

Town Hall

2-3 pm, October 18, 2025

- Welcome
- Leadership Update
- ANR@Work Survey Results
- UC ANR Innovate
- In the news
- New Hires
- Other Updates

Chat warmup
Learning about each other:

What is your favorite type of candy?



Leadership Update

Vision & News - (10-15 mins)



2024 ANR@Work Survey

Tina Jordan

Interim Academic Personnel Director

 **UNIVERSITY OF CALIFORNIA**
Agriculture and Natural Resources

2024 ANR@Work Survey Results

The ANR@Work Survey is an opportunity for all academics and staff to provide feedback about their experience working at UC ANR.

The last survey was launched in October 2024.

As a brief overview:

- Survey results were presented to Executive Leadership and Programmatic & Administrative Unit Directors in April and June of this year.
- Results of the survey feedback informed the development of the UC ANR Employee Focus Groups that were facilitated by Dr. Angela Song-Ruiter, UC San Diego Strategic Consulting Sr. Director.
- In addition, many of the strategic goals are directly connected to the survey findings.
- The 2024 survey reports will be available on the ANR Human Resources Website
- The next ANR@Work Survey is anticipated to launch in April 2026.

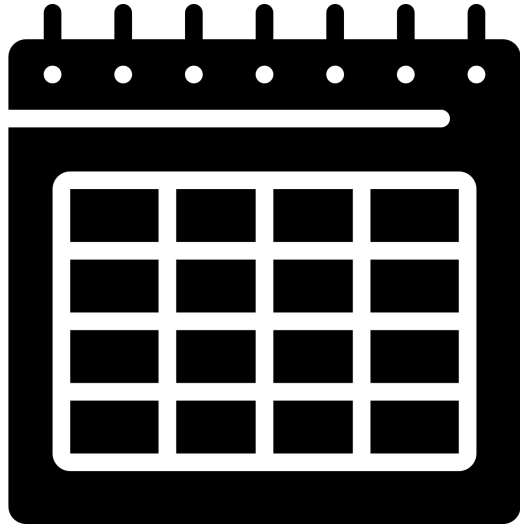
I am excited to introduce Iuliia Kepley from Strategic Consulting, Human Resources, UC San Diego. She will now present on the 2024 survey findings.

UC Agriculture and Natural Resources Staff Experience Survey 2024

*Presented by Angela Song-Ruiter, PhD
Analyses conducted by Iuliia Kepley, MS
Strategic Consulting, Assessments, and Analytics (SCAA), UCSD*

