



CITY HALL • ONE CITY HALL PLAZA • OAKLAND, CALIFORNIA 94612

Office of the Mayor
Honorable Sheng Thao

(510) 238-3141
FAX (510) 238-4731
TDD (510) 238-3254

Letter of Reappointment

May 21, 2024

Dear President Bas and members of the City Council:

Pursuant to City Charter Section 601, the Mayor has reappointed the following persons as members of the following board or commission, subject to City Council confirmation:

Public Safety and Services Violence Prevention Oversight Commission

Paula Hawthorn, to serve a two-year term as the District 3 representative on the Public Safety and Services Violence Prevention Oversight Commission that began April 21, 2024 and ending April 20, 2026, filling the seat previously filled by herself.

Sonya Mehta, to serve a two-year term as the At-Large representative on the Public Safety and Services Violence Prevention Oversight Commission that began April 21, 2024 and ending April 20, 2026, filling the seat previously filled by herself.

Thank you for your assistance in this matter.

Sincerely,

Mayor Sheng Thao

Profile

Sonya

First Name

Mehta

Last Name

Middle
Initial

[REDACTED]
Email Address

[REDACTED]
Street Address

Suite or Apt

Oakland

City

CA

State

94606

Postal Code

What City Council district do you live in?

District 2

[REDACTED]
Primary Phone

[REDACTED]
Alternate Phone

Self-Employed:
Metamorphosis Consulting
LLC

Employer

Independent Consultant

Job Title

Which Boards would you like to apply for?

Public Safety & Services Violence Prevention Oversight Commissions - 2014: Appointed

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

My experiences uniquely position me to make meaningful contributions to the Public Safety & Violence Prevention commission. Over the course of my career, and as a member of the Oakland community where I have lived for the last 10 years, I have gained insights and skills that directly align with the commission's goals. Having spent 5 years as a public school teacher in East Oakland, specifically at a Title I school, I have firsthand experience working within a community that faces challenges related to violence prevention. During this time, I actively supported students and their families in accessing essential services. I became intimately familiar with navigating complex issues such as gun violence, immigration challenges, incarceration, and community safety. This experience has given me a deep understanding of the factors that contribute to violence and the necessary interventions to prevent it. My time in the classroom reinforced my belief in the power of education and social services as a key factor in violence prevention. Strong education contributes to a safer and more vibrant community. Moreover, my involvement in a Title I school exposed me to the profound impact of a robust social safety net, accessible trauma healing, and community programming in addressing underlying issues that can lead to violence. My commitment to violence prevention extends beyond the classroom. As the co-founder of an incubator focused on Healing Justice initiatives, I am actively engaged in supporting community projects aimed at addressing fundamental needs such as housing, nutritious food, and healing services. This work underscores my dedication to holistic approaches that address the root causes of violence and promote community well-being. Collaboration is central to my approach. Through my friendship and work with Yoana Tchoukleva, a member of this commission, I have already begun participating in essential conversations surrounding public safety (including a circle we led together this last weekend). Our joint efforts in organizing a community circle conversation demonstrate my dedication to fostering open dialogues and creating awareness about available resources. I am eager to contribute my insights, knowledge, and dedication to this commission, and appreciate the opportunity to be considered.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Sonya Mehta - Resume.pdf](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

I Agree *

Sonya Mehta, M.Ed.

Social Impact & Community Transformation

📞 [REDACTED]

✉️ [REDACTED]

@ [REDACTED]

📍 San Francisco Bay Area, CA



SUMMARY

I'm an experienced consultant, coach, and facilitator with a deep passion for collaborating around innovative solutions, equity-centered design, and organizational development to fortify team vision and catalyze transformational action.

I thrive in roles where I can serve as a force multiplier, pollinator, systems-builder, and creative problem-solver, and where I can contribute dynamically to a collaborative team in service of transformational social impact.

I've dedicated the last 10 years to working with other visionary leaders to drive systemic change in education, government, philanthropy, and the nonprofit sector. I now support a portfolio of coaching and consulting clients with projects ranging from program design and implementation, human capital strategy, leadership coaching, and strategic planning with an emphasis on diversity, equity, and inclusion.

PROFESSIONAL EXPERIENCE

Founder & Lead Consultant

Metamorphosis Consulting

📅 06/2021 - Present 📍 San Francisco Bay Area

Transformational support for social impact organizations, with focus on facilitation, project management, hiring, executive coaching, strategic partnerships, capacity building, operations, and resource development.

