

Affirmative Action/ Staff Personnel Services Newsletter

Winter, 2001

Agriculture & Natural Resources

Sally Philbin Joins the Affirmative Action/Staff Personnel Services Office

Eugene Britt

Effective January 1, 2001 Sally Philbin joined the DANR Affirmative Action/Staff Personnel Services Office. Sally has an extensive background of experience in employment, classification, organizational development and training. In her most recent assignment as Manager of UCOP Employment and EDB Coordination she coordinated the development of a new online requisition and posting process as part of UCOP's conversion to the UCLA financial system.

In DANR, Sally will be performing human resource functions involving employment, recruitment and classification of positions up to and including, the MSP III level.

As a result of this change, all classification, and employment actions that would have previously been sent to UCOP Human Resources should now be directed to the Affirmative Action/Staff Personnel Services office.

Sally may be contacted via phone at (510) 987-0842, or via fax at (510) 839-2623, or e-mail at Sally.Philbin@ucop.edu. Sally is physically located at 300 Lakeside Drive, 6th Floor, Room 634 Oakland, CA 94612.

Affirmative Action/Staff Personnel Services Office Hosts an Open Forum at the Odyssey 2001 Statewide Conference

David Dumble

The Affirmative Action/Staff Personnel Services Office will host an open forum during the Fri-day, February 23rd breakfast session at the DANR Statewide Conference in Riverside. The forum, entitled "*Making the Most of CASA*" will be open to anyone interested in learning how to use CASA more efficiently, or who would like to discuss any issues related to affirmative action, diversity or outreach.

Advisors often include more information than is needed in their CASA report, either out of a desire that all of their effort be accounted for, or because of the rush of inputting data right before the deadline, or because of a misunderstanding as to what should be reported. Limiting CASA reports to only the required information makes review of those reports quicker and the time it takes to input them shorter.

The forum is planned to be held in a room near the breakfast area, so people can pick up their food and then join in the discussion.

More details will be available at the Conference. I hope to see you there.



Master Gardener Programs

David Dumble

Things are changing for Master Gardener programs across the state, as a new Master Gardener Administrative Handbook is being issued by DANR. In concert with this attempt to try and formalize the operation of Master Gardener programs, the Affirmative Action/Staff Personnel Services Office is going to alter the way we look at Master Gardener programs.

In the past, Master Gardener programs have sort of "flown under the radar" both in terms of reporting and onsite reviews. Beginning last year, onsite reviews began to treat Master Gardener programs as separate programs from the advisor's environmental horticulture (or whatever other field they are in) program. From now on,

Master Gardener Programs

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the advisor in charge of the Master Gardener program will have to answer questions about both their own program, and questions about the Master Gardener program in a separate interview.

Master Gardener programs have often escaped reporting on CASA. The advisor for the Master Gardener program should be associated with two clientele, their regular clientele (usually “professional landscapers” or something similar) and the Master Gardener program. The best baseline data to use will most likely be “all adult residents of the county” from the last census available. While this may not be perfectly accurate, there is no reason to assume that the population of the county interested in gardening is necessarily different than the general population. The population of persons who have attended Master Gardener classes should not be used as a baseline, as then you are allowing the contacts made to define the baseline, meaning it would be difficult NOT to be in parity.

If an advisor were to be “in parity” for their regular program area and “out of parity” for the Master Gardener program, their regular program area would control and they would be considered “in parity.” Note that under the CASA reporting system outreach is not divided into program areas, so outreach by the advisor would not be differentiated between their regular program and the Master Gardener program.

All contacts by Master Gardener volunteers are attributable to the advisor. The Master

Gardener volunteers are associated with UC and are not the general public, and therefore are not contacts. Responses to phoned in inquiries need not be included in contacts as there is no way to determine the race of the person calling in. However, in person inquiries and enrollment in Master Gardener classes should count as contacts.

Where Master Gardener (and any other similar program, such as Master Food Preserver or Master Composter) programs operate, they constitute a major source of contact with the general public, and therefore need to submit information on their contacts and outreach. Hopefully with the publication of the Master Gardener Administrative handbook Master Gardener programs will flourish even more than before and will be able to help even more Californians with their gardening needs.



Proposition 209 Upheld by Court

David Dumble

To no one’s great surprise the California Supreme Court, in **Hi-Voltage Wire Works, Inc. v. City of San Jose**, affirmed that Proposition 209 is constitutional. The Court, in an unanimous decision, found that a program by the City of San Jose requiring contractors with the City to prove they did outreach to minority and women owned sub-contractors was invalid under Prop 209.

This decision should have no impact on DANR. First of all, CASA reporting requirements are done for the purposes of monitoring

non-discrimination, not for giving preferences. Second, our outreach is done under the rules and regulations of the USDA, and programs that receive federal funds are outside the scope of Prop 209. And lastly, the decision stops short of eliminating outreach targeted at “underrepresented groups” as we call them. The program that was the subject of the lawsuit was a program that had been suspended even before Proposition 209 was passed because of fears that it violated Federal Civil Rights laws, and thus would have been questionable even without Prop 209’s passage.

The outreach in question bestowed a preference on minority and women owned businesses by giving them greater notice of opportunities to bid for work. The outreach done by advisors with DANR is designed not to bestow a preference, but merely to make all those who should be interested aware of DANR programs. All those who contact advisors for assistance are then treated in an equal manner.

So life should go on as usual in DANR. If you have any questions, feel free to contact David Dumble at david.dumble@ucop.edu.

Watch Those Commas!

David Dumble

The Affirmative Action/ Staff Personnel Services Office recently received a letter from someone who had noticed a typo in the Affirmative Action disclaimer on a publication from one of our county offices. The disclaimer inadvertently said that the University of California did not discriminate on the basis of “. . . national origin,

Commas!

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religion, sex disability, age . . .” This just goes to show you how important commas can be.



Oops!

David Dumble

In the last newsletter the wrong e-mail address was given for Chris Hanson. It should be Christopher.Hanson@ucop.edu. Also, several people have said they tried to contact Josy Eckel at the number given in the last newsletter, however, they could not get through; the number given was correct, but there was a problem with her line that has since been corrected. Her phone number is (510) 987-0097.

Onsite Review Team Gears Up for 2001

David Dumble

The Affirmative Action Onsite Review Team has completed the nine Onsite Reviews scheduled for 2000 and is preparing to begin its 2001 assignments. The nine counties that will be visited in 2001 will be:

North/Mountain Region

Siskiyou, Placer-Nevada and El Dorado

Central Valley Region

Colusa, Merced and Tulare

Central Coast/South Region

San Diego, Ventura and Imperial

The Affirmative Action/Staff Personnel Services Office extends its deepest appreciation to

those Onsite Review Team members who have completed their two year commitment and will be rotating off this year:

Aziz Baameur,

Riverside County

Larry Costello,

San Francisco/San Mateo

Cos

Kurt Hembree,

Fresno County

Cathy Lamp,

Tulare County

Darlene Liesch,

Kern County

Teresa McAllister,

Humboldt-Del Norte Cos

Gary Markegard,

Humboldt-Del Norte Cos

Fe Moncloa,

Santa Clara County

Cass Mutters,

Butte County

Obviously with this many people leaving the team, we will need new members to take their places. If you are interested in traveling the state and talking with other advisors, then please consider joining the team! All Onsite Reviews in 2001 will be one day reviews (although you might have to stay overnight depending on how far you have to travel and by what means). Team members do one review per year, and all expenses are paid by the Affirmative Action/Staff Personnel Services Office.

Participating in the Onsite Review team gives you an excellent chance to learn about affirmative action, meet advisors from another part of the state, and prepare for your county's Onsite Review! We are planning on holding an organizational meeting (attendance optional) on Tuesday, February 6,

2001 in Oakland. If you are interested in signing up, please contact David Dumble as soon as possible at 510-987-9345 or at [David.Dumble @ucop.edu](mailto:David.Dumble@ucop.edu).

The Affirmative Action/Staff Personnel Services Newsletter is produced by the Office of Affirmative Action & Staff Personnel Services

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Please forward your newsletter articles, (hardcopy and diskette) questions, comments or any other contributions to: David Dumble at the address below.

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Inquiries regarding the University's nondiscrimination policies may be directed to the Affirmative Action/Staff Personnel Services Director, University of California, Agriculture and Natural Resources, 300 Lakeside Drive, 6th Floor, Oakland, CA 94612-3550 (510)987-0096.