2024 Staff@Work

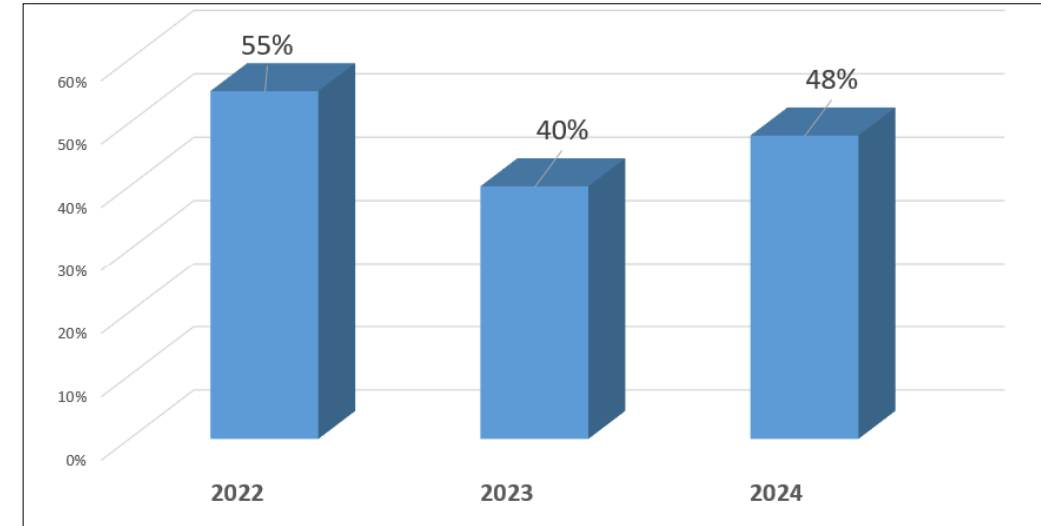
Survey Logistics



Distributed
Oct 23 – Dec 6, 2024

593
respondents

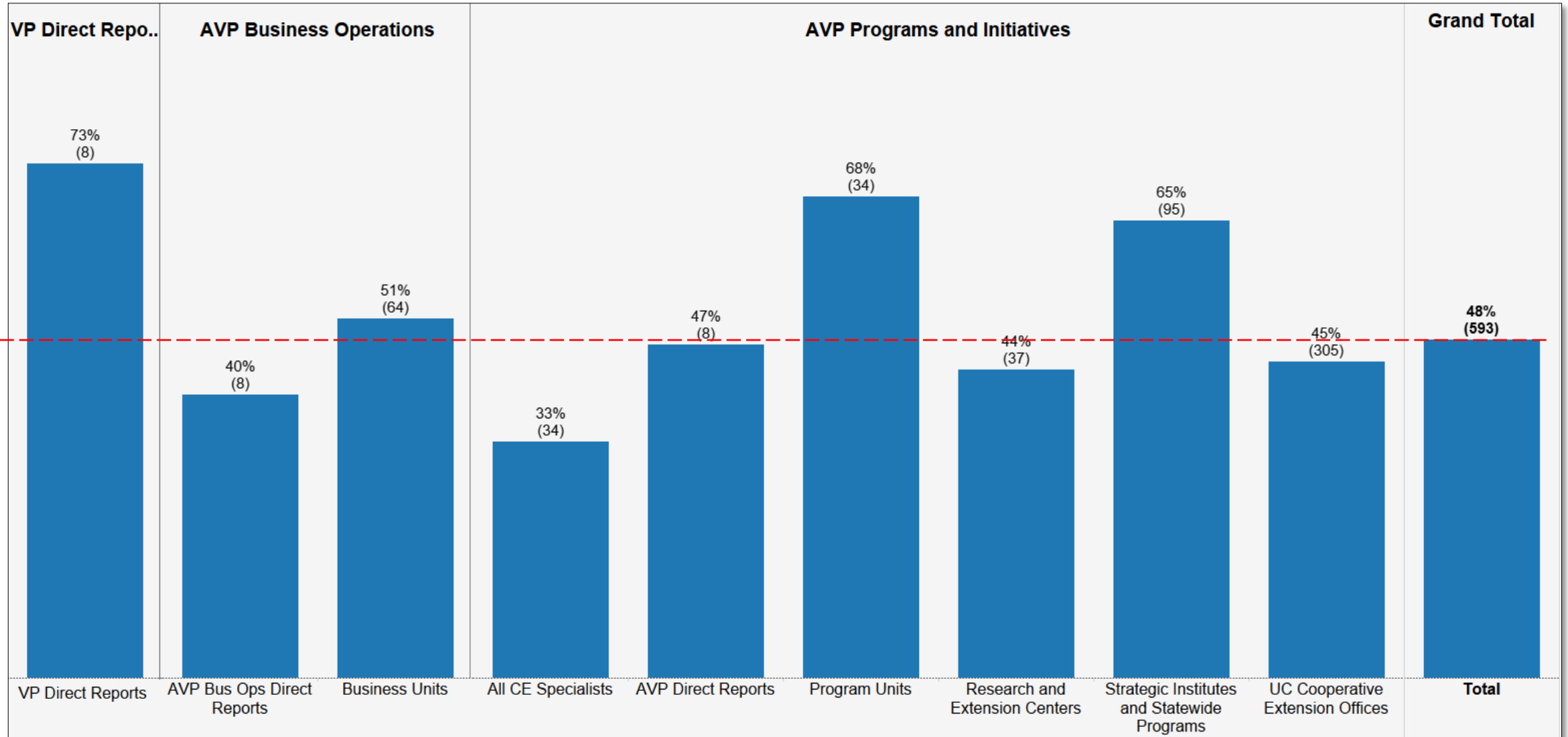
48% response rate



The response rate increased
compared to 2023

2024 Staff@Work

2024 Responses – Units



2024 Staff@Work About the Survey

57 standard rated questions: 1 to 5 Likert scale (Strongly disagree to Strongly agree)
17 Conduct and Behavioral Items: 1 to 5 Frequency scale (Never to Very Often)

