



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



2012 Annual Report





Message from the County Director

Applying knowledge from research to local issues.

The University of California Cooperative Extension has provided nearly 100 years of outstanding research and information to residents in every state and county in the United States. In 2014, UCCE will celebrate its centennial anniversary, honoring the many contributions and value of its service to the country. The land-grant mission of the university to serve the public has been carried out by UCCE's many researchers, practitioners and programs. In each program, our staff apply the latest and most useful research information to teach, extend, demonstrate, exhibit and address local issues.

As the country continues to emerge from the devastating financial crisis of a generation, UCCE is poised to confront the challenges facing California for the next 15 years. Articulated in the UC ANR Strategic Vision 2025, we will continue to pursue issues to improve food systems, food security, science literacy, healthy families and communities, water quality, sustainable natural ecosystems and integrated pest management.

Our sustainable food systems advisor is working to identify the emerging challenges of urban agriculture, from examining local ordinances and their impact to identifying best or promising practices for managing small-scale "farms." She is involved in the LA Food Policy Council to add non-biased research to the group's work. In addition, we have a cadre of Master Gardener volunteers deployed throughout Los Angeles County communities, providing technical assistance and support for residents interested in growing fruits, vegetables and ornamentals.

Our environmental horticulture advisors work with public agencies, nurseries, industry professionals and residents to identify local challenges and develop protocols for addressing them. Some of the challenges include dealing with invasive plants and the effect

they have on the ecosystem as well as training landscapers on proper and safe methods for trimming palm trees.

Our natural resources advisor continues to work on issues related to fire, fire prevention and protection. These efforts help to mitigate the impact of fires on wildlife habitats, air and water quality. She also examines the health of watersheds to help develop better management practices.

Our nutrition and youth development program coordinators and educators reach residents of all income levels to provide research-tested information and resources to promote healthy families and communities. These programs have been helping families make informed decisions about nutrition, shopping and how to create safe environments for children at home.

We are pleased to present our 2012 Annual Report. We hope that the information in this report will offer a better understanding of our commitment to serving Los Angeles County residents and continuing to be a vital part of their lives.

Thank you for taking the time to browse through our report.

Sincerely,

Keith Nathaniel, Ed.D.

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.

4-H Youth Development Program



Building social capital in young people.



the UCCE building. The event offered county youth a chance to display their cooking skills and food knowledge as they competed in canning, preserving, cake decorating, baking

and preparing picnic basket lunches. Youth were required to describe their ingredients and explain the process to judges.

During the summer, more than 120 youth participated in the annual 4-H Summer Camp. The camp focused on science, using two curricula that were designed to engage youth to question, hypothesize and think critically.

In Los Angeles County, youth are preparing to step up and become future leaders. They learn decision-making and public-speaking skills through projects in community service, science, engineering and technology.

In 2012, 4-H youth were introduced to the 4-H Thrive Framework. This initiative helped youth understand their spark or inner motivation, adopt a mindset of learning and growth, set goals, work systematically toward achievement, and practice self-reflection. The framework is the centerpiece of inquiry-based learning. Youth learn through projects such as robotics, community service, photography, summer camp and animal husbandry.

In addition to the many activities, youth participated in the 4-H Youth Development study on social capital. The understanding is that 4-H members have more social capital than their non-4-H peers. Therefore, they are more likely to graduate from high school and college as well as develop healthy relationships. Once completed, the study will reveal the networks, institutions, people and resources to which 4-H members are connected. Researchers have demonstrated how these networks can lead to career and college opportunities, not necessarily enjoyed by non-4-H youth.

We understand that young people need guidance by caring and committed adults to grow, develop and thrive. In 2012, more than 250 adult volunteers donated more than 105,000 hours of their time to the program. They infused wonderful energy, knowledge and perspective into all the activities. In other words, our 4-H volunteers were outstanding.

