

# *2010 Annual Report*

University of California Cooperative Extension  
Los Angeles County



## A message from the county director

In 2010, tough economic times continued in Los Angeles County, as well as throughout the state. The Los Angeles Regional Food Bank reported that more than one million Los Angeles County residents faced hunger or food insecurity every day. Even in these challenging times, UC Cooperative Extension provided important and much-needed programs to many county residents in the areas of food, health, youth development, agriculture and the environment.

Our nutrition education programs helped low-income families stretch their food dollars and feed their families healthy, tasty meals. More than 414,000 low-income adults and children participated in our nutrition education programs during 2010. Participants showed measurable gains in their food practices, including eating more fruits and vegetables and improving the management of food resources.

Gardening is one important way to address food insecurity issues. Our Common Ground Garden Program and Master Gardener Volunteers reached almost 80,000 low-income county residents, providing them with training and advice on how to start vegetable gardens at home or in community settings. We were pleased to kick off our new Grow LA Victory Garden Initiative in 2010, with 23 four-week classes held in various locations throughout the county. The initiative

trained more than 700 new gardeners.

Our programs also help municipalities and businesses save money. For example, we help nursery growers and farmers reduce the amount of water, fertilizer and pesticides that they use, allowing them to save money, protect natural resources and reduce pollution. We provided homeowners in foothill communities with important information on how to reduce the risk of wildfires through improved landscaping practices.

Finally, we continued to offer 4-H youth development programs that provide hands-on learning at a very low cost. Our 4-H members experienced summer camp as they played, swam and explored nature. In addition, the youth learned new skills and participated in leadership opportunities. 4-H offerings are effective, time-tested programs that help youth succeed.

We look forward to a busy and productive 2011, as we continue to help LA County residents live well and thrive during difficult times.

Sincerely,



Rachel A. Surls, Ph.D.



Rachel Surls

### 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.

# Life skills for young lives



4-H is where there's fun in learning. In Los Angeles County, 4-H offers lots of exciting activities, including animals, outdoor adventure, cooking, nutrition, science and rocketry. It is an organization that helps young people develop knowledge and skills to become future leaders and helps youth to meet the challenges of today's society through the "learn by doing" method. Equally important, 4-H reaches youth in their own communities effectively.

In 2010, while many families struggled to cope with economic challenges, 4-H continued to serve its local communities in wonderful ways. Staff reached out to an audience of more than 10,000 potential volunteers; provided more than 24 hours of professional development training to after-school professionals and volunteers; enrolled more than 30 new volunteers to work with 4-H youth; established two new community clubs; hosted the annual 4-H camp to more than 75 youth; and offered science, engineering and technology enrichment experiences to more than 3,000 youth. 4-Hers were able to satisfy their curiosity and passion for science exploration.

In October 2010, 4-H hosted its third annual 4-H Pet Symposium and reached more than 200 youth and adult residents, raising awareness on appropriate pet care and careers in pet-related fields. Youth learned how to train, feed and care for their dogs, cats, rabbits, homing pigeons, chickens and "pocket pets." The event's feature speaker was children's author Betty G. Birney, author of the popular Humphrey series. The books take a look at the world through the eyes of a curious hamster.

Environmental awareness starts at an early age! It is important that youth be educated so that they can grow into environmentally conscious citizens and understand critical issues that will be significant during their lifetimes. Staff from 4-H partnered with Cooperative Extension's natural resource experts to teach more than 75 students from an East Los Angeles elementary school the importance of water conservation and to empower them to protect their water resources. In addition, staff held a science workshop for youth during "Ag Day LA" for the 48th Agricultural District at the Los Angeles County Fair Grounds.

Ending another year of accomplishments, more than 100 youth participated in the Antelope Valley Fair, where they exhibited and showcased small and large livestock, culinary designs and science projects. Trophies and cash awards were handed out.

The National Association of Extension 4-H Agents (NAE4-HA) named Keith Nathaniel, 4-H advisor for Los Angeles County, as the recipient of its Distinguished Service Award for 2010. The award recognizes the expertise and exceptional contribution recipients make to youth and volunteers in 4-H programs nationally. Nathaniel was recognized at the NAE4-HA awards banquet in October 2010 in Phoenix, Arizona. The NAE4-HA is an internationally recognized nonprofit, nonpartisan association of professional youth development educators. It is one of the largest professional associations for

youth development workers with a diverse membership of nearly 3,600 youth development professionals.



