

# Town Hall

## March 2021

### Agenda 2-3 PM

Welcome

Leadership Update

Story from the Field

Other updates

Wellness break

About Vaccines

Close

As we get started poll

“Have you been vaccinated?  
“0” or “1 of 2” or “2 of 2” or “1  
of 1”?”



A tropical beach at sunset with a teal overlay box. The sun is low on the horizon, casting a golden glow over the turquoise ocean and white sand. The sky is filled with soft, white clouds. In the background, palm trees and a small building are visible on the left side of the beach.

**This is your meeting.**

**Please use...**

**1. Chat for comments**

**“panelists” or**

**“All panelists and attendees”**

**2. Q&A for questions**

**“UC ANR – Making a positive difference in the lives of All Californians”**

# New Hires: Welcome to UC ANR

## February/March hires

Please add names and location of any February hires missed.

### February

Berry Kaitlyn	Orange
Bocco, Roland	SLO
Driskill, Debra	Central BOC
Her, Calvin	LA
Machado, Grazia	Glenn
Mohamed, Abdel	Kearney
Thaoxaochay, Cheedoua	Fresno
Wiley, Cheryl	Recall
Wolfe, Liana	Strat Com
Yabuki, Tetsuto	Central IT

### March

Brar, Ramandeep Kaur	Fresno/Madera
Dunnington, William C	Capitol
Dutro, Maddison	San Jaoquin
Guan, Taiyu	Sutter/Yuba
Klein, Lauren T	Marin
Martinez, Vanessa	Kings
Mccullough-Sanden Blake	Kern
Spivey, Hilary	Fresno/Madera
Swank, Haleigh	Kern
Vue, Chang	Stanislaus

# Vision & News

Updates from Leadership (15mins)



# Updates

1. COVID Vaccine Update; return to workplace plans underway
2. "One-time Budget Restoration" – what that means
3. UC ANR 2020-2025 Strategic Plan & REC Strategic Framework now available online
4. Lorna Krkich Retiring
5. 2 Vice Provost openings – closing April 15th

# ANR@Work Survey: March 16 – April 9, 2021



*Berry glad to hear your ideas*

- **All academics and staff** are invited to provide feedback about their experience working at UC ANR to help improve our work environment
- Optional chance to win one of **FORTY \$75 gift cards**
- Look for your **unique** invitation email on March 16 – please **don't delete it!**
- Responses are **anonymous** even if you enter the drawing

# Stories from the Field

Hedgerows



**UNIVERSITY OF CALIFORNIA**  
Agriculture and Natural Resources

**UNIVERSIDAD DE CALIFORNIA**  
Agricultura y Recursos Naturales

Updates

Olympia



UC ANR Hispanic Heritage Committee Presents:  
**Celebrating Cesar Chavez Legacy**

*“The fight is never about grapes or lettuce. It is always about people”.*

*Cesar Chavez  
Civil rights and labor Latino activist*

**Zoom Forum**

**3:00 – 4:00 PM**

**Wednesday, March 31, 2021**



# Growth in Giving

People care about what we do.

**20 new endowments  
(↑38%)**

**value is now \$284M  
(↑52%)**

**\$9M in annual payouts  
for designated programs  
and research (↑\$2M)**



# New Employee Resource Groups (10 minutes)



Tim Mossholder from unsplash.com

- **Black and Allied Employees**
- **People of Color**
- **LGBTQ+**

# Employee Resource Groups @ UC ANR

 **UNIVERSITY OF CALIFORNIA**  
Agriculture and Natural Resources

# What is an Employee Resource Group (ERG)?

- Groups of employees who join together based on shared characteristics or life experiences
- Typically organized around traits or characteristics of underrepresented groups

# UC ANR Black and Allied Employees (BAE)

The mission and purpose of the Black and Allied Employee Resource Group (ERG) is to:

- Foster communication and create space for connection among present, and in some instances past staff and academics. Our group provides an open forum with a safe space for dialect and encourages members to share their experiences for support, healing and collective reporting, either through informal internal channels or formal public channels.
- Provide educational and professional development information and opportunities for Black staff and academics in pursuit of growth in their current role and/or advancement within UC ANR. To help ensure equitability and open transparency in regards to instances of unfair stipends, promotions, appointments and reclassifications.
- To keep issues and conditions of Black members at the forefront of policy updates and help facilitate practice/policy creation when required. Examples include: Equal Rights, Anti-Racism, Anti-Inclusion and Discriminatory practices. We will continue to fervently seek policies of baseline professionalism and zero tolerance in regards to racism while maintaining justified and unified accountability.
- Interim contacts: Esther Mosase [enmosase@ucanr.edu](mailto:enmosase@ucanr.edu), Shyra Murrey [smmurrey@ucanr.edu](mailto:smmurrey@ucanr.edu), Ronald Walker [rlwalker@ucanr.edu](mailto:rlwalker@ucanr.edu)

# LGBTQ+ Employee Resource Group (LGBTQ+ ERG)

## **Purpose:**

- To connect and promote relationships among employees with marginalized genders, gender expressions, and sexual orientations.
- To provide support, healing, and validation for members who experience discrimination and prejudice due to heteronormativity, cissexism, homophobia, and/or transphobia.
- To prioritize perspectives, experiences and voices of LGBTQ+ members.

Interim contacts: Katherine E. Soule [kesoule@ucanr.edu](mailto:kesoule@ucanr.edu), Rebecca Ozeran [rkozeran@ucanr.edu](mailto:rkozeran@ucanr.edu)

# People of Color Employee Resource Group (POC ERG)

## **Purpose:**

- To connect and promote relationships among employees with marginalized racial and ethnic identities including POC.
- To provide support, healing, and validation for members who experience racism, discrimination and prejudice.
- To prioritize perspectives, experiences and voices of POC members.

If you would like to be involved with the POC ERG, please fill out this form:

<https://forms.gle/RJh2rmhFU7MNnEKq6>

Note that the final purpose, goals, and structure of the group will be determined by members. Interim contacts: Elaine Lander [elande@ucanr.edu](mailto:elande@ucanr.edu), Liliana Vega [live@ucdavis.edu](mailto:live@ucdavis.edu)



# Questions?

- If you are interested in establishing an ERG at UC ANR, please contact Bethanie Brown ([brbbrown@ucanr.edu](mailto:brbbrown@ucanr.edu))
- More information can be found:  
[https://ucanr.edu/sites/anrstaff/About\\_Us\\_705/Employee\\_Resource\\_Groups/](https://ucanr.edu/sites/anrstaff/About_Us_705/Employee_Resource_Groups/)