In February, 4-H hosted the Los Angeles County 4-H Food Fair. The scent of savory dishes took over the parking lot next to

On October 12, the Palos Verdes Peninsula 4-H Club participated in the 4-H Eco Bot Challenge as part of the 4-H National Youth Science Day. Participants employed problem-solving skills and integrated math, physics and computer skills to design and construct a robot to clean up an oil spill in the ocean. The materials they used included a toothbrush, motor, rubber bands and sticks. This challenge reinforced the skills the participants learned in the classroom. They were also reminded of how these skills can increase the opportunities to lead rich, productive lives.

In October, the San Fernando Valley 4-H Club's photography group spent a day at The J. Paul Getty Museum in Brentwood. They viewed an exhibition dedicated to landscape photography and an exhibition on the work of Ray K. Metzker, an American photographer known for capturing stunning cityscape and landscape images. They also examined techniques employed in landscape photography as well as the various lenses used to create certain effects. The day was capped with an in-depth discussion on what they experienced and encountered walking through the various art galleries.

The year ended with two community service activities. In December, youth volunteered to serve holiday meals to seniors at the Banning Senior Center and to the homeless living in Long Beach at a soup kitchen. In late December, as part of a longstanding tradition for LA County 4-H youth, many helped decorate floats for the annual Rose Parade. These service activities allow the youth to extend their influence beyond their communities and reinforce their level of commitment to volunteer work.

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Nutrition, Family and Consumer Science

Information for making healthy food choices.

Classes were also held in areas throughout the South Bay and extended into the northern region of the county, the Antelope Valley. The ability to serve almost every county region speaks volumes to the reach and scope of UC CalFresh.

In addition, UC CalFresh conducted direct adult nutrition education at 48 locations: Head Start program sites, public housing development sites, elderly service centers, community-based organizations, rehabilitation centers, food stores, libraries, public schools, community centers and shelters. Through community events, staff reached more than 1,300 residents with education materials and resources.

UCCE's nutrition advisor was involved in the development and adoption of a new core curriculum for UC CalFresh-eligible adults called "Plan, Shop, Save & Cook." Evaluation results from these classes in Los Angeles County yielded some of the most positive results in California. Participants made important changes in nutrition-related behaviors and food resource management practices.

Sponsored by the Los Angeles County Department of Public and Social Services, the month of May was declared CalFresh Awareness Month by the Los Angeles County Board of Supervisors. For the second year in a row, UCCE participated in the planning and implementation of the event.

Youth EFNEP targets limited-resource families with young children. In 2012, youth EFNEP staff trained more than 160 teachers and extenders to deliver nutrition education to nearly 4,000 low-income youth throughout Los Angeles County. Evaluation data indicate that nearly half of the students enrolled in the program increased their knowledge of the essentials of human nutrition. UCCE's nutrition educators worked closely with LA's BEST after-school program to train a large number of their staff who deliver nutrition education to thousands of Los Angeles County youth.

The Master Food Preserver Program in Los Angeles County, which was re-established successfully in 2011 after a 10-year absence, graduated 18 Master Food Preserver volunteers in June. These volunteers are now extending safe food preservation knowledge and practices in various communities.

In 2012, our Master Food Preserver volunteers logged more than 2,000 hours. They contributed their time in many ways. They offered classes in food preservation and safety in July, August and September at fairs, farmers markets, and community and school gardens.

On March 31, our volunteers participated in the Mayor's Day of Service. They conducted a food preservation demonstration and judged a fresh, fermented and cooked cabbage recipe contest.

UCCE's nutrition program helps low-income Los Angeles County residents live healthier lives through the dissemination of UC research-based knowledge.

A team of dedicated nutrition educators contribute significantly to the success of the program. They are very knowledgeable about the communities they serve and their needs. They understand multiple cultural and social factors that influence the dietary habits of the participants, and are able to address these practices and suggest healthier alternatives. UCCE's nutrition educators are bilingual.

The year 2012 was incredibly productive and successful! Our nutrition educators presented the eight-week Expanded Food and Nutrition Education Program (EFNEP) classes to more than 1,200 adults. After the series, participants reported making important changes in their eating habits, such as consuming more fruits, vegetables and milk. In addition, they reported increasing their level of physical activity, improving the management of their food resources and employing important food safety practices.

