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Humboldt County Diversity Training

A collaboration between Cannaculture and
Humboldt Community Business Development Center

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Part 1: How to Integrate Your Business Like Your Farm

Instructor

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Introductions

Humboldt
Introduction

Who You
Are
(Icebreaker)

Why we are
here

Goals

- By the end of these classes we aim to:
 - Educate in diversity and compliance
 - Advocate in fair hiring practices
 - Promote use of alternative ways to hire diverse vendors for your business

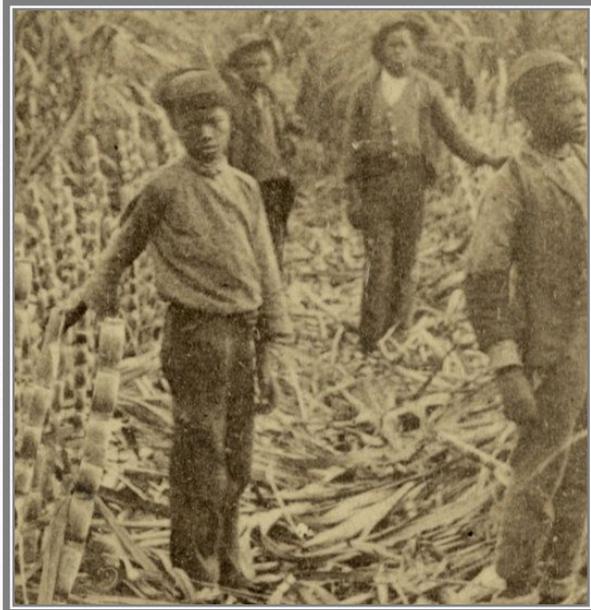
CA Rules and Regulations Update

- **Sexual Harassment Avoidance Training - January 1, 2021 is the deadline** for the Department of Fair Employment and Housing. **Free online training courses on preventing sexual harassment and abusive conduct in the workplace is offered.**
California law requires all employers of 5 or more employees to provide 1 hour of sexual harassment and abusive conduct prevention training to nonsupervisory employees and 2 hours of sexual harassment and abusive conduct prevention training to supervisors and managers once every two years.
- **California Labor Code Section 2810** prohibits businesses from entering an agreement with a farm-labor contractor if they know or should know that the agreement doesn't include sufficient funds to pay workers in accordance with all the applicable labor laws.

CA Rules and Regulations Update

- **OSHA Training** – The Medicinal and Adult-Use Cannabis Regulation and Safety Act (MAUCRSA) requires an applicant to provide a statement that the applicant employs, or will employ within one year of receiving a license or renewal, one supervisor and one employee who have successfully completed a Cal-OSHA 30-hour general industry course offered by a training provider that is authorized by an OSHA Training Institute Education Center to provide the course.
- Employers in all industries must develop documentation systems for time-keeping, disciplinary actions, training and other employment-related activities, but agricultural employers face the challenge of figuring out a system that works in the fields.
- Ways to train in the field/Alternative training
 - Heat break