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# Good nutrition and healthier lives for Los Angeles families

Cooperative Extension is dedicated to providing community-driven, research-based nutrition education to Los Angeles County families. Whether staff are reaching out to youth in classrooms or adults in community settings, the goal is to help them eat and shop smart.

In 2010, more than 650 families successfully completed eight weeks of EFNEP (Expanded Food and Nutrition Education Program) classes. As a result, families improved their skills in food resource management as well as nutrition and food safety practices. Eighty-seven percent of participants showed improvement in one or more food resource management practices, 92% showed improvement in one or more nutrition practices, and 82% showed improvement in one or more food safety practices. More than 50% of these participants showed improvement in the consumption of a variety of fruits and vegetables. Additionally, nearly 50% increased the number of cups of fruits and vegetables consumed in a day by the end of the eight-week series of classes.

EFNEP also provides a series of nutrition lessons to youth to help them develop healthy eating habits and skills in preparing nutritious meals and snacks. The program reaches youth in traditional classroom settings, after-school programs and day camps or activity centers during the summer. In 2010, staff trained 71 teachers and reached more than 5,000 preschool-age youth in Los Angeles County. Since 2008, the number of teachers trained has increased by 45%, resulting in a remarkable 301% increase in the number of youth reached by EFNEP.



FSNEP (Food Stamp Nutrition Education Program) reaches out to food-stamp recipients and their families, offering nutrition and food resource management skills. Last year, FSNEP staff reached 477 adults. In classes, participants learned about MyPyramid and the recommendations of the 2005 Dietary Guidelines; how to read a food label; about food safety; and about making healthy choices on a limited budget. After a four- to six-week series of classes, 96% of participants

showed improvement in one or more food resource management practices and 100% showed improvement in one or more nutrition practices. The adult FSNEP participants who attended one-time workshops were asked to complete a short questionnaire to gauge their intent to increase vegetable consumption after the workshop. The majority of adults surveyed (66%) indicated that they would increase vegetable consumption in the months follow-

ing the workshop. These results suggest that adult FSNEP helps families make important changes in behavior, which we believe has an impact on the overall health and well-being of the family. In addition, LA County Youth FSNEP reached 25 teachers, who in turn, went on to reach 875 youth through the delivery of nutrition education in the elementary, middle and high school settings. Indirectly, we reached 1,400 youth and adults by distributing nutrition education materials at a number of health fairs and community events throughout Los Angeles County. Youth FSNEP enrollment was up 61%.

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In October 2009, Cooperative Extension was awarded a grant from the “UCLA REACH US Legacy Project” to implement the “East Los Angeles Nutrition Project.” Many of the activities were carried out in 2010. The goal of the nutrition project was to engage members of the East



Los Angeles community to increase availability of fresh fruits and vegetables in their local food establishments. We were able to recruit a core group of community coalition members who attended monthly meetings and special events. These enthusiastic individuals were the driving force behind the project. We conducted a number of demonstrations at participating businesses and community events to promote the project; increased demand for fresh fruits and vegetables within the community; and drew attention to fresh produce available in the participating stores and restaurants. We recruited four local food establishments to participate. Store and restaurant owners were given produce handling guides to help them increase the shelf life of their fresh produce and make it more attractive to customers. The stores and restaurants received poster stands and recipe card displays to encourage customers to purchase fresh produce. One of the most notable accomplishments is that all of the participating stores indicated that they had increased sales of fruits and vegetables as a result of this project. They also indicated that they stocked more fruits and vegetables as a result of this project. Every participating business rated their experience as “excellent.”

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During the summer months, FSNEP staff trained UC Master Gardener volunteers on how to deliver “Fresh from the Garden” lessons in the garden. “Fresh from the Garden” is a vegetable education program, designed to increase gardeners’ knowledge of healthful eating habits, while emphasizing the health benefits associated with a vegetable-rich diet. This resource was originally created by retired Cooperative Extension employee Susan Giordano, and recently updated by Brenda Roche to be consistent with the most recent federal dietary guidelines. The volunteers used what they learned to deliver valuable nutrition education in low-income community gardens. The volunteers reported having positive experiences implementing the lessons and they were grateful to have the support of the FSNEP staff to bring additional nutrition education resources into the community gardens. The lessons were well received by participants at the garden sites.

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# Giving families the skills for a healthy life

## Children's Power Play! Campaign

The *Network for a Healthy California—Children's Power Play! Campaign* is a movement to improve the health status of low-income children, (9 to 11 year-olds), through increased fruit and vegetable consumption and daily physical activity.

