

2009 Highlights

**University of California Cooperative Extension
Los Angeles County**



UC Cooperative Extension: A partner in the local food revolution



Rachel Surls
County Director

Mission Statement

UC Cooperative Extension in Los Angeles County develops and implements community-based educational programs that address the critical needs of the county's diverse and multiethnic population. Staff and volunteers provide and encourage the use of current research-based information in the areas of nutrition, family and consumer science; youth development; urban gardening; commercial horticulture; agriculture; and natural resources.

As UC Cooperative Extension enters a new decade, I am excited about our role in helping to foster the enthusiasm for fresh, locally grown fruits and vegetables and healthy food that's blooming around Los Angeles County and the nation. One aspect of this is the renewed passion for home vegetable gardening, sparked by the recession and fed by national media exposure for Michelle Obama's White House garden. There was a 19% increase in home vegetable gardening nationwide between 2008 and 2009, according to a national survey.

Our Common Ground Garden Program staff and Master Gardener volunteers provided gardening information and assistance to more than 63,000 Los Angeles County residents in 2009. They also responded to the growing interest in gardening by crafting a new project, the "Grow LA Victory Garden Initiative," which will take vegetable gardening to new audiences throughout the county. Kicking off in April 2010, the initiative will offer four-week sessions at 11 locations around the county, helping new gardeners become UC-certified Victory Gardeners. The initiative is named for the backyard victory gardens that produced more than 20% of the fresh fruits and vegetables eaten by Americans during World War II.

Farmers markets are another area where the public has exhibited its enthusiasm for locally grown fresh produce. There are more than 75 farmers markets around LA County, and Los Angeles Mayor Antonio Villaraigosa recently expressed his intention of making the City of Los Angeles a leader in the number of farmers markets established.

Cooperative Extension helps to connect farmers market shoppers with the know-how to prepare fresh produce with easy, healthy recipes. Through our *Network for a Healthy California—Latino Campaign*, our staff made weekly visits during the sum-

mer months to farmers markets serving low-income families, including markets in Huntington Park, South Gate, Adams and Vermont, and Pasadena. Staff members gave nutrition tips, demonstrated easy recipes and shared important facts about eating more fruits and vegetables to more than 21,000 farmers market customers. Cooperative Extension's Master Gardener and Master Food Preserver volunteers also staffed several farmers markets to provide gardening and food preservation information to shoppers.

Although we serve all of Los Angeles County, we have a special relationship with the community of East Los Angeles, where our office is located. In 2009, we offered a variety of food-oriented workshops for East LA residents, including several workshops on good nutrition, easy recipes using fruits and vegetables, and vegetable gardening. In addition, we were pleased to be awarded a grant from the UCLA Reach U.S. Legacy Project to help us build on our efforts in East LA. With these funds, we created the "East Los Angeles Nutrition Project," which will allow us to work in 2010 to bring together local partners, including schools and restaurants, to improve access to fruits and vegetables, and to encourage neighborhood eateries to offer healthy menu choices.

UC Cooperative Extension has worked since the early 20th century to ensure a strong local food supply. For the 21st century, we hope to continue our tradition of helping local communities promote healthy, local food systems.

Sincerely,

Rachel A. Surls, Ph.D.

