

# Town Hall

## November 2021

Chat Warm Up

What's made you feel good recently?

### Agenda 2 -3 PM

Welcome

Leadership Update

Stories from the Field

Wellness break

Strategic Element

Accessing HDAPP

Other updates

Close

UC ANR Principle of Community

Foster a sense of belonging and  
emotional safety

# Why this Meeting?

(It's for all of us)

Objectives: To Inform and Build Unity

Comments... Use "Chat"

"Panelists" or

"All panelists and everyone"

Questions... Use "Q&A"

Recordings are posted after the meeting  
on the Town Hall page.

**Thank-you from your community!**  
**Use of Chat has been reflecting our “Principles of Community”.**



# Leadership Update

Vision & News - (10-15 mins)



# Leadership update

## Glenda

1. CA Economic Summit
2. California Economic Development Position Announcement (Next slide)

# Enhancing Community and Economic Development by Placing New UC Cooperative Extension Advisors With Regional Partners

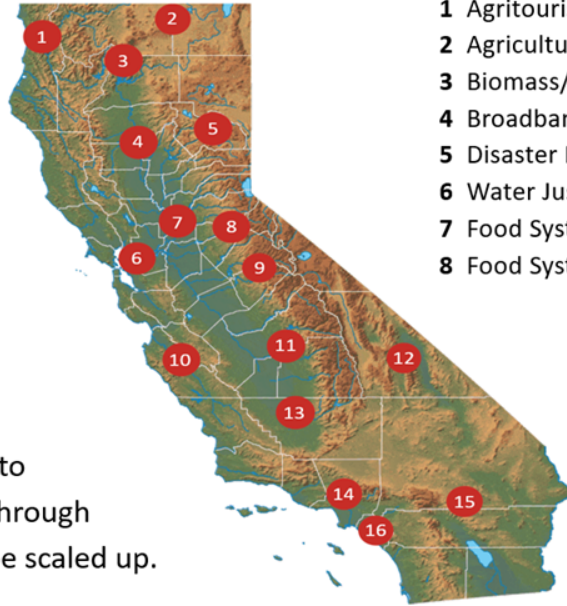
## UNIVERSITY OF CALIFORNIA Agriculture and Natural Resources

Statewide network of UC researchers, educators and volunteers who develop and extend knowledge to solve local and global challenges.



CALIFORNIA  
STEWARDSHIP  
NETWORK

Alliance of regional leaders committed to creating inclusive, sustainable growth through innovative regional solutions that can be scaled up.



- |                                  |                               |
|----------------------------------|-------------------------------|
| 1 Agritourism/Small Business     | 9 Biomass/Wood Products       |
| 2 Agricultural Technology*       | 10 Agricultural Technology    |
| 3 Biomass/Wood Products          | 11 AgTech & Food Systems      |
| 4 Broadband Development          | 12 Broadband Development      |
| 5 Disaster Recovery: Housing     | 13 Urban Resiliency: Water    |
| 6 Water Justice Policy/Planning* | 14 Urban Resiliency: Capacity |
| 7 Food Systems Development       | 15 Biomass: Hydrogen/Biofuels |
| 8 Food Systems Development*      | 16 Controlled Environment Ag  |

\* Recruitment began summer 2021

UC Cooperative Extension (UCCE) Advisors conduct applied research & make available to the general public the latest knowledge and practices.

By creating thriving regions, we can ensure a thriving state.

# Leadership update

## Glenda (continued)

### 3. December PAC with President Drake:

Tour of Lindcove REC/Citrus Tasting + Tulare County Office and regional UCCE programs

### 4. Happy Thanksgiving!

## Wendy

Tu (Customer Service Survey)

# Stories from the Field I

**CFHL, UC**

**Kamal Khaira**

**Video:**

<https://www.youtube.com/watch?v=KxxucHPIUDY>

**Jackie Barahona**



[Natalie Pedigo](#) from [unsplash.com](#)

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



# Stories from the Field II

UC CaINat

Sarah-Mae Nelson

[@crosswoodhead](#) from [unsplash.com](#)