Committed to making a real difference for Los Angeles County children, the campaign worked with schools and community partners for the “Kid Healthy-Steps to Healthy Living Campaign,” which was founded by ABC7 in 2003, to reinforce the important message of eating healthy and being physically active to combat childhood obesity. The campaign kicked off with a daily set of 10,000 step walks. Reflecting the spirit of First Lady Michelle Obama’s “Let’s Move Campaign,” Kid Healthy encouraged children to keep food logs, track their steps with pedometers and take home ideas to pass along the message to their families. In 2010, the campaign reached nearly 70,000 children in LA County.

The East LA Initiative, a community-relations initiative, is a unique health and nutrition program. In its second year in 2010, staff conducted workshops that showcased good nutrition, physical activities, environmental issues and how to stay on a budget. In June, the *Children's Power Play! Campaign* hosted a “Power Up Your Summer” event to focus on summer food safety, healthy picnic menu items and food preservation. Approximately, 40 people attended. Then in June, *Power Play!* staff engaged local students from Hamasaki Elementary School in a nutrition education activity to increase their awareness of how many fruits and vegetables need to be consumed daily. The knowledge and skills children learn today help them make wise food choices tomorrow and into adulthood.

For *Power Play!*'s annual “Power Up Your Summer” event, staff brought together 300 local students at the East Los An-

geles Boys and Girls Club. Participating students took part in nutrition education breakout sessions, food demonstrations and physical activities. Lisa Pino, deputy administrator of USDA's Supplemental Nutrition Assistance Program in Washington, D.C., was there to speak to the students.



## Latino Campaign

In 2010, the *Network for a Healthy California—Latino Campaign*, working with local Los Angeles County communities to empower 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 335,500 adults with the campaign message. The *Latino Campaign* worked with local churches, community organizations, farmers markets, festival organizers, food banks, parks, retail stores and schools to create environments where these behaviors are sup-

ported and accessible. As a result, the *Latino Campaign* hopes to reduce the risk of chronic diseases such as cancer, heart disease, type 2 diabetes and obesity.

The *Latino Campaign* conducted many activities, making 2010 a year for many successes and realized milestones. Staff trained 77 community-based partners, using the Fruit, Vegetable and Physical Activity Toolbox; participated in 32 festivals throughout Los Angeles County; conducted 53 food demonstrations; participated in 126 farmers market events and swap meets; and took part in a women's conference, “The Modern House Call for Women.” Finally, the *Latino Campaign* joined the celebration of the First Los Angeles County “Green” Park inauguration, which was held at the Eugene A. Obregon Park and sponsored by Los Angeles County Supervisor Gloria Molina.



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# Teaching families how to grow their own food

Cooperative Extension's Common Ground Garden Program is a recognized authority for garden news and information in Los Angeles County. The program helps to build communities as well as "green" the Los Angeles urban landscape. More importantly, the program helps residents, particularly low-income and traditionally under-represented families, grow their own food.

The program trains community volunteers and Master Gardeners, who in turn volunteer their time to community and school gardens. In 2010, staff trained 55 new Master Gardeners. Furthermore, 207 Master Gardeners volunteered a total of 13,229 hours (valued at \$25 per hour for a total of \$330,725), serving 79,821 low-income gardeners at 221 gardens, farmers markets and fairs.

In 2010, Yvonne Savio, manager of the program and coordinator of the Master Gardener Program, received the Southern California Horticulture Society's distinguished award, Horticulturist of the Year. The award has been presented since the 1950s to individuals and organizations for significant achievement and leadership in horticulture and gardening. Savio was recognized for her efforts in advancing gardening as well as

transforming lives through the encouragement of gardening for low-income residents of Southern California. Savio, who has been with UC Cooperative Extension in Los Angeles since 1994, is considered to be an expert in all things vegetable gardening in Los Angeles County.

Savio's leadership and commitment to the program have resulted in numerous accomplishments. In 2010, she conducted 16 on-site gardening workshops that help low-income residents grow their own food; conducted 26 presentations at local state and national conferences; provided weekly or monthly articles of gardening tips; and responded to an average of 100 e-mails and phone calls daily.

Finally, in spring 2010, Common Ground started an innovative pilot project called

"Grow LA Victory Garden Initiative." Beginning with 13 classes at 10 sites, Master Gardeners led a four-week training session, which consisted

of four three-hour workshops on the basics of gardening. More than 700 adults became new gardeners! Upon completion of the series, the new gardeners continued to meet informally to receive additional information and provide support for each other. These gatherings were called Victory Garden Circles.