Learning the skills to succeed in life



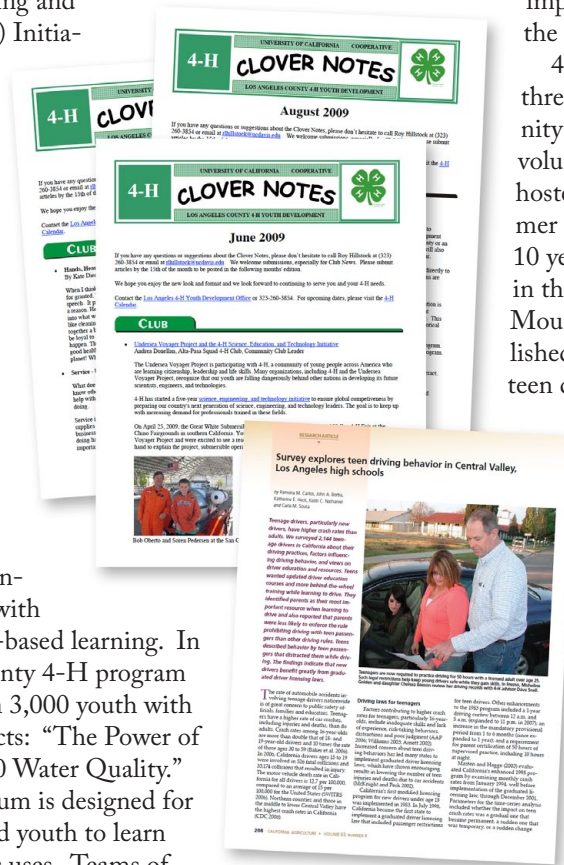
4-H is a learn-by-doing youth development program available in urban and suburban LA County communities. 4-H teaches youth citizenship, leadership and life skills. Whether youth are carrying out community service projects or raising animals, 4-H offers the skills to succeed in life.

In 2009, 4-H launched the Science, Engineering and Technology (SET) Initiative, which addresses the need for more future scientists and engineers. The ultimate goal of the 4-H SET Initiative is to increase the number of youth pursuing education and careers in science, engineering and technology. All activities and projects combine informal education with hands-on, inquiry-based learning. In 2009, the LA County 4-H program reached more than 3,000 youth with two exciting projects: "The Power of Wind" and "4-H₂O Water Quality." The wind curriculum is designed for middle school aged youth to learn about wind and its uses. Teams of youth design, create, build and test a wind powered device as well as explore wind as a potential energy source in their communities. The water quality project focuses on water quality, water conservation and watershed issues.

In November 2009, the 4-H Program teamed up with Cooperative Extension's Natural Resources department to host the "Kids and the Environment Science" event. Local students, approximately 70, from Hamasaki Elementary School took part in an afternoon of learning about water quality and conservation as well as how

important water is to the human body. 4-H staff established three new community clubs, started a new volunteer training series, hosted the largest summer camp in more than 10 years at Camp Seeley in the San Bernardino Mountains, and published two articles on teen driving behavior and three new curricula on financial literacy.

In October 2009, the LA County 4-H Program hosted its second annual "Pet Symposium." The event offered youth a chance to learn about responsible pet care, community service opportunities and careers related to pets. At the event, 29 pet care vendors, specialists, rescue organizations and animal enthusiasts provided valuable, practical information to more than 230 attendees. Participants received information on rabbits, rats, mice, chickens, dogs, cats, frogs, guinea pigs, bees and even miniature potbellied pigs!



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Improving the health of limited-resource families with good nutrition



Demonstrations are key to showing how easy it is to make a healthy meal for the family.



Staff members give tips on how to eat healthy on a budget.

Cooperative Extension's staff members assist limited-resource families in acquiring the knowledge, skills and changes in attitude and behavior necessary to improve their diets through good nutrition.

In 2009, Cooperative Extension's adult nutrition education programs, EFNEP (Expanded Food and Nutrition Education Program) and FSNEP (Food Stamp Nutrition Education Program), delivered valuable nutrition information to families in many low-income communities: South Gate, Bell Gardens, Cudahy, Norwalk, Long Beach, East Los Angeles, Boyle Heights, Lincoln Heights, Pasadena, Watts, Compton, Lynwood, Florence-Firestone, South Central Los Angeles, Chinatown, Inglewood-Crenshaw, Lennox, Hawthorne, Gardena, Cedar Terrace, El Monte, Alhambra, Rosemead, Monterey Park, San Gabriel and Whittier. Staff also conducted nutrition education classes at Head Start sites, schools, adult education and job training sites, elderly service centers, emergency food assistance sites, rehabilitation centers, shelters and several LA County housing sites. Translated into numbers, more than 1,000 limited-resource families with young children received nutrition education; 91% of participants reported improving one or more nutrition practices; 91% reported improving one or more food resource management practices; and 82% reported improving one or more food safety practices.

The FSNEP program coordinator reached 412 food-stamp-eligible families. The participants attended a series of

nutrition classes or mini workshops where they listened to important information on healthy eating, food safety practices, how to read a label and various ways to stretch their food dollar. Further, EFNEP staff made special efforts to increase program participation among low-income Asian and African American families.

