonoma County. Wildfire smoke that is inhaled by our vineyard workers, who are predominantly Latinx, is worsening the covid-19 symptoms that are inequitably impacting that community. Equity needs to be the backbone of every action we take. It is the lens through which our county government must look at every single element of this Strategic Plan. The current plan does not adequately address the intersectionality of all five of the outlined pillars. Equity, justice, and climate resiliency are not separate pillars. You cannot separate racial justice from climate justice and action.

Through bold climate action now, we can transition away from fossil fuels and to renewable energy, we can create a green economy with good jobs, we can redress historical and structural inequalities, and we can build climate-resilient communities that benefit our most vulnerable neighbors.

We urge you to update the Climate and Resiliency Pillar to incorporate the following goals and objectives:

**Community Investment: The People In Our Communities**

- Invest in and include BIPOC and immigrant communities in community-led change around resilient climate action including, but not limited to, partnering with Graton Day Labor Center, Alianza de Mujeres Activas y Solidarias (ALMAS), and North Bay Organizing Project (NBOP)
- Take care of our day laborers', our vineyard workers', and all essential workers' needs during climate crises like fires/floods and ensure that emergency shelters are gender-inclusive, culturally welcoming, and properly prepared with translation services, so all people feel safe no matter their identity or documentation status



- Support our working class communities throughout the transition from fossil fuels to renewable energy by providing affordable opportunities to join the green economy

### **Land-use Planning: The Land That We Love**

- Allow radical self-sufficiency in our communities by reserving land and developing infrastructure that builds food and water security
- Follow and support local Indigenous leadership, especially around land and resource management

### **Housing Resilience: The Roofs Over Our Heads**

- Ensure secure housing for renters and an eviction moratorium
- House unsheltered community members in affordable green housing
- Prevent landlords and property owners from rent gouging in response to wildfires and other disasters

### **Transportation: The Ways We Get Around**

- Implement free and reliable public transportation that is not powered by fossil fuels
- Provide safe and accessible means of alternative transportation while transitioning our transportation off of fossil fuels
- Develop a comprehensive network of free EV charging stations

### **Economic Sustainability: The Work That We Do**

- Transition from an extractive economy to a regenerative economy that ensures equitable access to good green jobs
- Provide green jobs retrofitting old buildings and implementing carbon-neutral standards on all new construction including a ban on natural gas in county facilities, commercial buildings, and homes
- Investment in career development programs to train youth, BIPOC communities, and all people in Sonoma County in green industries
- Invest in building local economies (perhaps along foodshed and fiber shed boundaries)
- Support the development of public banks to prioritise wealth redistribution to BIPOC communities

Our liveable future is on the line. We must listen to our BIPOC, immigrant communities, and youth leaders to lead Sonoma County in bold climate action.

For Our Future,

Sunrise Movement Sonoma County

Sunrise Movement Sebastopol Youth

Schools for Climate Action

Love & Light Sonoma County

Rhizome Action Network

350 Sonoma

Brian Barnacle, Petaluma City Council

Laura Sparks, Cotati City Council

Kimmie Barbosa Soeiro, North Bay Organizing Project

Evan Phillips, Rhizome Action Network

Jonah Gottlieb, National Children's Campaign

Annabelle Lampson, Youth Vs. Apocalypse



November 4, 2020

Dear Chair Gorin and the Sonoma County Board of Supervisors:

Forest Unlimited is a 501(c)(3) organization whose mission is to protect, enhance, and restore the forests and watersheds of Sonoma County.

We write to thank you for your efforts on behalf of Sonoma County's homeless, fire victims, COVID-19 vulnerable communities, and local businesses. We know that you have likely put in extra time these past months to address the needs of your constituents and we want to express our gratitude.

In addition, we write on behalf of our members to ask you to use the next weeks of 2020 to focus on creating a temporary "time out" on County approved permits to remove significant numbers of trees.

Climate change is as serious a crisis as any, and one we must all address, and one of the best antidotes to that crisis - sequestration of green house gases (carbon dioxide) in mature woodlands, is squarely in the hands of the Board of Supervisors - the lead county land use authority.

What we are seeing today is unfit for Sonoma County. Without your leadership, these tragedies will continue. We urge the Sonoma County Board of Supervisors to step up, be a true leader in the state, and protect the county's unprotected biologically and globally important woodlands now.