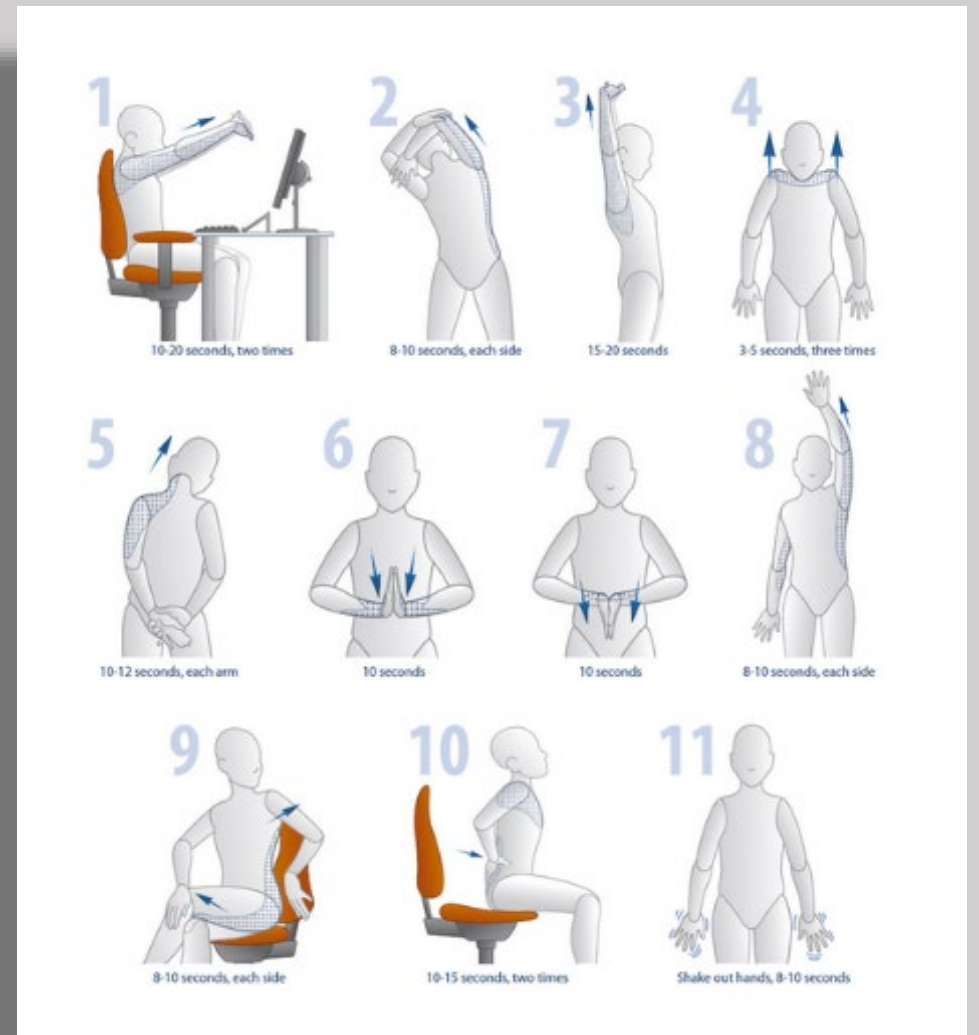
# Wellness break. Practicing what we preach

David Ritz

# Remember to stretch (David Ritz)

## 10, 2 and 4 stretches

<https://safetyervices.ucdavis.edu/units/occupational-health/ergonomics/office-computer/stretchers>



I GOT MY COVID-19 VACCINE!

THE COVID-19 VACCINE:

**As essential  
as you are.**

Add one more layer of protection to keep you and your family safe.

[www.cdc.gov](http://www.cdc.gov)

[ucanr.edu/covid19](http://ucanr.edu/covid19)

Access covid messaging, Slides, email footers, etc.

Learn more:

[CDC guidance](#)

[ucanr.edu/covid19](http://ucanr.edu/covid19)

# Integrated Web Platform (IWP)

– making our educational content more discoverable

Register your active web sites

[ucanr.edu/portal/iwp\\_content\\_registration.cfm](http://ucanr.edu/portal/iwp_content_registration.cfm)

**Why?** There are hundreds of sites with little or no activity that don't need to move.

Need to know which sites are active and include those in the IWP.

Learn more on the L&D

Look for the link to the IWP (front page)