The youth versions of the above-mentioned programs (Youth EFNEP and FSNEP) successfully delivered nutrition education at Head Start sites, after-school programs and a summer program. Staff trained 78 teachers and extenders, who in turn, went on to teach many students about good nutrition. It is anticipated that the youth programs will reduce the risk of childhood overweight and obesity.

In March 2009, staff hosted a National Nutrition Month event, "Eating Healthy on a Budget." Members of the community were invited to attend. Staff from local agencies and schools were also invited. In addition, FSNEP & EFNEP program representatives were interviewed by reporter Claudia Botero on Univisión's live morning news show. The program representatives gave tips to the Spanish-speaking audience on how to eat healthy on a budget.

The show generated more than 60 phone calls to the UCCE office from viewers with questions about saving money on food and accessing food stamps.

In June 2009, KCET's show, "A Place of our Own, Los Niños en su Casa," aired a segment on "trimming your food budget". Brenda Roche, nutrition, family and consumer sciences advisor, was interviewed about the benefits of UCCE nutrition



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Seniors explore a local farmers market as part of their nutrition education class.



Nutrition educator talks about the importance of eating right.

education programs for limited-resource families. Cooperative Extension's nutrition educators were filmed while conducting an adult nutrition education class at Manchester Avenue School in Los Angeles. The show aired in Spanish and English and was geared toward parents of young children.

In July 2009, local community members were invited to a summer food safety event. Topics included general food safety, with an emphasis on keeping food safe for outdoor events, picnics and barbecues. Staff from local agencies and schools and community members attended.

UC Cooperative Extension is pleased to announce that the Nutrition, Family and Consumer Science program was awarded a grant from the "UCLA REACH U.S. Legacy Project" in October 2009 to support a new project called the "East Los Angeles Nutrition Project," which helps to increase the availability of fresh fruits and vegetables for residents of East LA. The nutrition project is bringing



Educators teach basics of planning, shopping and saving.



**The East Los Angeles
Nutrition Project**
Tasty, Fresh and Healthy

together members of the community, business owners, community agencies, schools and elected officials to encourage corner stores to carry more fresh produce and local restaurants to offer healthier menu items. The goal is to bring healthy, affordable food into a community that has one of the highest rates of childhood obesity in all of LA County.

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Teaching kids and families the skills for a healthy life



Children's Power Play! Campaign

The Network for a Healthy California—Children's Power Play!

Campaign is an effective nutrition initiative for California's children. The goal is to encourage 9 to 11-year-olds to eat the recommended amount of fruits and vegetables and to be physically active for at least 60 minutes a day for better health.

Schools and community youth organizations play a vital role in teaching children about nutrition and physical activity. Through a network of school partners and community organizations, staff delivered the *Children's Power Play!* message successfully to tens of thousands of children in 2009. More are reached through advertising, media efforts and special community events.

Every year, the *Children's Power Play!* Campaign in Los Angeles County participates in the "Kid Healthy—Steps to Healthy Living Campaign," a partnership between leading youth organizations, schools and the *Network for a Healthy California*. It was founded by ABC7

in 2003. The Kid Healthy campaign runs from March to April, reinforcing the importance of healthy eating and physical activity. In 2009, the campaign was a great success, which reached nearly 40,000 children in the Los Angeles region.

In addition, the *Children's Power Play!* Campaign joined forces with the Women's National Basketball Association (WNBA) Los Angeles Sparks and other agencies to work on a pilot project, "SPARKing Motion," which will reintegrate physical activity and nutrition education into public schools and reinvigorate physical education.



The project will target local school districts including Los Angeles Unified School District, after-school programs, community-based organizations, and local public parks/recreation districts in an effort to combat the alarming obesity rate increases during the past few decades.



Latino Campaign

In 2009, the *Network for a Healthy California—Latino Campaign*, which empowers low-income Latino adults and their

families to consume the recommended amount of fruits and vegetables and enjoy physical activity every day, reached more than 175,000 adults with the campaign message. In addition, the campaign conducted 63 food demonstrations at various Latino retail stores; trained 67 community-based organizations, using the fruit, vegetable and physical activity toolbox; participated in 24 health and cultural festivals;

and took part in many local farmers markets throughout LA County.

