



City of Sebastopol

CITY OF SEBASTOPOL CITY COUNCIL

AGENDA ITEM REPORT FOR MEETING OF: October 6, 2026

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To: Honorable Mayor and City Councilmembers

From: City Attorney Alex Mog
City Manager Mary Gourley

Responsible Department: City Administration

Subject: Creation of Ad Hoc Committee or Council Liaison Regarding Racism, Social Bullying, and Mockery and Direction Regarding Training and Other Options

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RECOMMENDATION:

That the City Council consider creation of an Ad Hoc Committee or Council Liaison and provide direction on options related to staff & Council training. The options are:

Option 1 – Create a City Council Ad Hoc Committee

- a. Establish a City Council Ad Hoc Committee to Address Racism, Social Bullying, and Mockery in Sebastopol, and appoint two (2) Councilmembers to the Committee;
- b. Direct the Committee to convene regular meetings with neighbors (including Pitt Avenue residents across from Safeway), school partners (the School Board / Analy High School administration and other local schools as the Committee identifies, including Brook Haven), Safeway management, and other community members and businesses as needed;
- c. Direct the Committee to review suggestions from the public received on September 1, 2026, and to provide recommendations to the City Council no later than six (6) months from the initial meeting; and
- d. Authorize the City Manager to assign a staff liaison and provide administrative support within existing resources.

Option 2 – Council Liaison Leads Community Meetings; Staff Prepares Graffiti Ordinance

- a. Direct the existing Council liaison to lead community meetings with neighbors, school partners, Safeway management, and other community members as needed, requesting staff support on an as-needed basis and reporting back to the City Council; and

Additional Options Under either option:

- a. Direct staff to prepare a draft graffiti ordinance for future Council consideration;
- b. Approve the inclusion in City protocols CIRA Vector Solutions racial-bias and related courses available to the City as a CIRA member; work with ERMA to receive one complimentary ERMA training; and submit paperwork for the ERMA \$2,500 training grant; and/or
- c. Approve the dedication by Vice Mayor Sandra Maurer and Councilmember Stephen Zollman of their remaining Fiscal Year 2026-27 City Council Conference and Training funds, to be utilized by staff for training and related costs that CIRA and ERMA do not cover.

PROCESS OF AGENDA ITEM:

- a. Presentation by staff / requesting Councilmembers
- b. Council questions and discussion
- c. Public comment
- d. Council deliberation and action



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EXECUTIVE SUMMARY:

At the September 1, 2026 City Council meeting, the Council received a City Attorney report on options to address graffiti and racial mockery associated with the Safeway area. Public speakers described the situation as urgent and unacceptable. Speakers indicated that this is a long-term, systemic problem that includes parents and school climate at Analy, as well as a past similar situation at Brook Haven School. The City Council provided direction for staff to return with an agenda item for the creation of an ad hoc committee or council liaison to further work on this item and consider recommendations from the public.

This report discusses creation of an advisory Council Ad Hoc Committee or Council Liaison. If either an ad hoc committee or liaison is approved, that committee/liaison would meet with neighbors, school partners, Safeway, and other community members as needed and willing; discuss public ideas in terms of what the City can do and what partners can do; and return with a written recommendation.

BACKGROUND:

Residents have raised ongoing concerns about racist graffiti (including hate symbols and slurs on the wall and utility box facing Pitt Avenue behind Safeway), racial mockery and harassment, and youth conduct in and around the Safeway property. Neighbors have also reported that graffiti has remained visible for too long after it was reported.

On August 4, 2026, at the request of Councilmember Zollman, the City Council considered Agenda Item No. 9, "Request for Approval of Hours for City Attorney Research on Legal Options on Response to Community Concerns of Graffiti and Racial Mockery Associated with the Safeway Area" (Attachment E). Residents had raised concerns during public comment about graffiti and racial harassment near Safeway, including monkey noises directed at a child of color. The report summarized graffiti ordinances in six Sonoma County cities (Santa Rosa, Petaluma, Sonoma, Healdsburg, Cotati, and Rohnert Park) and identified local restorative justice providers (Restorative Resources, RECOURSE Mediation, Petaluma People Services Center Youth Diversion, and SOS Community Counseling). On a 3–2 vote, the Council approved 10 hours of City Attorney research on legal options, with a focus on restorative justice, and directed that the findings return on September 1, 2026.

