1. **What is your “superpower”?!**
   - Under View Options, click “Annotate”
   - Select “Text” and add your superpower to the whiteboard

2. **Check Your Zoom Name**
   - On your square-right corner-click blue box
   - Select “Rename”
   - Enter full first and last name (if not already listed)
Today’s Desired Outcomes

Area of Focus: Fostering a Positive Work Environment

1. Shared understanding of UC ANR’s current challenges and proposed actions to address these challenges

2. Gain input on ways to strengthen/improve UC ANR to inform UC ANR’s 2020-2025 strategic plan goals
<table>
<thead>
<tr>
<th>TIME</th>
<th>TOPIC</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:00 – 10:10</td>
<td>Agenda &amp; Intro 10 min</td>
</tr>
<tr>
<td>10:10 – 10:45</td>
<td>Fostering a Positive Work Environment 35 min</td>
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<tr>
<td></td>
<td>- Challenges</td>
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<td></td>
<td>- 2016-2020 Accomplishments</td>
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<td></td>
<td>- 2020-2025 Proposed Actions</td>
</tr>
<tr>
<td></td>
<td>- Clarifying Q&amp;A (10 min)</td>
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<tr>
<td>10:45 – 10:50</td>
<td>Break 5 min</td>
</tr>
<tr>
<td>10:50 – 11:35</td>
<td>Breakout Discussion 45 min</td>
</tr>
<tr>
<td></td>
<td>- Anything missing? What other ideas do you have?</td>
</tr>
<tr>
<td></td>
<td>- How can we collectively contribute to shared success?</td>
</tr>
<tr>
<td>11:35 – 11:55</td>
<td>Summary Comments / Q&amp;A 20 min</td>
</tr>
<tr>
<td>11:55 – 12:00</td>
<td>Close 5 min</td>
</tr>
</tbody>
</table>
Increasing Employee Engagement

Areas of Opportunity from ANR@Work Survey

- I have a voice to provide my ideas and suggestions on how to improve UC ANR
- I feel senior leaders have adequately communicated long-range goals and strategic direction
- I feel valued as a member of the UC ANR community

2020-2025 Strategic Plan Employee Input Sessions

- **8/4 (10-12)** - Increasing Program Resources (Goals 9, 10, 11, 12)
- **8/11 (1-3)** - Strengthening Partnerships (Goals 1, 3, 4)
- **8/18 (10-12)** - Fostering a Positive Work Environment (Goals 6, 7, 8)
- **8/25 (1-3)** - Expanding Virtual Reach (Goals 2 and 5)
UC ANR Strategic Plan Overview

Kathy Eftekhar, Chief of Staff
UC ANR “Big Audacious Goal” - Draft

UC ANR will be recognized by EVERY Californian for having made a positive difference in their lives.

Vivid Description:
Our commitment to building an inclusive and equitable society will contribute to a stronger California; our people will mirror the diverse populations we serve. We will be proud, inspired, and motivated, knowing that our work has tangible local and global impact. We will develop a youth and adult population of science-minded critical thinkers with 21st century skills who are leaders in their communities. We will be a key player in California’s workforce development and economic prosperity. We will fearlessly catalyze both rural and urban partners to make California the world’s leader in agricultural production, food safety, security and distribution, and in natural resource management. Through engagement with our communities, we will strengthen California’s preparedness and resilience to disease, climate change, fires, and drought. Others around the world will emulate the UC ANR model and implement its practical and affordable solutions.
## UC ANR Draft Division Goal Snapshot – 2020-2025

<table>
<thead>
<tr>
<th>Strategic Objective</th>
<th>Goal #</th>
<th>Owner</th>
<th>Goal Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research and Extension</td>
<td>1</td>
<td>Powers</td>
<td>Strengthen Research and Extension Partnerships</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>Bell</td>
<td>Increase UC ANR’s Virtual Reach</td>
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<tr>
<td></td>
<td>3</td>
<td>Humiston</td>
<td>Build Sustainable Economies for Working Landscapes</td>
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<tr>
<td></td>
<td>4</td>
<td>Youtsey</td>
<td>Scale-up the Innovation and Entrepreneurship Program</td>
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<tr>
<td></td>
<td>5</td>
<td>Forbes/Bell</td>
<td>Modernize Digital Information Delivery System</td>
</tr>
<tr>
<td>People</td>
<td>6</td>
<td>Fox</td>
<td>Improve Diversity, Equity, and Inclusion</td>
</tr>
<tr>
<td></td>
<td>7</td>
<td>Brown</td>
<td>Recruit, Develop and Retain People</td>
</tr>
<tr>
<td></td>
<td>8</td>
<td>Gable/Miner</td>
<td>Support Volunteerism</td>
</tr>
<tr>
<td>Financial Stability</td>
<td>9</td>
<td>Tran</td>
<td>Generate Revenue and Optimize Resource Deployment</td>
</tr>
<tr>
<td></td>
<td>10</td>
<td>Krkich</td>
<td>Expand and Diversify Fund Development</td>
</tr>
<tr>
<td>Operational Excellence</td>
<td>11</td>
<td>Tran</td>
<td>Improve Efficiency and Strengthen Infrastructure</td>
</tr>
<tr>
<td>Policy &amp; Advocacy</td>
<td>12</td>
<td>Forbes/Megaro</td>
<td>Strengthen Communication and Advocacy</td>
</tr>
</tbody>
</table>
Focus: Fostering a Positive Work Environment

Presenters:
- Bethanie Brown, Human Resources
- John Fox, Human Resources
- Missy Gable, Master Gardener Program
- Gemma Miner, 4-H Youth Development Program
People Are Our Most Valuable Asset

1,300 talented UC ANR personnel work around the state at:

- 58 UC Cooperative Extension offices
- 9 Research and Extension Centers
- 6 UC campuses
- UC ANR offices in Davis and Oakland
People Are Our Most Valuable Asset

Over 26,300 dedicated volunteers work as agents of UC ANR through:

• 4-H Youth Development Program
• Master Gardener Program
• Master Food Preserver Program
• California Naturalist Program

Volunteer time represents a $71M annual contribution to UC ANR programs.
People Are Our Most Valuable Asset

UC ANR Human Capital

• Collectively, over 27,500 people work together to make UC ANR flourish.

