Town Hall
November 2021

Agenda 2 -3 PM
Welcome
Leadership Update
Stories from the Field
Wellness break
Strategic Element
Accessing HDAPP
Other updates
Close

Chat Warm Up
What’s made you feel good recently?

UC ANR Principle of Community
Foster a sense of belonging and emotional safety

Cameron Venti from unsplash.com
Why this Meeting?
(It’s for all of us)

Objectives: To Inform and Build Unity

Comments…. Use “Chat”
“Panelists” or
“All panelists and everyone”

Questions…. Use “Q&A”

Recordings are posted after the meeting on the Town Hall page.

Photo by Sebastian Banasiewcz unsplash.com
Thank-you from your community!
Use of Chat has been reflecting our “Principles of Community”.
Leadership Update

Vision & News - (10-15 mins)
Leadership update

Glenda

1. CA Economic Summit
2. California Economic Development Position Announcement (Next slide)
Enhancing Community and Economic Development by Placing New UC Cooperative Extension Advisors With Regional Partners

UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

Statewide network of UC researchers, educators and volunteers who develop and extend knowledge to solve local and global challenges.

Alliance of regional leaders committed to creating inclusive, sustainable growth through innovative regional solutions that can be scaled up.

UC Cooperative Extension (UCCE) Advisors conduct applied research & make available to the general public the latest knowledge and practices.

By creating thriving regions, we can ensure a thriving state.
Leadership update

Glenda (continued)

3. December PAC with President Drake:
   Tour of Lindcove REC/Citrus Tasting + Tulare County Office and regional UCCE programs

4. Happy Thanksgiving!

Wendy
Tu (Customer Service Survey)
Stories from the Field I

Kamal Khaira
Video:
https://www.youtube.com/watch?v=KxxucHlUDY
Jackie Barahona

“UC ANR – Making a positive difference in the lives of All Californians”
Stories from the Field II

“UC ANR – Making a positive difference in the lives of All Californians”
UC Climate Stewards

Capstone Projects for Community and Ecosystem Resilience
UC Climate Stewards – CalNat’s Newest Course

- 40-hour course
  - hybrid online/in-person w/field trips
- UC Certification
  - w/4 optional UCD undergrad credits
- Community of Practice
  - Trained: 50+ instructors from 22 organizations in 13 counties
  - Certified: 250+ Climate Stewards
The Need: Public Engagement in Community and Ecosystem Resilience Projects

- Critical for building resilience
- Keys to engagement:
  - Timing, diversity and availability of roles for community members, levels of control across engaged parties, and representation of all community members
- How can your passion lead to transformative change in your community?
Service opportunity for meaningful work advancing community & ecosystem resilience to climate impacts

Examples include:

- Centering LGBTQIA2S+ and BIPOC Futures - Queer and Trans Futures: Honoring Queer and Trans Ancestral Wisdom
- Concept for Temporary Housing for Disaster Victims: A Tiny House Solution
- Understanding Permaculture Solutions for Resilient Communities
- Community Knowledge: Climate Science Education and Local Impacts
Alhan Diaz-Correa
Climate Stewards
2021 Capstone

COMMUNITY KNOWLEDGE
Air Pollutants

CONOCIMIENTO DE LA COMUNIDAD
Contaminación del aire
Alhan leads outreach and engagement with frontline communities in the North County region of Santa Barbara for Conectados 2050/Connected 2050, a project CEC is helping implement for the Santa Barbara County Association of Governments. A Santa Maria native, he values solidarity and actively works in the areas of racial, economic, and environmental justice.
What is Particulate Matter?

- Traffic Related Air Pollution
- Noxious Gases
- Ozone
- Volatile organic compounds

¿Qué es la materia particulada?

- Contaminación del aire relacionada con el tráfico
- Los gases nocivos
- Ozono
- Los compuestos orgánicos volátiles
What signs can I look for?

• Pollutants near food, families and homes
• Pesticide-use near homes/schools/water resources.
• Waste Management near homes and agriculture.

¿Qué señales puedo buscar?

• Contaminantes cerca de alimentos, familias y hogares
• Uso de pesticidas cerca de hogares/escuelas/recursos hídricos.
• Gestión de residuos cerca de hogares y agricultura.
Guadalupe Community Air Grant Proposal (CARB)

• By bridging lived experiences, team and community collaboration, this work developed from the seed of his UC Climate Stewards capstone.

Alhan is applying for a PhD with Bren School of Environmental Science and Management

• “Because of my background in biochemistry, my time at the Community Environmental Council, and the engaging Climate Stewards program – I felt ready to continue my work towards becoming a trusted expert for my community.”

The Impact of this Project: Community and Personal Growth Opportunities
The Impact of Capstones: Active and Growing Community Engagement

• Over 200 community-action centered capstone projects in 1st year of course

• Anticipate (at least) 200-300 additional projects per year
  • With previous project work continuing as well
Donors honor former Farm Advisor and Specialist and celebrate the naming of **John E. Pehrson Hall** at Lindcove REC.