- Designed and facilitated 2-day team retreat focused on team-building and strategic planning, where 100% of participants said they gained new insights and found the sessions valuable (Client: Civil Rights Department of California)
- Recruited, hired, and onboarded 2 new Bilingual Family Organizers to partner with Spanish-speaking families to build civic power and participate in community empowerment activities (Client: Families in Action for Quality Education)
- Partnered with founder to develop and launch Incubator for 8 Social Impact Ventures, including managing business services and co-facilitating leadership cohort. Led effort to hire and onboard a Grant Writer to support organizational scaling and expansion. (Client: Holistic Underground)
- Led international curriculum redesign for 1200 students in the US, Mexico, and Guatemala. Liaised with 16 chapters in the US and Latin America to redevelop their signature program and navigate all implementation challenges (Client: Boys Hope Girls Hope)
- Launched organization's first-ever fundraising board, for community of South Asian gender-expansive families (Client: Desi Rainbow)

GALLUP STRENGTHS

★ Activator

Turning ideas into action -- sparking life into visionary thinking and galvanizing teams and partners to launch projects

👁 Futuristic

Inspired by what's possible when we create and build in alignment with our highest selves

⚙ Strategic

Quickly spots relevant patterns, needs, challenges, and opportunities, and determines a path forward

☆ Maximizer

Strives for excellence, takes people and projects from great to excellent

🤝 Relator

Values human-centered work, finds deep satisfaction in collaborating to achieve collective goals

EDUCATION

Master of Arts in Education, Bilingual Teaching Credential

University of California, Berkeley

📅 2011 - 2012

Bachelor of Arts in Political Science, Minor in Spanish

University of California, Los Angeles

📅 2006 - 2010

LANGUAGES

Spanish

Fluent (non-heritage speaker)



Hindi

Intermediate



PROFESSIONAL EXPERIENCE

Managing Director

The Teaching Well

2018 - 2021 | Oakland, CA

First full-time hire at a startup nonprofit focused on interrupting the chronic teacher turnover cycle, by retaining more high-impact teachers.

The Teaching Well provides tools for mindful stress resilience resulting in improved staff wellness, organizational health, and teacher retention. Our innovative model has successfully reduced teacher turnover by 50%, and saved partner schools millions of dollars in attrition-related costs.

- Member of founding team of 3: Supported the founder to scale our regional consulting group to a national organization with 10 full-time team members, 25 consultants, and contracts in 11 states across the US
- Raised \$1.8 million through grants and earned revenue, creating financial security for our team in the scarce educational sector
- Built human resources, external communications, accounting, and hiring systems, which set us up to scale nationally and grow the team
- Cultivated and stewarded multi-year philanthropic partnerships with 6 national funders and recruited 3 early-stage team members

Legislative Design Specialist

Alameda County Government, Early Education Department

2017 - 2018 | Oakland, CA

Directed, organized, and administered all aspects of a \$140 million annual early childhood education ballot initiative for June 2018 Alameda County election. Spearheaded policy development, drafting, and revision process, stakeholder presentations, and citywide relationship management.

- Partnered with elected officials, labor groups, non-profits, and parent/community groups to design a ballot initiative to expand access to early education to 21,000+ additional children
- Drafted allocation plan for \$140 million annually, divided between three legislative priorities: increasing access, ensuring affordability, and raising wages for childcare providers and early educators
- Prepared and delivered presentations to the Alameda County Board of Supervisors and facilitated 85+ stakeholder engagement sessions
- Incorporated feedback from 650+ stakeholders into draft policy documents with legislative data, program implementation plans, ballot text, financial modeling, and budget allocation plans

Teacher and Advocate

Learning Without Limits, an Education for Change School

2012 - 2017 | Oakland, CA

Served in a multifaceted role as program leader and educator in a Spanish/English bilingual setting. Collaborated with teachers, administrators, staff members, parents, and stakeholders at Title I school to improve educational structure and drive student excellence.