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

UC CLIMATE



STEWARDS

# UC Climate Stewards

Capstone Projects for Community and Ecosystem  
Resilience



**UNIVERSITY OF CALIFORNIA**  
Agriculture and Natural Resources

California Naturalist Program

# UC Climate Stewards – CalNat's Newest Course

- **40-hour course**
  - hybrid online/in-person w/field trips
- **UC Certification**
  - w/4 optional UCD undergrad credits
- **Community of Practice**
  - Trained: 50+ instructors from 22 organizations in 13 counties
  - Certified: 250+ Climate Stewards





## The Need: Public Engagement in Community and Ecosystem Resilience Projects

- Critical for building resilience
- Keys to engagement:
  - Timing, diversity and availability of roles for community members, levels of control across engaged parties, and representation of all community members
- How can your passion lead to transformative change in your community?

**Service opportunity for meaningful work  
advancing community & ecosystem resilience to  
climate impacts**

**Examples include:**

- Centering LGBTQIA2S+ and BIPOC Futures - Queer and Trans Futures: Honoring Queer and Trans Ancestral Wisdom
- Concept for Temporary Housing for Disaster Victims: A Tiny House Solution
- Understanding Permaculture Solutions for Resilient Communities
- Sustainable.Resilient.Profitable: A Climate Action Plan Framework for Montecito Bank & Trust
- **Community Knowledge: Climate Science Education and Local Impacts**

# The Response: Capstone Projects



Alhan Diaz-Correa  
Climate Stewards  
2021 Capstone

Community  
Environmental  
Council



BOLD CLIMATE ACTION  
ACCIÓN CLIMÁTICA AUDAZ

*CONOCIMIENTO DE LA COMUNIDAD*  
**Contaminación del aire**

COMMUNITY KNOWLEDGE  
**Air Pollutants**



# Alhan Diaz-Correa

- Certified UC Climate Steward



Community Environmental Council  
Embajador de la Comunidad | Community  
Ambassador

Alhan leads outreach and engagement with frontline communities in the North County region of Santa Barbara for [Conectados 2050/Connected 2050](#), a project CEC is helping implement for the Santa Barbara County Association of Governments. A Santa Maria native, he values solidarity and actively works in the areas of racial, economic, and environmental justice.

# What is Particulate Matter?

- Traffic Related Air Pollution
- Noxious Gases
- Ozone
- Volatile organic compounds

## ¿Qué es la materia particulada?

- Contaminación del aire relacionada con el tráfico
- Los gases nocivos
- Ozono
- Los compuestos orgánicos volátiles



**DIRT**  
**METALS**  
**MOLD**  
**SMOKE**



## What signs can I look for?

- Pollutants near food, families and homes
- Pesticide-use near homes/schools/water resources.
- Waste Management near homes and agriculture.

## *¿Qué señales puedo buscar*

- *Contaminantes cerca de alimentos, familias y hogares*
- *Uso de pesticidas cerca de hogares/escuelas/recursos hídricos.*
- *Gestión de residuos cerca de hogares y agricultura.*



# The Impact of this Project: Community and Personal Growth Opportunities



## **Guadalupe Community Air Grant Proposal (CARB)**

- By bridging lived experiences, team and community collaboration, this work developed from the seed of his UC Climate Stewards capstone.

## **Alhan is applying for a PhD with Bren School of Environmental Science and Management**

- “Because of my background in biochemistry, my time at the Community Environmental Council, and the engaging Climate Stewards program – I felt ready to continue my work towards becoming a trusted expert for my community.”



## The Impact of Capstones: Active and Growing Community Engagement

- Over 200 community-action centered capstone projects in 1<sup>st</sup> year of course
- Anticipate (at least) 200-300 additional projects per year
  - With previous project work continuing as well

# Donor's Feedback

Donors honor former Farm Advisor and Specialist and celebrate the naming of [John E. Pehrson Hall](#) at Lindcove REC.