“He loved to come out and help you with your problems, talk about a dedicated guy, I’ve never known anyone in the industry that was as dedicated as John Pehrson.”

*Tom Dungan*  
*Citrus Grower*
Wellness break.
Practicing what we preach
David Ritz
HDAPP's (Harassment & Discrimination Assistance and Prevention Program) services and best practices to contact the office

Danesha Nichols
Sexual Harassment, Sexual Violence, Discrimination, and Harassment Complaints

Danésha Nichols, HDAPP Director
dnnichols@ucdavis.edu
Roadmap for Today’s Discussion

• Process Overview
• Discussion of common scenarios
• Q&A
• Concluding Remarks
Harassment & Discrimination Assistance and Prevention Program

• HDAPP
  • Official UCD office for taking reports of harassment, discrimination or sexual violence:
    • Sexual harassment
    • Sexual violence—stalking, RV, sexual assault, other
    • Harassment
    • Discrimination
    • Hate/bias
    • Retaliation*
  • 530-747-3864
  • 530-747-3865 (Anonymous Call Line)
  • Email Address hdapp@ucdavis.edu
  • Website https://hdapp.ucdavis.edu
CONFIDENTIAL RESOURCES

• Academic & Staff Assistance Program (ASAP) (for staff)
• CARE (Center for Advocacy, Resources and Education)
  • Confidential advocacy, safety planning and crisis intervention
  • 24/7 Emergency response for sexual assault in past 5 days
REPORTING
Ways to Report

• Online:
  • Sexual Harassment/Sexual Violence-
  • Discrimination and Harassment-
• Phone:
  • 530-747-3864
  • 530-747-3865 (Anonymous Call Line)
• Email:
  • hdapp@ucdavis.edu
RESPONSIBILITIES FOR EMPLOYEES
Who are Responsible Employees?

• For **student** concerns related to sexual violence and/or sexual harassment:

• For **other affiliate** concerns (sexual violence, sexual harassment, and/or discrimination or harassment):
  • Campus Police
  • Human Resource Administrators, Academic Personnel, and Title IX Professionals
  • Managers and Supervisors including Deans, Department Chairs, and Directors of Organized Research Units (ORU)
  • Faculty members

ALL EMPLOYEES are responsible for consulting with HDAPP about any student or patient report of sexual harassment or sexual violence.
Responsible Employees Should Not:

• Try to fix or address the situation themselves
• Launch their own investigation, including:
  • Asking for more information than the person wants to provide
  • Speaking to the Respondent to get their side of the story
  • Gathering witness statements
  • Telling the person what they should do
• Promise confidentiality
• Discuss with others who don’t need to know
• Ignore it and do nothing
What happens when someone calls/contacts HDAPP?

• HDAPP will ask for:
  • Names of the complainants or identified parties
  • Contact info for those parties
  • The allegations (who/what/when/where/how)
  • Any remedy requested
  • Whether resource information has been shared
  • Any other info that you think is relevant
What happens next?

- HDAPP/Title IX reaches out to complainants with resource info.
- Interim measures may be put in place.
- An appropriate intervention will be determined based on the situation.
  - Informal resolution
  - Alternative resolution
  - Formal investigation
    - More egregious=more likely to be investigated
    - Will be fair, prompt and impartial
    - Conducted by trained investigators
    - Will use the “preponderance of the evidence” standard
    - Complainant can choose whether and how much to participate in the process.
    - 60 to 90 business days for completion
Informal Resolution

Informal Resolution can take many forms, including:

- Helping complainant communicate directly with the other person.
- Arranging for a UCD official to talk with the other person (a “documented discussion” or “on notice” conversation.)
- Helping parties agree to certain changes in interactions.
- Separating the parties.
- Negotiating disciplinary agreement.
- Conducting training.
Investigations
Formal Investigation Process

**Charge**
- Charge to Investigator
- Notice to Parties

**Evidence Collection**
- Party Interviews
- Witness Interviews
- Documentary Evidence

**Report**
- Lays out evidence
- Makes factual findings
- Analyzes whether policy was violated
Protections and Sanctions

• If someone makes a report to UCD, certain protections can be put in place, based on the specific situation, which can include:
  • Separating the parties
  • Assistance with changing a class, class accommodations, etc.
  • No Contact Order

• If someone makes a report to UCD that is investigated and substantiated, sanctions will be applied to the respondent. Sanctions may include:
  • Academic Suspension
  • Academic Dismissal from all UCs
  • Appropriate Corrective Action for Employees
Common Scenarios

• Peer uses slurs and makes jokes that rely heavily on stereotypes
• Employee discloses medical condition/requests an accommodation/leave-feels supervisor will not accommodate/has treated them differently since the disclosure
• Supervisor routinely walks up behind employee, rubs their shoulders, puts hand on employees back, makes sexual innuendos
• Person not selected for a position, suspects it’s because of their identity
Closing: Questions and Answers Session
DEI
LGBTQ+ Employee Resource Group at UC ANR (LGBTQ+ ERG)

Membership
Membership is open to any UC ANR employee who is a member of the LGBTQ+ community. Membership will remain confidential. Allies who do not identify as LGBTQ+ are encouraged to participate in UC ANR division-wide learning opportunities offered by the LGBTQ+ ERG.