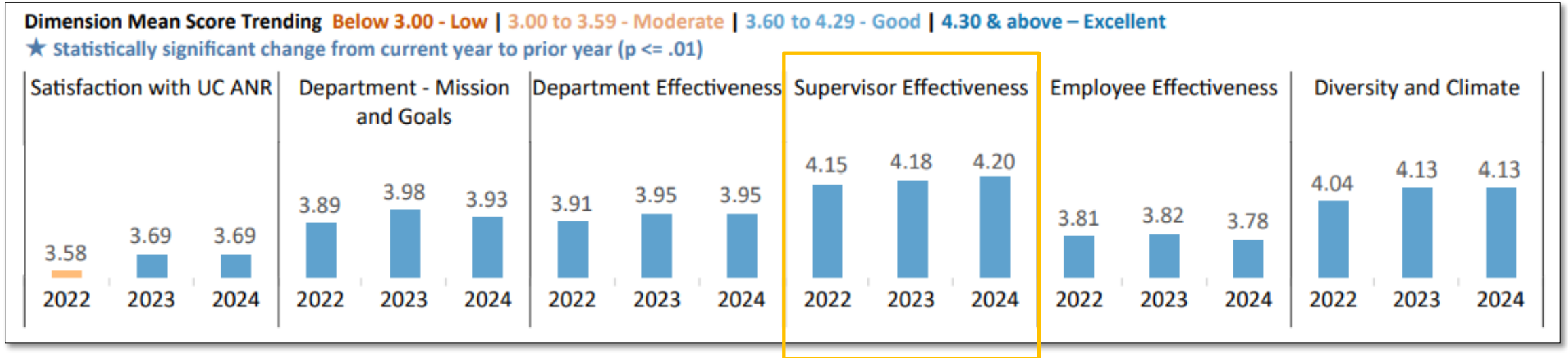
Overall Satisfaction

6 Dimensions

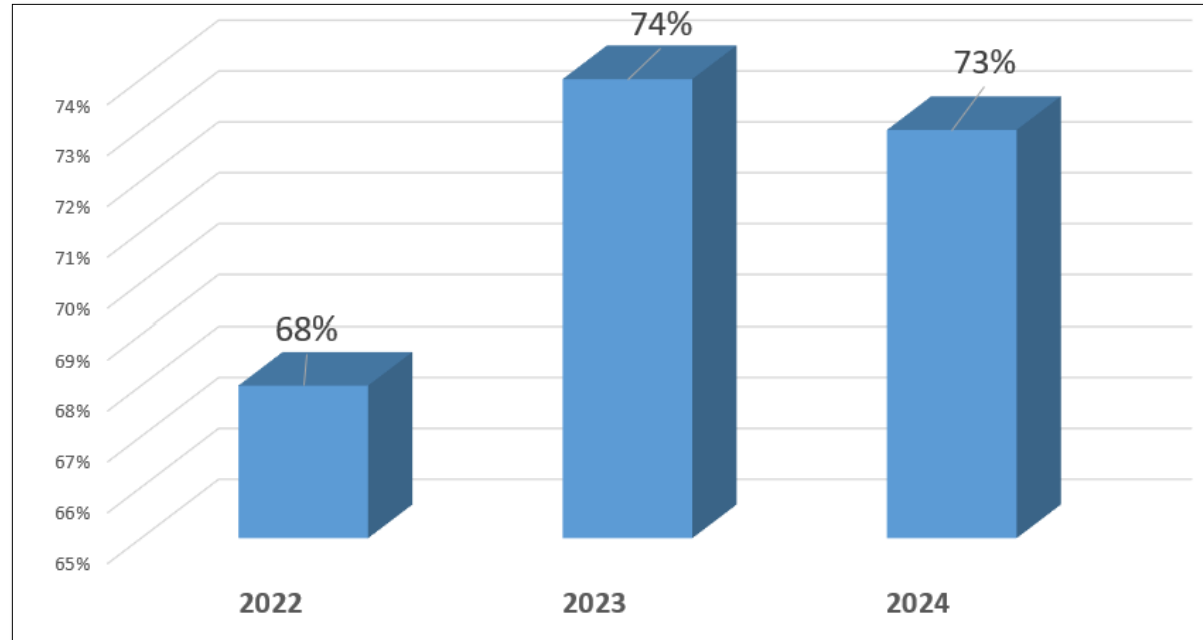
Retention

		2022	2023	2024	
Satisfaction with UC ANR	1 Satisfied Employee	3.68	3.85	3.81	
	2 Valued Member of UC ANR	3.61	3.70	3.69	
	3 Academics Value Contributions	3.71	3.71	3.70	
	4 Staff Value Contributions	3.91	3.98	4.03	
	5 Sr. Leaders Communicate Goals	3.51	3.70	3.71	
	6 Leadership and Employees Contact	3.38	3.56	3.59	
	7 Contribution to UC ANR's Mission	4.19	4.20	4.18	
	8 Have Voice on Campus	3.25	3.41	3.44	
	9 Career Advancement	3.10	3.26	3.14	
Department - Mission and Goals	10 Understand Dept's Mission	4.35	4.37	4.38	
	11 Contribution to Dept's Mission	4.39	4.45	4.41	
	12 Annual Dept Goals	3.69	3.79	3.70	
	13 Measures Dept Goals	3.65	3.71	3.65	
	14 Measures Customer Satisfaction	3.49	3.66	3.61	
	15 Improves Services Products	3.68	3.79	3.77	
	16 Adequate Staffing	2.60	2.85	2.84	
Department Effectiveness	17 Have Tools	3.67	3.72	3.68	
	18 Physical Work Environment	3.80	3.87	3.86	
	19 Safe Environment	4.08	4.09	4.20	
	20 Spirit Of Cooperation	4.07	4.15	4.13	
	21 Ethical Conduct	4.37	4.39	4.35	
	22 Collaborate with Units Outside	4.11	4.16	4.17	
	23 Perform Responsibilities	4.24	4.29	4.26	
	24 Participate In Decisions	4.03	4.08	4.05	
	25 Balance Work Life	4.28	4.18	4.26	
	26 Resolves Staff Issues	3.77	3.77	3.76	
Supervisor Effectiveness	27 Better Ways Recognized	3.86	3.87	3.88	
	28 Recommendations Without Fear	4.22	4.27	4.30	
	29 Sufficient Freedom	4.43	4.34	4.36	
	30 Communicates Essential Info	4.09	4.15	4.21	
	31 Work Assigned Equitably	3.87	3.94	3.93	
	32 Gives Praise for Work	4.10	4.09	4.10	
	33 Suggestions For Improvement	3.96	4.06	4.06	
	34 Evaluated Fairly	4.14	4.11	4.11	
	35 Performance Evaluation	3.84	3.84	3.84	
	36 Advancement Opportunities	3.78	3.87	3.90	
Employee Effectiveness	37 Supports Training	4.16	4.22	4.27	
	38 Treats with Respect	4.46	4.48	4.52	
	39 Supportive of Personal Issues	4.47	4.49	4.50	
	40 Disability Accommodation	4.41	4.41	4.43	
	41 Appropriate Stress	3.32	3.41	3.33	
	42 Total Compensation	2.85	2.90	2.86	
	43 Get Information	4.00	3.95	3.93	
Diversity and Climate	44 Good Use of Skills	4.08	4.12	4.04	
	45 Know How To Use Tools	4.28	4.30	4.22	
	46 Manage Workload	3.79	3.87	3.81	
	47 Valuable Training	3.58	3.64	3.59	
	48 Enjoy Working with Coworkers	4.42	4.41	4.38	
	49 Promotes Employee Wellness	3.92	3.79	3.86	
	50 Feel Valued	4.12	4.12	4.13	
Retention	51 Satisfied with Diversity Programs	3.76	3.85	3.91	
	52 All Welcomed	3.93	4.06	4.07	
	53 Committed to Diversity	3.76	3.94	3.92	
	54 All Cultures - Fair	4.18	4.26	4.23	
	55 Sexual Orientation - Fair	4.24	4.33	4.27	
	56 Supports Diverse Environment	4.17	4.23	4.23	
Retention	57 Practices Principles of Community	4.20	4.24	4.25	
	58 Work in Same Unit		4.05	4.02	
	59 Work at UCANR		4.07	4.08	