- Received awards for excellent instructional practice, served as mentor and Spanish-language translator for other teachers on site
- Worked with network CEO and Director of Human Capital to pilot new network models for teacher evaluation and compensation
- Member of executive hiring team, supported with hiring over 15 teachers over 4-year period
- Served as teacher leader on Instructional Leadership Team and network-wide Staff Leadership Council
- Integrated technology-based tools and software and flexible groupings to advance student engagement and achievement
- Developed partnerships with Playwell Teknologies, Planting Justice, Common Vision, the MOSAIC Project, and other community-based organizations to enhance student access to community resources

VOLUNTEER ROLES & PROGRAMS

Women Making Change

2022 - Present | National

Network of Women Entrepreneurs for Impact

- Convened and created systems to organize a collaborative of 30+ women business leaders to learn from and support one another

Uptima Entrepreneur Cooperative

07/2022 - 11/2022 | SF Bay Area, CA

Member of Uptima community for entrepreneurs

- Participated in Uptima Freelancer Bootcamp, a selective program for mission-driven entrepreneurs
- Provides holistic and culturally relevant education, advising, and community to support diverse entrepreneurs in creating thriving businesses in service to their communities

Lawyers' Committee for Civil Rights, San Francisco

03/2018 - Present | San Francisco, CA

Spanish/English volunteer interpreter for refugees and asylum seekers

- Assists lawyers and legal teams at translating conversations, documents, and hearings for asylum candidates

Transformative Education Leadership Fellowship

05/2020 - 05/2021 | National

Fellowship focused on mindful leadership

- Diverse group of national education leaders focused on systemic transformation
- Built capacity to drive collective impact by weaving together the four threads: leadership, mindfulness, social-emotional learning, and educational equity

REFERENCES

available upon request

WORDS I LIVE BY

Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

— Margaret Mead

Profile

Paula _____ Hawthorn _____
 First Name Middle Initial Last Name

_____ _____
 Email Address

_____ _____
 Street Address Suite or Apt

Oakland _____ CA _____ 94618
 City State Postal Code

_____ _____
 Primary Phone Alternate Phone

retired _____
 Employer Job Title

Which Boards would you like to apply for?

Public Safety & Services Violence Prevention Oversight Commissions - 2014: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

Current member of the SSOC, term expiring

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[presume2022.doc](#) _____
 Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

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I Agree *

Volunteer Activities:

District 3 representative on the Public Safety and Services Oversight Commission
Treasurer, Oakland Violence Prevention Coalition
Co-Chair, Oakland/Alameda County Brady United
Board member, Make Oakland Better Now!
Chair, Episcopal Diocese of California Commission on Peace, Justice and Hunger
Member of Soldiers Against Violence Everywhere, the Coalition for Police Accountability, and
the Episcopal Diocese of California Commission on Peace, Justice and Hunger

Employment

- Present** **Retired; last worked as Independent Consultant**
Consulting with early-stage companies on software architectural and development process issues.
- Fall, 1999** **Visiting Lecturer, EECS, UC Berkeley**
Taught CS 186, the undergraduate database course.
- 1997 - 1998** **Vice President, Product Development, Andromedia, Inc**
Andromedia was a click-stream analysis start-up. Managed the development, support, QA, IT, documentation and product management groups..
- 1996 - 1997** **Vice President, R&D: Tools, Informix**
Managed the Palo Alto tools group, who were responsible for the Informix Tools set: NewEra, Java development tools, and Visual Basic development tools; the Lenexa, Kansas, Database Utilities group; and the Oakland DataBlades group
- 1992 - 1996** **Vice President, Product Development and Support, Illustra**
One of the founders of Illustra. Staffed and managed product development, QA, documentation, internal training, IT and support groups. Grew these groups from 9 to 140 people. Illustra was acquired by Informix, and the groups were merged with the appropriate Informix groups. Illustra won "product of the year" awards, was well-recognized as an innovative, technically successful database product, and the team was recognized as a team of super-stars.
- 1991 - 1992** **Manager, Distributed Operating Systems Department, Hewlett-Packard Labs**
Department responsible for three projects: Performance Evaluation, LAN-based parallel systems, and tightly-connected parallel systems. Responsibilities included helping devise HP's OS strategy.
- 1989-1991** **Member of Technical Staff, Research Projects Group, Hewlett-Packard**
Responsible for finding university research that directly benefited HP product divisions, funding that research, and assuring its transfer to HP product divisions
- 1984-1989** **Vice President, Software Engineering, Britton Lee/ShareBase, Inc (87-89)**
ShareBase (name changed from Britton Lee, 5/89) was a manufacturer of integrated

hardware/software database machines.