In order to better serve the large Adult EFNEP-eligible population in the county and address the high rates of childhood obesity, staff expanded the geographic scope and reach of Adult EFNEP by offering more nutrition education classes in communities with the greatest need, such as the San Fernando Valley, Watts, Compton, Inglewood, Highland Park, Maywood, Bellflower and Norwalk.

In 2012, our UC CalFresh (formerly the UC Food Stamp Nutrition Education Program) program tackled the task of reaching a large number of adults in the CalFresh-eligible population. Staff connected families in need with services and information on how to make healthy food choices. One full-time program coordinator and several UC Master Gardener volunteers reached 821 participants through 213 one-time workshops and 934 series of classes. The program was delivered in all regions of Los Angeles County, an important area of Southern California that is as diverse as it is vast.

UC CalFresh workshops were conducted in the western reaches of the San Fernando Valley bordering Ventura County to the eastern reaches of the Pomona Valley bordering San Bernardino County.

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Common Ground Garden Program



Growing gardening skills in Los Angeles.



UCCE's Common Ground Garden Program helps green communities across Los Angeles County and helps improve the physical and emotional well-being of the residents.

Each year, the program intensively trains community volunteers to become UC Master Gardeners, paying particular attention to organic gardening methods. The topics include vegetables, fruits, flowers, soils, trees, composting, fertilization, irrigation, pests, diseases, weeds and harvesting. Once certified, Master Gardeners provide free gardening workshops and technical expertise to hundreds of community and school gardens, as well as gardens in senior homes and homeless shelters throughout Los Angeles County.

In 2012, staff trained 54 new volunteers and certified them as Master Gardeners. Our total of 247 active Master Gardeners, volunteered a total of 19,829 hours (valued at \$25 per hour for a total of more than \$495,725), offering gardening information to 118,199 residents and conducting workshops at 319 local gardens, LA County housing development sites, farmers markets and fairs. Public interest in growing fruits and vegetables has increased significantly in recent years due to the economic downturn, concerns about food safety and a general inclination toward eating healthier.

Master Gardeners are instrumental in carrying out our other Common Ground project called Grow LA Victory Garden Initiative, which helps beginning gardeners start their own gardens easily in a container, in a backyard or at a community garden. Master Gardener volunteers lead a series of gardening

workshops at many locations each spring and fall.

In spring, 22 Master Gardeners taught 18 beginning and intermediate gardening classes to 224 attendees at 16 locations throughout Los Angeles County. Upon completing the series, the new gardeners continued to meet informally to provide support for one another in the form of neighborhood gardening circles. The energy and excitement about gardening picked up again during fall, as 34 Master Gardeners taught 23 beginning and intermediate gardening classes to another crop of 224 attendees at 19 locations.

Without a doubt, 2012 was another good year. Staff spent much of their time making sure that the Master Gardener Program and Grow LA Victory Garden Initiative continued to thrive and remain relevant as an important resource for gardeners in Los Angeles County.

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Sustainable Food Systems



Creating resources for urban farmers.

In 2012, UCCE was pleased to launch a new program in sustainable food systems. Under the leadership of Rachel Surls, sustainable food systems advisor, UCCE has been gradually building awareness of urban agriculture in Los Angeles County from the ground up. Surls' goal is to offer research-based information to guide urban farmers and inform public policies and decisions in this growing field.

What is a sustainable food system? Access to healthy food is an issue of increasing importance in urban Los Angeles County. The county is home to more than 10 million residents (the largest county population in the nation) with a high poverty rate, and a growing problem of hunger and food insecurity. At the same time, Los Angeles consumers have an expanding appetite for fresh, locally-grown produce. Urban residents, along with local policy-makers and leaders of community institutions, are seeking strategies to improve the availability of healthy food through local and regional food production. These strategies include urban agriculture, which encompasses backyard, school and community gardens and small urban farms, as well as activities that link farmers and consumers through farmers markets, community supported agriculture (CSA) activities and farm-to-school programs.

It has certainly been a busy year for Surls. In 2012, she organized and led a statewide team that developed a successful proposal, "UC ANR: A Resource for Urban Agriculture." The team, whose work began in October, was awarded a two-year \$50,000 grant to conduct a needs-assessment for California's growing urban agriculture movement. Then, based on identified needs, the team will develop resources for farmers, including web-based information.