*County approved tree removal on property near Laguna de Santa Rosa*



*Same property on county approved tree removal—mostly native oaks*



*Beginning of Ken Wilson project clearing about 200 acres of oaks for wine grapes*

*Beginning of Ken Wilson*

We seek immediate Board action to stop the destruction of climate-serving-woodlands until such time as a science driven twenty-first century Tree Protection Ordinance has been adopted by Sonoma County. We request an urgency interim ordinance adopting a moratorium on woodland tree removal and other damaging activities until said Ordinance is in place.

In the next days, we will be contacting your office for a meeting to discuss this matter.  
Thank you again for your work on behalf of Sonoma County.

Sincerely,

Larry Hanson, Board President  
Forest Unlimited



540 Pacific Avenue, Santa Rosa, CA 95404  
scca@conservationaction.org

Phone: (707) 571-8566 · Fax: (707) 571-1678  
www.ConservationAction.org

November 6, 2020

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Sonoma County Board of Supervisors  
Chair Susan Gorin, 1st District Supervisor  
575 Administration Drive, Room 100A, Santa Rosa, CA 95403

Subject: Request for emergency ordinance to pause oak woodland destruction

Dear Chair Gorin and the Sonoma County Board of Supervisors:

Congratulations on the resounding passage of your countywide sales tax extension for roads and transit projects and the new countywide tax to bolster mental health and homeless services. Sonoma County Conservation Action strongly supported both measures.

Today, Conservation Action asks you to consider the ongoing destruction of Sonoma County's iconic oak woodlands, for development. We join with others to ask you to immediately enact an urgency temporary ordinance prohibiting destruction of oak woodlands, pending study of climate, fire, watershed, habitat and related impacts.

The urgency is evident. The Ken Wilson project converting 200 acres to wine grapes is just one example of a recent, alarming trend of destruction. Please take the time to examine photos provided by Kimberly Burr. We hope your leadership will forestall more of the same.

**Mature oak woodlands** are very valuable – they **sequester carbon, stabilize soil, conserve and purify watershed, shelter wildlife and provide fire resilient landscapes**. What is the impact of losing these valuable economic and ecological services on a large scale? No one knows. There is no analysis. We request you:

- Find potential impacts from ongoing woodland destruction affect the public welfare and public safety and shall be addressed by an urgency ordinance under Gov. Code Sec. 65858
- Issue an ordinance that pauses issuance of any significant tree removal permits while you study impacts of further removal and destruction
- The study should analyze climate, ecosystem and fire resiliency benefits of oak woodlands
- The study should consider a plan for zoning for conservation of oak woodlands
- Make the urgency ordinance a priority action for 2020

Our members, and we believe the county's voters, are highly supportive of the concept of protecting oak woodlands from destruction and damage.

Thank you for considering our comments.

A handwritten signature in black ink that reads "Janis Watkins".

Janis Watkins  
Executive Committee, Sonoma County Conservation Action

CC: SCCA Board of Directors  
Forests Unlimited  
Sierra Club, Redwood Chapter





## **Resolution to Protect Headwaters of Felta Creek from Logging**

**WHEREAS** critically endangered Coho Salmon struggle to survive in the Russian River basin but only in a few small streams one of which is a fragile watershed referred to as Felta Creek west of Healdsburg, California; and

**WHEREAS** logging can pose threats to the habitat that these rare and important specimen need to migrate, spawn, feed, shelter, and rear, and state Senator McGuire has written that, “ this no place for an aggressive logging operation and will set back restoration efforts;” and

**WHEREAS** logging is proposed on a 160-acre property in the headwaters of Felta Creek,

**NOW THEREFORE BE IT RESOLVED** the Sonoma County Democratic Party opposes logging in the headwaters of Felta Creek and strongly supports a conservation solution through purchase of the property to protect this fragile and important area in perpetuity and urges CalFire to deny the logging proposed.

