Town Hall
April 2021

Agenda 2 - 3 PM

Welcome
Leadership Update
Story from the Field
Other updates
Wellness break
Close

As we get started.
One word: How are you feeling today?
This is your meeting.

Use “Chat” for comments
“panelists” or
“All panelists and attendees”

Use “Q&A” for questions

New: “Q&A” will be posted post-meeting
### New Hires: Welcome to UC ANR

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
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<tbody>
<tr>
<td>Nabors, Annika</td>
<td>San Diego</td>
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<tr>
<td>Rygiol, Maxwell</td>
<td>Mariposa</td>
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<tr>
<td>Tjandrajati, Limin</td>
<td>BOC</td>
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<tr>
<td>Moua, Vong</td>
<td>Merced</td>
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<td>Ontiveros Barajas, Jesus Enrique</td>
<td>Fresno</td>
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<td>Purdy, Margaret</td>
<td>Shasta</td>
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<td>Sage, Jake</td>
<td>UCSC</td>
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<tr>
<td>Spalding, William</td>
<td>Kearney</td>
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<td>King, Avery</td>
<td>Publishing</td>
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<tr>
<td>Mahmood, Hina</td>
<td>NPI</td>
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<tr>
<td>Shedden, Jennifer</td>
<td>Orange</td>
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<tr>
<td>Callahan, Rachael</td>
<td>SAREP</td>
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<tr>
<td>Tribby, Nathan James</td>
<td>Riverside</td>
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<td>Fresno/Madera</td>
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<tr>
<td>Dunnington, William C</td>
<td>Capitol</td>
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<td>Dutro, Maddison</td>
<td>San Joaquin</td>
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<tr>
<td>Guan, Taiyu</td>
<td>Sutter/Yuba</td>
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<td>Marin</td>
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<td>Martinez, Vanessa</td>
<td>Kings</td>
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<td>Mccullough-Sandén, Blake</td>
<td>Kern</td>
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<tr>
<td>Spivey, Hilary</td>
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<td>Swank, Haleigh</td>
<td>Kern</td>
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Vision & News

Updates from Leadership (10mins)
1. Reopening conversations underway regarding when and how
   - Meeting with CD Executive Council on Friday April 16 for input

2. Asian-Pacific Heritage Month
   - Register here: https://ucanr.co1.qualtrics.com/jfe/form/SV_3XI9dE09jvn90PA

3. Budget outlook
   - State funding
   - County funding variable
## New Partner Sponsored Positions (2017-21) (Wendy)

<table>
<thead>
<tr>
<th>Position</th>
<th>Funder</th>
<th>Salary Savings</th>
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<tbody>
<tr>
<td>12 co-funded CE Advisors &amp; CE Specialists</td>
<td>Ca Table Grapes Commission (2) USDA NRCS (2), UC Merced (1), UC Santa Cruz (1), Santa Clara County (1), San Mateo County (1), Imperial County (1), CA Citrus Research Board (1), United Sorghum Board (1), UC Davis (1)</td>
<td>$1M k per year for 5 years*</td>
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<tr>
<td>2 funded Academic Coordinators</td>
<td>Department of Conservation</td>
<td>$250k/yr for 2 years</td>
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<tr>
<td>1 funded Project Scientist</td>
<td>11th Hour</td>
<td>$100k/yr for 4 years</td>
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<tr>
<td>14 funded Programmatic Staff Positions</td>
<td>CA Department of Food &amp; Agriculture</td>
<td>$2m per year for at least 3 years</td>
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<tr>
<td>4 funded Staff Research Associates</td>
<td>CA Walnut Board &amp; CA Pistachio Research Board jointly</td>
<td>$425K per year for 3 years</td>
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<tr>
<td><strong>33 positions</strong></td>
<td></td>
<td><strong>$3.78 M/year</strong></td>
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Stories from the Field

“UC ANR – Making a positive difference in the lives of All Californians”
Pandemic Impacts on Nutrition

- Increased poverty & food insecurity
- School closures disrupted child nutrition programs -- exacerbated food insecurity
Why Do School Meals Matter?

28.2M students participate in school lunch, and benefit from:

**BIG IMPACT**

A healthier diet
- fruit
- vegetables
- milk
(at breakfast and lunch)

Better academic performance
- attendance
- test scores
- grades
- classroom behavior

Reduced health risks
- obesity
- hunger
- food insecurity

What Did We Do?

- “HELP!”
- 6 Factsheets
- District website & social media “scraping”
- Qualitative interviews – parents & district
- PhotoVoice project – school meal quality

Cultiva La Salud

Dolores Huerta Foundation

Radio Bilingüe

Christina & Ken Hecht, NPI

Anisha Patel & Stanford team

Voices for Healthy Kids

Stanford Med Scholars

San Joaquin Valley Health Foundation

SOS No Kid Hungry

Funding help
What Did We Learn?