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# Helping green technologies flourish

Cooperative Extension’s environmental horticulturists are experts in the valuable “green industry” economy of Los Angeles County. They are knowledgeable about new technologies, research, regulations and guidelines to help residential homeowners as well as commercial clients grow successfully. Their clients are involved in the production, design, installation, maintenance, sales and service of plant materials.

**Don Hodel**, environmental horticulturist, offers a program of education and applied research for clients involved in public and private landscape management and nursery production. In 2010, Hodel conducted 20 presentations to 920 owners, managers and business operators; conducted 16 presentations to more than 590 homeowners and consumers of home gardening and landscaping; worked on 23 research projects, concerning the selection and management of landscape plants; performed work on three experiments; assisted 100 clients in 12 municipalities or governmental organizations with various aspects of plant management; co-authored/authored 33 publications on selection and management of ornamental plants; and offered assistance, expertise and guidance to nursery staff at Carmelitos Housing Development.

In 2010, Hodel was appointed to the U.S. Department of Agriculture Red Palm Weevil Technical Working Group, which investigates this serious pest and develops manage-

ment strategies for Southern California. The group works closely with the California Department of Food and Agriculture and local County Agricultural Commissioners.

Finally, we are pleased to announce that Hodel was the recipient of the 2010 R.W. Harris Author’s Citation award from the International Society of Arboriculture (ISA). The award, one of the top three given out by ISA every year, recognizes authors of outstanding and sustained excellence in the publication of timely information in the field of arboriculture. It is considered a prominent recognition of distinguished achievement. Hodel received the award at ISA’s 2010 annual conference opening ceremony in July in Chicago.



**Dennis Pittenger**, area environmental horticulture advisor, conducts research and extends knowledge for the general public and industry professionals. He focuses his energies on sustainable landscaping by comparing alternatives and developing economical

practices that reduce the use of natural resources, such as water.

Pittenger enjoyed a year full of activities. He prepared Web content pages on “smart” irrigation controllers; worked on landscape watering restrictions for the Center for Landscape and Urban Horticulture ([www.ucanr.org/cluh](http://www.ucanr.org/cluh)); led the effort to design and install a replicated field research study, evaluating the drought tolerance of 18 species of landscape groundcovers; and completed a five-year evaluation of six or-

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namental pear hybrids, in which three selections were identified as being worthy of consideration for planting as small to medium trees for use in California landscapes.

Working to inform landscape managers, water policy leaders, arborists, landscape architects and designers, and water agencies, Pittenger carried out a program to persuade them to apply his findings and recommendations on how



*Pittenger conducts research on water needs of landscape plants.*

to implement water management strategies that result in measurable water conservation without having to reduce a landscape's aesthetics and function. He provided technical advice to the California Department of Water Resources on the implementation of California's new Model Water Efficient Landscape Ordinance. He reviewed and offered input to California Building Standards Commission's

"Green Building Code" standards and the U.S. Environmental Protection Agency's "Water Sense Program." In addition, he cooperated with the California Landscape Contractors Association to organize and moderate a panel presentation and discussion at the California Landscape Industry Show in Los Angeles, which addressed the use of gray water for landscape irrigation.

**Cheryl Wilen**, area integrated pest management (IPM) advisor, provides timely and research-based information in order to ensure that food production systems, landscaping techniques, parks management and homeowners are employing the best practices for pest management. Wilen also responds to emerging pest management issues through educational efforts.

In 2010, Wilen worked with pest management companies to develop and demonstrate insecticide reduction to prevent water pollution. As a result, pyrethroids (a group of insecticides

that are highly toxic to aquatic organisms) were reduced by more than 50%. Also, she developed the website, Urban Pest Ant Management Online (<http://groups.ucanr.org/UrbanAnt/>), which was recognized by the Pacific Branch of the American Entomological Society, and provided technical information and materials to the Housing Authority of the City of Santa Monica.



**John Kabashima**, cross-county environmental horticulture advisor, works on issues involving invasive pest species. Invasive pests, such as the glassy-winged sharpshooter, red imported fire ant, diaprepes weevil, citrus leaf miner, Asian citrus psyllid, giant whitefly, red gum lerp psyllid, bagrada bug, Eugenia psyllid, giant whitefly and the eucalyptus long horned borer continue to invade Southern California and cost millions of dollars to eradicate or manage. Kabashima has been involved in either the successful introduction of biological controls agents or development of IPM programs to control these pests.