*Resolution adopted by the Sonoma County Democratic Party on May 12, 2020*

*The Sonoma County Democratic Party (SCDP / Sonoma County Democratic Central Committee) is the official governing body of the Democratic Party in Sonoma County. The SCDP works in cooperation with the California Democratic Party (CDP) and the Democratic National Committee (DNC).  
Public meetings of the Sonoma County Democratic Party are open to all registered Democrats.*

**From:** [Anne Cummings Jacopetti](#)  
**To:** [Strategicplanning](#)  
**Cc:** [Teri Shore](#); [Laura Neish](#)  
**Subject:** General Plan Update  
**Date:** Monday, November 23, 2020 1:03:22 PM

---

EXTERNAL

Dear Supervisors,

I attended the public session on Climate Change concerns and answered your survey. I have had the following thoughts. The initiatives outlined in the session are certainly in the right direction, but they are woefully inadequate, given the scale of the crises facing us. As a steering committee member of 350 Sonoma and a member of Alliance for a Just Recovery, I am also aware of how overwhelming the intersecting challenges are. I urge you to review the demands and questions brought by Terri Shore of Greenbelt Alliance and allied groups. Meet with the signers who are willing to partner with you and to help you repurpose the General Plan to scale. I believe that we must work together collaboratively to ensure a healthy future for Sonoma County families.

Thank you for all that you do on our behalf,

Anne Jacopetti

350 Sonoma, SoCoCAN and Alliance for a Just Recovery

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**From:** [Heather](#)  
**To:** [Strategicplanning](#)  
**Subject:** Homeless issue solution thought  
**Date:** Thursday, November 19, 2020 1:05:27 PM

---

**EXTERNAL**

Hello

I was wondering if the county had considered partnering with home owners on utilizing and/or building ADUs or Jr ADUs? Perhaps give a money incentive, tax break, relaxed building restrictions and/or reduced building fees if the owner commits to only renting these units for stays of 30 days or more (either permanently or for for a set number of years). I feel a huge part of our affordable housing problem is homes being used for Airbnb's that used to just be rented to local people.

Thank you  
Heather Pfister  
Forestville

--

Sent from the Hubble Telescope

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**From:** [Ron Karp](#)  
**To:** [Strategicplanning](#)  
**Subject:** Feedback on Strategic Plan  
**Date:** Friday, November 20, 2020 3:59:52 PM

---

## EXTERNAL

*To the Sonoma County Strategic Planning Committee,*

*Thank you for your diligent work on Sonoma County's Five-Year Strategic Plan and for soliciting feedback from community members.*

*My name is Ron Karp, the Executive Director at Food For Thought, a nonprofit organization dedicated to meeting the nutrition needs of over 2,000 people living with serious illnesses in Sonoma County. We provide lifesaving, comprehensive nutrition services for people living with COVID-19, HIV and congestive heart failure, those transitioning from the hospital, and seriously ill people experiencing homelessness.*

*Access to healthy food is an important public health issue, yet there is no mention of food assistance in the Strategic Plan. We are writing to encourage the Strategic Planning Committee and the Board of Supervisors to specifically call out addressing food insecurity in the "Healthy & Safe Communities" Pillar of the Strategic Plan.*

*Ensuring that all Sonoma County residents have access to healthy food is important to our community's health, particularly over the next five years. Food insecurity in Sonoma County has only increased during the COVID-19 pandemic (see [this Press Democrat article](#) for more information). The economic ramifications of the pandemic, and therefore the increased need for food assistance, will likely persist many years after the pandemic.*

*I understand that there will be some emphasis on Upstream Investments in the strategic plan, and I have a clarifying question: Will the focus be on official Upstream Investments portfolio programs, or on preventative social determinants of health in general?*

*Food is a critical social determinant of health, and while Food For Thought has not yet completed our application to the Upstream Investments portfolio due to the time input required, our evidence-based intervention has been shown to improve health and decrease medical costs. We are curious if completing our Upstream Investments application will be useful in future partnerships with the County.*

*Thank you for your time and for your work on the Strategic Plan. If you have any additional questions, please don't hesitate to reach me at (707) 887-1647 or [RonK@FFTfoodbank.org](mailto:RonK@FFTfoodbank.org).*

Sincerely,

--

**Ron Karp**  
Executive Director

RonK@FFTfoodbank.org  
707-887-1647 ext 105  
[www.FFTfoodbank.org](http://www.FFTfoodbank.org)



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**From:** [Isabel Güitrón](#)  
**To:** [Strategicplanning](#)  
**Subject:** Pensamientos y sugerencias adicionales para strategicplanning  
**Date:** Tuesday, November 24, 2020 9:19:50 AM  
**Attachments:** [Outlook-yuuo5owo.png](#)