On September 1, 2026, the City Attorney returned with Agenda Item No. 12, "Potential Options to Address Community Concerns Regarding Graffiti and Racial Mockery Associated with the Safeway Area." The report reviewed restorative justice and diversion programs, a possible graffiti abatement ordinance, trespass authorization, voluntary cooperation agreements with the property owner, and responses to hate crimes and harassment. It noted that the City cannot generally require physical improvements on private commercial property outside the permitting process, and that no legal tool can guarantee the absence of future graffiti or isolated acts of harassment. At the time, Safeway management and Analy High School had not responded to staff outreach. On a motion, the Council voted 4–0 (Mayor McLewis absent) to direct staff to return on October 6, 2026 with a proposal to create either an ad hoc committee or council liaison, including staffing, scope of duties and hours, and a recommendation for racial-bias training for the City Council and management. Vice Mayor Maurer and Councilmember Zollman offered to dedicate their Fiscal Year 2026-27 Council training funds toward that training.

The City Council currently has the following resolutions:

- Resolution No. 6403-2022 (adopted February 15, 2022), "Resolution of a Public Statement on Racism and Social Equity." The Council declared that hate has no place in this community, reaffirmed equality and freedom for all people, and committed the City to use all available tools to eliminate racial and social disparities and promote equity.
- Resolution No. 6127, identified by speakers as a prior Council commitment on racism, bullying, and related community standards.



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Recently, the City also received an email stating that a Sebastopol resident received a message through her professional profile page. It used racial slurs against her and her children, told her to get out of Sebastopol, and was signed with the name of the Charleston church shooter.

DISCUSSION:

The item tonight is for Council consideration of options to address the issues as noted. An Ad Hoc Committee is one option. If created, the Committee would be limited to two Councilmembers, would be advisory only, and would report back within six months of its initial meeting. It is recommended that the Council consider the scope of work attached which is broader than Safeway and Analy alone so the Committee can address the school-climate and community concerns raised.

Listed below are trainings offered through the City's Risk Management Agency Vendor Vector Solutions:

- The Influence of Unconscious Bias (Employees and Managers)
- Unconscious Bias
- Diversity, Equity and Inclusion: Skills for Employees
- Diversity, Equity and Inclusion: Skills for Managers
- Civil Rights – intended for Law Enforcement

These trainings are for City staff and officials, and not available for the general public.

City staff reviewed State programs that address hate. Unfortunately, the State's CA vs Hate program is no longer funded. However, staff is continuing to research grant opportunities and other programs that could support our community.

STAFF ANALYSIS:

As noted at the last meeting, the Mayor and City staff have been meeting quarterly with Analy High School and Safeway with issues related to loitering; parents picking up kids at the Safeway parking lot; stealing, etc. Since the September 1st meeting, Safeway is working on the following to help address the situation:

- Staff actively monitoring the front and rear of the store
- Planning to install a video camera in the rear, footage of which they will share with the police department when incidents occur
- Exploring the removal of the wall around the transformer and installing bollards instead
 - This will open up the area and remove hiding spots
- Have paint on-site to quickly cover graffiti after reporting to and documentation by the police department
 - Goal is to have graffiti covered as soon as possible (within hours, when possible)

Mr. Wade, Principal of Analy High School (West Sonoma County Union High School District), has indicated a willingness to meet with the City and neighbors. In a letter to the City Manager dated September 22, 2026, Analy described the following actions it has taken or will be taking:

- Analy regularly brings outside speakers and organizations to campus, including annual presentations from the Holocaust Story Project and from Sonoma State University's Institute for the Study of Genocide and the Holocaust. Past presentations have also included the ACLU and the NAACP. Analy notes these programs are part of a broader educational effort, not simply responses to individual incidents.
- The District recently adopted a Board resolution addressing hate speech. As part of its beginning-of-year work this fall, Analy's administrative team is addressing these expectations directly with all ninth-grade students, emphasizing both the standards and the harm hateful language can cause to individuals and communities.



