



ELEMENT I

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# SOCIAL EQUITY, JUSTICE AND INCLUSION

## INTRODUCTION

As with much of California, Napa County’s agricultural sector faces a number of social challenges and inequities. The cost of living in Napa County is 13% higher than the California average, and 58% higher than the national average, with a severe shortage in affordable housing. Hispanic and Latinx residents make up roughly 35% of the County’s population, but Hispanic and Latinx workers fill the majority of essential jobs in the agriculture and hospitality sectors. Many of these workers have to live in surrounding counties and commute into the County for work.

The wine industry, the main agricultural sector in Napa County, is grappling with a skilled labor shortage. During the harvest season some farmworkers travel daily from as far away as the central valley to fill seasonal jobs. An increase in female vineyard workers necessitates the need to ensure respectful and equitable treatment. More and more vineyard owners and management companies are relying on labor contractors and it can be difficult to verify or audit the worker training and living conditions provided by these contractors. Some vineyard owners are taking advantage of the H-2A visa program, but the paperwork can be overwhelming and there is the challenge of providing housing. There are currently three farmworker housing centers in Napa County, with no additional projects underway to construct additional facilities.

Many farmworkers grapple with a lack of opportunity for upward mobility. Community organizations like the Napa Valley Farmworker Foundation, UpValley Family Centers and Puertas Abiertas are working to provide English language and technical training to assist with advancement. However, pursuing these opportunities can be challenging on top of full-time work.

Against this backdrop there are new challenges. Napa County has been hit by devastating wildfires in 2017 and again in 2020, highlighting the need for emergency preparedness, and raising new questions about safe working conditions (e.g., intense smoke and air pollution), particularly as peak fire season overlaps with harvest. The COVID-19 pandemic has disproportionality impacted Hispanic and Latinx residents and workers. The agricultural industry must continue to pursue and institute best practices for Personal Protective Equipment (PPE), testing, and workplace response and fair employment protections for infected workers.

**Acknowledging Historic Injustice:** As Napa County pursues new opportunities in the 21<sup>st</sup> century it is also important to look back and recognize and acknowledge the history of this region. The Napa Valley is one of the longest continuously inhabited regions in California. For 10,000 years, this region, known as “Talahalusi,” was home to native peoples. In the 19<sup>th</sup> and early 20<sup>th</sup> centuries the Onasatis (often referred to as Wappo) were killed, decimated by smallpox and relocated by early settlers.

As the wine industry began to take a foothold in the mid- to late-19<sup>th</sup> century Chinese migrant laborers played a central role in planting vineyards and building wineries and caves. They were treated as inferior citizens and heavily discriminated against. At the turn of the century a series of fires destroyed the Chinatown that once stood in St. Helena. Any remaining Chinese community was gone by the time of Prohibition. To move forward we must acknowledge the injustices and wrongs perpetrated in the past, which provide a critical lens to examine current prejudice, racism and injustice in our society.

**Napa Green Commitment to Racial and Social Justice:** At Napa Green we pledge to continuously examine and deepen our understanding of power imbalances and social biases in our everyday world. We commit to take action whenever possible to build a more just community, and partner with individuals and organizations that share this commitment. We seek to be a visible ally and take public positions not only on social inequities and injustices within our industry and community, but also within the broader social justice movement.

**Standard Development:** In 2017, Napa Green developed a set of foundational Social Equity standards that covered best practices for HR, Workforce, Neighbors & Community. In December 2020, we formed a Social Equity Working Group with the goal to better address and incorporate region-specific issues, opportunities and resources, and also add standards and resources related to racial justice, industry diversity and inclusion.

We formed this group by reaching out to community organizations and asking them to recommend individuals with direct experience as farm workers, vineyard managers, and/or experience and expertise related to social equity, diversity and inclusion. We received recommendations from the Napa County Farm Bureau, Napa Valley Vintners, Napa County Resource Conservation District, and UpValley Family Centers.