Satisfaction Trends by Dimension



“Satisfaction with UC ANR” has remained consistent with 2023 results, and the **“Supervisor Effectiveness” dimension has the highest satisfaction rate** among the other dimensions (4.20).



73%

of employees were “satisfied” or “extremely satisfied” –
Remaining high and consistent compared to the 2023 survey

“Overall, I am a satisfied employee” by Unit



- **VP Direct Reports** division shows **improvement** compared to 2023 for 'Overall, I am a satisfied employee' (4.88, Excellent range).



- **AVP Business Operations** division experiencing a **drop in overall employee satisfaction** from 4.18 (2023) to 3.93 in 2024.
- A strong positive trend was observed in the **AVP Business Operations Direct Reports** unit, with the score improving from **Good to Excellent** range in 2024.
- Despite remaining in the Good range, the **Business Units** experienced the **highest decline** in overall employee satisfaction, dropping from 4.19 in 2023 to 3.88 in 2024.

“Overall, I am a satisfied employee” by Unit



• **Positive movement overall**, with most units now in the Good range. Overall reflects steady improvement and incremental progress, suggesting that engagement and satisfaction efforts are working, though unevenly across units:

• Strongest gains: **All CE Specialists** and **Strategic Institutes & Statewide Programs** show recovery and growth.

• Watch areas: **Program Units** show a mild downward trend, and **Research & Extension Centers** remain on the cusp of “Moderate.”

Highest and Lowest Scoring Results

TOP SATISFACTION SCORES		LOWEST SATISFACTION SCORES		LARGEST CHANGES IN SCORES ↑↓ change of .09 or more, ● less than .09	
1	Treats with Respect	1	Adequate Staffing	1	Career Advancement ↓
2	Supportive of Personal Issues	2	Total Compensation	2	Safe Environment ↑
3	Disability Accommodation	3	Appropriate Stress	3	Annual Dept Goals ●
4	Contribution to Dept's Mission	4	Valuable Training	4	Good Use of Skills ●
5	Understand Dept's Mission	5	Measures Customer Satisfaction	5	Appropriate Stress ●

Overall, the Top Satisfaction Scores were very high – all earning 4.38 or above in 2024. The Lowest Satisfaction Scores repeated similar themes from 2023.

Adequate Staffing and Total Compensation are lower scoring – which is very common across institutions. Adding transparency around equity-reviews, fiscal constraints, and career progression resources have helped other leaders address these concerns.