In September 2009, the Latino Campaign held its annual Latino Health Awareness Month event, "Sustain-

ing Health for Our Generation," in East Los Angeles. The event was an extension of last year's big demonstration kitchen grand-opening kick off. The event included workshops, activities, a recipe contest, food demonstrations, physical activity and more. Local agency partners were there to host booths and offer information and services to the participants. Further, our local Champion Moms, Aracely Rosas and Judith Gaeta, spoke with parents. More than 75 families participated in the event.

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Teaching residents how to grow and prepare their own food



The Common Ground Garden Program helps LA County residents, particularly low-income and traditionally under-represented families, to garden, grow their own food and prepare healthy dishes. The program also trains community volunteers and Master Gardeners, who in turn, volunteer their time to community and school gardens.

Master Gardeners are central to the Common Ground Garden Program and are a valuable resource for county residents who want to plant, grow and harvest a garden. They answer questions that are phoned in or emailed. They also present workshops, lectures and demonstrations to garden clubs, school groups, civic organizations and the general public. In 2009, 192 Master Gardeners volunteered more than 9,900 hours, serving 63,624 low-income gardeners at various local gardens, which included 71 school gardens, 41 community gardens, 14 homeless and battered women's shelter gardens, and 6 senior gardens. In addition, Master Gardeners earned 3,565 hours of continuing education time, augmenting their gardening and outreach skills.

It was a busy year for Cooperative Extension's Common Ground Garden Program Manager Yvonne Savio. She conducted 15 hands-on gardening workshops; provided 55 presentations about the program at conferences; distributed weekly or monthly articles/emails on gardening; and responded to an average of 100 daily inquiries from county residents by email or phone.



Participants learn the basics of gardening.

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Making new technologies and regulations easy to understand



Nursery plants are treated with various herbicides to determine phytotoxicity on crops and efficacy.

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The environmental horticulture industry is growing and always transforming. So, it is critical that Cooperative Extension's advisors are knowledgeable about new technologies, research, regulations and guidelines to help residential homeowners as well as commercial clients to grow successfully. Their clients are involved in the production, design, installation, maintenance, sales and/or service of plant materials.

Don Hodel, environmental horticulturist for LA County, extends practical, research-

based information to his clients by conducting presentations and workshops, and offering technical assistance and guidance to members of the landscape industry as well as community gardens. In 2009, he conducted research on 15

projects concerned with the selection and management of landscape plants; authored and co-authored 26 publications; and conducted 27 presentations to more than 975 owners, managers, and homeowners on aspects of landscaping and home gardening. He also assisted 100 clients in seven municipalities and governmental organizations and visited LA County housing development gardens to offer assistance, expertise and guidance to the staff.

Dennis Pittenger, area environmental horticulture advisor, also provides research, news and information on the horticulture industry in Southern California. In 2009, Pittenger prepared a series of four trade journal/popular articles on landscape water management, water conservation and water

restrictions. He worked with UC Riverside-based Cooperative Extension specialists, Donald Merhaut and James Baird, to design and install a replicated field research study to evaluate the response of 18 species of groundcovers. Pittenger produced 10 Web content pages on landscape plant water needs, smart irrigation controllers, and other water management topics for the Web site, Center for Landscape and Urban Horticulture (www.ucanr.org/cluh). He provided technical advice about water conservation for LA County's new "Green

Building Code Ordinance," and worked with the Los Angeles County Parks and Recreation Department to help plan the program content and schedule speakers for its one-day conservation forum on using recycled water

and drought tolerant plants in park settings.

Cheryl Wilen, area integrated pest management (IPM) advisor, extends IPM knowledge to the public, professionals and agencies by speaking at educational events and meetings, writing publications and developing Web-based information. A significant portion of her IPM research is devoted to weed management. Growers and landscapers often find that weeds are the most costly pests in terms of labor and chemicals. For container nurseries and landscapers, Wilen conducted herbicide trials to determine phytotoxicity to crops and efficacy, which has been funded by the US Department of Agriculture. For turf weed management, she worked with J. Michael Henry, farm advisor in Riverside County,





These pluots are an example of a low chill fruit evaluation.