Working with the City of Los Angeles was an important part of her activities in 2012. She served as a member of the Los Angeles Food Policy Council and helped draft policy for urban agriculture.

In addition, she played an active role on the planning committee for the Mayor's Good Food Day of Service, an event that highlighted sustainable food projects around the city.

Surls partnered with researchers from the University of Wisconsin and UCLA's Urban Planning Department. She worked with UW researchers, who are studying food systems in eight U.S. cities, to collect data on urban farms in Los Angeles. Later in the year, Surls began a project with graduate Urban Planning students to assess and map urban agriculture activities in Los Angeles County.

Surls also participated in Little Green Fingers, a collaborative effort to start eight new community gardens in limited-resource neighborhoods throughout the county. With funding from First 5 LA, these gardens are the only LA community gardens designed for families with children five and under. The community gardens will help to deal with the obesity epidemic and food desert problems found in underserved communities.

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Environmental Horticulture

to announce the publication of two new books: *Loulu: The Hawaiian Palm* and *The Biology and Management of Landscape Palms*. In *Loulu*, Hodel shares his experience and extensive research on this group of species, Hawaii's only native palms, several of which are grown as landscape subjects in coastal Southern California. He treats each of the 24 species in detail and handsomely illustrates the plants' leaves, flower stalks, fruits and habitat

with more than 250 photographs. In *The Biology and Management of Landscape Palms*, Hodel examines palm biology and its implications

for managing these plants in the landscape, including disorders, pruning, transplanting, and disease and pest management. Proceeds from the sale of this book are donated back to the Britton Fund to support tree research.

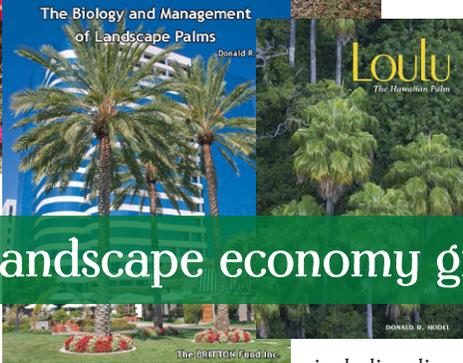
Dennis Pittenger, area environmental horticulture advisor, conducts research and conducts workshops for landscape management professionals. He focuses much of his attention on techniques for managing and conserving water in landscapes. For example, in 2012, he continued to evaluate the response of 18 species of landscape groundcover plants to reduce irrigation. The goal is to identify attractive plants with low-water needs for use in landscape planting in Southern California.

Finally, UCCE was pleased to announce Pittenger's appointment to serve on a national panel charged with developing a national standard for determining the water needs of urban landscapes. The American Society of Agriculture and Biological Engineers (ASABE) appointed Pittenger, along with David Shaw, UCCE advisor in San Diego County. Once developed, the standardized procedure will be the national, science-based method employed by landscape management professionals, water agencies and local jurisdictions that need to meet or implement landscape water conservation mandates.

In California, state law requires cities and counties to maintain landscape water conservation ordinances. However, a standardized method for estimating water needs does not exist. As such, local water agencies have had to rely on complex formulas and plant lists based on anecdotal data to estimate water needs, resulting in a false sense of precision while failing to achieve the intended conservation of water. This will be a great opportunity to see research-based information play an important role in public policy and standards adopted by the industry.

John Kabashima, cross-county environmental horticulture advisor, is an expert on exotic and invasive pests. Kabashima conducts research and extends information on the introduction of biological control agents or development of integrated pest management (IPM) programs to control pests such as the Asian citrus psyllid and the Polyphagous Shot Hole Borer.

In 2012, Kabashima conducted several important talks. At the meeting of the Southern California International Society of Arboriculture, he gave a presentation ("The Team Approach to



Helping the urban landscape economy grow.

UCCCE advisors are specialists in urban landscape trees and shrubs, recreational turf, efficient water use and integrated pest management. In other words, they are experts in the valuable "green industry" economy of Los Angeles County.