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- Analy has an Access and Belonging Committee (formerly its DEI committee) and an Access and Belonging Coordinator. This work adds an educational and restorative dimension to its disciplinary processes, so that students understand the impact of their actions, take responsibility, and develop better ways of interacting with others.
- This year Analy implemented ninth-grade teams that place incoming students in smaller, more connected groups of teachers and classmates, to establish expectations, build relationships, and identify concerns early.
- Discussion of joint City/PD/Analy/Safeway letter to Analy students and parents
 - Superintendent to follow-up with Chief McDonagh and Lt. Bauer
- Possible interest in neighborhood watch by Pitt Avenue neighbors

The Sebastopol Police Department provided the following timeline of its response:

- April 27, 2026 at 4:32 PM Officers dispatched to report of hateful/racist graffiti at Safeway (no report of suspects on scene); Officers arrive within four minutes; An officer made contact with Safeway staff; Documentation of graffiti and commencement of investigation
- By the evening of April 27, three juvenile suspects identified; A fourth juvenile suspect was subsequently identified; All suspects subsequently arrested and referred to juvenile justice system by May 4
- Regular and repeated security checks have been ongoing at Safeway since prior to this incident. These have continued and increased, with a focus on the backside of the store where this incident took place.
- Between April 27 and September 28, nearly 400 officer-initiated security checks/extra patrols at Safeway and Pitt Avenue
- On May 28, officer responded to a report of possible graffiti on the Pitt Ave side of Safeway, as well as the involved juveniles making possibly racial mocking noises toward an area resident; Initial caller advised the subjects were no longer in the area and no one was present when the officer arrived on scene, after clearing a prior call
- Safeway management was contacted regarding non-hateful graffiti that was present in the area
- No other crime was established as having been committed at that time
- On September 20 a caller reported receiving harassing email related to the April 27 incident; Report taken regarding the email on September 24 and investigation commenced, including consultation with the District Attorney's Office; Investigation currently underway

Police Policy 319.4.1 includes the following definitions:

Hate crime – includes but is not limited to a violation of Penal Code § 422.6, and means a criminal act committed, in whole or in part, because of one or more of the following actual or perceived characteristics of the victim:

1. Disability
2. Gender
3. Nationality
4. Race or ethnicity
5. Religion
6. Sexual orientation
7. Association with a person or group with one or more of these actual or perceived characteristics.

Hate incident – A hate incident is an action or behavior motivated by hate or bias but legally protected by the First Amendment right to freedom of expression. Examples of hate incidents include:

- Name-calling



- Insults and epithets
- Distributing hate material in public places
- Displaying hate material on your own property

Hate speech – The First Amendment to the U.S. Constitution protects most speech, even when it is disagreeable, offensive, or hurtful. The following types of speech are generally not protected:

- Fighting words
- True threats
- Perjury
- Blackmail
- Incitement to lawless action
- Conspiracy
- Solicitation to commit any crime

CITY COUNCIL GOALS/PRIORITIES AND GENERAL PLAN CONSISTENCY:

This agenda item represents the City Council goals/priorities as follows:

Goal 4: High-Performance Organization

- Restoring public trust through transparent and inclusive processes
- Improving public communications and community engagement

PUBLIC COMMENT:

Public comment received prior to the posting of this report has been received and posted to the city website. As of the writing of this staff report, additional comment on this follow-up item has not been received. If staff receives public comment from interested parties following the publication and distribution of this staff report, such comments will be provided to the City Council as supplemental materials before or at the meeting. In addition, public comments may be offered during the public comment portion of the agenda item.

PUBLIC NOTICE:

This item was noticed in accordance with the Ralph M. Brown Act and was available for public viewing and review at least 72 hours prior to the scheduled meeting date.