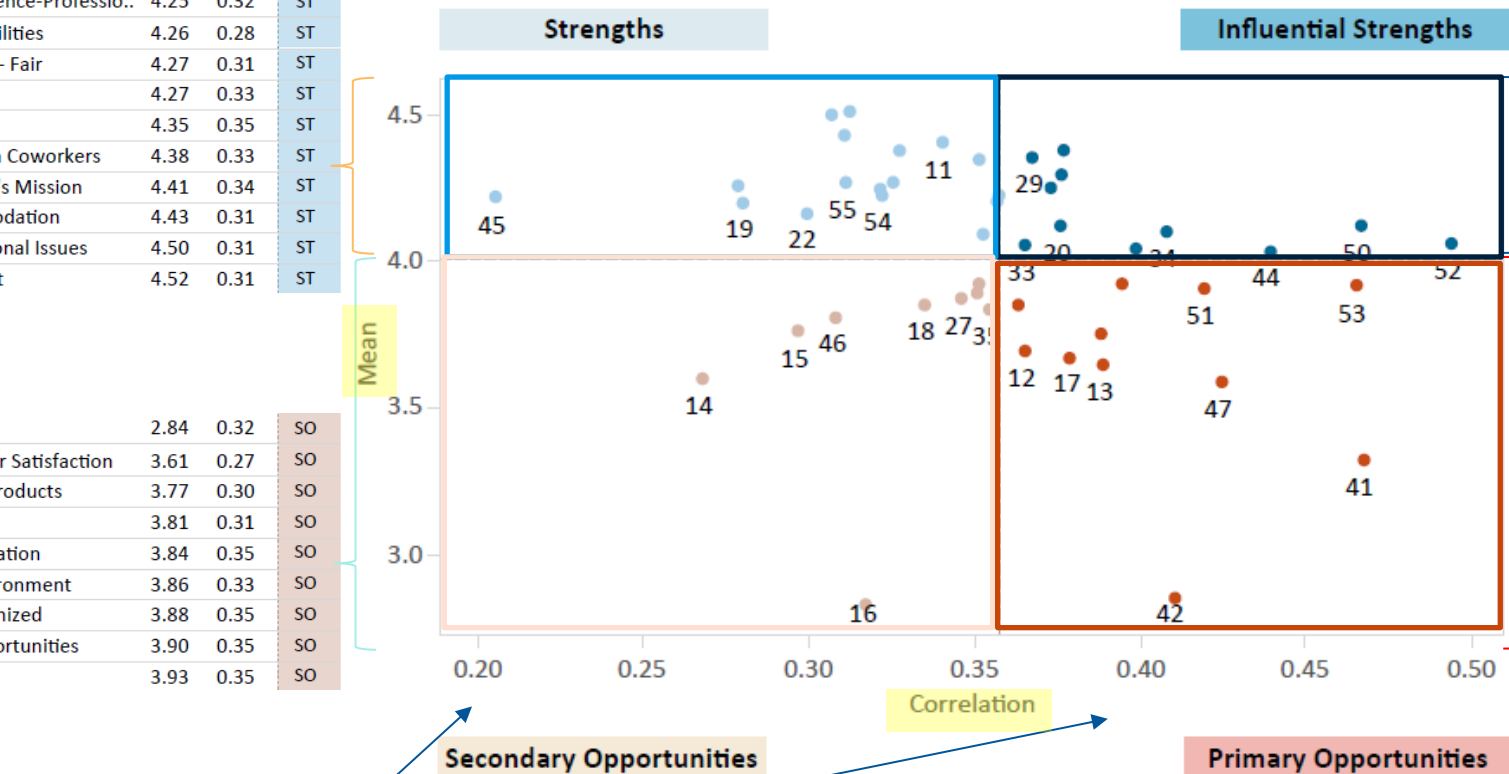
Drivers of VC Satisfaction

SUP	32. Gives Praise for Work	4.10	0.35	ST
DEP	22. Collaborate with Units Outside	4.17	0.30	ST
DEP	19. Safe Environment	4.20	0.28	ST
SUP	30. Communicates Essential Info	4.21	0.36	ST
EMP	45. Know How To Use Tools	4.22	0.21	ST
DIV	54. All Cultures - Fair	4.23	0.32	ST
DIV	56. Support Diversity	4.23	0.36	ST
DIV	57. Community- Excellence-Professio..	4.25	0.32	ST
DEP	23. Perform Responsibilities	4.26	0.28	ST
DIV	55. Sexual Orientation - Fair	4.27	0.31	ST
SUP	37. Supports Training	4.27	0.33	ST
DEP	21. Ethical Conduct	4.35	0.35	ST
EMP	48. Enjoy Working with Coworkers	4.38	0.33	ST
MIS	11. Contribute to Dept's Mission	4.41	0.34	ST
SUP	40. Disability Accommodation	4.43	0.31	ST
SUP	39. Supportive of Personal Issues	4.50	0.31	ST
SUP	38. Treats with Respect	4.52	0.31	ST

DEP	16. Adequate Staffing	2.84	0.32	SO
MIS	14. Measures Customer Satisfaction	3.61	0.27	SO
MIS	15. Improve Services Products	3.77	0.30	SO
EMP	46. Manage Workload	3.81	0.31	SO
SUP	35. Performance Evaluation	3.84	0.35	SO
DEP	18. Physical Work Environment	3.86	0.33	SO
DEP	27. Better Ways Recognized	3.88	0.35	SO
SUP	36. Advancement Opportunities	3.90	0.35	SO
EMP	43. Get Information	3.93	0.35	SO

EMP	44. Good Use of Skills	4.04	0.44	IS
DEP	24. Participate In Decisions	4.05	0.40	IS
SUP	33. Suggestions for Improvement	4.06	0.36	IS
DIV	52. All Welcomed	4.07	0.49	IS
SUP	34. Evaluated Fairly	4.11	0.41	IS
DEP	20. Spirit Of Cooperation	4.13	0.38	IS
DIV	50. Feel Valued	4.13	0.47	IS
DEP	25. Balance Work Life	4.26	0.37	IS
SUP	28. Recommends without Fear	4.30	0.38	IS
SUP	29. Sufficient Freedom	4.36	0.37	IS
MIS	10. Understand Dept's Mission	4.38	0.38	IS