Given the recent formation of this group, along with all of the ongoing dialogue, critical examination and work on this topic currently underway in the wine industry, region and nation, these standards are a work in progress. This group will continue to meet twice annually, and as needed, to review and inform the standards and resources.

The Social Equity Working Group includes regional vineyard managers and farm workers, representatives of community services nonprofits, and leaders working to amplify social equity, justice, and inclusion in the wine industry and other relevant sectors.

- Maryam Ahmed, Founder, Maryam + Company
- Gustavo Aviña, Viticulture Director, Pine Ridge Vineyards
- Laurie Claudon, Co-Founder, Clark-Claudon Vineyards and Director on UpValley Family Centers BOD
- Armando Hurtado, Founder, CyUnity
- Roberto Juarez, Vineyard Manager, Moulds Family Vineyards
- Preya Nixon, Assistant to the City Manager, City of St. Helena

## DEFINITIONS

**BIPOC:** Black, Indigenous and People of Color

**Diversity:** Workplace diversity is accepting and valuing differences between people including those:

- of different races, ethnicities, genders, ages, religions, disabilities, and sexual orientations
- with differences in education, personalities, skill sets, experiences, and knowledge bases

Diversity should be actively cultivated, not only because it is the right thing to do, but also because it is correlated with both profitability and value creation.

**Hispanic:** Hispanic refers to people who speak Spanish or who are descendants of those from Spanish-speaking countries. In other words, Hispanic refers to the language that a person speaks or that their ancestors spoke.

**Latinx:** Latinx is a gender neutral term that refers to people of Latin American heritage.

**Inclusion:** Inclusion in the workplace is a collaborative, supportive, and respectful environment that increases the participation and contribution of all employees. True inclusion removes all barriers, discrimination, and intolerance.

**LGBTQ+:** Lesbian, Gay, Bisexual, Transgender, Queer/Questioning and an array of other sexual and gender identifications.

**Social Equity:** Equity is defined as “the state, quality or ideal of being just, impartial and fair.” Equity involves trying to understand and give people what they need to enjoy full, healthy lives. It is important to recognize the difference between equity and equality. Equality, in contrast, aims to ensure that everyone gets the same things in order to enjoy full, healthy lives.

**Social Justice:** Social justice depends on four essential goals: human rights, access, participation, and equity. Social justice means that everyone’s human rights are respected and protected. Everyone has equal opportunities. They aren’t held back by things out of their control like systemic obstacles or discrimination.

**Structural Racism:** Structural racism (or structural racialization) is the racial bias across institutions and society. It describes the cumulative and compounding effects of an array of factors that systematically privilege white people and disadvantage people of color.

# LEADERSHIP & HUMAN RESOURCES

From the top-down businesses need to recognize and acknowledge inclusion and diversity as an enabler of growth. Research has shown that companies that have greater workplace diversity outperform their competitors and achieve higher profits. Committing to diversity and inclusion isn't just right, or good for morale, it actually contributes to business success and longevity.

The Human Resources department represents both an internal and external face of company leadership and culture. From the first moment someone considers working with your team this is your chance to establish your business as equitable, just and accountable.

*\*\*\*Please note that if you contract with a vineyard management company you must ensure that they meet all Social Equity, Justice & Inclusion Standards.*

## Regulatory Compliance – CORE

**This is not a comprehensive list of regulatory compliance measures, but emphasizes some of the compliance actions critical for Social Equity. Compliance should be validated by the head of Human Resources (HR).**

1. Agree to comply, at a minimum, with California policies and regulations for health and safety, which includes OSHA regulations, COVID-19 standards, safety trainings, Injury and Illness Prevention Program, Heat Illness Prevention Plan.
2. Company policy dictates that pay increases are determined on an equitable basis, considering work performance, seniority, and level of training OR collective bargain agreements, without bias based on gender, ethnicity, racial, or sexual preference, and this is confirmed by workers.
3. Relevant employees are certified as Pesticide Applicators and complete required CA DPR-approved annual continuing education. Limit worker exposure to chemicals (e.g., pesticides and herbicides) and ensure all appropriate PPE is available.
4. When considering a Farm Labor Contractor (FLC) verify the following:
  - Federal, State and County Agricultural Commission registration;
  - Proper licensing;
  - Workers' Compensation Experience Modification rating;
  - Compliance with OSHA standards;
  - Housing standards (where applicable).