FISCAL IMPACT:

Creating the Committee itself requires no new General Fund appropriation. Staff costs would need to be absorbed within the existing budget. Hours will depend on meeting numbers and length of meetings and unanticipated work needed to support this ad hoc committee. It is anticipated that at the minimum one meeting per month (if limited to one hour each) would be 6-12 hours depending on attendance of one or two staff members. This estimate is for meeting attendance only. It is feasible that there may be a need for additional staff time for research and preparation or dependent upon the outcome of the meetings. To reduce staff time, it is recommended that the Council liaison or Ad Hoc Committee take the lead on the community meetings; request staff on an as needed basis; while having staff create a graffiti ordinance and initiating and monitoring new trainings.

Racial-bias and related training should be funded in this order:

1. CIRA Vector Solutions (Vector LMS) racial-bias, unconscious-bias, diversity, and harassment-prevention courses available to Sebastopol as a member of the California Intergovernmental Risk Authority, at no extra course fee beyond the City's CIRA membership.

Courses available include:



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- a) The Influence of Unconscious Bias (Employees and Managers)
- b) Unconscious Bias
- c) Diversity, Equity and Inclusion: Skills for Employees
- d) Diversity, Equity and Inclusion: Skills for Managers
- e) Civil Rights – intended for Law Enforcement

2. One complimentary ERMA training (a live or webinar workshop on harassment, discrimination, diversity, or bias mitigation), plus the ERMA Training & Risk Management grant of \$2,500 per program year for additional eligible trainings. Staff shall confirm current-year grant availability and any pre-approval ERMA requires (Administrative Services)

3. Receipt of dedication by Vice Mayor Sandra Maurer and Councilmember Stephen Zollman of their remaining Fiscal Year 2026-27 City Council Conference and Training allocations. These funds may be utilized for costs CIRA Vector and ERMA do not cover, such as community-facing training. Council can approve the use of these funds based on the Ad-Hoc Committee recommendations.

Administrative Services will enroll Councilmembers, Management and Mid-Management staff, City boards, commissions, and committees in CIRA Vector courses; schedule the complimentary ERMA training and file the \$2,500 ERMA training-grant request.

4. Creation on graffiti ordinance is estimated at 3-4 hours of City Attorney time.

RESTATED RECOMMENDATION:

That the City Council consider creation of an Ad Hoc Committee or Council Liaison and provide direction on options related to staff & Council training. The options are

Option 1 – Create a City Council Ad Hoc Committee

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- c. Direct the Committee to review suggestions from the public received on September 1, 2026, and to provide recommendations to the City Council no later than six (6) months from the initial meeting; and
- d. Authorize the City Manager to assign a staff liaison and provide administrative support within existing resources.

Option 2 – Council Liaison Leads Community Meetings; Staff Prepares Graffiti Ordinance

Direct the existing Council liaison to lead community meetings with neighbors, school partners, Safeway management, and other community members as needed, requesting staff support on an as-needed basis and reporting back to the City Council

Under either option:

- a. Staff to include in City protocols CIRA Vector Solutions racial-bias and related courses available to the City as a CIRA member; work with ERMA to receive one complimentary ERMA training; and submit paperwork for the ERMA \$2,500 training grant; and
- b. Staff to utilize funds dedication by Vice Mayor Sandra Maurer and Councilmember Stephen Zollman of their remaining Fiscal Year 2026-27 City Council Conference and Training funds, for training and related costs that CIRA and ERMA do not cover.



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- c. Authorize preparation of draft graffiti ordinance for future Council consideration.

OPTIONS:

1. Provide alternative direction to staff; or
2. Take no action at this time.

ATTACHMENTS:

- A — Committee Scope of Work
B — Comments from Sep 1st Meeting
C — Resolution No. 6403-2022
D — Resolution No. 6127
E — August 4, 2026 Agenda Item No. 9 Staff Report (Safeway Neighbor Concerns)
F — Letter from Analy High School
G — Safeway Information from Sep 30th Meeting

APPROVALS:

Department Head Approval: Approval Date: 9-26-2026

CEQA Determination (Planning): Approval Date: 9-26-2026

The proposed action is not a project under the California Environmental Quality Act (CEQA)

Administrative Services (Financial) Approval Date: 9-29-2026

Costs authorized in City Approved Budget: Yes ☐ No ☐ N/A ☐

Account Code (if applicable) Council Conference & Training; CIRA membership; ERMA training grant

City Attorney Approval: Approval Date: 9-29-2026

City Manager Approval: Approval Date: 9-29-2026



ATTACHMENT A
COMMITTEE SCOPE OF WORK
(IF AD HOC COMMITTEE)

Name

City Council Ad Hoc Committee to Address Racism, Social Bullying, and Mockery.