Purpose
- To connect and promote relationships among employees with marginalized genders, gender expressions, and sexual orientations.
- To foster inclusive work environments within county and state offices, and research and extension centers by mentoring, sharing, learning, and enhancing relationships.
- Events: Pride Month, Coming Out Day

Contact:
Javier Miramontes
Jfmiramontes@ucanr.edu
Other Updates

Staff Assembly
Winter planners
New hires
What can UC ANR Staff Assembly do for YOU?

✓ Supports and Advocates for all staff members to Senior Leadership
✓ Offers up to 1,000 dollars (annually) for career development opportunities
✓ $ 50 dollars for vegetables, seeds, compost  **ANR Grows** Healthy Living
✓ Provides a great opportunity to network with other ANR employees

We Need Volunteers for the

*SAC “Communications Chair” Position*

*Contact: Marvin Flores, Staff Assembly Chair (marvinflores@ucanr.edu)*
UCANR Staff Ambassador Vacancies

- Hopland REC
- Intermountain REC
- UCCE Butte
- UCCE Glenn
- UCCE Kern
- UCCE Lake
- UCCE Mendocino
- UCCE Merced/Mariposa
- UCCE Napa
- UCCE Solano, Yolo, Sacramento
- UCCE Sonoma
ANR Workplace Staff Survey Results

Staff Assembly is currently collaborating with the Academic Assembly Council and with Senior Leadership on the results from the ANR@Work Survey and the Council of University of California Staff Assemblies (CUCSA) Staff Engagement Survey.

Staff Assembly Council’s goal is to approach the “Strengths” and “Primary Opportunities” of both 2021 surveys in order to advocate and cultivate meaningful solutions on behalf of ANR staff members.

Coming Up: DEI Alliance collaboration to initiate “Access and Use of Your Unit’s ANR@Work survey results”.

Winter Celebration - December 16

Planners needed!

Duties include:
● Attending 1-2 planning meetings
● Helping day of with breakout rooms

Contact: anrprogramsupport@ucanr.edu
### Oct 19 - Nov 16 Hires: Welcome to UC ANR

**Send a greeting**

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beck, Jacalyn Mara</td>
<td>HOPLAND</td>
<td></td>
</tr>
<tr>
<td>Butler, Katie</td>
<td>CENTRAL SIERRA</td>
<td></td>
</tr>
<tr>
<td>Chavez, Ruben</td>
<td>KINGS</td>
<td></td>
</tr>
<tr>
<td>Chen, Matthew</td>
<td>NPI</td>
<td></td>
</tr>
<tr>
<td>Cooper, Ashley</td>
<td>PUBLISHING</td>
<td></td>
</tr>
<tr>
<td>Doan, Hung Kim</td>
<td>RIVERSIDE</td>
<td></td>
</tr>
<tr>
<td>Ewert, Suzanna</td>
<td>SHASTA</td>
<td></td>
</tr>
<tr>
<td>Hazan, Aubrie</td>
<td>MERCED</td>
<td></td>
</tr>
<tr>
<td>Henry, Dinil J</td>
<td>PSU</td>
<td></td>
</tr>
<tr>
<td>Johnson, Felicia</td>
<td>FACILITIES</td>
<td></td>
</tr>
<tr>
<td>Martinez Resendiz, Erica</td>
<td>NPI</td>
<td></td>
</tr>
<tr>
<td>Roberge, Autumn</td>
<td>NPI</td>
<td></td>
</tr>
<tr>
<td>Roberts, Jennifer E</td>
<td>Central Sierra</td>
<td></td>
</tr>
<tr>
<td>Salters, Johnathan</td>
<td>4-H</td>
<td></td>
</tr>
<tr>
<td>Sam-Chen, Samantha</td>
<td>NPI</td>
<td></td>
</tr>
<tr>
<td>Syrett, Selena M</td>
<td>Prog Operations</td>
<td></td>
</tr>
<tr>
<td>Yang, Pahoua</td>
<td>KINGS</td>
<td></td>
</tr>
</tbody>
</table>

(Please let us know any corrections or omissions.)
Closing - thanks to our speakers.

Stay safe & well

Next Town Hall
(3rd Thursday, 2021 @2 pm)