Don Hodel, environmental horticulture advisor, offers a program of education and applied research for clients involved in landscape management and nursery production. In 2012, Hodel conducted 41 presentations to more than 1,500 owners, managers and operators of landscape plants, conducted 11 presentations to more than 450 homeowners, worked on 23 research projects, offered technical assistance to 150 clients in 15 municipalities or government organizations, and authored and co-authored 32 publications about landscape plant selection and management.

In 2012, Hodel created *Tabajando con Palmas con Seguridad* (Working Safely with Palms). Palm trees are an iconic part of the urban landscape in Southern California. To maintain its visual appeal, the leaves, flower and fruitstalk need to be pruned periodically. Such work is typically performed high in the dangerous palm canopies. The death and accident rate in palms is higher than in other kinds of trees. Nearly all pruners are of Hispanic ancestry and speak primarily Spanish with limited, if any, understanding of English. As a response, Hodel created a curriculum and series of workshops (conducted entirely in Spanish) to extend information about palm biology, pruning and safety to Spanish-speaking tree workers. This is a wonderful example of UCCE seeing a need and meeting it.

Hodel served on the United States Department of Agriculture Red Palm Weevil Technical Working Group in 2012. He played a key role in the group's effort to develop management strategies of this serious pest in Southern California. The group also worked closely with the California Department of Food and Agriculture and local county agricultural commissioners to address problems caused locally by this pest.

Hodel, a prominent international expert on palms, was pleased

Environmental Horticulture



Managing Insect Pests of Trees”) to approximately 300 attendees. As the official lecturer for the Southern California Gardeners Federation, he taught two classes to members that

hold the California Department of Pesticide Regulation Qualified Applicator’s License. In addition, he presented an update on exotic and native pests to approximately 426 licensed pesticide applicators made up of landscape managers and municipal and professional pesticide applicators.

Much of Kabashima’s efforts conducting research or disseminating information helped nursery growers. In June, he gave a presentation to attendees and members of the California Association of Nurseries and Garden Centers Grown Show on inexpensive, easy ways to mitigate runoff. His information assisted many to comply with the Clean Water Act. He organized the Nursery Runoff Workshop at the request of the Los Angeles Regional Water Quality Control Board to educate nursery workers on how to mitigate runoff and pollutants. During the summer, Kabashima helped recruit retail nurseries to attend the Asian Citrus Psyllid/Huanglongbing Retail Meeting to discuss ways to prevent this devastating pest from infesting retail nurseries.

Participating in committees is an important way to advance the field of study for UCCE advisors. By serving in a variety of leadership positions, Kabashima help develop policies and guide development of education and training programs. In 2012, Kabashima served on the following committees and boards: Nurseries Growers Leadership Board, Nursery Polyphagous Shot Hole Borer, GWSS Nursery Task Force (glassy-winged sharpshooter), California Department of Food and Agriculture’s 21st Century Symposium Committee, and the California Agriculture Pest Control Advisors Association (Southern California Chapter).

Cheryl Wilen, area integrated pest management (IPM) advisor, responds to emerging pest issues and helps ensure that workers in the food production systems, landscape and parks managers, and homeowners are employing the best practices for pest management.

In 2012, Wilen conducted more than 20 herbicide trials for the US Department of Agriculture. These trials were carried out to determine effectiveness and phytotoxicity on crops. The results offer growers and landscapers first-hand knowledge of new product characteristics. Manufacturers also use the results to expand product labels.

As part of Wilen’s public service efforts, she co-organized two herbicide applicator workshops (spray schools) where she conducted both participatory training and lectures for 44 public agency staff members. She conducted presentations, including two invited presentations, reaching 445 additional professionals. She also taught a class on weed biology and management to approximately 160 Master Gardeners in multiple counties.

Because Latinos are a large demographic group working in the industries in which Wilen operate her IPM program, Wilen pays particular attention to her efforts in providing materials in Spanish. In 2012, she gave presentations to Spanish-speaking growers and farm workers to train them on safe use of pesticides. Working with UC ANR’s Spanish communication groups, Wilen was able to extend her information more widely to the Spanish-speaking audience.