---

## EXTERNAL

Pensamientos y sugerencias adicionales para strategicplanning

Su muy buena disposición por incorporar ideas, sugerencias y conocimientos para encausar de la mejor manera posible el nuevo plan para el condado me parece una visión sabia, la historia de los pueblos ha demostrado que los mejores dirigentes son aquellos que escuchan las problemáticas de los ciudadanos y plantean formas de atacar los problemas desde la base causal que la origina, lo que me lleva a sugerir una serie de elementos que me parecen importantes para incorporar en este plan estratégico sin embargo en la meta 4 (reducir la falta de vivienda mejorando los servicios basados en la coordinación y la colaboración) en los objetivos planteados me quedan algunas dudas sobre ¿a qué nivel de vulnerabilidad se refieren? sin embargo, y aun teniendo dudas hago algunas anotaciones en *cursiva* y amplío posteriormente algunos puntos de la meta 5 y el objetivo 3 que también mantienen relación con la meta 4.

Expongo y amplío también algunos puntos que pueden *aumentar posibles resoluciones o líneas de trabajo*, pudiendo esto generar en las personas que implementaran los programas una visión más amplia y en consecuencia la planeación y ejecución de un programa más completo e integral.

Meta 4: Reducir la falta de vivienda mejorando los servicios basados en la coordinación y la colaboración

Objetivos 1: asociarse con otras ciudades para construir un plan estratégico de personas sin hogar. *(Esto tendría que plantearse desde una perspectiva estatal o más global en un marco que incluya la implementación de nuevos enfoques de desarrollo económico ante lo cual la población flotante se mueva, además de mantener una postura cauta para evitar generar ciudades dormitorio ya que la experiencia que se ha tenido no ha sido positiva en todas las áreas)*

Objetivo 2: Reducir la población actual de personas sin hogar en un 10% anual. *(Si esto se refiere a personas con algún trastorno mental la reducción según mi experiencia es muy baja lo cual puede poner el riesgo el termino comunidades saludables y seguras; si se refiere a la posibilidad de que las personas puedan tener acceso a un trabajo y este recursos le permitan la adquisición de una vivienda me parece un nivel bajo (debido al nivel de problemática actual), más tendría que enmarcarse en un contexto de crecimiento económico regional o mundial)*

Y amplío las posibilidades:

- A) *¿a personas que se han quedado sin hogar a partir de los desastres naturales acontecidos en la zona (sus casas y/o sus negocios se han quemado)?*
- B) *¿a los que se han quedado sin la posibilidad de pagar un alquiler debido a los desastres locales, o mundiales (covid 19) con la consecuente pérdidas de empleo y recursos?*
- C) *¿a los que su escaso bajo nivel conocimientos, y problemática familiar no exenta de alteraciones mentales no les permite incorporarse a un mercado de trabajo en el cual sus ingresos les permitan vivir de forma autónoma sin necesidad de*

*ayudas especiales para mantener el alquiler de una vivienda?*

*O en el caso de extremo*

*D) ¿a personas que presentan algún trastorno mental que les impide tener las herramientas de juicio necesario para la sana coexistencia y convivencia en un entorno familiar?*

*Ya que los 4 planteamientos u opciones se relacionan con el tema: Comunidades Saludables y Seguras.*

*Objetivo 3: Crear una herramienta de recursos de vivienda para los departamentos de seguridad para ayudar eficientemente a los residentes con la vivienda. (Se tiene que tomar en cuenta el potencial de desarrollo que presenta la región en una situación de economía regional-mundial pos-pandemia aquí mi sugerencia sería invitación a participar en una consulta o asesoría con inversores expertos de la zona y en una visión conjunta determinar a donde apunta la economía mundial (porque este contexto está presentando cambios), ¿cuáles pueden ser las posibilidades de crecimiento? y ¿qué regiones serían las adecuadas para tal implementación?)*

Una sugerencia podrían ser una consulta o intercambio de puntos de vista con analistas económicos, asociaciones de empresarios, vitivinicultores u otros productores de la región los cuales cuentan entre sus equipos de trabajo con personas capacitadas en otras áreas lo cual les otorga más habilidades para vislumbrar posibilidades y crear un plan más certero sobre el crecimiento de la economía, sin descartar la participación de grupos de académicos (sociólogos, antropólogos, médicos, etc.,) de la región, tal nivel de consulta de diferentes áreas de conocimientos posibilita una visión amplia sobre las dinámicas de los asentamientos humanos, sus problemáticas y sus necesidades lo cual genera más certezas de un mayor éxito y cobertura en la implementación de planes a largo plazo. Un nombre que se me viene de forma rápida a la mente y que recuerdo tiene gran disposición al colaborar es Les Vadasz.