Membership

Two (2) members of the City Council, appointed by the City Council. The Committee shall invite participants (neighbors, school officials, Safeway representatives, youth, restorative-justice practitioners, and City staff) to particular meetings.

Term

This committee is Advisory only. This is a short term committee which shall submit a final report of recommendations to the City Council no later than six (6) months from the initial meeting, unless the Council extends or dissolves the Committee earlier.

Meetings

Organizational meeting within three weeks of appointment, then approximately monthly, including sessions with the partner groups listed below.

Partners

- Neighbors, including Pitt Avenue residents across from Safeway
- School partners: School Board / Analy High School administration, and other local schools as the Committee identifies, including Brook Haven
- Safeway management
- Other community members and businesses as needed

Work

1. Meet with the partners listed above.
2. Identify what the City can do and what partners can do.
3. Return written recommendations to the City Council



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ATTACHMENT B

PUBLIC SUGGESTED SOLUTIONS

Compiled from public comment at the September 1, 2026 City Council meeting. Listing is not a staff or Council endorsement. The Ad Hoc Committee should review each item and return recommendations.

Public suggested solutions:

- This is urgent, unacceptable and we need to take this seriously
- The antidote is community, not police
- We need more education in schools
- Use restorative justice as a community process and prohibit police from participating
- The City Council adopted two resolutions in the past #6403 and #6127 (both are attached)
- This is a long term problem
- Is there Zero tolerance at Anal?
- Needs more awareness and conversation about race among leaders and public
- Addressing this is an ongoing process
- City convene regular meetings with schools, businesses and what steps can be taken.
- Restorative justice but ensure the program is really good
- Safeway should have a policy to not allow the boys (who did the racist graffiti and hate speech) on the property.
- Remove graffiti within 24 hours
- City install a camera on Pitt Avenue
- Hold Safeway accountable
- Address it in the schools
- Ongoing systemic issues and parents are part of the problem
- What programs can we invest in, to help educate children in schools and their families?
- Should not be an ordinance or law
- Assign a Councilmember to this and create a team
- Residents across from Safeway could use Ring
- Important to have police involved
- Have real conversations with youth and those in authority positions
- Racial bias training
- Community patrols at noon
- How can the council be a force to initiate conversation
- It's not OK to call it "free speech" when it's "hate speech".
- Turn care into action
- Don't involve the police
- Ask neighbors if they want more police
- Work with Safeway, work with schools
- graffiti ordinance is not needed

RESOLUTION NO. 6403-2022

Resolution of a Public Statement on Racism and Social Equity

Whereas, In light of recent events – including the burning of a Black Lives Matter banner at our Sebastopol branch, the Sonoma County Library at their meeting of February 7, 2022, reiterated its values of condemning these crimes; condemning any attempt to silence or intimidate free expression; not tolerate racist or hateful behavior at any of the Library facilities; and commitment to being an antiracist organization; and

Whereas, the City of Sebastopol stands with the Sonoma County Library and our local Sebastopol Branch and states to those in our community who have been hurt by racism, bigotry, prejudice, misunderstanding and hate: we see you, we hear you, we stand with you, and, as we look outward to help our communities heal, we pledge to continue looking inward, and to face unflinchingly the truths in our own system; and

Whereas, Racism must not just be condemned, but its eradication must be actively pursued. Regardless of race, color, religion, sexual orientation, gender identity, nationality, veteran status, or age, we must all stand with those who suffer oppression and engage against exclusion and inequality. Hate has no place in this community; and

Whereas, to achieve the change we wish to see, we must take accountability for the ways we have hurt our community by maintaining the status quo and we must commit to providing racially equitable service by eliminating practices and procedures that contribute to systemic racism; and

Whereas, City Council reaffirms its commitment to principles of equality and freedom for all people and commits to work to use all available tools to assist in the elimination of racial and social disparities and to promote equity within the City; and

Whereas, the City of Sebastopol commits to working regionally with Sonoma County Library and Sebastopol Library Branch in unity to promote equality through education and events in the City.