Farms are the Original Small Business

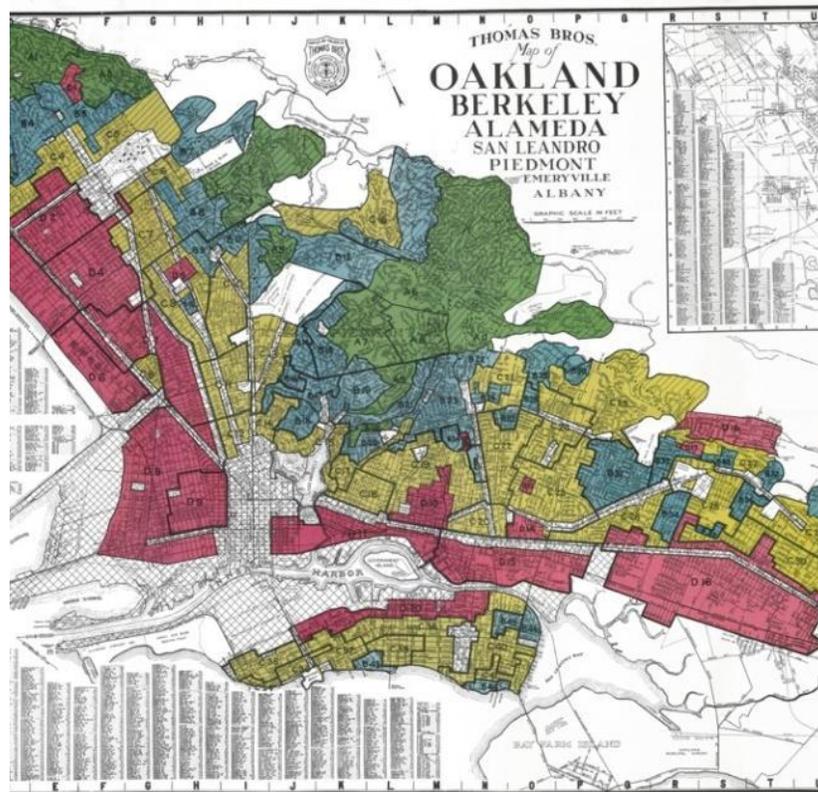


- Farming historically is how people fed themselves and their community
- Increased need of crops only grown in US to England lead to growth of plantations
 - Increase of labor = slavery
 - Legal slavery ended in 1865
- New Deal farm and rural programs
 - The New Deal era farm programs were continued into the 1940s and 1950s, with the goal of supporting the prices received by farmers. Typical programs involved farm loans, commodity subsidies, and price supports.
 - The **Agricultural Act of 2014** saw many rural Republican Congressman voting against the program; it passed with bipartisan support. For example, the entire Kansas Republican delegation in the House of Representatives voted against the bill, despite strong support received from Kansas agricultural organizations

Historical Farming Discriminatory Issues

- In January 1865, Gen. William Sherman issued an order reallocating hundreds of thousands of acres of white-owned land along the coasts of Florida, Georgia and South Carolina for settlement by black families in 40-acre plots. Congress established the Freedmen's Bureau to oversee the transition from slavery to freedom, and the Freedman's Savings Bank was formed to help four million formerly enslaved people gain financial freedom.
- However, after the assassination of President Lincoln, Vice President Andrew Johnson effectively rescinded Sherman's order.
 - **“This is a country for white men, and by God, as long as I am President, it shall be a government for white men.”**
 - Freedmen's Savings Bank failed in 1874, after 60k black people deposited over \$1,000,000, once the all-white trustees began issuing speculative loans to white investors and corporations
 - Consistent distrust of the government
- [Racial & Health Gap – 1619 Project](#)





Why does this Matter

- Government regulations such as:
 - Redlining (housing discrimination)
 - Unlawful removal of lands from native people
 - The **Yurok Tribe** is located in parts of Del Norte and Humboldt counties, California, on a 44-mile stretch of the Klamath River. It is one of a very few tribes who have never been removed from their ancestral lands in California. The Yurok people are a federally recognized tribe.
 - Discriminatory laws targeting Black and Brown farmers
 - The California Alien Land Law of 1913, prohibited various people of color from owning land. They were also denied reparations after the abolition of slavery, as well as labor protections like minimum wage, union rights, and social security when they worked on farms. The government gave unequal funding to land-grant universities that served Black and white students, and the U.S. Department of Agriculture (USDA) discriminated against Black, Native American, Latinx, and women farmers in its lending and other forms of support for decades.
- Created a society of people who have been systematically left behind and are consistently playing catch up

How to Look Outside - Exercise

- How do you currently recruit your workers
- How do you currently recruit vendors
- Who refers vendors/workers to you
- Do you search for new vendors outside your initial network



Recommendations

- Resources for vendors, workers
 - Indeed job postings
 - University/College Directory
 - Uni/community relations
- Local Staffing agencies:
 - Emerald Employment
 - Dark Staffing Solutions
- Local Resources
 - Black Humboldt

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**A person
cannot be
anti-racist
and not see
color.**

@racheldocknox

Thank you for
participating
@cannaclusive