5. Businesses with five (5) or more employees provide Sexual Harassment training within six months of hiring, and again every two years. Establish safe and anonymous channels to report harassment and assault.

**Green Note:** Some insurance companies, including MIV Insurance Services, offer Sexual Harassment and other employee training opportunities. Supervisors must receive two hours of training, and all other employees must receive one hour of training. Even temporary and seasonal employees must be trained. Training must include a component on the prevention of abusive conduct as well as a component on harassment based on gender identity, gender expression and sexual orientation.

## Culture of Equity & Inclusion – CORE

These standards are required.

1. Have a Diversity, Equity and Inclusion commitment/statement.

**Green Note:** Examples of wine industry Diversity & Inclusion statements: Constellation Brands, E&J Gallo

2. Proactive policy to prevent or address any pay disparities between men and women and/or white and BIPOC employees in comparable roles.

**Green Note:** Wage gaps and gender pay gaps remain a very real issue here in California. California Equal Pay Act: Effective January 1, 2017, Governor Brown signed a bill that added race and ethnicity as protected categories. California law now prohibits an employer from paying its employees less than employees of the opposite sex, or of another race, or of another ethnicity for substantially similar work.

3. Prioritize qualified candidates from historically underrepresented groups, including women and BIPOC, for management and leadership positions.

**Green Note:** Consider setting a goal such as 50% female and BIPOC representation in leadership roles by 2025. If hiring, leverage opportunities like the Be the Change Job Fair: <https://www.bethechangejobfair.com/>.

## Culture of Equity & Inclusion – RECOMMENDED

1. Leverage available Diversity, Equity, and Inclusion resources within the wine industry to create or have employees participate in educational courses and mentorship programs.

**Green Note:** The [Diversity in Wine Leadership Forum](#) is a resource that offers a list of organizations and events with a core commitment to diversity and equity within the wine industry.

## Employment Practices & Labor Contractors – CORE

These standards are required.

1. For businesses with 13 or more employees there is a written and implemented **Management and Human Resources Business Plan**, which should include:
  - Company mission, vision, and values;
  - Sustainability commitment;
  - Company strategy for hiring and onboarding;
  - Employee performance management and employee relations strategies;
  - Compensation and benefits;
  - Record keeping policies;
  - Schedule for Plan review and updates.
2. For business with 13 or more employees require that staff in management positions attend implicit bias trainings/workshops. Businesses may be able to leverage trainings offered by community organizations, such as the Napa Valley Vintners.

**Green Note:** Organizations that offer implicit bias trainings include: Diversity in Wine Leadership Forum; CircleUp Education, Change Cadet; some insurance companies also offer trainings.

3. For staff whose first language is Spanish, all core resources are provided in English and Spanish and are explained verbally to employees.
4. Recognize varying technological skills and access and provide important information via multiple convenient communication methods.

5. For businesses with seven (7) or more employees all employees are provided with an **Employee Handbook** (may be provided electronically), which should include:
  - Company mission, vision and values;
  - Sustainability commitment and certification(s);
  - Compensation, Benefits, and Incentives;
  - Non-Discrimination and Anti-Harassment policies and trainings;
  - Accident and emergency procedures, including procedures during a natural disaster.

**Green Note:** Emergency procedures should account for circumstances when electricity and cell phone coverage are compromised.

6. All new employees receive workplace orientation and tour.
7. Conduct annual performance reviews.
8. Provide competitive hourly wages and salaries for the region.
9. Cover at least 50% of health insurance premium for full-time employees.

**Green Note:** Under the Affordable Care Act law rules, a company with 50+ full time equivalent employees must offer ACA compatible coverage to full-time employees or face a penalty. The employer is required to fund at least 50% of the employee's premium.