*"He loved to come out and help you with your problems, talk about a dedicated guy, I've never known anyone in the industry that was as dedicated as John Pehrson."*

*Tom Dungan  
Citrus Grower*



Kelly Scott, Beth Grafton-Cardwell, Tom Dungan, Jim Stewart



# Wellness break. Practicing what we preach

David Ritz

# Strategic Element

HDAPP's (Harassment & Discrimination Assistance and Prevention Program) services and best practices to contact the office

Daneshia Nichols



[Unsplash.com](#) from unsplash.com

# Sexual Harassment, Sexual Violence, Discrimination, and Harassment Complaints

Danésha Nichols, HDAPP Director

[dnnichols@ucdavis.edu](mailto:dnnichols@ucdavis.edu)

# Roadmap for Today's Discussion

- Process Overview
- Discussion of common scenarios
- Q&A
- Concluding Remarks





# Harassment & Discrimination Assistance and Prevention Program

- HDAPP

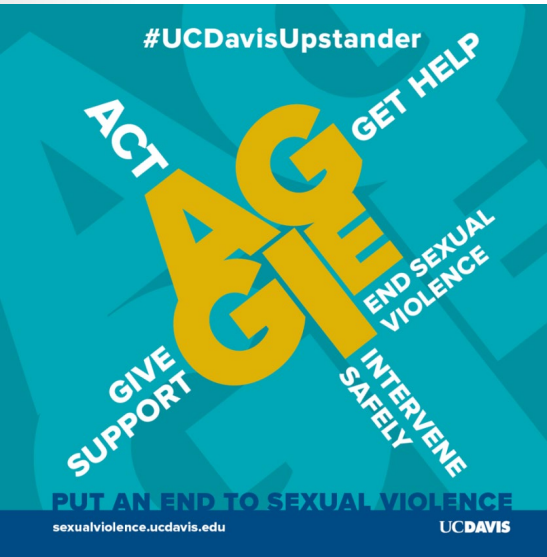
- Official UCD office for taking reports of **harassment, discrimination or sexual violence**:
  - Sexual harassment
  - Sexual violence—stalking, RV, sexual assault, other
  - Harassment
  - Discrimination
  - Hate/bias
  - Retaliation\*
- **530-747-3864**
- **530-747-3865 (Anonymous Call Line)**
- Email Address [hdapp@ucdavis.edu](mailto:hdapp@ucdavis.edu)
- Website <https://hdapp.ucdavis.edu>

# CONFIDENTIAL RESOURCES

- Academic & Staff Assistance Program (ASAP) (for staff)
- *CARE (Center for Advocacy, Resources and Education)*
  - *Confidential **advocacy, safety planning and crisis intervention***
  - *24/7 Emergency response for sexual assault in past 5 days*



# REPORTING



# Ways to Report

- Online:
  - Sexual Harassment/Sexual Violence-  
<https://ocpweb.ucdavis.edu/svsh/public/report-form.cfm>
  - Discrimination and Harassment-  
<https://ocpweb.ucdavis.edu/rhbadmin/public/report-form.cfm>
- Phone:
  - 530-747-3864
  - 530-747-3865 (Anonymous Call Line)
- Email:
  - [hdapp@ucdavis.edu](mailto:hdapp@ucdavis.edu)

# RESPONSIBILITIES FOR EMPLOYEES



# Who are Responsible Employees?

- For student concerns related to sexual violence and/or sexual harassment:

**ALL EMPLOYEES are responsible for consulting with HDAPP about any student or patient report of sexual harassment or sexual violence.**

- For other affiliate concerns (sexual violence, sexual harassment, and/or discrimination or harassment) :
  - Campus Police
  - Human Resource Administrators, Academic Personnel, and Title IX Professionals
  - Managers and Supervisors including Deans, Department Chairs, and Directors of Organized Research Units (ORU)
  - Faculty members

# Responsible Employees Should

## Not:

- Try to fix or address the situation themselves
- Launch their own investigation, including:
  - Asking for more information than the person wants to provide
  - Speaking to the Respondent to get their side of the story
  - Gathering witness statements
  - Telling the person what they should do
- Promise confidentiality
- Discuss with others who don't need to know
- Ignore it and do nothing

# What happens when someone calls/contacts HDAPP?

- HDAPP will ask for:
  - Names of the complainants or identified parties
  - Contact info for those parties
  - The allegations (who/what/when/ where/how)
  - Any remedy requested
  - Whether resource information has been shared
  - Any other info that you think is relevant