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to complete a study comparing “weed and feed” combinations to fertilizer and overseeding for weed control in home lawns. This was funded by the Elvenia J. Slosson Foundation.

John Kabashima, cross-county environmental horticulture advisor, continued his research in pest management, participated in important committees and presented his information to various audiences in the landscape and nursery industries.

Kabashima was one of the principal investigators on the “CDPR (California Department of Pesticide Regulation) Pest Management Alliance Urban Pest Ant Project.” The project is composed of UC researchers and advisors as well as the premier pest control companies in California. The goal was to reduce the usage of pyrethroid insecticides used to control ants by 50% and to develop a less toxic approach to ant control. The goal was achieved and several additional pest control companies have signed on as cooperators in the project to reduce insecticide use and pollution of water runoff from urban insecticide application.

Kabashima’s activities included his important participation in various committees that identify priorities, encourage research and extend research-based information to the public. In 2009, he was active in the Quarantine and Regulated Pest Training Committee and the Glassy-winged Sharpshooter (GWSS) Nursery Task Force. The former committee provides training to UC Agriculture and Natural Resources academics statewide on the regulations and proper handling of quarantine and regulated pests. The latter committee is composed of the California Department of Food and Agriculture, County Agricultural Commissioners, nursery industry leaders, wine and grape grower representatives and UC Cooperative Extension. Kabashima hosted most of the meetings, wrote the GWSS

Best Management Practices manual (used by nurseries throughout Southern California), and edited the CDFA GWSS Nursery Approved Treatment Manual. The task force is responsible for developing, implementing and reviewing the regulations, training and effectiveness of the program, which allows millions of nursery plants to be shipped from Southern California to Northern California counties.

Janet Hartin, cross-county environmental horticulture advisor (serving Los Angeles and San Bernardino counties), co-authored publications including “Nitrogen Source and Rate Influence on Tall Fescue Quality and Nitrate Leaching in a Southern California Lawn” and “Managing Turfgrass During Drought.” Hartin also developed the Sustainable Landscape Water Conservation curriculum for the statewide Master Gardener program; served as UC chairperson for the 2009 Turfgrass and Landscape Institute, which attracted more than 400 landscapers, arborists, golf course superintendents and irrigation personnel; and presented more than 25 talks to professional horticulturists on water management and irrigation, greenwaste reuse and management, IPM and arboriculture.

Protecting the natural resources of Los Angeles County



Drill surveys a stream for invasive New Zealand mudsnails.

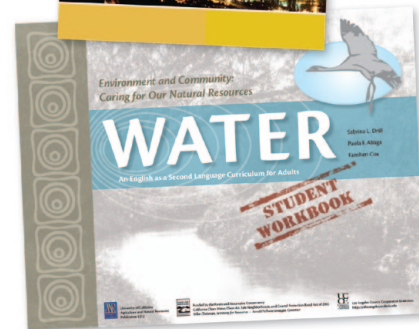
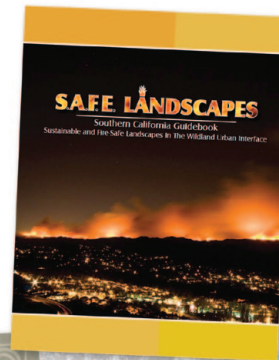
The Natural Resources program offers the most up-to-date guidance and information resources to aid LA County residents and agencies in addressing critical issues, such as resource management, wildfire, watershed protection, conservation, marine and water quality, and invasive species. The demand for services in natural resources is high. Local public and nonprofit agencies ask Cooperative Extension advisors to assist in addressing important issues and finding solutions. Accordingly, advisors work with a broad group of policymakers, nonprofits and engaged citizens to promote collaborative problem solving.