EMP	42. Total Compensation	2.86	0.41	PO
EMP	41. Appropriate Stress	3.33	0.47	PO
EMP	47. Valuable Training	3.59	0.42	PO
MIS	13. Measures Dept Goals	3.65	0.39	PO
DEP	17. Have Tools	3.68	0.38	PO
MIS	12. Annual Dept Goals	3.70	0.36	PO
DEP	26. Resolves Staff Issues	3.76	0.39	PO
EMP	49. Promotes Employee Wellness	3.86	0.36	PO
DIV	51. Satisfied with Diversity Programs	3.91	0.42	PO
DIV	53. Committed to Diversity	3.92	0.46	PO
SUP	31. Work Assigned Equitably	3.93	0.39	PO



Lower relationship to overall satisfaction

Higher relationship to overall satisfaction

So, these items are relatively lower scoring on the survey AND "important" in how they impact overall satisfaction with UCANR

DRIVERS OF SATISFACTION	
INFLUENTIAL STRENGTHS	PRIMARY OPPORTUNITIES
All Welcomed	Total Compensation
Feel Valued	Appropriate Stress
Good Use of Skills	Committed to Diversity
Evaluated Fairly	Valuable Training
Understand Dept's Mission	Satisfied with Diversity Programs

		2023	2024	
DIV	All Welcomed	IS	IS	INFLUENTIAL STRENGTHS
DIV	Feel Valued	IS	IS	
EMP	Good Use of Skills	IS	IS	
SUP	Evaluated Fairly	IS	IS	
MIS	Understand Dept's Mission	ST	IS	
EMP	Total Compensation	PO	PO	PRIMARY OPPORTUNITIES
EMP	Appropriate Stress	PO	PO	
DIV	Committed to Diversity	PO	PO	
EMP	Valuable Training	PO	PO	
DIV	Satisfied with Diversity Programs	PO	PO	

Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you do not know.		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
		5	4	3	2	1	
Satisfaction with UC ANR	1 Overall, I am a satisfied UC ANR employee.						
	2 I feel valued as a member of the UC ANR community.						
	3 Academics at UC ANR value my contributions.						
	4 Staff members at UC ANR value my contributions.						
	5 Senior leadership at UC ANR has adequately communicated the organization's long-range goals and strategic direction.						
	6 There are sufficient opportunities for contact between senior leadership and employees at UC ANR.						
	7 I understand how my job performance positively contributes to UC ANR's Mission.						
	8 I feel I have a voice to provide my ideas and suggestions on how to improve UC ANR.						
	9 I am satisfied with my opportunities for career advancement at UC ANR.						
Department - Mission and Goals	10 I understand my department's mission.						
	11 I understand how my job performance positively contributes to my department's mission.						
	12 My department establishes annual departmental performance goals.						
	13 My department routinely measures departmental performance goal achievements.						
	14 My department routinely measures customer satisfaction with services and products delivered.						
Department Effectiveness	15 My department routinely takes action to improve services and products based on customer feedback.						
	16 My department has adequate staffing to handle our workload.						
	17 I have the tools (i.e., equipment and technology) needed to perform my work.						
	18 My physical work environment (e.g., office, lab) is adequate for the job that I do.						
	19 I feel physically safe while I am working on-site, i.e., UC ANR Office. (Note: check N/A if you worked entirely off-site during the last 12 months)						
	20 There is a spirit of cooperation within my department.						
	21 Most people in my department conduct themselves in an ethical manner.						
	22 People in my department are encouraged to work collaboratively with units outside of my immediate area.						
	23 Most people in my department perform their responsibilities.						
	24 I have the opportunity to participate in making decisions that affect my work.						
Supervisor Effectiveness	25 My department creates a flexible environment that allows me to balance my work and personal life.						
	26 My department effectively resolves staff-related issues (i.e., staff work interactions).						
	27 People in my department are recognized for finding better ways of doing things.						
	28 I can make recommendations to my supervisor without fear of negative consequences.						
	29 I have sufficient freedom to decide how to best perform my work.						
	30 My supervisor communicates essential information on a timely basis.						
	31 Work is assigned equitably in my department.						
	32 My supervisor gives me praise for my work.						
	33 My supervisor gives me useful suggestions for improvement.						
	34 My performance is evaluated fairly.						
Employee Effectiveness	35 My last annual evaluation provided me with information I could use to improve my performance.						
	36 My supervisor gives me opportunities that support my career advancement.						
	37 My supervisor actively supports my participation in training and education programs related to my job responsibilities.						
	38 My supervisor treats me with respect.						
	39 My supervisor is supportive when personal issues arise.						
	40 I would be comfortable speaking with my supervisor about my need for accommodation on the job due to a disability.						
	41 I feel that the amount of stress associated with my job is appropriate for my position.						
	42 I am satisfied with my total compensation, including salary, benefits, and retirement.						
	43 I know how to get the information I need to be effective in my job.						
Diversity and Climate	44 My job makes good use of my skills and abilities.						
	45 I know how to use the tools that I have (i.e., equipment and technology) to do my work.						
	46 I am able to manage my work load effectively.						
	47 The training that I receive at UC ANR is valuable for improving my job performance.						
	48 I enjoy working with my coworkers.						
	49 ANR provides opportunities and programs promoting employee wellness.						
	50 I feel valued by my department.						
Retention	51 Overall, I am satisfied with the diversity related programs and services available at UC ANR.						
	52 UC ANR promotes a work environment where all people are welcomed.						
	53 Top leaders at UC ANR are committed to diversity.						
	54 People of all ethnic groups, cultures, and backgrounds are treated fairly in my department.						
	55 People of all sexual orientations are treated fairly in my department.						
	56 My department actively supports a diverse work environment.						
	57 My department practices UC ANR's Principles of Community.						
	58 I can see myself working in the same unit in 1-2 year's time.						
	59 I can see myself working at UC Agriculture and Natural Resources in 1-2 year's time.						