# What happens next?

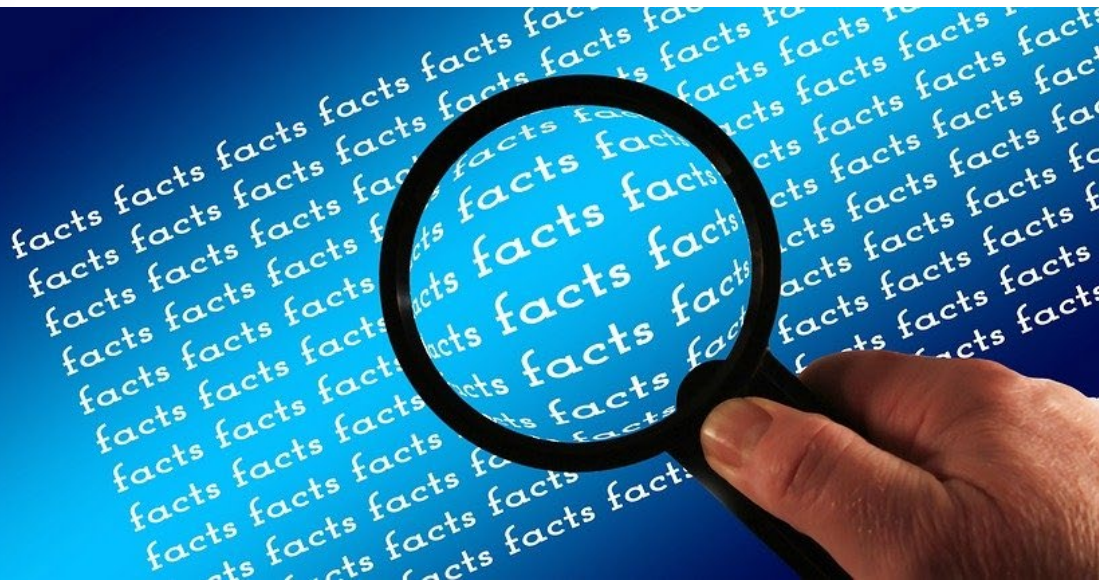


- HDAPP/Title IX reaches out to complainants with resource info.
- Interim measures may be put in place.
- An appropriate intervention will be determined based on the situation.
  - Informal resolution
  - Alternative resolution
  - Formal investigation
    - More egregious=more likely to be investigated
    - Will be fair, prompt and impartial
    - Conducted by trained investigators
    - Will use the “preponderance of the evidence” standard
    - Complainant can choose whether and how much to participate in the process.
    - 60 to 90 business days for completion

# Informal Resolution

- Informal Resolution can take many forms, including:
  - Helping complainant communicate directly with the other person.
  - Arranging for a UCD official to talk with the other person (a “documented discussion” or “on notice” conversation.)
  - Helping parties agree to certain changes in interactions.
  - Separating the parties.
  - Negotiating disciplinary agreement.
  - Conducting training.

# Investigations



# Formal Investigation Process

## Charge

- Charge to Investigator
- Notice to Parties

## Evidence Collection

- Party Interviews
- Witness Interviews
- Documentary Evidence

## Report

- Lays out evidence
- Makes factual findings
- Analyzes whether policy was violated

# Protections and Sanctions

- If someone makes a report to UCD, certain protections can be put in place, based on the specific situation, which can include:
  - Separating the parties
  - Assistance with changing a class, class accommodations, etc.
  - No Contact Order
- If someone makes a report to UCD that is investigated and substantiated, sanctions will be applied to the respondent. Sanctions may include:
  - Academic Suspension
  - Academic Dismissal from all UCs
  - Appropriate Corrective Action for Employees

# Common Scenarios

- Peer uses slurs and makes jokes that rely heavily on stereotypes
- Employee discloses medical condition/requests an accommodation/leave-feels supervisor will not accommodate/has treated them differently since the disclosure
- Supervisor routinely walks up behind employee, rubs their shoulders, puts hand on employees back, makes sexual innuendos
- Person not selected for a position, suspects it's because of their identity

# Closing: Questions and Answers Session



DEI



# LGBTQ+ Employee Resource Group at UC ANR (LGBTQ+ ERG)

## Membership

Membership is open to any UC ANR employee who is a member of the LGBTQ+ community. Membership will remain confidential. Allies who do not identify as LGBTQ+ are encouraged to participate in UC ANR division-wide learning opportunities offered by the LGBTQ+ ERG.



