**Position Title:** Cooperative Extension Specialist in the Economics of Diversity and Equity

**Position:** The specialist will develop a research and extension program to address diversity, equity, and inclusion (DEI) issues. This program will include research on the distributional impacts of proposed and implemented policies and rural development and poverty in California, emphasizing minority communities. The specialist could study labor markets and advancement opportunities, educational opportunities, public goods and resource availability, environmental justice, and gender issues. A qualified candidate will hold a Ph.D. in Agricultural Economics or Economics with sufficient skills, experience, and desire to focus on these issues.

**Justification:** To achieve DEI objectives, UC ANR will benefit from an economist dedicated to studying the dimensions of equity issues, identifying policy solutions, and conducting extension and outreach to implement such solutions. The specialist will apply a strong quantitative and empirical background to advance economic prosperity and access to opportunity for all Californians. University of California agricultural economists have a tradition of working on farm labor, migration, food security, access to education, and rural poverty. A specialist in Agricultural & Resource Economics will be well suited to address these issues by collaborating with AES faculty who work on rural poverty and discrimination worldwide. The specialist will fill a critical gap by focusing on issues in rural regions of California and immigrant and minority communities in the United States while benefiting from the existing strength in ARE and across the University of California.

**Extension:** The specialist’s extension agenda will have two parts. Both will focus on implementing solutions to create a more equitable and inclusive society. The first part will provide information to state, regional, and local policymakers on policy solutions that address equity and discrimination issues. The specialist will identify policy solutions with help from stakeholder groups. The specialist will also educate policymakers on the distribution of benefits and costs of other potential, proposed, and implemented policies. This analysis will aid in the adoption of policies that promote equity. In addition to municipalities, counties, and state agencies, clientele would include anyone affected by the studied policies, including disadvantaged and minority communities, small farmers, farmworkers, minority-owned and small agribusinesses, and school districts. The specialist could conduct outreach on policy impacts on these communities as well.

A second part of this specialist’s extension agenda will be to enhance the economic and financial literacy of disadvantaged and underserved communities. The specialist will collaborate with farm advisors, 4-H, local educators, and others to develop appropriate educational offerings to enable individuals and business owners to make informed economic decisions that improve their financial outcomes. These programs will improve social mobility and economic literacy among underserved communities. Activities may include improved training in applied economics in high school and junior college and mentoring programs for college students interested in agriculture and natural resources issues.

**Research:** This specialist will develop a nationally and internationally competitive research program in welfare economics with a focus on issues of equity and discrimination. The research will use a quantitative approach to study the impact of policies on social mobility, measurement...
of access, and environmental justice. The specialist could bring geospatial data and new tools from data science to bear on these issues.

**ANR Network:** Depending on the specialist’s area of focus, the specialist could complement many of ANR’s thematic cluster areas, including the food system resilience network and the health resilience network. This person could engage with 4-H, the Nutrition Policy Institute, the DEIJ Program Team, master gardeners, master food preservers, and the small farms network led by Ruth Dahlquist-Willard. The specialist could engage with many AES colleagues at Berkeley and Davis ARE studying world poverty and economic development, including Jeremy Magruder, Marco Gonzalez-Navarro, Aprajit Mahajan, Michael Carter, Steve Boucher, and Travis Lybbert. Labor economists like Jeff Perloff and Ed Taylor and environmental economists interested in the distributional impacts of policies like Jim Sallee and Meredith Fowlie may be key collaborators for this specialist. This specialist may also collaborate with the new specialist in Water Justice Policy & Planning currently being recruited in ESPM at UC Berkeley. Economics has an analytical perspective that is different yet complementary to that in other fields like ESPM.

**Network External to ANR:** This specialist would support the clientele groups mentioned above and have broad reach via their networks. The specialist could work with community groups, environmental justice organizations, minority and immigrant advocates, state and local agencies.

**Support:** The UC Berkeley ARE Department will provide office space and administrative support. The specialist will benefit from being a part of the Giannini Foundation of Agricultural Economics through the ability to apply for mini-grants. The specialist could also benefit from other resources at UC Berkeley. These include the Savio computing cluster, the Geospatial Innovation Facility, and the D-Lab, which provides consulting and advising, access to staff support, and training and provisioning for software for data-intensive social science research.

**Other support:** Studies of the issues of diversity and equity are increasingly attractive to agencies and foundations. This specialist would be competitive for extramural grants to support both research and outreach. Specific sources include the California Strategic Growth Council.

**Headquarters and coverage area:** The UCB Department of Agricultural & Resource Economics will house this position, but the Specialist’s program will have statewide coverage.

**Developed and proposed by:** This proposal is prepared by the UC Berkeley ARE department, with input and support from Doug Parker (CIWR), Susan Gabbard (JBS International Inc.), Federico Castillo (ESPM). We have received feedback from several program team leaders regarding the importance of building ANR capacity in this area, including those associated with California Communities, Positive Youth Development, and Research-to-Policy. This position complements the position Davis ARE is proposing and proceeds according to the cooperative plan developed by the two ARE departments and approved by ANR leadership to restore economics in Cooperative Extension. Our department used to have two CE Specialists that inspired a large body of research and conducted extension research and outreach on farmworker conditions and labor and migration issues (John Mamer and Howard Rosenberg). We seek to restore this capacity in a way that fits the emerging needs of Californians today.