Soil runoff and groundwater pollution are leading sources of water quality degradation in urban areas of Southern California due to overuse and improper use of pesticides and fertilizers. Many of the approximately 75,000 Spanish-speaking landscapers and gardeners who make decisions about or apply pesticides and fertilizers in Southern California lack adequate knowledge in integrated pest management and in the safe use of pesticides. This situation is, in part, due to a lack of adequate training opportunities in Spanish. In 2012, working with other UCCE researchers and industry leaders, **Janet Hartin**, environmental horticulture advisor, worked toward providing educational workshops to Spanish-speaking landscapers. The project, funded by the California Department of Pesticide Regulation, contains strong evaluation elements that will measure its impact.

Hartin worked with Loren Oki and David Fujino of UC Davis on “Evapotranspiration Adjustment Factor Study” for the California Department of Water Resources. The project’s goal is to showcase 30 commercial landscape sites in California that exemplify “best management practices” among large public and private landscapes that meet the new statewide water budget.

Hartin also worked on a large train-the-trainer project with other UC researchers. Funded by UC ANR, the team worked toward increasing edible plants in traditional home landscapes throughout California. They provided training to more than 500 Master Gardeners at six locations throughout the state. Hartin taught the water management and composting sections and assisted in authoring the accompanying manual that will be published by UC ANR.

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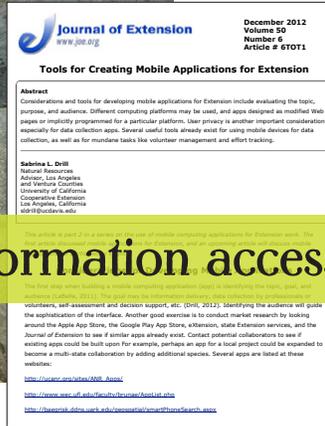
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Natural Resources

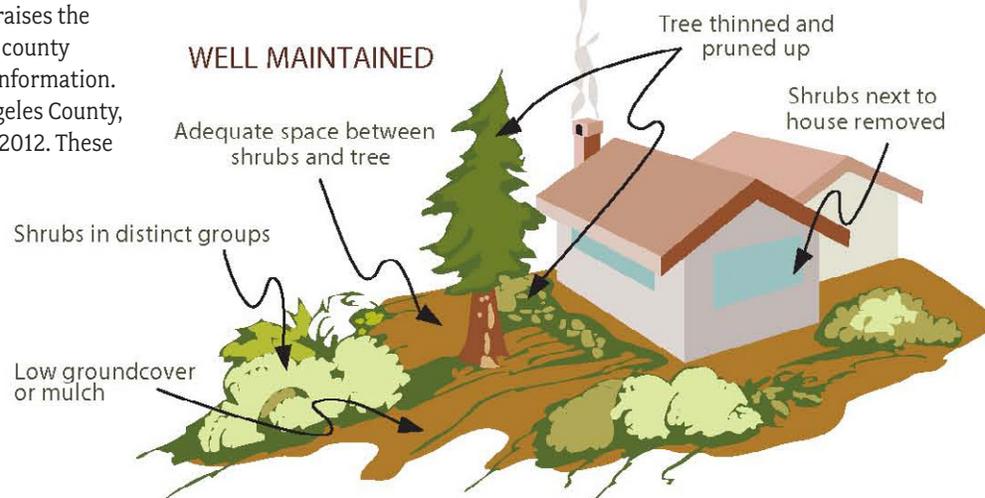


Making environmental information accessible.

As natural resources advisor, Sabrina Drill serves as a technical resource in natural resource management and raises the environmental awareness of organizations and county residents through programs and the dissemination of information.

To further natural resource management in Los Angeles County, Drill created an online guide for mobile applications in 2012. These are applications that are used on computing devices, such as smart phones and tablets. The guide directs end users, such as professionals, students and members of the general public to existing extension mobile applications in agriculture and natural resources. End users, in turn, can access scientific information, provide and analyze data, and contribute to the research and monitoring efforts being conducted locally. In connection to the guide Drill created, she published two articles: "Mobile Applications for Extension" and "Tools for Creating Mobile Applications for Extension." Both articles were published in the *Journal of Extension* in 2012.