# Farewell and thanks to John Fox



# Q&A comments from Leadership









**LEARN.  
REFLECT.  
ACT.**

**REGISTER  
TODAY!**

April 5 - 25, 2021

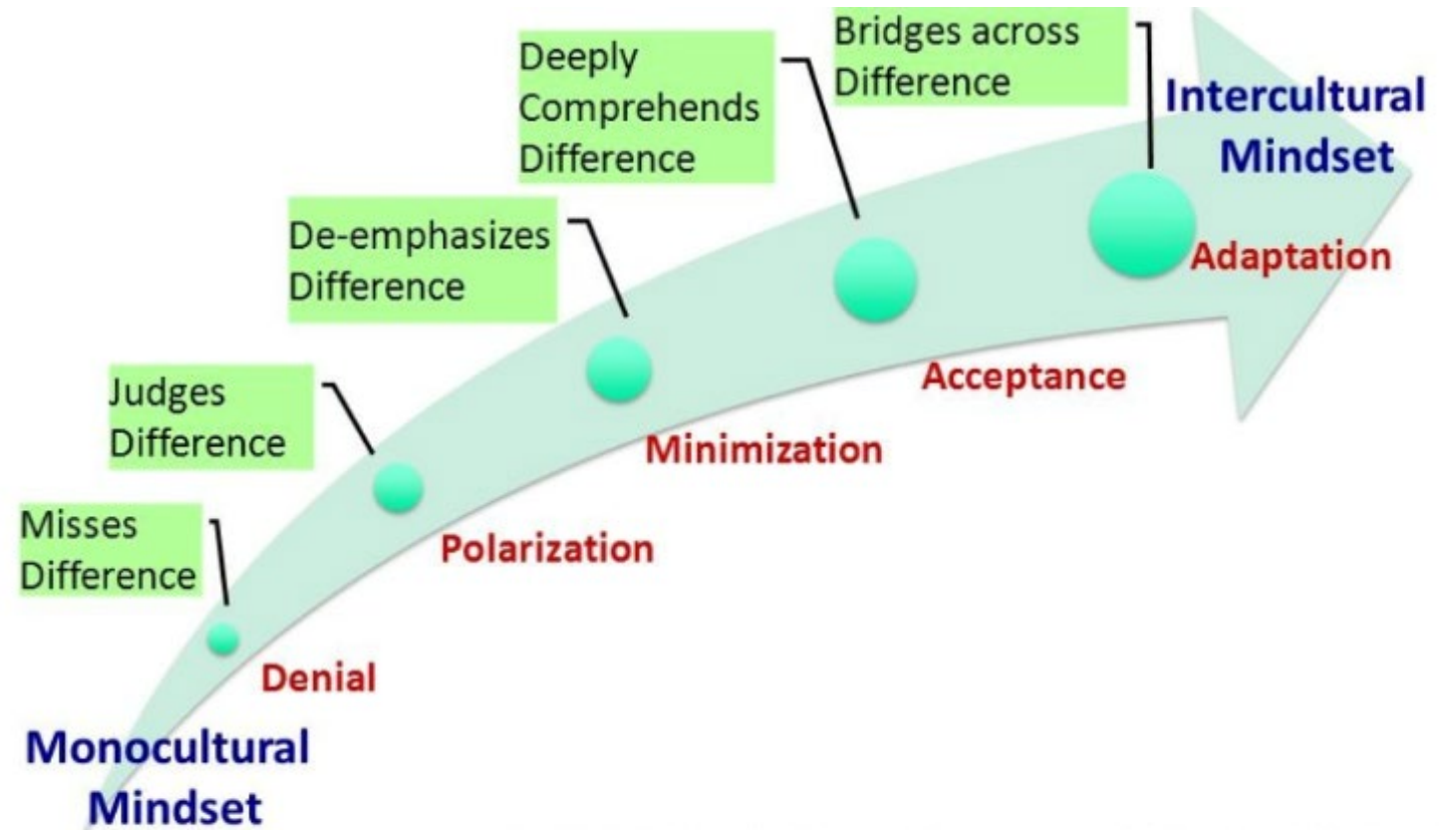


21-Day Racial Equity Habit  
Building Challenge



## Understanding Unconscious Bias: Awareness, Knowledge and Competency Development

# Intercultural Development Inventory (IDI)




© 2015 IDI, LLC used with permission

Modified from the Developmental Model of Intercultural Sensitivity (DMIS), M. Bennett, 1986

# Strategic focus

## Vaccinations

Dr George Rutherford



I GOT MY COVID-19 VACCINE!

THE COVID-19 VACCINE:

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Add one more layer of protection to keep you and your family safe. [www.cdc.gov](https://www.cdc.gov)

**As you sign off:**

**Share feedback &/or  
suggestions for the Town halls**

**Stay safe & well**

**Next Town Hall - Vaccination**

**Always 2 PM**

**3<sup>rd</sup> Thursday, 2021**