UC ANR Innovate
University of California
Agriculture & Natural Resources

UCANR Innovate Program Update

UC ANR Town Hall | October 16, 2025





Agenda



- UCANR Innovate Statewide Program Overview
- FIRA USA Conference – Oct. 21–23, Woodland
- Launch of the California AgTech Alliance



UCANR Innovate Statewide Program Overview

UCANR Innovate brings together people, resources, and ideas to accelerate agricultural, food, and biotech innovation in California. We develop practical technologies, generate use-inspired research, prepare a future ready workforce, and build the ecosystems and partnerships that make innovation possible: locally, regionally, and globally.



Four Ways We Create Impact

01

Advancing Practical Technologies

Identify high-potential innovations and guide them toward real-world application through field testing, market support, and connections to capital.

Programs: The VINE, FIRA USA, UCANR Tech Transfer, F3Local, CA AgTech, The Plant, FutureFood.

02

Generating Use Inspired Research

Produce evidence and guidance (through applied research, data analysis, and policy engagement) that shape innovation

Programs: AIFS, GCEAC, BioCircular Valley, The VINE Institute, The Plant, FIRA USA, F3Local

03

Enabling an Innovation Ready Workforce

Train and inspire students and incumbent workers so they have the skills and pathways needed to succeed with emerging technologies.

Programs: Farm Robotics Academy/Challenge, AIFS Career Exploration Fellowship, CA AgTech Network, FutureFood, The Plant, F3Local

04

Building Regional Innovation Ecosystems

Connect people, capital, and institutions to create the conditions where innovation can develop and scale

Programs: FutureFood, CA Agtech, The Plant, F3Local, Food Frontier

FIRA USA 2025

WHERE **GROWERS**
MEET **ROBOTS**

OCTOBER 21 - 23, 2025

WOODLAND | SACRAMENTO, CALIF.

FREE FOR GROWERS

USA FIRA
OCT. 21-23 2025



Launch of the California AgTech Alliance



The California AgTech Alliance, led by UC ANR Innovate with GO-Biz and CDFA, connects nine regional hubs to accelerate climate-smart ag innovation, entrepreneurship, and workforce development across California.



Entrepreneurship & Commercialization

Accelerates new businesses and startup commercialization through incubation, acceleration, innovation grants, and technical assistance (includes the VINE Build and Connect programs).

Workforce Development

Develops a skilled statewide AgTech talent pipeline through programs for students, farmworkers, and adult learners (includes AWDP, Farm Robotics Challenge/Academy, Drones Uplift California Communities, and FARMS Field Days)

AgTech Network and Investment Hub

Unites regional efforts across the state for collaboration, branding, shared infrastructure, and an investor network—essentially the statewide coordination and network backbone.

California AgTech Alliance Launch Press Conference

FIRA USA

Wednesday, Oct. 22 | 10:30 – 11:00 AM

The Plaza, Yolo County Fairgrounds (Woodland, CA)



**CALIFORNIA
AGTECH
ALLIANCE**

Speakers



Karen Ross

Secretary,
California Department
of Food & Agriculture



Gabriel Youtsey

Chief Innovation Officer,
UC ANR



Walt Duflock

SVP of Innovation,
Western Growers



Karen Aceves

Founder, ARKEN Strategies /
AgSTEP Workforce Program

In the Media

Yana Valachovic and Max Moritz talked to [Inside Climate News](#) and other publications about proposed Zone Zero regulations for wildfire resilience

Tracy Schohr told the [Sacramento Bee](#) wolves have killed 76 calves in California since March

Edith de Guzman told [Los Angeles Times](#) water bills in LA are rising faster than inflation; Yahoo, MSN and others picked up the story

Lenya Quinn-Davidson was featured in the [Cal alumni](#) magazine with a Q&A about managing wildfire and discussed prescribed burn associations in [Atmos](#)

Katie Low discussed prescribed burns for ranchers and farmers in [Offrange](#)

Maurice Pitesky was quoted in [Globe and Mail](#) on the risk of ostriches spreading bird flu and in [The Good Men Project](#) about data needed to track the disease



Daniel Swain is on the [TIME100 Next](#) list of rising leaders. He was quoted about weather by CNN, SF Chronicle, Live Science & LA Times