- **Districts:** Website & social “scraping”
- **Districts:** Understanding waivers, safety logistics, participation rates
- **Parents:** PhotoVoice documentation
- **Parents:** Pick-up logistics, poor meal appeal, gratitude

92.3% of all CA districts provided meals

“Bulk” fresh foods are preferred
Too much sugar!
How Did We Help Make Change?

- Parent & district webinars to share findings
- Presentations of findings
- Factsheets
- Draft and submit papers
- Report back to funders
- Parent empowerment - local advocacy & engagement
- Provide information to legislators & others
- Elevate the need

Cultiva La Salud
* Dolores Huerta Foundation
* Radio Bilingüe
*** Christina & Ken Hecht, NPI
Anisha Patel & Stanford team
*** Voices for Healthy Kids
* Stanford Med Scholars
* San Joaquin Valley Health Foundation
* SOS No Kid Hungry
NPI Contributes Nationally:

COVID-19 School Nutrition Implications Working Group
400+ researchers, advocacy organization representatives and practitioners, and 185+ students

Healthy Eating Research (HER)
A national program of the Robert Wood Johnson Foundation, Duke University

NOPREN Food Insecurity & School Wellness Working Groups
Centers for Disease Control and Prevention
Div. of Nutrition, Physical Activity and Obesity
Thank you!

Christina Hecht, ceahecht@ucanr.edu
COVID-19 School Nutrition Implications
School Re-opening Subgroup

Subgroup lead: Christina Hecht, UC Nutrition Policy Institute

Subgroup Goal: To understand how schools are providing meals under various learning models, what are obstacles and supports (and to support districts in innovative and successful practices during reopening for in-person learning).

School Nutrition Products from Nutrition Policy Institute – Available on our Publications page
Donor Feedback.
People care about what we do.

“Thank you for everything you do and all the knowledge you share!”
- Nick O., Redding, CA
(First time giver Giving Tuesday 2020)
Strategic focus

Keeping us safe
(Sara Souza)
Staying Safe in the workplace. Training resources and opportunities

Sara Souza
University of California Field Research Safety
Field Research: Observation, Sample Collection, Surveys, Field Testing
Tools and equipment vary widely...
UC Field Research Safety Center of Excellence Activities

Sara Souza, MPH, CIH, REHS
Funded by UCOP through June 2022
sarasouza@berkeley.edu

First Aid & Emergency Planning: Field safety plans, wilderness first aid training, Garmin inReach satellite device loaner program, heat illness prevention, epinephrine auto-injector training, AEDs for field stations

Special Projects & Training: Wildfire smoke sensors; 4WD/off road driving, tower climbing & rescue; collaborate with UC Dive/Boat programs; bystander training on harassment/assault in the field; leadership training

Promote Best Practices & Resources: Newsletter on emerging/seasonal hazards, UC Field Ops Safety Manual; annual UC Field Safety Workgroup meeting, campus workshops; research oversight committee support, NRS Managers Meeting; professional conferences
Fieldwork Presents Unique Challenges

• Hazardous terrain, climate & changing conditions
• Isolation makes for practical as well as interpersonal challenges
• Participants may have no reliable means of communication, way to leave
• Long hours, close quarters, blurry boundaries; often shared housing
• Field teams often include various roles: paid staff, students, volunteers
• Researchers and students may have field placements with other institutions and organizations, or work on public or private lands
• Some are working alone
• Situational awareness requires constant evaluation of hazards & making decisions on the go
<table>
<thead>
<tr>
<th>2020 Fieldwork Toolkit Webinar Series</th>
<th>2021 Fieldwork Toolkit Leadership Training</th>
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<tr>
<td><a href="https://training.ucr.edu/fieldwork">https://training.ucr.edu/fieldwork</a></td>
<td><a href="https://training.ucr.edu/fieldworkleadership">https://training.ucr.edu/fieldworkleadership</a></td>
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- Establishing a Safe Learning Environment
- Using the GAR Model for Risk Assessment
- Preventing Harassment & Assault in the Field
- Overview of UC Travel & Auto Insurance

**Added:**
- Promoting Safe Fieldwork Culture: Strategies aimed at protecting diverse researchers
- Mental Health in the Field
Tools to Improve Communication in the Field

Speaker: Chris Lay is the Administrative Director of the Ken Norris Center for Natural History at UC Santa Cruz, where he teaches field classes every year. In addition to his over 25 years of teaching students in remote field settings, he has also taught Wilderness First Aid, outdoor leadership, wilderness risk management, and helped develop the UC Field Operations Safety Manual. This workshop builds on his Safe Learning Environment webinar from April 2020.

