As we get started poll

“Have you been vaccinated? “0” or “1 of 2” or “2 of 2” or “1 of 1”?”

Agenda 2-3 PM

Welcome
Leadership Update
Story from the Field
Other updates
Wellness break
About Vaccines
Close
This is your meeting.

Please use...

1. Chat for comments
   “panelists” or
   “All panelists and attendees”

2. Q&A for questions

“UC ANR – Making a positive difference in the lives of All Californians”
# New Hires: Welcome to UC ANR

February/March hires
Please add names and location of any February hires missed.

<table>
<thead>
<tr>
<th>February</th>
<th>March</th>
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<tbody>
<tr>
<td>Berry Kaitlyn</td>
<td>Brar, Ramandeep Kaur</td>
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<td>Bocco, Roland</td>
<td>Fresno/Madera</td>
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<td>Driskill, Debra</td>
<td>Dunnington, William C</td>
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<td>Her, Calvin</td>
<td>Capitol</td>
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<td>Machado, Grazia</td>
<td>Dutro, Maddison</td>
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<td>Mohamed, Abdel</td>
<td>San Jaoquin</td>
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<td>Thaoxaochay, Cheedoua</td>
<td>Guan, Taiyu</td>
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<td>Wiley, Cheryl</td>
<td>Sutter/Yuba</td>
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<td>Wolfe, Liana</td>
<td>Klein, Lauren T</td>
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<td>Yabuki, Tetsuto</td>
<td>Marin</td>
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<td>Martinez, Vanessa</td>
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<td>Kings</td>
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<td>Mccullough-Sanden Blake</td>
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<td>Spivey, Hilary</td>
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<td>Swank, Haleigh</td>
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<td>Vue, Chang</td>
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<td>Stanislaus</td>
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Photo by @goian from unsplash.com
Vision & News

Updates from Leadership (15mins)
Updates

1. COVID Vaccine Update; return to workplace plans underway
2. “One-time Budget Restoration” – what that means
3. UC ANR 2020-2025 Strategic Plan & REC Strategic Framework now available online
4. Lorna Krkich Retiring
5. 2 Vice Provost openings – closing April 15th
ANR@Work Survey: March 16 – April 9, 2021

• All academics and staff are invited to provide feedback about their experience working at UC ANR to help improve our work environment

• Optional chance to win one of FORTY $75 gift cards

• Look for your unique invitation email on March 16 – please don’t delete it!

• Responses are anonymous even if you enter the drawing

Berry glad to hear your ideas
UC ANR Hispanic Heritage Committee Presents:

Celebrating Cesar Chavez Legacy

“The fight is never about grapes or lettuce. It is always about people”.

Cesar Chavez
Civil rights and labor Latino activist

Zoom Forum
3:00 – 4:00 PM
Wednesday, March 31, 2021
Growth in Giving
People care about what we do.

20 new endowments (↑38%)
value is now $284M (↑52%)
$9M in annual payouts for designated programs and research (↑$2M)
New Employee Resource Groups (10 minutes)

- Black and Allied Employees
- People of Color
- LGBTQ+
Employee Resource Groups @ UC ANR
What is an Employee Resource Group (ERG)?

- Groups of employees who join together based on shared characteristics or life experiences
- Typically organized around traits or characteristics of underrepresented groups
The mission and purpose of the Black and Allied Employee Resource Group (ERG) is to:

• Foster communication and create space for connection among present, and in some instances past staff and academics. Our group provides an open forum with a safe space for dialect and encourages members to share their experiences for support, healing and collective reporting, either through informal internal channels or formal public channels.

• Provide educational and professional development information and opportunities for Black staff and academics in pursuit of growth in their current role and/or advancement within UC ANR. To help ensure equitability and open transparency in regards to instances of unfair stipends, promotions, appointments and reclassifications.

• To keep issues and conditions of Black members at the forefront of policy updates and help facilitate practice/policy creation when required. Examples include: Equal Rights, Anti-Racism, Anti-Inclusion and Discriminatory practices. We will continue to fervently seek policies of baseline professionalism and zero tolerance in regards to racism while maintaining justified and unified accountability.

• Interim contacts: Esther Mosase enmosase@ucanr.edu, Shyra Murrey smmurrey@ucanr.edu, Ronald Walker rlwalker@ucanr.edu
LGBTQ+ Employee Resource Group (LGBTQ+ ERG)

Purpose:

• To connect and promote relationships among employees with marginalized genders, gender expressions, and sexual orientations.

• To provide support, healing, and validation for members who experience discrimination and prejudice due to heteronormativity, cissexism, homophobia, and/or transphobia.

• To prioritize perspectives, experiences and voices of LGBTQ+ members.

Interim contacts: Katherine E. Soule kesoule@ucanr.edu, Rebecca Ozeran rkozeran@ucanr.edu
Purpose:

• To connect and promote relationships among employees with marginalized racial and ethnic identities including POC.

• To provide support, healing, and validation for members who experience racism, discrimination and prejudice.

• To prioritize perspectives, experiences and voices of POC members.

If you would like to be involved with the POC ERG, please fill out this form: https://forms.gle/RJh2rmhFU7MNNnEKq6

Note that the final purpose, goals, and structure of the group will be determined by members. Interim contacts: Elaine Lander elander@ucanr.edu, Liliana Vega live@ucdavis.edu
Questions?

• If you are interested in establishing an ERG at UC ANR, please contact Bethanie Brown (brbbrown@ucanr.edu)

• More information can be found: https://ucanr.edu/sites/anrstaff/About_Us_705/Employee_Resource_Groups/
Wellness break.
Practicing what we preach
David Ritz
Remember to stretch (David Ritz)

10, 2 and 4 stretches

https://safetyservices.ucdavis.edu/units/occupational-health/ergonomics/office-computer/stretches
THE COVID-19 VACCINE: As essential as you are.

Add one more layer of protection to keep you and your family safe.

www.cdc.gov

Learn more:

CDC guidance

ucanr.edu/covid19

Access covid messaging, Slides, email footers, etc.

ucanr.edu/covid19
Integrated Web Platform (IWP) – making our educational content more discoverable

Register your active web sites
ucanr.edu/portal/iwp_content_registration.cfm

**Why?** There are hundreds of sites with little or no activity that don't need to move.
Need to know which sites are active and include those in the IWP.

Learn more on the L&D
Look for the link to the IWP (front page)
Farewell and thanks to John Fox
Q&A comments from Leadership
Expand Your DEI Self

ANR Learning & Development Opportunities
REGISTER TODAY!
April 5 - 25, 2021

LEARN.
REFLECT.
ACT.

21-Day Racial Equity Habit Building Challenge
Understanding Unconscious Bias: Awareness, Knowledge and Competency Development

Image from www.iamcp.org
Intercultural Development Inventory (IDI)
Strategic focus

Vaccinations

Dr George Rutherford
As you sign off:

Share feedback &/or suggestions for the Town halls

Stay safe & well

Next Town Hall - Vaccination
Always 2 PM
3rd Thursday, 2021