The above and foregoing Resolution was duly passed, approved, and adopted at a meeting by the City Council on the 15th day of February 2022, by the following vote:

I, the undersigned, hereby certify that the foregoing Resolution was duly adopted by City of Sebastopol City Council following a roll call vote:

VOTE:

Ayes:	Councilmembers Glass, Gurney, Rich, Vice Mayor Hinton and Mayor Slayter
Noes:	None
Absent:	None
Abstain:	None

APPROVED:



Mayor Patrick Slayter

ATTEST:



Mary Gourley, Assistant City Manager/City Clerk, MMC



Larry McLaughlin, City Attorney

Resolution of a public statement on racism and social equity

WHEREAS, the Sonoma County Library stands with Black Lives Matter and our community in calling for peaceful, yet powerful action to turn the tide of systemic racism and begin the transition to a just and sustainable society; and

WHEREAS, the library states to those in our community who have been hurt by racism, bigotry, prejudice, misunderstanding and hate: we see you, we hear you, we stand with you, and, as we look outward to help our communities heal, we pledge to continue looking inward, and to face unflinchingly the truths in our own system; and

WHEREAS, it is not enough to eschew racism, we must all be anti-racists; and

WHEREAS, to achieve the change we wish to see, we must take accountability for the ways we have hurt our community by maintaining the status quo and we must commit to providing racially equitable service by eliminating practices and procedures that contribute to systemic racism; and

WHEREAS, the Sonoma County Library represents the communities we serve, and we must continue working towards the creation of the equitable and inclusive library we envisioned in our 2017 Statement of Inclusivity, which reads as follows;

Public libraries have long been known as one of the truly democratic institutions. Public libraries champion First Amendment rights and promote free access to information for all. Public libraries offer services and educational resources that promote inclusion and diversity to all in the community. In light of the uncertainty many feel in our current society, we reaffirm: Sonoma County Library values diversity, empowerment, community, unity, kindness, connection, and equity. Sonoma County Library provides service to all races, all genders, all sexual orientations, all religions, all abilities, all ages, all national or ethnic origins, all languages, all citizenship statuses, all economic statuses, all political affiliations, all people. Sonoma County Library is an inclusive community hub where people intersect and thrive.

LIBRARIES ARE FOR EVERYONE

NOW, THEREFORE, BE IT RESOLVED BY THE SONOMA COUNTY LIBRARY COMMISSION:

That the commission hereby expresses its support for the statements and values in this resolution.



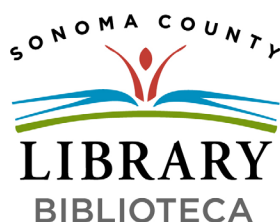
Deborah Doyle, Chair

February 7, 2022



Ann Hammond, Director

February 7, 2022



RESOLUTION NO 6127

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SEBASTOPOL DECLARING
ITSELF AN INDIVISIBLE CITY AND SAFEGUARDING THE CIVIL RIGHTS, SAFETY AND DIGNITY OF ALL
SEBASTOPOL RESIDENTS

WHEREAS, the City of Sebastopol is made up of diverse individuals, both native born and immigrants, whose collective cultures, religions, backgrounds, orientations, abilities and viewpoints join to form a highly pluralistic community that prides itself on being a place that welcomes persons and families of all walks of life; and

WHEREAS, since the presidential election, there has been a sense of uncertainty and fear among many communities in Sebastopol, across our State and across the Nation; and

WHEREAS, the City of Sebastopol assures its vulnerable communities that the City supports them, will do all it can to maintain and improve their quality of life, and will not tolerate acts of hate, discrimination, bullying, or harassment; and

