

December 2013

Valuing Diversity and Equal Opportunity

## Accommodating Burkas, Chadders, Beards, and Turbans (i.e. Religious Garb & Grooming Practices)

ANR Affirmative Action Contact and Executive Director of Staff Personnel Linda Manton has developed training to make sure ANR employers/supervisors/managers (and really all ANR employees) understand their obligations under AB 1964.

What is AB 1964? California Governor Jerry Brown signed the assembly bill into law in 2012. It addresses religious discrimination in the workplace – specifically, the accommodating of religious garb and/or grooming practices. It also stipulates that individuals whose religious practice requires them to wear particular clothing or adopt particular grooming habits (i.e. beards, for instance) cannot be segregated from other employees or the public.

The overall intent of AB 1964 is to clarify that accommodating specific religious practices is enforced by the Federal Equal Housing Authority. Arm-in-arm with our valuing of diversity and inclusion, this training will help all ANR employees (and especially supervisors and managers) stay current with our obligations concerning religious accommodations.

Look for the training to be posted on the ANR Affirmative Action website -- [http://ucanr.org/sites/anrstaff/Diversity/Affirmative\\_Action/](http://ucanr.org/sites/anrstaff/Diversity/Affirmative_Action/) -- sometime early 2014.



## Healthy Fare for All -- Success Story

With support from CalFresh to promote healthy eating to low-income families in a public venue, a Healthy Fare collaborative was formed to create a special pavilion at the Marin County Fair. This pavilion built upon the fair's decade long program of promoting healthy eating choices ranging from food vendors to food preparation demonstrations. What was unique about the Healthy Fare pavilion was the preliminary outreach to low-income youth by each collaborating agency, with an invitation to culminate their learning experiences at the pavilion. The UCCE Marin outreach focused on vegetables, as plant parts, contribute to a healthy diet.

The UCCE Marin pavilion exhibit centered on a Healthy Eating IQ that participants could take at learning stations with laptops. The quiz was available in both English and Spanish, with quiz questions including foods common in Latino cultures. 4-H teen leaders led the

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## Revised Nondiscrimination Statements Available!

This is a reminder: Following UCOP's lead, ANR has updated its Nondiscrimination Policy Statement. The policy includes a number of technical changes to align it with legal requirements enacted since the policy was last revised in 2010. Here's the general link to the ANR Nondiscrimination Policy Statement:

<http://ucanr.edu/sites/anrstaff/files/170734.pdf>

Click on "ANR Nondiscrimination Statement in Different Formats/Lengths" and you will find the policy in both English and Spanish as well as in a length suitable for flyers for educational programs.

If you have any questions regarding the ANR Nondiscrimination and Affirmative Action Policy Statement, contact David White, Principal Analyst for Affirmative Action, [dewhite@ucanr.edu](mailto:dewhite@ucanr.edu) or 530-750-1286.

## Cultural Resource Team News & Reminder

The new Cultural Resource Team is taking shape! Our roster of current members is given below:

Surendra Dara – San Luis Obispo, Farm Adv.

Linda Corrales – San Diego, 4-H Program Rep.

Luis Expino – Colusa, Farm Advisor

Maria Murrietta – San Luis Obispo, Master Gardener Coordinator

Jim Downer – Ventura, Farm Advisor

If you were a member of the old Cultural Resource Team and would like to be a part of this new Team, you must re-apply: just send me an email expressing your willingness to serve.

**David White: [dewhite@ucanr.edu](mailto:dewhite@ucanr.edu)**

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## Healthy Fare *cont.*

activity, with a bilingual teen available during the fair's run. Each participant received an incentive, plus a UCCE Marin promotional bookmarker that included a key concept from the quiz in both English and in Spanish. At the conclusion of the fair, the quiz was posted as a public survey on the UCCE Marin website.

by Jane Chin Young & Myriam Grajales-Hall



4-H teen leaders leading activities



## Cultural Resource Team *cont.*

We will have a more formal announcement giving the new Team members' names, contact info and their individual areas of cultural expertise and languages they know in the next *Here & Now* – plus, we will post the Cultural Resource Team members and info on the Affirmative Action website.

## Quote for the Day –

“Nowadays, the common wisdom is to celebrate diversity – as long as you don’t point out that people are different.”

– Colin Quinn



## Remember

**Nelson Mandela  
1918 - 2013**



*Photo: Adrian Steirn/Nelson Mandela Foundation/ Getty Images*

Zindzi and Zenani Mandela: Mandela's daughters with ex-wife Winnie happily posed with both of their parents on Nelson Mandela's 94<sup>th</sup> birthday in Qunu, South Africa.

“For to be free is not merely to cast off one's chains, but to live in a way that respects and enhances the freedom of others.” - Nelson Mandela



David White  
Principal Analyst, Affirmative Action