Conducting educational presentations plays a role in extending information to the public. In 2012, Drill presented information about invasive species, sustainable and fire-safe landscaping, and habitat responses to climate change to organizations such as the Los Angeles County Arboretum, conservancy groups, architects, homeowners and public sector professionals. In addition, Drill has provided ongoing technical assistance to committees, such as the Malibu Creek Restoration Feasibility Study, the Southern California Native Freshwater Fauna Working Group, the North Santa Monica Mountains Fire Alliance (coordinated by LA County Supervisor Yaroslavsky's Office) and the Santa Clara River Invasive Weeds Task Force. These groups were formed to find ways to solve local natural resource problems.



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 Agriculture


 Disseminating agronomic knowledge to high desert growers.

Andre Biscaro, UCCE advisor, leads UCCE's agriculture program in Los Angeles County. He contributes to the exchange of ideas and transfers cutting-edge agronomic knowledge to growers in Los Angeles County's high desert area, particularly in the unincorporated county areas of Acton, Agua Dulce, Antelope Acres and Leona Valley.

In 2012, Biscaro focused much of his work on extending the reach of his body of knowledge to more growers and to the general public. He planned and co-organized the California Weed Science Society's 64th Annual Conference and the California Small Farm Conference. In addition, he organized the Irrigation Management Field Day events in Lancaster and San Bernardino, High Desert Agronomic Meeting and the vegetable gardening section of the Antelope Valley Fair.

Publications are valuable tools to extend research-based information to the public. In 2012, Biscaro published two new issues of the *High Desert Crop Notes* (Summer and Fall 2012). He also co-authored *Assessment of Alfalfa Yield Monitoring Technology to Improve Nutrient Use Efficiency* (Western Region Research Update) with Steve Orloff, UCCE advisor at Siskiyou County. UCCE's research continues to be useful and relevant to our high desert growers because our research efforts are driven by local needs and our intimate connection to Los Angeles County residents.

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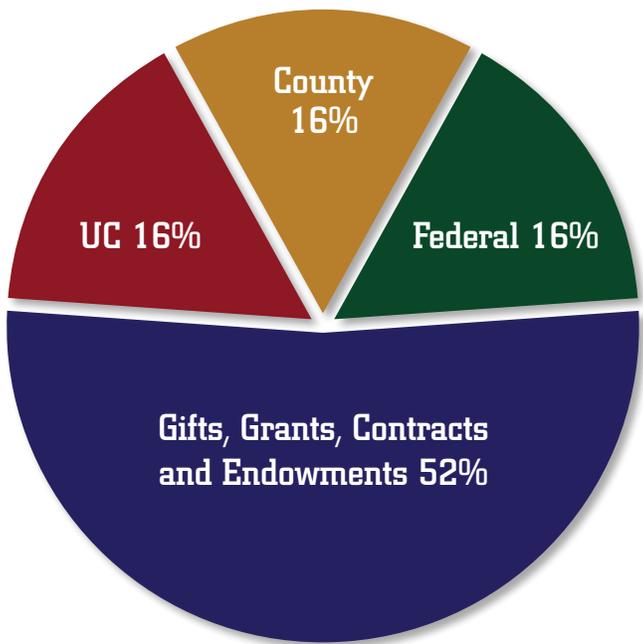


Funding



Thank you to our supporters

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- California Department of Water Resources
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- Carl and Roberta Deutsch Foundation
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- The Huntington Botanical Gardens
- The Thomas and Dorothy Leavey Foundation
- Los Angeles County
- Los Angeles County Arboretum and Botanic Garden
- Los Angeles County Community Development Commission
- McMaster-Carr Supply Company
- National 4-H Council
- Renee’s Garden Seeds
- Renewable Resources Extension Act
- Theodore Payne Foundation
- Toyota
- Two Dog Nursery
- UC ANR Competitive Grant Program
- US Department of Agriculture
- USDA Specialty Crops Research Initiative

Also, thank you to our volunteers and their families, our employees, partners and funders. With your continued involvement and support, we look forward to another year of being a vital force in impacting the health and vibrancy of the communities we serve.

From the campus to the community

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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.

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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.

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