Meta 5: Continuar invirtiendo en nuestra *seguridad pública* para que los residentes y visitantes se sientan seguros en nuestra comunidad.

En esta meta concentraré mis sugerencias en el objetivo 3 ya que al realizar el planteamiento se atiende de forma simultánea o en escalada a otros objetivos también importantes.

Objetivo 1: concentrarse en la capacitación en competencias culturales y técnicas de desescalada para la fuerza laboral del condado.

Objetivo 2: Integrar mejor los servicios y las entregas en los departamentos de la red de seguridad

Objetivo 3: *Evaluar y determinar la respuesta comunitaria más adecuada para responder a las personas de la comunidad que atraviesan una emergencia psiquiátrica, incluyendo un análisis se debe ampliar el Equipo de soporte móvil*

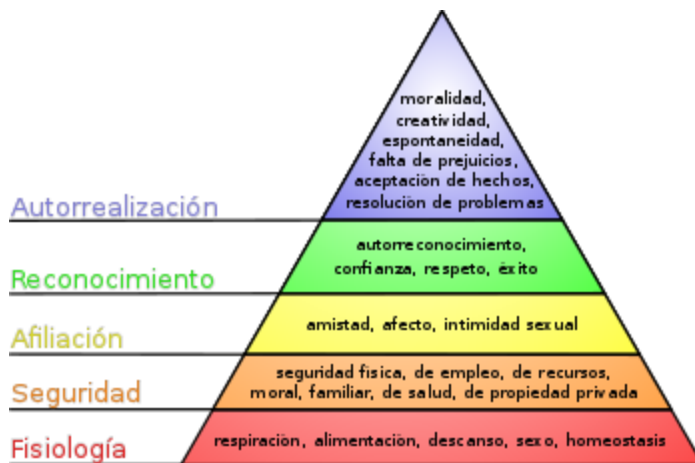
Objetivo 4: Explorar y ampliar las alternativas de detención con el objetivo de reducir la población carcelaria y reducir la incidencia

Objetivo 5: Llevar a cabo una campaña de divulgación y participación con las comunidades para construir y fortalecer las relaciones comunitarias y las fuerzas del orden, incluida la educación sobre la diferencia entre el llamar al 211 y al 911/

Antes de entrar de lleno al objetivo 3 me gustaría ampliar un poco más el término de *seguridad pública*.

Una visión amplia de “*seguridad pública*” es aquella que entre sus funciones abarque la integración armónica de sus habitantes por lo tanto el hecho de tener

población en alto nivel de vulnerabilidad atenta al mismo termino, y es que desde una perspectiva simplemente biológica nuestro cerebro busca sobrevivir y no es únicamente una visión son muchos los científicos que han encontrado esta situación uno de estos es Maslow el cual desarrollo una pirámide de necesidades que sería oportuno introducir aquí.



[1]

Cuando las personas se encuentran en la parte baja de la pirámide que es un alto nivel de vulnerabilidad, ya que está en juego su supervivencia fisiológica básica, no están interesados en cuestiones morales o de índole social o religioso, buscan que su condición física sobreviva y punto, estas personas pueden poner en riesgo a otras que estén en el mismo nivel o en niveles superiores, porque lo que se busca es sobrevivir, y por poner un ejemplo a ellos no les importa que el dinero que toman es lo único que tendrá una pareja de personas mayores para sobrevivir un mes, el cerebro dice tómallo para vivir y punto [2].

Cuando esta situación (vulnerabilidad extrema) es vivida durante un tiempo considerable desde periodos infantiles [3] la comunidad científica-medica ha identificado que esta población presenta una serie de alteraciones a lo cual se le ha llamado: “trastorno traumático del desarrollo”, y muchas funciones cerebrales que pertenecen al orden social, moral, capacidad de planeación asertiva, etc., se ven alteradas. En este nivel de problemática la intervenciones deberán abarcan varias áreas, que van desde manutención (sostener la vida), escolarización, la instrucción para la generación de hábitos saludables, socialización etc., añadiendo programas de estímulo al desarrollo creativo con la finalidad de estimular y establecer el desarrollo de redes neuronales que serán la base de un desarrollo cognitivo superior y que tendrá manifestación a edades posteriores, cuanto esto no sucede se ha encontrado que no es posible aplicar de lleno el concepto “resiliencia” ya que el termino más apropiado sería “resistencia” por qué la vida desde el punto de vista fisiológico está resistiendo los embates del medio.

