

NEWSLETTER

INCLUSIVE COMMUNITY ADVISORY COUNCIL (ICAC)

Who We Are

The Inclusive Community Advisory Council (ICAC) serves as a bridge between employees and leadership to ensure every voice within UC ANR is heard, valued, and reflected in how the organization evolves. Through focus groups, surveys, and direct engagement, we gather input that helps inform strategies to improve communication, inclusion, and workplace culture.

At its core, ICAC is committed to helping shape a workplace where belonging is not an abstract goal, but a consistent experience across all roles, locations, and communities within UC ANR.



COUNCIL REFLECTIONS



JAKI HSIEH WOJAN
ICAC CHAIR

Dear ANR Community,

This year, I have the honor of serving as Chair of the Inclusive Community Advisory Council (ICAC). Building on the strong foundation established under Ricardo Vela's leadership, we continue advancing efforts to strengthen inclusion, communication, and opportunity across UC ANR. Guided by feedback from focus groups and the ANR@Work survey, ICAC is focusing on key priorities, including career advancement, internal communication, mentorship, and strengthening accountability in our systems and processes.

In a time of change and uncertainty, this work remains essential. We are committed to turning employee voices into meaningful action and continuing to build a workplace where everyone feels valued, supported, and included.

Dear ANR Community,

At UC ANR, our strength lies in how we show up for one another. Building an inclusive community is not a one-time effort—it is an ongoing commitment to listening, learning, and taking action. Through the work of the Inclusive Community Advisory Council (ICAC), we continue to elevate employee voices and turn insight into meaningful change. Together, we are shaping a workplace where belonging is not just a value, but a daily practice.



ELIZABETH MOON
DIRECTOR OF WORKPLACE
INCLUSION & BELONGING

COUNCIL ACTIONS

In-Person Retreat

The ICAC in-person retreat brought together council members and senior leadership for a day of open dialogue, reflection, and collaboration. The conversations helped strengthen alignment and reaffirm our shared commitment to building a more inclusive and connected UC ANR community.



Focus Groups

In the Fall of 2025, the ICAC partnered with Leadership to take a deeper view into our ANR@Work survey results by hosting 11 focus groups.

Eighty-four ANR colleagues participated and highlighted the strengths of their direct supervisors and further elaborated similar results from the survey: need for clearer processes, better access to resources, consistent support across the organization, and the importance of seeing their input reflected in decisions to reinforce trust and engagement.

Overall, the focus group members considered consistency, transparency and systems that reflect the realities of their daily work as most important.

UPDATES FROM OUR EMPLOYEE GROUPS

UC ANR Employee Resource Groups

UC ANR's Employee Resource Groups (ERGs) create space for connection, dialogue, and community across the organization. These groups bring employees together around shared experiences, interests, and a commitment to supporting one another.

As part of this effort, the Latinx & Friends ERG recently hosted a conversation with Dr. Lisa Fortuna and Dr. Kevin Gutierrez, who shared insights on the impact of immigration policies on the mental health of children and families. The session highlighted the value of creating spaces where important and timely topics can be explored with both depth and care.

Renaming César Chávez: A Community Reexamines Legacy, Values, and Accountability

Following recent legislative action, the University of California has renamed César Chávez Day to Farmworkers Day. This change reflects UC's support for survivors of sexual violence and recognition of the vital contributions of farmworkers to our state.

The holiday will remain unchanged in practice, and employees will continue to have the day off.

Thank you for all you do for the University of California.

Note from -

Rachael Nava

Executive Vice President and Chief Operating Officer

MEET OUR MEMBERS



Jaki Hsieh Wojan
(Chair, she/her)



Kait Murray (Chair-
Elect, she/they)



Ricardo Vela (Former
Chair, he/him/el)



Amira Resnick
(she/her/ella)



Joji Muramoto
(he/him)



Pia Marie Wright
(Alternate, she/her)



John T. Bailey
(he/him)



Devii Rao
(she/her)



Eliot T. Freutel
(he/him)



Janessa Hartmann
(she/her)



Melissa Guillen
(she/her)



Teghpreet (Preet)
Ahluwalia



Dax London
(he/him)



Rachel Lloyd
(she/they)



Christina Becker
(Alternate, she/they)



Karyn Utsumi
(Alternate, she/they)



Elizabeth Bezark
(Alternate, she/her)



Elizabeth Moon
(Director of WIB,
she/her)



Tina L. Jordan (Ex-
Officio Member)