Sabrina Drill, natural resources advisor, has had a busy year. Drill gave a talk on creating and maintaining fire-safe, environmentally friendly landscapes; distributed more than 30,000 2009 SAFE Landscapes calendars; and produced a SAFE Landscapes guidebook for creating and maintaining fire-safe, environmentally friendly landscapes in Southern California. The SAFE Landscapes project is a collaboration between UC Cooperative Extension, the Los Angeles and San Gabriel Rivers Watershed Council, the Los Angeles Fire Department Forestry Division, and a number of other public, nonprofit and business organizations. Drill also continued her research on New Zealand mudsnails in the Santa Clara and Malibu Creeks; continued monitoring steelhead populations; gave talks on fish and fishing in the LA River; and conducted a workshop on managing mosquitoes in storm water treatment projects.

In other areas, Drill conducted research and provided educational programs to meet the needs of LA County residents. In 2009, watershed management continued to play a central role in her offerings. Working with the Los Angeles and San Gabriel Rivers Watershed Council, Drill organized a two-day symposium on the Compton Creek watershed. One hundred and two participants attended presentations and panel discussions on topics ranging from flood protection techniques, water quality and habitat restoration to economic development, community organizing and land-use planning. Participants included public agencies, environmental organizations, community groups and residents.

Taking watershed education one step further, Drill has been working since 2005 on a watershed education curriculum for ESL (English as a Second Language) students. In 2009, she completed the curriculum, which has been published in early

2010 by the UC Division of Agriculture and Natural Resources (<http://anrcatalog.ucdavis.edu/Items/8311.aspx> and <http://anrcatalog.ucdavis.edu/Items/8312.aspx>). The goal is to increase environmental literacy and introduce recent and new immigrants, who make up a significant portion of LA County's population, to the natural environment in central Los Angeles and to foster environmental stewardship in their communities. The local environment can definitely benefit when new arrivals are interested in and educated about protecting natural resources. Equally important, immigrants gain from a healthier, improved



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A demonstration of tent solarization.



A graduate student takes a water sample for bacteria analysis.

surrounding that results from being engaged in environmental issues.

Carl Bell, Southern California region's advisor in invasive plants, conducted 33 field research trials in collaboration with 22 scientists and professionals. Several of these experiments were carried out in LA County. One series of experiments (on the control of Giant Reed, *Arundo donax*) was developed into a manuscript and submitted for publication in a scientific journal. Working with Dr. Jim Stapleton (from the UC Integrated Pest Management Program) and Dr. Milt McGiffen (from UC Riverside), Bell also carried out field demonstrations of tent solarization throughout Southern California. Tent solarization is a simple process that destroys invasive plant seed or vegetative tissues on-site in remote locations using plastic tarps, avoiding the need to haul plant material out for disposal at landfills. The demonstrations were captured on video and will be available in spring 2010 at <http://groups.ucanr.org/socalinvasives/>.

Working with Cheryl Wilen and Milt McGiffen, Bell developed and conducted an herbicide application school in Malibu. This school taught participants how to calibrate and properly apply herbicides for invasive plant control in wildland areas.

Monique Myers, coastal community development advisor for Los Angeles and Ventura counties, continued to work on research projects to restore the marine environment and the vitality of coastal com-

munities. She completed her research at Malibu Lagoon as part of the collaborative project, "Fate Persistence, and Source Identification of Pathogens, Pathogen Indicator Bacteria, and Human Specific Markers in Coastal Beach and Wetland Sediments of Southern California," with Sharon Walker (UC Riverside), Jenny Jay (UCLA), Patricia Holden (UC Santa Barbara) and Richard Ambrose (UCLA). She also completed her work with Sabrina Drill called "Early Detection Monitoring Manual for Quagga and Zebra Mussels," which has been published by the California Sea Grant Publications.

Myers also extended research-based information to local communities. In 2009, she held two focus group meetings with California city/county planners and fire safety personnel to address obstacles and opportunities for low-impact development implantation. As a result, they published "Emergency Services and Storm Water Management" with Timothy Lawrence, Ph.D. The article was published

by the California Sea Grant Publications. She also completed the California Climate Change Extension Web site, <http://groups.ucanr.org/CAClimateChangeExt/> and added 18 California climate change researcher profiles to the site.

In 2009, Myers continued to work with Valerie Borel, watershed and wildlife education coordinator, to complete information sheets on water conservation for home gardeners. They include "Composting," "Drought Tolerant Plants" and "Rain Gardens." All three have been published by the California Sea Grant Publications in 2009.



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Meeting agricultural challenges with research and technology



Biscaro offers assistance to a local grower.

Agriculture faces a major challenge: Crop production has become more costly over the years and the demand for food continues to grow. Andre Biscaro, Cooperative Extension's agriculture and environmental issues advisor, helps growers meet this challenge by teaching them how to use resources, such as water and soil, in an efficient and innovative manner.

In 2009, Biscaro, advisor for LA and San Bernardino counties, conducted research and outreach as well as extended important information to the local agricultural community. A significant portion of his efforts was devoted to site-specific nutrient management projects. He concluded two research projects: "Site-specific Fertilization of Alfalfa Fields" and "Site-specific Fertilization of Onion Fields in Southern California." Both studies strived to assess this technique by comparing fertilizer usage and costs between uniform rate and variable rate applications. Site-specific fertilization can help farmers substantially decrease the amount of fertilizer they apply to their fields. The results were presented at the 2009 Vegetables Crop Conference and the 2009 Western Alfalfa and Forage Conference. Biscaro also implemented "The Alfalfa Variety Trial" in the High Desert area. Choosing an alfalfa variety is one of the most important decisions a grower can make in affecting crop yield and investment returns for several years. For the study, 27 alfalfa varieties were planted and evaluated near Lancaster, California.

In other activity areas, Biscaro organized the "2009 Antelope Valley Agronomic Meeting", which provided applicable research information on fertilization, weed control, pest management and alfalfa variety selection issues for the local farming community. At this meeting, he conducted a presentation on how to assess soil nutrient variability to improve profits.

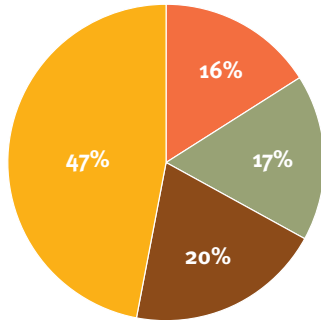
Publications are an important part of Cooperative Extension's mission to extend research-based information to the public. In 2009, Biscaro published the following articles: "Assessment of Phosphorus and Potassium Soil Spatial Variability in Alfalfa Fields in the High Desert and Intermountain Regions of California" and "Site-specific Fertilization of Alfalfa Fields: Improved Yield at Lower Costs?" Like most extension research, the above-mentioned publications provide help farmers with critical knowledge to improve the efficiency of their farms.



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Thank you to our supporters



Funding sources:

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UC 17%

Federal 20%

Gifts, Grants, Contracts
and Endowments 47%

- ABC7
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We would also like to thank our 4-H volunteers and Master Gardeners for their support and commitment to our programs. Thank you!

From the campus to the community



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University policy also prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment pursuant to this policy. This policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment for giving such assistance as the complainant may seek, or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment for participating in a way requested by the complainant or the University. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment.

In addition, it is the policy of the University to undertake affirmative action, consistent with its obligations as a Federal contractor, for minorities and women, for persons with disabilities, and for covered veterans.³ The University commits itself to apply every good faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements, and are consistent with University standards of quality and excellence.

In conformance with Federal regulations, written affirmative action plans shall be prepared and maintained by each campus of the University, by the Lawrence Berkeley National Laboratory, by the Office of the President, and by the Division of Agriculture and Natural Resources. Such plans shall be reviewed and approved by the Office of the President and the Office of the General Counsel before they are officially promulgated.

This Policy supersedes the University of California Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employment, dated January 1, 2004.

Inquiries regarding the University's nondiscrimination policies may be directed to the Affirmative Action/Staff Personnel Services Equal Opportunity Director, University of California, Agriculture and Natural Resources, 1111 Franklin Street, 6th Floor, Oakland, CA 94607, (510) 987-0096.

¹ Pregnancy includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth.

² Service in the uniformed services includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services.

³ Covered veterans includes veterans with disabilities, recently separated veterans, Vietnam era veterans, veterans who served on active duty in the U.S. Military, Ground, Naval or Air Service during a war or in a campaign or expedition for which a campaign badge has been authorized, or Armed Forces service medal veterans.