## Contact:

**Javier Miramontes**

**[Jfmiramontes@ucanr.edu](mailto:Jfmiramontes@ucanr.edu)**



## Purpose

- To connect and promote relationships among employees with marginalized genders, gender expressions, and sexual orientations.
- To foster inclusive work environments within county and state offices, and research and extension centers by mentoring, sharing, learning, and enhancing relationships.
- Events: Pride Month, Coming out day



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## *Other Updates*

*Staff Assembly*  
*Winter planners*  
*New hires*

# Staff Assembly

*Nikolai*

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[@freeqscholar](https://www.unsplash.com) from unsplash.com

Daily yoga break  
Houston Wilson lab at Kearney





Professional Staff • Exchange of Knowledge • Career Advancement • Collective Unified Voice • Dedicated Employees

## What can UC ANR Staff Assembly do for YOU?

- ✓ Supports and Advocates for all staff members to Senior Leadership
- ✓ Offers up to 1,000 dollars (annually) for career development opportunities
- ✓ \$ 50 dollars for vegetables, seeds, compost **ANR GROWS** Healthy Living
- ✓ Provides a great opportunity to network with other ANR employees

We Need Volunteers for the

SAC "Communications Chair" Position

Contact: Marvin Flores, Staff Assembly Chair ([marvinflores@ucanr.edu](mailto:marvinflores@ucanr.edu))



Professional Staff • Exchange of Knowledge • Career Advancement • Collective Unified Voice • Dedicated Employees

## UCANR Staff Ambassador Vacancies

- Hopland REC
- Intermountain REC
- UCCE Butte
- UCCE Glenn
- UCCE Kern
- UCCE Lake
- UCCE Mendocino
- UCCE Merced/Mariposa
- UCCE Napa
- UCCE Solano, Yolo, Sacramento
- UCCE Sonoma

# ANR Workplace Staff Survey Results

Staff Assembly is currently collaborating with the Academic Assembly Council and with Senior Leadership on the results from the [ANR@Work Survey](#) and the Council of University of California Staff Assemblies (CUCSA) Staff Engagement Survey.

Staff Assembly Council's goal is to approach the "Strengths" and "Primary Opportunities" of both 2021 surveys in order to advocate and cultivate meaningful solutions on behalf of ANR staff members.

Coming Up: DEI Alliance collaboration to initiate "Access and Use of Your Unit's [ANR@Work](#) survey results".

# Winter Celebration - December 16

Planners needed!

Duties include:

- Attending 1-2 planning meetings
- Helping day of with breakout rooms

Contact: [anrprogramsupport@ucanr.edu](mailto:anrprogramsupport@ucanr.edu)


# Oct 19 - Nov 16 Hires: Welcome to UC ANR

## Send a greeting

|                    |                |
|--------------------|----------------|
| Beck, Jacalyn Mara | HOPLAND        |
| Butler, Katie      | CENTRAL SIERRA |
| Chavez, Ruben      | KINGS          |
| Chen, Matthew      | NPI            |
| Cooper, Ashley     | PUBLISHING     |
| Doan, Hung Kim     | RIVERSIDE      |
| Ewert, Suzanna     | SHASTA         |
| Hazan, Aubrie      | MERCED         |
| Henry, Dinil J     | PSU            |
| Johnson, Felicia   | FACILITIES     |

|                          |                 |
|--------------------------|-----------------|
| Martinez Resendiz, Erica | NPI             |
| Roberge, Autumn          | NPI             |
| Roberts, Jennifer E      | Central Sierra  |
| Salters, Johnathan       | 4-H             |
| Sam-Chen, Samantha       | NPI             |
| Syrett, Selena M         | Prog Operations |
| Yang, Pahoua             | KINGS           |





**Closing - thanks to our  
speakers.**

**Stay safe & well**

**Next Town Hall**

(3<sup>rd</sup> Thursday, 2021 @2 pm )