New Hires: Welcome to UC ANR

September 15- October 14, 2025

Claudia F	Carlos	CALIFORNIA STATE 4-H OFFICE
Valarie	DeBoard	UCCE FRESNO MADERA MCP
Carly	Deitsch	SUSTAINABLE AG RESEARCH & EDU
Hanna H	Enomoto	COMMUNITY NUTRITION AND HEALTH
Zachary Adam	Heier	UCCE STANISLAUS COUNTY
Cheryl A	Hyland	IMM OFFICE AVP - BUS OPS
Patrice	Johnson	BUSINESS OPERATIONS CENTER
Jonathan	Kaplan	CA INST FOR WATER RESOURCES
Camila	Quintana Del Carpio	UCCE SHASTA COUNTY
Lorrene D	Ritchie	NUTRITION POLICY INSTITUTE
Roy	Shannon	SIERRA FOOTHILL REC
Blake Lawrence	Shaw	ANR FIRE NETWORK
Will	Smith	FINANCIAL SERVICES
Kristina Renee'	Thurmon	UCCE SAN JOAQUIN COUNTY
Lydia	Tymon	UCCE RIVERSIDE COUNTY
Alan C	Wong	RESOURCE PLANNING & MANAGEMENT



Camila Quintana & her dog Rafael



Lydia Tymon

Other Updates

Branding Tool Kit Launch – Linda Forbes
@Work Survey Focus Groups – Elizabeth Moon

Brand Launch

Toolkit Updates

- Horizontal and vertical logos in English are now available in the Communications Toolkit: <https://ucanr.edu/site/communications-toolkit/logo-template-downloads>
- Spanish logos and social media icons for Facebook and LinkedIn are in development
- Priority templates (PowerPoints, posters, etc.) will be developed after logo/icon work is complete
- Contact Linda Forbes at lforbes@ucanr.edu with any questions or issues with files

External Launch

- News release will go out on **October 22**

Logo Item Raffle Winners

Congratulations to the following randomly selected logo item raffle winners!

Annastasia Hermle

Christy Getz

Jill Tyler

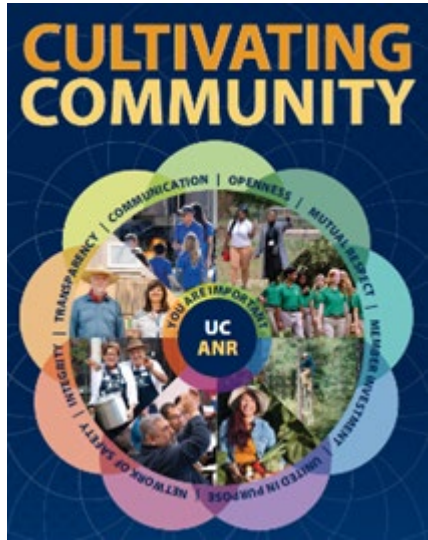
Katie Kilbane

Kelly Hong

LANDS' END
Outfitters
Univ of CA Agriculture and Natural
Resources

Principles of Community Highlight: Mutual Respect

We empower our community to bring their authentic selves and unique contributions to ANR by centering respect in all actions and interactions.



How We Implement **Mutual Respect** In the Workplace:

- Using language that brings people into a conversation even when there are differing sides
- Being considerate with how we open space for each other
- Being fully present without distractions during meetings

2024 @Work Survey Focus Groups

- The Inclusive Community Advisory Council (ICAC) collaborated with HR in analyzing the findings of the 2024 report.
 - *From this, the council created the fall focus group opportunities for employees to share their voices*
- Today is the last session for supervisors/managers and we have had almost 75 employees participate.
- Report will be provided to the ICAC and Leadership in early December. Strategic action will be developed from the results.

8
Focus Groups

10
Sessions

~75
Participants

Upcoming Opportunities of Learning

NOV. 6, 2pm: NACP PT Leads Native American Heritage Month w/ Regent Sarris



Scan the QR code to register for the webinar!

TODAY: Final Day for Inclusive Community Advisory Council Nominations

(formerly known as the Diversity, Equity & Inclusion Advisory Council)

Advisory Council Chair: jhsiehw@ucanr.edu

Director, Workplace Inclusion & Belonging: emoon@ucanr.edu



Scan the QR code to apply for the 2025 Nominations for ICAC!!



UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

NATIVE AMERICAN HERITAGE MONTH

Oral History and Storytelling—a tradition central to Indigenous knowledge

Join us for a webinar with Regent Greg Sarris, Ph.D, as he shares how he has used storytelling to connect with the broad array of communities in his life, as a professor, UC Regent, and Tribal Member and Chairman of the Federated Indians of Graton Rancheria, and how his work has uplifted Native American communities.

Thursday, November 6th at 2:00 PM

Registration Link: <https://bit.ly/NAHMSarris>

Introduction by UC ANR Native American Advisory Council member Lorelle WB Ross. She is emeritus Vice Chair of the Federated Indians of Graton Rancheria and a dedicated advocate for tribal justice, cultural preservation, and Native community empowerment. Lorelle also holds key advisory roles, including Chair of the UC President's Native American Advisory Council.

Organized by the Native American Community Partnerships program team.



THANK YOU!

Next Town Hall November 20

 UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources