

August 2012

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## Alameda & Sutter/Yuba On-Site Affirmative Action Reviews – with Assistance!

Last week the Affirmative Action Office completed a couple more on-site reviews. On Monday, August 13, we visited Alameda County where Lucrecia Farfan-Ramirez is County Director; on Wednesday Sutter/Yuba, where Chris Greer is county director, was reviewed.

While both on-sites were a success, last week's on-site review at Sutter/Yuba was news-worthy for another reason: Mary Blackburn, Family, Consumer Sciences Health & Nutrition Advisor in Alameda County and member of the Equal Opportunity Advisory Committee, was the first member of the Advisory Committee to be trained and help out in conducting an on-site review. Mary helped interview advisors, wrote up her findings and presented them to the Affirmative Action Office where they will become part of the final report for ANR administration. Her assistance was greatly appreciated.

### Alameda

Being headquartered in Alameda, herself, Mary was an interviewee, not an interviewer, when I went to conduct Alameda's On-Site Review on Monday, the 13<sup>th</sup>. But she and (thanks to Lucrecia Farfan-Ramirez, the county director) Alameda as a whole were all well prepared for the On-Site, making my job that much easier. I asked Lucrecia to share something of her perspective regarding the On-Site Review and she reported: "We were waiting with so much anticipation and anxiety for the arrival of the On-Site Review team. We were amazingly surprised with the friendly and informative way in which the Review was conducted. We actually enjoyed having David help us clarify and improve our services to Alameda's diverse clientele."

### Sutter/Yuba

CD Chris Greer of Sutter/Yuba had already seen us back in August of last year when we did an On-Site Review of Colusa County where he is also County Director. He was gracious with his time in Sutter/Yuba and Mary and I both found there another county team ably committed to the ANR Affirmative Action mission.

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## New DVD

There's another new addition to the Affirmative Action Resource Library: "Cultural Awareness: Respecting Race, Religion, & Diversity" by Quality Information Publishers, copyright 2007. This is a two disk set with six separate tracks on each disk and each intended to be viewed independently of the others. No segment is longer than 15 minutes and several are 10 minutes or a little less. Disk 1 introduces the viewer to Buddhism, the Latino cultures of Central & South America, the East Asian cultures, Eastern Orthodox religion/culture, and Islam. Disk 2 gives an overview of Judaism, Mexican culture, Puerto Rican culture, Sikhism, South Asian (as separate from south east Asian) culture, and also offers a look at transgender culture.

The whole series was originally produced as a training tool for the Chicago Police Department – just to let you know. So, as you might expect, the production values are a little bit on the "Spartan" side and a bit dour. Nevertheless, it is certainly factual – its strongest virtue is its use of interviews of actual people involved in the various cultures and religions. This helps immensely. Perhaps the most unexpected and thus most interesting

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## On-Site Affirmative Action Reviews – with Assistance!

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In the 2012 calendar year, so far, the ANR Affirmative Action Office has completed On-Site Reviews in Tehama (Richard Buchner, CD)  
San Diego (Val Mellano, CD)  
Imperial (Khaled Bali, CD)  
the Central Sierra Multi-County Partnership (Scott Oneto, MCP Director)  
Napa (David Lewis, CD) -- as well as reviews of Alameda and Sutter/Yuba.

In the 2011 calendar year we reviewed  
Santa Cruz (Laura Tourte, CD)  
Solano (Carole Paterson, CD) and  
Colusa (Chris Greer, CD).

The ANR Affirmative Action On-Site Review process is an important component of ANR's overall effort to maintain compliance with federal civil rights requirements. Last week's reviews in Alameda and Sutter/Yuba were a success and helped ANR continue its engagement with its federal obligation to review every CE county at least once every five years. If you've been reading *Here & Now* regularly then you already know that ANR's Affirmative Action On-Site Review is not an audit or a fault-finding exercise but, instead, is intended as a friendly, cooperative method to make sure the county offices are prepared for a USDA civil rights audit. The advisors headquartered in the particular county are given an opportunity to discuss their choice of clientele group(s) and the attendant baseline data; we go over their outreach goals for the coming year and any ADA disability accommodation issues that have come up. We also discuss with the county director the administrative requirements each county office would be responsible for if there were a federal audit.

Our next foray into county on-sites will be in November when we visit San Luis Obispo County where Richard Enfield, as county director, will host us.

## New DVD [cont.]

is the transgender segment. It is presented very even-handedly with interviews of people from many of the different components of the transgender community – as with the overviews of “exotic” religions – hearing from real people involved in the particular community suddenly gives a human face to what formerly may have only been something from a newspaper headline or a TV news sound bite. It was a particularly useful segment because mainstream media so often covers transgender issues in a exploitative or stereotypical manner. It was actually refreshing to this reviewer to see that transgender people (from the interviews shown on this DVD) can be just as boring as the rest of us and have their own day-to-day challenges and just want the same respect and courtesy as anyone else would want. Given that, the transgender segment does contain rather frank, though brief, discussions of human anatomy which may not be suitable for young children – though, I hasten to add, there is no “foul” language and no slang terms are used for the various human organs that are mentioned. As a sidebar: It was also interesting (and instructive) to see how the Chicago police are taught to interact with transgender people.

Check it out along with the other materials available at  
[http://ucanr.org/sites/anrstaff/Diversity/Affirmative Action/Resources/](http://ucanr.org/sites/anrstaff/Diversity/Affirmative_Action/Resources/)

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