Kabashima's efforts helped nursery growers. In 2010, he edited the "California Department of Food and Agriculture

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Glassy-winged Sharpshooter (GWSS) Nursery Stock Approved Treatment Manual,” authored the “GWSS Nursery Stock Best Management Practices Manual” and presented important information to nursery growers at numerous meetings. He also worked with the nursery industry to reduce the amounts of water, fertilizers and insecticides that are applied to plants grown outdoors in containers.

With Hodel, Kabashima helped to coordinate the response to a new invasive pest—the red palm weevil. While it is currently limited to Orange County, this pest has the po-



Research of water needs of landscape plants.

tential to devastate palm trees throughout Southern California. Hodel and Kabashima trained members of the landscape and nursery industry and certified arborists to identify the pest, which in turn, should help prevent the spread. Hodel served on the Red Palm Weevil Technical Working Group, a committee of scientists invited by the U.S. Department of Agriculture (USDA) and the California Department of Food and Agriculture (CDFA), to provide scientific advice. Kabashima trained CDFA inspectors on how to identify the weevil and its symptoms.

**Janet Hartin**, cross-county environmental horticulture advisor (serving Los Angeles and San Bernardino counties), delivers a coordinated educational program to help Los Angeles County residents improve the quality of their lives. In 2010, Hartin embarked on a new research study to determine the psychological impact of school gardens at the first- and second-grade levels; chaired the annual UC Cooperative Extension Turf and Landscape Institute, which attracted nearly 300 landscapers, arborists and water district personnel; updated the “Compost Use for Landscape and Envi-



Red palm weevil

ronmental Enhancement” book, which is available free of charge at <http://www.calrecycle.ca.gov/publications/organics/44207002.pdf>; presented more than 45 talks on sustainable landscaping in the Greater Los Angeles area; and served as the appointed UC ANR Associate Editor for Environmental Horticulture, as appointed member of the statewide UC Program Review Committee and as appointed member of the UC Master Gardener Steering Committee.

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# Preserving the natural resources of Los Angeles County

As natural resources advisor, **Sabrina Drill's** efforts have centered on watershed assessment and education, conservation of native freshwater and terrestrial systems, emerging threats to natural resources (including invasive species) and wildland-urban interface conflicts that include fire preparation and recovery. In 2010, Drill organized or co-organized 12 meetings and workshops, presented at five workshops or meetings, and authored or co-authored 11 new extension publications.

In the area of watershed assessment and education, Drill focused particular attention on the development and delivery of a multi-session course on the Ventura River. Participants—representing decision makers from the federal, state and local governments, nonprofits, general community and businesses—learned about the watershed's hydrology, water supply, water quality, habitat, planning and land use. Also, Drill published an article on Compton Creek, based on a long-running project to develop an ESL program about local watershed issues; published an article on how to evaluate aquatic habitat as part of the restoration planning for the Los Angeles River; and was featured in a documentary about fishes and fishing in the Los Angeles River, produced for USC TV.

Drill's work on aquatic invasive species centered on the New Zealand mud snail and quagga mussels, which pose a threat to rivers and fisheries. They out-compete and replace native invertebrates and negatively alter aquatic ecosystem's inhabitants such as the trout and other fish species. She produced fact sheets and posters, which were distributed to about 5,000 people, and gave a presentation on the topic for the 2010 State of the Santa Monica Bay conference. In 2010, Drill continued to act as Principle Investigator to assess the extent and ecological

impact of the mud snails in Los Angeles and Ventura counties, focusing on the Santa Clara River.

In Drill's extension work on wildland-urban interface conflicts and wildfire, she continued her SAFE (Sustainable and Fire Safe) Landscaping program activities. She published the "Roadmap to Fire Safety in the Santa Monica Mountains,"

which she co-authored with the Los Angeles County Fire Department and National Park Service. Approximately 5,000 area residents received copies.

Finally, in the area of applied research, Drill's activities focused on conservation of freshwater ecosystems. She continued to participate in fish and aquatic habitat assessment of the Los Angeles River; conducted population monitoring and habitat assessment for steelhead trout in Santa Monica Mountain streams; and analyzed biotic and water quality factors.