Director, Advanced Development, Britton Lee/ShareBase (84-87)

Managed the Server/300 product, including all hardware, software and packaging.

Fall, 1988

Visiting Professor, UC Berkeley

Concurrent with above. taught the undergraduate database course.

1983-1984

Manager, Database Systems, Hewlett-Packard

Managed the HP people porting a DBMS to two HP operating systems

1980-1983

Assistant Director, Computer Science and Mathematics Department, Lawrence Berkeley Lab

Coordinated research applications with funding agents. Managed the LBL/Darpa Seismic Data Center project. Research in Database Machines.

1979-1980

Software Development, Britton Lee

One of the nine original employees of Britton Lee

EDUCATION

1979

PhD, EECS, UC Berkeley

Thesis topic: performance evaluation of database machines. Advisor: Michael Stonebraker

1974

MS, Computer Science, University of Houston

Thesis Topic: performance evaluation of a CDC 6600

1966

BS, Mathematics, University of Houston

PROFESSIONAL ACTIVITIES

Member, National Academy of Science panel on Voter Registration Databases

<http://www8.nationalacademies.org/cp/CommitteeView.aspx?key=48805>

Co-author, ACM Study on Statewide Voter Registration Databases

<http://usacm.acm.org/usacm/VRD/>

Member, ACM President's Panel on Software Engineering

Co-Founder, UCB College of Engineering Reentry Program, UC Berkeley

1996 UC Berkeley Distinguished Alumnus Award

1996 Women in Computing Top 100 Women Award

Member, ACM Committee on US Policy (USACM)

Member of Program Committee, 1998 VLDB, and several previous

Member of Program Committee, 1998 ICSE.

Member, UC Berkeley EECS Department Industrial Advisory Board, 1992-1999

Vice-Chair, ACM Special Interest Group on the Management of Data, 1985-1989.

Publications – List provided on request

APPROVED AS TO FORM AND LEGALITY


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

INTRODUCED BY
MAYOR SHENG THAO

RESOLUTION CONFIRMING THE MAYOR'S REAPPOINTMENT OF PAULA HAWTHORN AND SONYA MEHTA AS MEMBERS OF THE PUBLIC SAFETY AND SERVICES VIOLENCE PREVENTION OVERSIGHT COMMISSION

WHEREAS, Section 601 of the City Charter provides that members of City boards and commissions shall be appointed by the Mayor subject to confirmation by the affirmative vote of five members of the City Council; and

WHEREAS, the 2014 Oakland Public Safety and Services Violence Prevention Act (the "Safety and Services Act") adopted by the voters of Oakland, November 4, 2014 in the General Municipal Election creates the Public Safety and Services Violence Prevention Oversight Commission to evaluate, inquire, and review the administration, coordination, and evaluation of strategies and practices mandated by the Safety and Services Act; and

WHEREAS, the Safety and Act specifies that the Public Safety and Services Violence Prevention Oversight Commission shall consist of nine (9) members, one member recommended by the Mayor and one member recommended by each City Council member, with all Commission members being appointed by the Mayor and confirmed by the City Council in accordance with City Charter Section 601; and

WHEREAS, the Safety and Services Act specifies that at least two (2) members will have experience working with service-eligible populations, two (2) members will reflect the service-eligible populations, and two (2) members will have professional law enforcement or criminal justice background while all other members will have general experience in criminal justice, public health, social services, research and evaluation, finance, audits, and/or public policy; and

WHEREAS, the City Council adopted Ordinance No. 13303 C.M.S. establishing that Public Safety and Services Oversight Commission members serve two-year terms, and no more than three consecutive terms; now therefore be it

RESOLVED: That pursuant to City Charter section 601, the City Council hereby confirms the Mayor's reappointments to the Public Safety and Services Violence Prevention Oversight Commission:

Paula Hawthorn, to serve a two-year term as the District 3 representative on the Public Safety and Services Violence Prevention Oversight Commission that began April 21, 2024 and ending April 20, 2026, filling the seat previously filled by herself.

Sonya Mehta, to serve a two-year term as the At-Large representative on the Public Safety and Services Violence Prevention Oversight Commission that began April 21, 2024 and ending April 20, 2026, filling the seat previously filled by herself.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - FIFE, GALLO, JENKINS, KALB, KAPLAN, RAMACHANDRAN,
REID AND PRESIDENT FORTUNATO BAS

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____

ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California