

July, 2012

For information regarding [ANR Affirmative Action](#) visit our webpage!

Outreach Success Story Number 2

Marin County 4-H Youth Development Advisor Jane Chin Young has provided the second CE outreach success story. With the help of Janice Alexander, the Sudden Oak Death Outreach Coordinator, Jane cobbled together a great group of internal partners from program staff in youth development, natural resources, and environmental horticulture together with an external partner: Conservation Corps North Bay (CCNB) who also brought in volunteer groups from AmeriCorps to participate. Let's have Jane describe the *UCCE Marin Environmental Stewardship Pilot Program* herself:

"Research substantiates that providing youth with opportunities for experiential contact with nature is beneficial for their development. For at-risk youth, these opportunities have become increasingly limited due to urbanization, socioeconomic disparities, and safety issues. UCCE Marin responded to these challenges by conceiving a pilot program built upon a unique internal and external partnership to support at-risk youth in interacting and learning about the natural environment. The two-year pilot focused on building the leadership capacity of environmental stewardship volunteers for at-risk Marin County youth.

UCCE staff identified internal partners in program staff from youth development, natural resources, and environmental horticulture, while selecting the Conservation Corps North Bay (CCNB) as the external partner. UCCE brought project design and leadership, youth development and natural resources training, and research and evaluation. CCNB brought environmental stewardship volunteer teams known as AmeriCorps, training facility, and program delivery participants. UCCE utilized National 4-H Council's science approach of inquiry-based, experiential learning with modeling and practice, alternating topics with both classroom instruction and field trips in natural environments. Both formative and formal data were collected from the volunteers, which helped to inform the process and resulting framework.

Though the volunteers were comprised of two subject teams, all of them were enrolled as 4-H environmental stewardship leaders, with ANR documentation representing their respective deliveries. The Youth Experiences in Science team led at-risk day camp youth, resulting in 300 group enrolled 4-H members (38.5%

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Affirmative Action Resource Library: New DVDs!

There are two new additions to the ANR AA Resource Library:

Trail of Tears – a collection of four separate Native American documentaries. The first on the disk is *Trail of Tears: Cherokee Legacy*. This documentary reenacts pivotal events in Cherokee history leading up to and including the Trail of Tears. It is undercut somewhat by the use of amateur actors; nevertheless, the occasional voiceover by James Earl Jones and the history itself is beyond reproach. If you are unfamiliar with Cherokee history for this period, it is an eye-opening and shocking story.

The next segment: *Black Indians: An American Story* has excellent production values and tells the dramatic story of a very much ignored minority group: the Black Indian. This is also narrated by James Earl Jones and won Best Documentary in the Native American Music Awards, 2002 and has been broadcast on ABC-TV.

The next segment: *Native American Healing in the 21st Century* is an examination of North American indigenous peoples' ancient healing practices. It focuses mostly on the healing plants and herbs used but also

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Outreach Success Story (cont.)

minority). Additional youth were affected through the Restoration Ecosystem Management team, resulting in 2,628 youth contacts (20% minority).

There were many outcomes of the pilot. First and foremost, urban at-risk youth were given increased opportunities to experience nature though volunteers well-trained in environmental stewardship. The project advanced a common mission of the partnering agencies to conserve natural resources for a sustainable community. The end result is a framework that can be replicated by other Cooperative Extension programs, with the potential for enhancement and expansion beyond the local level with increased use of collaborators and online communications.”



UCCE Marin Environmental Stewardship photo

Thank you, Jane. Have any of you other advisors or program managers out there had a successful outreach experience? Please send me your story!

dewhite@ucanr.edu)

David White
Principal Analyst
ANR AA Office



Affirmative Action Resource Library: New DVDs! (cont.)

touches on the deep spiritual connection with the earth which many of the native healers interviewed clearly exhibit and discuss with the audience. Very worthwhile viewing.

The last segment: *Our Spirits Don't Speak English: Indian Boarding School* was, for me, the most emotionally moving of all the segments. This won Best Feature Documentary in the International Cherokee Film Festival in 2008. Good luck keeping a dry eye after watching this one; but it also highlights the remarkable resiliency of the human spirit. First rate.

The other new DVD in the Resource Library is *Which Way Home* – a full-length (approx. 83 minutes) documentary from 2010 chronicling the harrowing journey of migrant children attempting to enter the United States. Academy Award Nominee for Best Documentary Feature and winner of the Robert F. Kennedy Journalism Award Grand Prize. An engrossing, incredible, powerful look at the very human side of immigration.

You'll Need to Fill Out and Send In a Loan Form

To check out any of these materials, or to see what's available, here is the link to the Resource Library which also contains the link to the Loan form that you will need to fill out and send in to borrow items: (any questions, contact David White dewhite@ucanr.edu)

http://ucanr.org/sites/anrstaff/Diversity/Affirmative_Action/Resources/

David White
Principal Analyst
ANR AA Office



CRT is BACK!

Find out more on the *Next Page!*
also: the **Equal Opportunity Advisory Committee**

The CRT is Back!

The CRT is the ANR Cultural Resource Team and ANR is re-forming it after a brief hiatus. Are you fluent in a second language? Could you help a non-native navigate in a minority culture that you, yourself, have lived in or have extensive experience with? Then ANR is looking for you – either academic or staff employees -- to self-nominate and become members of the new CRT.

There'll be no meetings to attend. You'd be helping ANR, in practical ways, to enhance both our drive for diversity and our efforts toward wider, more effective outreach.

How CRT works: Your name, location and contact information, along with the culture(s) and/or language(s) you are offering to assist in (with your supervisor's O.K.) will be posted on the ANR Affirmative Action webpage. Then other ANR employees who need help in the language or culture of your expertise would contact you for help.

If you'd like to serve UC ANR in this role, please send in your name, location, contact info and the culture(s) and/or language(s) you have fluency in to David White dewhite@ucanr.edu no later than August 10!

David White
Principal Analyst
ANR AA Office



Equal Opportunity (EO) Advisory Committee

ANR has re-formed the Equal Opportunity Advisory Committee. Many thanks to all of you who self-nominated. So many people wanted to serve on the committee that it was encouraging, indeed, to see such enthusiasm for diversity and inclusion displayed within the workforce. Bill Frost, Associate Director of Cooperative Extension, made the appointments of the present EO Advisory Committee members:

Mary Lu Arpaia – UC Riverside, Extension Specialist
Mary Blackburn – Alameda County, NFCS Advisor
Jane Chin Young – Marin County, 4-H Youth Advisor
Jose De Soto – Ventura County, Hanson Trust Dir.
Deborah Girard – Humboldt County, Farm/Community Development Advisor
Shermain Hardesty – Small Farms, Academic Coordinator
Donald Hodel – Los Angeles County, Environmental Hort. Advisor
Nikki Humphreys – BOC, Associate Dir.
LaToya Jackson – ANR Staff Personnel Unit, Analyst
Ramiro Lobo – San Diego County, Small Farms Advisor
Anne Schellman – Stanislaus County, FSNEP Prog Rep III
Laura Tourte – Santa Cruz County, County Director & Farm Advisor