**Carl Bell**, Southern California region's advisor in invasive plants, continued his work on multiyear research projects on low-cost and effective restoration of natural habitat in Southern California, moving from small plot studies to larger scale demonstrations. Working with Edith Allen of UC Riverside, Bell and his team found that annual applications of glyphosate herbicide for four years will eliminate many of the non-native annuals, especially the fire-prone grasses, from a preserve.

Once removed, space is available for the long-lived seed of native vegetation, including shrubs and wildflowers, to germinate and take over. At one site, the native plants now outnumber the weeds after four years of treatment. This year, he expects to treat about 30 acres of preserve as the first step toward restoration of native flora; and wherever the flora is, the fauna follows.



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# Providing information and research for commercial agriculture

Cooperative Extension's agriculture program continued to expand its research, education and outreach activities to Los Angeles County's agricultural community. **Andre Biscaro**, agriculture and environmental issues advisor, worked with stakeholders to address challenges and enhance its mission as the county's leading source of information and research in commercial agriculture, which is predominantly based in the high desert area around Lancaster. Biscaro organized meetings to address fertilization, weed control, pest management and alfalfa variety selection issues; assisted local growers with technical support; conducted an alfalfa variety trial; continued research on how to reduce fertilizer use through precision agriculture technology; and worked on critical environmental issues, such as dust management and water quality.

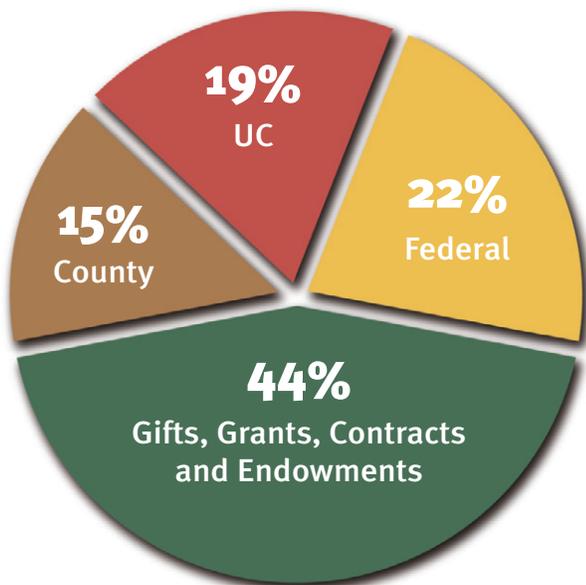
Publications provide valuable information and play an important role in extending research-based information to the public. Cooperative Extension's publications of agricultural information are focused, relevant and useful. In 2010, Biscaro authored or co-authored the following articles: 1) "High Desert Crop Notes (Summer and Fall 2010)"; 2) "Site-specific P and K Fertilization for Alfalfa: Fertilizer Usage and Sampling Density Comparison"; 3) "Economic Returns Due to Alfalfa Cultivar Selection Over 30 Years of Testing in California"; and 4) "Estimating the Economic Value of Alfalfa Variety Selection."



**Contact Information:**

# Thank you to our supporters

## Funding Sources



- ABC7
- Albertson's
- California Department of Food and Agriculture
- California Statewide 4-H Office
- DowAgro
- El Super
- El Tapatio
- Elvenia J. Slosson Endowment for Ornamental Horticulture
- Fertilizer Research and Education Program
- Huntington Botanical Gardens
- International Palm Society
- International Plant Nutrition Institute
- Kaiser Permanente
- Thomas and Dorothy Leavey Foundation
- Los Angeles County Arboretum and Botanic Garden
- Los Angeles County Community Development Commission
- Los Angeles County Weed Management Area
- National Oceanic and Atmospheric Administration's Bay Watershed Education and Training Program
- Northgate Market
- Renee's Seeds
- Storey Publishing
- Superior Grocers
- Trader Joe's
- Two Dog Organic Nursery
- UCLA REACH U.S. Legacy Project
- United States Department of Agriculture
- Vallarta Markets
- Ventura County Weed Management Area
- Water Replenishment District
- West Coast Arborists, Inc.
- Workman Publishing

*We want to also thank our 4-H volunteers and Master Gardeners for their wonderful support and commitment.*

*Thank you!*

## *From the campus to the community*

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Web: <http://celosangeles.ucdavis.edu>

It is the policy of the University not to engage in discrimination against or harassment of any person employed or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, gender identity, pregnancy,<sup>1</sup> physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994).<sup>2</sup> This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable State and Federal laws and University policies.

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.<sup>3</sup> 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.

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