WHEREAS, it has been for many years and continues to be the policy of the Sebastopol Police Department to foster a collaborative relationship with the city of Sebastopol's residents including all members of its diverse communities; and

WHEREAS, the Sebastopol Police Department has been a leader in Sonoma County in reaching out to the immigrant community to foster trust and respect; and

WHEREAS, it has been and shall continue to be the Sebastopol Police Department's policy not to engage in Federal immigration enforcement; and

WHEREAS, the Sebastopol City Council wishes to declare that Sebastopol is a safe place for everyone, including, but not limited to, immigrants from all countries, people of color, people of all religions, gender identity, sexual orientation, people with disabilities and all vulnerable communities; and

WHEREAS, it is the City Council's desire to ensure that its immigrant residents participate in civic life and daily activities without fear of being arrested or detained by, or reported to the United States Immigration and Customs Enforcement agency based solely on immigration status; and

WHEREAS, many children who are native to the United States or are undocumented immigrants have been separated from their families by United States Immigration & Customs Enforcement Agency solely due to their parents' or their personal immigration status; and

WHEREAS, the enforcement of civil immigration laws by local police agencies raises many complex legal, logistical and resource issues for the City, including undermining the trust and cooperation with immigrant communities, increasing the risk of civil liability due to the complexity of civil immigration laws and the lack of training and expertise of local police on civil immigration enforcement and detracting from the core mission of the Sebastopol Police Department to create safe communities; and

WHEREAS, the City Council is greatly concerned about public safety in Sebastopol and the mission of the Sebastopol Police Department is to protect the safety of the public against crimes committed by persons whoever they may be; and

WHEREAS, most residents in the City, including the vast majority of immigrants, are law-abiding individuals, and are, when crimes occur, themselves the victims of crime, and because the City wishes to foster trust and cooperation as between the City, its police department, and its immigrant communities, and wishes to encourage immigrants to report crime and speak to the police without fear of being arrested or detained by, or reported to the United States Immigration and Customs Enforcement agency; and

WHEREAS, consistent with the law and with Council policy, the Sebastopol Police Department already declines to enforce federal civil immigration laws, does not conduct immigration raids, and does not question, detain or arrest individuals on the sole basis that they might be in this country illegally in violation of Federal civil immigration laws.

NOW, THEREFORE, BE IT RESOLVED, as follows, the City Council of the City of Sebastopol:

SECTION 1. That the Sebastopol City Council calls upon all City residents and all City Departments and employees to speak out against acts of bullying, discrimination and hate violence and to stand up for those who are targeted for such acts.

SECTION 2. That the Sebastopol City Council opposes deportations based solely on immigration status, and calls upon the federal government to promptly legislate a pathway to citizenship for law-abiding undocumented immigrants, and to refrain from deportations of immigrants who have not been convicted of felonies endangering the community, until such time as the U.S. Congress does legislate such a pathway.

SECTION 3. That City employees, including members of the Sebastopol Police Department, shall not enforce Federal civil immigration laws and shall not use city monies, resources or personnel to investigate, question, detect, detain or apprehend persons solely on the basis of a possible violation of immigration law.

SECTION 4. That the Sebastopol City Council calls upon the County of Sonoma and all incorporated cities within the County of Sonoma to adopt the foregoing policies, and we welcome opportunities to partner with the Legislature, other jurisdictions, local organizations, and businesses that support and defend these populations.

SECTION 5. The City Clerk shall attest and certify to the passage and adoption of this resolution and it shall become effective immediately upon its approval.

IN COUNCIL DULY PASSED this 21st day February, 2017.