Si se entra al tema de aquella comunidad de personas que ya habían desarrollado habilidades morales, sociales etc., y pierden todo, (ejem: se quemó todo su patrimonio) situación que los expone o vulnera hasta el punto de que se pueden perder el desarrollo de habilidades morales (acordémonos que estamos programados cerebralmente para sobrevivir) lo cual genera tal nivel de alteración cerebral (ya que es retroceso a un nivel inferior) que pueden presentarse episodios o trastornos de desconexión con la realidad, buscando ser más claro, el cerebro buscara escapar del dolor y sobrevivir por lo que generara las estrategias necesarias que le permitan continuar con vida, pudiéndose manifestar diferentes

problemáticas psiquiátricas y alteraciones de salud físicas, que aún lo vulneran más, sin embargo con los protocolos de intervención adecuados es posible que estas personas desarrollen habilidades resilientes. Este nivel de intervención integra varios elementos como apoyo material dado de forma individual y un enfoque comunitario, porque es la comunidad la que se ve vulnerada ante la pérdida o el sufrimiento de uno de sus miembros, y puede que no se presenten manifestaciones visibles (en los no afectados de lleno por el desastre), pero el aparato psíquico se encuentra alterado. Si no se realizan intervenciones que involucren al grupo comunitario (demás miembros) estos tienden a perder la confianza en el entorno, porque desde un punto de vista antropológico y sociológico nos integramos a una comunidad para asegurar de una manera más sólida nuestra integridad, y cuando las estructuras que hemos creado comunitariamente no responden nuestra capacidad creativa se ve mermada porque como he mencionado antes buscamos preservar la vida fisiológica, y esas estructuras comunitarias no están asegurando esa supervivencia o resguardando nuestra vulnerabilidad.

He advertido que este plan de desarrollo busca la implementación de metas que integran el término resiliencia, por lo que tratare de forma muy breve de hacer unas cuantas acotaciones únicamente para enmarcar algunas sugerencias porque creo que ya lo han de manejar muy bien.

De forma general sabemos que el término “resiliencia” proviene de la física la cual expresa las cualidades de un resorte: resistir a la presión, doblarse con flexibilidad y recobrar su forma original. En el ámbito de la psicología tal terminología ha mostrado una evolución y es considerado como “un fenómeno” manifestado por personas que evolucionan favorablemente; está asociado a la capacidad de construir una vida significativa habiendo sido víctimas de trauma psíquico. Hoy en día se habla de factores que impulsan el fenómeno resiliencia porque la realidad ha mostrado que para muchos seres humanos un quiebre (por ejemplo, perder todo el patrimonio) comprendería un riesgo serio con consecuencias graves para su aparato psíquico por lo que el hecho de que el individuo haya desarrollado habilidades resilientes (anteriores al evento) esto le ofrecería la posibilidad de reparación, sin embargo, necesita de un componente activo, una dinámica existencial. Ser resiliente

<sup>[4]</sup> no significa simplemente rebotar, sino crecer hacia algo nuevo se debe añadir que esta habilidad siempre tiene una dimensión ética lo que significa un crecimiento existencial “positivo”. De ahí que la reflexión ética sea muy importante por lo que los programas que permitan la formulación adecuada de los duelos, donde se encuentre o se genere un sentido son indispensables. En el caso de los niños la experiencia dada en contextos de catástrofes mundiales es que debe de permitirse la expresión adecuadas de sentimientos y emociones y una de estas vías puede ser los programas de arte, donde el componente creativo es una herramienta para enfrentar la pérdida, y transformar el dolor. Tales programas o desarrollos deben de buscar que se haga una reconexión con el mundo emocional para que el aparato psíquico retome sus funciones normales.

