

May/June 2013

Valuing Diversity and Equal Opportunity

## “What’s Cooking” – Turkey Served Every Which Way: DVD Review

How about Thanksgiving in June? This slightly out-of-season review looks at the DVD “What’s Cooking.” A movie made in 2000, it involves four American families from widely different ethnicities and each preparing for the Thanksgiving holiday in Southern California. There’s the Hispanic family, as well as an Asian, African American, and a Jewish family. (Whites are represented as a complicating element as it is a White family attending Thanksgiving dinner at the African American family’s home.) While this movie didn’t exactly set the world on fire (it’s box office was a very modest \$1,045,899); it nevertheless had a remarkable cast that included Kyra Sedgwick, Julianna Margulies, Mercedes Ruehl, Joan Chen and Dennis Haysbert.

“What’s Cooking” offers up a good look at cultural differences and assimilation issues that minority communities face when dealing with the dominate American culture – especially at the very all-American holiday of Thanksgiving. A lot of this movie is about listening/ communicating – or, rather, not listening or communicating and jumping to conclusions. Particularly – but not exclusively – with regard to parents and their teenage offspring: for instance, one young lady dresses rather ‘Goth’-like so her parents assume she’s taking drugs and is promiscuous (she isn’t doing either); another family attempts to hide all their current problems (some rather serious) from the visiting-from-out-of-town grandmother – but if you’ve watched any movies at all, you know it’s never a good idea in Hollywood to try and hide things from your grandmother when she’s visiting from out of town.

Imagine you’re a divorced mom, big family gathering for Thanksgiving – someone invites your ex to come for dinner without telling you and you’ve already invited your new boyfriend! Awkward. In the best time-tested Hollywood fashion.

Here’s an idea: watch this movie and try and spot each communication failure that, if the situation had been handled with a little more sensitivity or tact, would have avoided the trouble ahead but would also have absolutely ruined the movie’s dramatic arc.

Beyond the ethnic tensions/conflicts, there’s also sexual orientation issues! To be honest, this reviewer found the movie to really drag in the middle – no doubt why it only took in a million at the box office – but, to be fair, Kyra Sedgwick and Julianna Margulies provide bravura performances as lesbian partners who are trying to come out to Kyra’s

## Outreach at the Job Fair: ANR Participates in Veterans & Diversity Career Fair

The UC Davis Med Center, in sponsorship with UC Davis’ Sacramento campus’ Employment & Outreach Services and the Office of Campus Community Relations, held a Veterans and Diversity Career Fair at the MIND Institute Auditorium and Courtyard on Monday, June 3, and ANR was there!

A small team from the ANR Davis location, namely Tina Perez, David White, and led by Executive Director of Staff Personnel Linda Manton, staffed a table in the MIND Bldg. in Sacramento from 4 to 7 pm on Monday, June 3.

Some 600 job seekers passed through and the ANR table informed many of the opportunities within ANR.



SPU staff hard at work!



## “What’s Cooking” . . . – cont.

middle-aged Jewish parents. The parents have their suspicions, but they cling to denial and clearly aren’t quite ready to hear the news yet. It’s a sensitive performance and ably illustrates how – at some point – cultural identity must give way to human identity; defending personal values must – at some point – soften a bit to allow mutual respect and caring for one another to finally hold sway.

After the slow middle part, the movie picks up fairly rapidly with subplots of teens with guns (no actual violence, though!) and the surprisingly well done denouement ties up all the loose ends: some infidelities are forgiven, others not; teens are reconciled (at least temporarily) with parents; adult lovers cohabit with whom they choose (with parental consent!) and peace descends along with the setting sun on the participants’ little corner of L.A.

To find this DVD go to

[http://ucanr.edu/sites/anrstaff/Diversity/Affirmative\\_Action/Resources/](http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/Resources/)

Fill in and send the Resource Library Loan Form to me at the address on the form or email it to me: [dewhite@ucanr.edu](mailto:dewhite@ucanr.edu)

David White  
Principal Analyst, AA

## Call for Nominations!

The Equal Opportunity Advisory Committee has three committee openings for staff employees! Associate Director Bill Frost is asking for ANR staff to self-nominate to serve on the ANR EO Advisory Committee, chaired by Linda Manton, Executive Director of Staff Personnel and Affirmative Action Contact.

While the committee has both academic and staff members, the openings we have available are for additional staff members. The committee meets at least quarterly (face-to-face and conference calls). Its charge is to advise ANR administration regarding affirmative action/ non-discrimination issues, suggest ways to reach out to underrepresented audiences, and recommend ways that affirmative action and diversity efforts can best be integrated into ANR’s long-range strategic plan. If you would like to serve on the EO Advisory Committee, please submit your name at the link below – nominations are due by July 15, at 5 pm:

<http://ucce.ucdavis.edu/survey/survey.cfm?surveynumber=8296>



## Veterans!

Every American citizen owe our veterans a debt of thanks. Deborah Girard brought the link, below, to the attention of the Equal Opportunity Advisory Committee and the Committee would like to share it with you:

<http://www.crowdrise.com/farmerveterancoalition-vcc/fundraiser/farmerveterancoaliti1>

*An excerpt from the above link:*

“The Farmer Veteran Coalition was started in 2008 by Michael O’Gorman, a pioneer in America’s organic farm movement. Michael brought together members of the farming and veteran communities to help address two of the biggest issues we are facing in the agricultural industry: first, an aging farming community is sorely in need of young farmers, and, second, high unemployment rates and lack of career opportunities for the veterans that fought for us in the wars in Iraq and Afghanistan, particularly those coming back home in larger numbers than the small rural communities they are returning to can handle. That is where FVC comes in; America’s agricultural community needs our veterans as much as they need us.”

Learn about the challenges of veteran reintegration into civilian life:

[http://www.mnvideovault.org/index.php?id=16728&select\\_index=0&popup=yes](http://www.mnvideovault.org/index.php?id=16728&select_index=0&popup=yes)

## Remember!

Find it on the Affirmative Action Website!

How to identify unlawful harassment? See: [http://stream.ucanr.org/assessment\\_tool/engage.html](http://stream.ucanr.org/assessment_tool/engage.html)

What to **DO** about harassment? See: <http://ucanr.edu/sites/anrstaff/files/121337.pdf>

Want to take a sexual harassment prevention training for NON-supervisors (that does NOT satisfy AB 1825 legal requirements)? See: [http://stream.ucanr.org/harassment\\_prevent/player.html](http://stream.ucanr.org/harassment_prevent/player.html)

For a general overview of what Affirmative Action is in CE programs and in the administration side of things, see: <http://lecture.ucanr.org/Mediasite/Play/7617cff6dd2147b59f301dda28c99b941d>

For look at the Academic’s role in Affirmative Action, see: <http://ucanr.edu/sites/anrstaff/files/155915.ppt>