“Most accidents result from a combination of challenging conditions, inadequate preparation, AND .......poor communication”

Overview
- Field Group Challenges
- Solutions: Structure-Rapport-Skills
- Practice Active Listening, Giving Feedback, Resolving Conflict

What can leaders do?
- Plan ahead and prepare
- Establish & maintain a clear group structure
- Build rapport with your group
- Learn, role-model, and teach leadership/communication skills

Key Skills for Listeners:
- Slow down & be patient
- Strive for > 80% listening
- Make eye contact
- Open body language
- Paraphrase what you heard and check for understanding
- Ask non-directed questions
- Avoid turning the conversation to yourself, giving advice, etc.
Creating, Enforcing, and Promoting Safe Fieldwork Culture

Speakers: Amelia-Juliette Demery & Monique Pipkin, Cornell University
Authors of the *Nature Ecology & Evolution* article: Safe fieldwork strategies for at-risk individuals, their supervisors and institutions

#SaferScience

Strategies to Reduce Risk (Individuals)
- Know who manages site and inform of schedule
- Work with others; report threats or incidents
- Carry identification & wear identifying clothing or vests

Strategies to Reduce Risk (Supervisors)
- Review fieldwork and safety plans before any fieldwork begins
- Solicit regular feedback, discuss concerns/risks with entire group

Strategies to Reduce Risk (Departments/Institutions)
- Make available field safety, harassment training, first aid, DEI and mentorship resources
- Inform and advise about benefits of acting responsibly with care and potential ramifications for harassment, prejudice, hostile work environments
Mental Health in the Field

Speakers: Dr. Saira Bano Khan, Mind Compass Psychology
Dr. Cedric John, Imperial College of London, Dept of Earth Sciences and Engineering
Authors of *Nature Geosciences* article:  [Mental Health in the Field](#)

**Strategies:**
- Optimize the activity for learning instead of focusing on assessment,
- Reduce environmental stressors as much as possible,
- Keep the length of field activities to a reasonable number of hours per day,
- Offer an opportunity for privacy in the evening, ensuring participants can contact their support structure,
- Have a compassionate and non-judgmental attitude towards participants expressing distress at the activity.
Overview

- What are harassment and assault?
- Preparing and preventing
- Intervening
- Responding (Scenario Discussions)

Strategies

- Discuss boundaries and expectations
- Discuss privacy, hygiene, bathroom, sleeping protocols
- Allow mechanisms for switching sleeping quarters, work partners
- Establish high communication standard; daily group check-ins
- Establish inclusive norms (no inappropriate jokes, derogatory terms)
- Early training for prevention with field teams and courses sets positive organizational climate

5 D’s of Bystander Intervention:

- Direct – say/do something to engage involved party
- Distract – say/do something to interrupt
- Delegate — ask for help of people better able to intervene
- Document — if safe, document interaction
- Delay — say or do something after the difficult moment has passed

“Organizational climate is the single most important factor in determining whether sexual harassment is likely to happen in a work setting.” —National Academies of Sciences, Engineering, and Medicine
Access recordings, slides, and supplemental info:
2021 UC Fieldwork Toolkit Leadership Training Series at https://training.ucr.edu/fieldworkleadership

Questions? Suggestions for future training topics?

Contact: sarasouza@berkeley.edu

ANR-specific safety info & resources: http://safety.ucanr.edu

Last tips: Consider ways to integrate safer, inclusive strategies into orientations, tailgate safety meetings, formal training, and course curriculum…..and include more time for debriefs. Thank you.
Wellness break.
Practicing what we preach
David Ritz
10, 2 and 4 stretches

https://safetyservices.ucdavis.edu/units/occupational-health/ergonomics/office-computer/stretches
Updates
ANR-Walks (3 minutes)

Join in

(Vanity C and David R)
“...we intend for this Program Team to serve as a vehicle for a number of other DEIJ engagement activities, training, and ‘network-smart extension’ opportunities.”

New PT contacts/Leaders: Clare Gupta, Sonja Brodt
Join the fight against Covid-19 and other diseases!

Take the vaccine when it is offered to you.
It will help prevent you from getting sick.

Wear a mask.
Germs travel in your breath, and get trapped this way.

Wash your hands.
Soap kills germs.

Stay 6 feet away from other people.
You breathe in fewer germs farther away from people.

New materials in Español

[ucanr.edu/covid19](ucanr.edu/covid19)
Access Covid messaging, slides, email footers, etc.
Integrated Web Platform (IWP)  
– making our educational content more discoverable

Register your active web sites

When registered, join the IWP office hours to learn more

Approaching 150 sites registered.
ucanr.edu/portal/iwp_content_registration.cfm
Any Q&A comments from Leadership.

(Reminder Q&A will now be posted post-meeting)

Stay safe & well

Next Town Hall
Always 2 PM
3rd Thursday, 2021