Por lo que es posible realizar programas que busquen el desarrollo de habilidades resilientes con enfoques comunitarios, y que funcionen de forma preventiva de trastornos psíquicos ya que se ha observado que en muchas ocasiones previenen el desarrollo de la enfermedad psiquiátrica, además muchos de estos posibilitan la detección temprana de alteraciones lo cual posibilita un tratamiento oportuno por lo que son una muy buena opción de acción preventiva sobre todo en el contexto que estamos viviendo a nivel mundial.

En el inciso “C” mencionó “¿a los que su escaso bajo nivel conocimientos,.....” y cuando se pretenda que estas personas (grupos familiares) desarrollen *autonomía* se requiere que se realicen programas de intervención tanto con los padres como con los infantes los cuales permitan o faciliten procesos que incidan desde el punto de vista

neurológico y del desarrollo al estimular y favorecer un mayor número de un mayor número de conexiones neuronales, a edades tempranas (algunos especialistas hablan de los primeros 1000 días de desarrollo, más los procesos de integración neurológica han probado eficacia en edades posteriores cuando se utilizan variedad de estímulos) en tal situación las acciones coordinadas con grupos de Community Health Workers en alianza con escuelas para padres, centros para niños, etc. han probado dar buenos resultados siempre y cuando exista metas y coordinación y sin duda la capacitación, este es un recurso indispensable, generando que estos además funcionen como MHPSS (mental health psico-social-support).

En el inciso “D” *“a personas que presentan algún trastorno mental que les impide ....”* En este punto debo ser muy sincera, y no pretender que los avances tecnológicos o entendimiento de las funciones neurológicas, o los protocolos de intervención en los programas de educación etc., realizan como varita mágica milagros, o pretender que con esfuerzo que todo es posible, yo así lo creía, pero con motivo de un congreso

internacional sobre salud mental una colega <sup>[5]</sup> que ha participado en los protocolos de tratamiento e investigación de personas que han sufrido torturas, se encontró que muchas de estas presentan un aparato psíquico muy dañado, donde las intervenciones muestran límites de mejoría. Esta colega manifestaba conforme a su experiencia que únicamente un 70% logran niveles de recuperación, el 30% restante no ofreció muchas posibilidades.

En el caso de niños he escuchado el testimonio de especialistas que han tenido acceso visual al cerebro de este tipo de personas y mencionan que salen de ahí quebrados o hechos un mar de llanto por el nivel de deterioro que origina la violencia contra ese ser humano generalmente acontecida en su etapa infantil, y muchas de estas personas arrastran ese tipo de historias, por lo que la prevención e intervención a edades tempranas y de forma comunitaria son muy necesarias para el sano desarrollo de la comunidad.

Hay una especialista mundialmente reconocida de la Universidad de San Francisco, Alicia Lieberman que tiene algunos trabajos de investigación sobre la relación entre violencia intrafamiliar y delincuencia, y ella entre sus propuestas de intervención también maneja el acompañamiento domiciliario sobre todo en familias vulnerables. No descarten una consejería.

En muchas ocasiones las comunidades cuentan con recursos de los que echar mano para lograr intervenciones comunitarias exitosas, sin embargo, es menester invertir en coordinación, capacitación y diseminación de conocimientos a la población general sobre la importancia de salud mental y esto es algo que está siendo una necesidad urgente a nivel mundial.

Este grupo de estrategias cuando se implementan disminuyen la vulnerabilidad de las personas, aumentan sus posibilidades de capacidad económica, incrementa sus posibilidades de habilidades resilientes desarrollando adicionalmente respuestas creativas que generan beneficios de forma individual y comunitaria con la ventaja que se disminuye el nivel de enfermedad ya sea física y/o psíquica y sin duda disminuye los índices delictivos.

El logro o el avance de una comunidad es de todos sus miembros por lo que una acción coordinada entre diferentes actores sociales siempre produce buenos resultados. Y la actual situación a nivel mundial ha estado dejando en la conciencia de los seres humanos que para sacar adelante nuestra región y nuestro planeta será necesaria la colaboración coordinada de todos.

Sonoma es una comunidad rica por el nivel de colaboración, solidaridad y compromiso de gran parte de su población y ese es un recurso invaluable.

Hay un investigador que por sus aportaciones al desarrollo creativo y cognitivo de su



país se le ha otorgado el título de Sir. el menciona que en ocasiones el talento humano esta como los recursos mas preciados del planeta: escondidos.