• Strategic investment in human capital is critical to continuing our 100 year history of excellence in community-centric research, education & outreach.

Then and now, the 100 year evolution of UC ANR community-based education.
Drivers of Engagement
Employee engagement, such that people will stay and continue to be motivated and productive, is determined by several key drivers:

- Dedication to Organizational Mission (UC’s land grant charter)
- Opportunities for Development
- Effective Supervisors
- Sense of Belonging
- Compensation (salary and benefits)
Volunteer satisfaction, such that they will stay, be productive, and continue to invest in an organization is determined by 4 key indicators:

1. Participation efficacy
2. Support
3. Group integration
4. Empowerment
2016-2020
Accomplishments
Number of staff below market pay reduced from 29% to 9%

Gap between CE Advisor pay & target goals reduced from 9.3% to 3.6%

40+ Supervisors have completed People Management Certificate program

Staff Assembly Wellness Committee promoting UC Walks and healthy meetings

Volunteer engagement e-training developed, 100% of UC Master Gardener Program staff have completed the training

UC ANR volunteers rate their satisfaction 5.5 out of 7 pts
2020 – 2025
Priority Focus Areas
To meet our mission, we must:

- Critically examine our workplace and programs through **racial and gender equity lenses**
- Build **accountability structures** toward becoming a truly multicultural organization
Emerging Priorities

• Required development programs to manage implicit bias and improve cultural competency

• Critical review of how we address incidents of racism, harassment and discrimination
Priority Focus Area – Recruit, Develop, and Retain People

Improve our ability to recruit, develop and retain employees by:

• Expanding/developing diverse applicant pools

• Expand employee development efforts to improve employee promotion and retention rates

• Maintain sustainable compensation and rewards programs
Emerging Priorities:

• Partnering with hiring managers to **build diverse outreach strategies** and improve search committee development opportunities

• Develop a strong employee value proposition.

• Researching which positions have the lowest internal recruitment rates and consider **opportunities for development**
Unleash full potential of UC ANR volunteer programs by:

- **Increasing awareness** of UC ANR volunteer programs, missions, impacts, and alignment with condition changes

- **Forging meaningful relationships** with community partners, state agencies, and donors that support program funding
(continued) Unleash full potential of UC ANR volunteer programs by:

- Providing **training** resources in volunteer engagement, implicit bias, racial equity, and virtual extension methods

- Pursuing greater **programmatic alignment** with community needs and UC ANR strategic initiatives
Clarifying Q&A

Any **clarifying** questions?

- Please “raise your hand”; Katherine will call on you.

Note: You will have the opportunity to provide input during today’s breakout sessions.
Breakout Discussion
1. You will be assigned to a breakout group

2. Choose a recorder

3. **Recorder** - open “Chat” and click on survey link
   https://www.surveymonkey.com/r/UCANRWorkEnvironment
   - This PPT sent in advance; also in chat; use as reference during discussion

4. Recorder - share screen and capture group’s input in the survey (submit only one survey per group)
   - How can UC ANR better foster a sense of belonging/being valued for our people, including employees and volunteers?
   - How do/can **individual** UC ANR staff, academics and volunteers contribute to a positive work environment?
   - Other things to consider….
Additional Zoom Information

- You will have 40 min in your break-out room
  - You will automatically re-join the main room when the time is up
  - 10 and 5 minute warnings will be given
  - If you have a question, click the “Ask for Help” button and one of us will join your group
- Click “Done” before exiting the survey!!!!
Summary
Comments/Questions

Goal Owners & Participants
Each reporter please ensure you have clicked “Done” to save your survey

- Survey link will remain open until COB this Friday if you have additional comments
- Aggregated survey comments will be shared via ANR Update.
- Goal owners will consider all survey comments as they revise/develop the 2020-2025 goals.

Comments/Questions

- If you have an idea, question or reflection from your breakout discussion that you would like to share, please raise your hand and Katherine will call on you.
Write **one** word in the *Chat* that describes something you value about the UC ANR community.

We’ll create a Word Cloud after each of the Input Sessions and post them in a future ANR Update and on next week’s invitation.
Contacts & Additional Opportunities for Input

✓ If you have questions or feedback on the priority focus areas presented today, please contact
  • Bethanie Brown, brbbrown@ucanr.edu
  • John Fox, jsafox@ucanr.edu
  • Missy Gable, mjgable@ucanr.edu or
  • Gemma Miner, gmminer@ucanr.edu

✓ If you have any questions regarding the UC ANR Strategic Plan, please contact
  • Kathy, kathy.eftekhari@ucop.edu or
  • Katherine, katherine.webb-martinez@ucop.edu

We are considering hosting “deeper dive” input sessions on the following topics:
• Career development for UC ANR staff
• Developing a strong employee value proposition to attract future hires
• Increasing public awareness of UC ANR volunteer programs
• Critical review of how we address incidents of racism, harassment and discrimination
• Other?

At the end of this meeting, Zoom will automatically route you to a survey. If interested, please complete the survey to let us know which sessions you might like to join.
Thank you for your participation and input!

Today’s input will inform the 2020 UC ANR Strategic Plan revision.

1 More Input Session:
  • 8/25 (1-3) - Expanding Virtual Reach (Goals 2 and 5)