VOTE:

Ayes: Councilmembers Gurney, Hinton, Vice Mayor Slayter and Mayor Glass

Noes: None

Abstain: Councilmember Carnacchi

Absent: None

APPROVED:

Mayor Una Glass

ATTEST:

Mary Gourley, Assistant City Manager/ City Clerk, MMC

APPROVED AS TO FORM:

Larry McLaughlin, City Attorney



Analy High School

West Sonoma County Union High School District

6950 Analy Avenue, Sebastopol, California 95472-3492 (707) 824-2300 Fax (707) 634-7140

Chris Meredith, Superintendent
Chuck Wade, Principal

Christi Calson, Vice Principal
Gianna De Persiis Vona, Vice Principal
Kirsten Sanft, Vice Principal

Mary Gourley
Manager, City of Sebastopol
22 September, 2026

Dear Mary,

Thank you for reaching out regarding the upcoming City Council agenda item and for the opportunity to provide information about the work Analy High School is doing related to hate speech, racism, and antisemitism.

Analy takes these issues seriously. We have a responsibility not only to maintain a safe and respectful campus, but also to help our students understand the impact of their words and actions on others and their responsibility as members of the broader community.

Our approach includes several ongoing components:

Education about antisemitism, racism, and hate. Analy regularly brings outside speakers and organizations to campus to help students understand the history and contemporary impact of hate and discrimination. This includes annual presentations from the Holocaust Story Project and presentations from representatives of Sonoma State University's Institute for the Study of Genocide and the Holocaust. In the past, it has also included presentations by the ACLU and the NAACP. These programs are part of our broader educational effort and are not simply responses to individual incidents.

Clear expectations regarding hate speech. The District recently adopted a Board resolution addressing hate speech, and Analy has clear expectations that racist, antisemitic, or otherwise hateful speech and conduct are not acceptable. As part of our beginning-of-year work this fall, our administrative team is directly addressing these expectations with all ninth-grade students. We are emphasizing both the standards themselves and the reasons behind them, including the harm that hateful language and behavior can cause to individuals and communities.

Access and Belonging. Analy has an Access and Belonging Committee, formerly our DEI committee, as well as an Access and Belonging Coordinator. This work provides an educational and restorative dimension that complements our disciplinary processes. When appropriate, our goal is not simply to respond to harmful behavior with consequences, but also to help students understand the impact of their actions, take responsibility, and develop better ways of interacting with others.

Building stronger relationships with students. This year we implemented ninth-grade teams designed to give incoming students stronger connections with both peers and adults on campus. Students are part of smaller, more connected groups of teachers and classmates, which gives us greater opportunity to establish expectations, build relationships, identify concerns early, and reinforce the kind of community

Sebastopol City Meeting: Safeway Information

September 30, 2026

Safeway has taken the following steps to address concerns raised by Sebastopol stakeholders.

Steps to Improve Visibility, Safety and Responsiveness

- **Operations:** Safeway has increased staff monitoring behind the store.
- **Security Cameras:** Safeway has purchased cameras for the exterior area behind the store and plans to install them.

Note: Footage will be provided pursuant to applicable company privacy policies, to law enforcement where appropriate when a crime occurs, and in accordance with applicable laws; it will not be available to the public or media.

- **Physical Security:** Safeway is exploring removing the small equipment-shielding wall behind the store and installing bollards (short, sturdy posts) to improve visibility.
- **Graffiti Response**
 - 1) Upon notification of the presence of graffiti of any type on our building, Safeway will first document the time our store was notified.
 - 2) Safeway will notify law enforcement to come document the graffiti in photos.
 - 3) Only after law enforcement has documented the graffiti will the store then temporarily cover the graffiti to the best of our ability (e.g., with spray paint)
 - 4) Identify and schedule an available professional to formerly remove it as soon as practicable.
- **Youth Engagement:** When time permits, the store manager will remind student groups on store grounds of behavior expectations and advise that police may be contacted if anyone refuses to leave when asked.

Safeway Requests:

- **School Communications:** Safeway asks Analy High School to inform parents of expected behavior and consequences after student-related incidents.

- **Adult Presence:** Safeway asks parents and/or Analy30igh School administrators and/or teachers to maintain a consistent presence on the adjacent public sidewalk during peak student gathering times.

Safeway is proud to have served the Sebastopol community for decades. Based on feedback from the community and stakeholders, we believe these measures, together with continued cooperation among residents, Analy High School, law enforcement and the City, will help address our mutual concerns and challenges.

Thank you.

- Safeway