Es tiempo de encontrar esos increíbles talentos humanos en nuestras comunidades y permitir que afloren. Y el condado de Sonoma tiene la maquinaria necesaria para lograrlo.

Isabel Güitrón

Si tienen alguna duda sobre algunas de las sugerencias encantada podemos ampliar

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[1] Imagen tomada de la red.

[2] Debo agregar que no integrare en este desarrollo las problemáticas sociales que suscitan las cuestiones de adicción.

[3] Mi circunstancia personal y profesional me ha llevado a desarrollar varias áreas de especialización: programas de desarrollo bioético, dialogo intercultural, pero el área que mayor conocimiento y entrenamiento he adquirido es en la realización de programas de intervención que impulsan el desarrollo de capacidades creativas y cognitivas desde la infancia para comunidades vulnerables, migración y mental health, ya que este último es un tema que no puede ser sustraído de un contexto social o comunitario.

[4] Vanistendael S., Cyrulnik B., Barudy J.,

[5] Geógrafa Social especializada en la atención mental de personas víctimas de tortura, evito mencionar nombres por el nivel de riesgo que su profesión corre.

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**From:** [Johanna Lynch](#)  
**To:** [Strategicplanning](#)  
**Subject:** PLANNING members might take a closer look at at least 3 cultural and economic awful ongoing practices never included in any county plan:  
**Date:** Sunday, November 8, 2020 11:05:33 AM

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## EXTERNAL

1. Service workers that provide the “high End” overpriced destination sites for tourists.  
Small dank and damp cottages rented during the summer only for 3–4 thousand dollars for 3 night minimum stays...

\$75,000 weddings up and down the coast of Sonoma and also held inland at wineries etc.

Many of them pay service workers \$6 per hour and let them go at the end of the season.

A few workers also are asked to clean rooms, industrial-size BBQ ovens, and clean up after wedding guests have roller-skated throughout the rental facility and broken every chair, ornament and windows in the building.

2. Please try to include “Childcare” and good protection for all the children for these workers.

Little kids often are left in vehicles while moms and dads Work.

**Not one tourist facility provides childcare for workers.**

Not a single tourist-driven vineyard will even let families on the premises—names if needed.

Many Service workers during the summer “rush” work three or more jobs and sleep in their cars.

They drive from Mendocino county to to the Russian River and beyond.

3. Not a single Planner has even bothered to think about the utter chaos in the public schools; a lot of it created by the ridiculous practice of students changing rooms after every period!

Public schools in many countries practice a different style of teaching:

**The teachers change rooms;** the students remain calm and seated in their home classroom.

This eliminates many minutes during the day when fights break out, punchings and abusive yelling, screaming sometimes— “utter chaos” described by anyone who has witnessed these disruptive room changes.

The public schools give most of the students a heavy load of homework—which they all hate.

Perhaps if the time spent in the classroom was more educational and not based on “discipline” and checking empty boxes the students might learn something.

Often the teachers do not know anything about teaching Algebra, American history, Biology and studying world governments NOTHING.

Is this due to the CBEST testing?

4. Begging the well-meaning Planning people to stop listening to spec-builders and profiteers to make decisions.

Most of the oversized vineyards and cannabis gardens are too big; the cost re the destruction of precious trees (windbreaks. Trees are not “fire-starters”), is very sad for bird lovers. The birds have nowhere to go in Sonoma County. The tree-cutters and “debris” removers do not have a clue re habitats for birds.

The green deserts and the destructive oversized Cannabis farms are dreadful for a lot of reasons. Often these owners are not gardeners. They spray and install drip systems for Olive orchards and watch their crops turn yellow and die. Surely someone must realize what is going on regarding the oversized tree removers and the blame game. Don’t forget when those trees are removed the cutters sell them and keep the money. You bet they classify “trees as fire threats.”

5. Form an oversight committee to keep the county supervisors honest.

It is not OK to receive “gifts” of \$60 thousand and more to make sure a scoundrel can get around CEQA and create a huge, ugly vineyard, or cannabis grow.

At least one supervisor is bought and paid for according to critics who claim the Zoning on the coastal lands

of Sonoma County are at risk to make it easy for spec investors to ignite commercial tourist sites.  
The coast must be left wild and free for the birds and us too.

Regards  
Johanna Lynch  
*Russian River Times*  
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