10. Share information via newsletters and/or other communications channels about family support and social services in the community.

**Green Note:** Examples include resources and services from community organizations like UpValley Family Centers and Puertas Abiertas; Childcare resources/referrals; Nutrition, health and wellness resources/referrals; Housing opportunities information and resources.

11. Have a written contract with Farm Labor Contractor(s).
12. Offer a benefits package to full time employees in excess of government requirements, which includes three or more of the following (indicate those that apply):
  - Retirement plan;
  - Paid sick leave;
  - Paid vacation;
  - Profit sharing;
  - Annual pay increases;
  - One or more electronic devices (e.g., cell phone, laptop);
  - Company vehicle;
  - Employee housing

13. Farm Labor Contractors' safety training programs are reviewed or audited annually (requiring that they provide documentation), and additional safety training is provided as needed.

**Green Note:** One grower recommendation is to anonymously interview FLC workers, which provides additional insights into the practices of the FLC.

14. Require that at least one member of the on-the-ground vineyard team have a Private Applicator License so they can supervise workers that are not licensed applicators. When using new pesticides (or new to applicators) provide training on proper use and application. Review California DPR pesticide approval annually (e.g., Weed Slayer).
15. Vineyard managers conduct, or have external experts lead, frequent (at least quarterly) employee safety trainings throughout the year. Document safety training dates, attendance, and solicit and incorporate employee feedback.
16. When workers are changing tasks or using new equipment provide additional training. If it has been some time (6+ months) since doing certain tasks or using equipment provide a refresher on practices/use and safety reminders.
17. Clear and trusted procedures are established for employees to communicate concerns and share grievances.

### **Employment Practices & Labor Contractors – ELECTIVE (Must Implement 4 of 10)**

1. Hire farmworkers year-round, which leads to more knowledgeable and skilled workers, dedicated to the success of the business.
2. Cover 100% of health insurance for full-time employees.
3. Offer dental and vision coverage for full-time employees.
4. Offer seasonal workers benefits (e.g., health insurance, sick leave).
5. Participate in an annual salary survey (e.g., Wine Business Monthly, CAWG) and benchmark compensation against regional average.
6. Within the last year, the farming operation provided bonuses to employees (e.g., holiday bonus check, harvest bonus, wine, gift cards, etc.).
7. Formal surveys or other feedback collection process is in place to measure employee satisfaction and other issues.

8. Inform staff regularly about alternative transportation opportunities and incentives and encourage them to use alternative transportation.
9. Business is working privately or collaboratively to increase farmworker and/or affordable housing.
10. Won an award related to social equity and/or health and safety (e.g., Best Places to Work; OSHA Star).

# WORKFORCE HEALTH, SAFETY & WELLBEING

This section emphasizes the broader context of health and safety, beyond compliance, safe practices and procedures, and best practices for wages and benefits. Employees are more engaged and dedicated when they feel the business is invested in their broader welfare. This is about creating a culture where your team understands the business cares for both their physical and mental wellbeing.

## Health, Safety & Wellbeing – CORE

These standards are required.

1. Recognize and acknowledge employees for safe job performance. Incentives could include safety certificates, bonuses, or annual recognition ceremony for employees with excellent safety performance.

**Green Note:** Positive recognition of employees who demonstrate safety practices and contribute to safety awareness has been proven to be more effective than simply offering safety bonuses.

2. Enable a reasonable work pace (allow each employee to work at their own pace, not being rushed).

**Green Note:** Evidence shows employees are actually more productive when not concerned about being rushed.

3. Minimum annually, organize a formal teambuilding activity (e.g., post-harvest party, holiday party, spontaneous rewards during the growing season).
4. Unless required by law, do not engage with ICE, Customs and Border Patrol, or similar bodies that will undermine a safe, trusted and secure work environment.

## Health, Safety & Wellbeing – RECOMMENDED

1. Establish employee health & wellness programs and incentives (e.g., monthly wellness stipend, internal friendly competitions & rewards, \$100 annual reimbursement for National Park passes and/or athletic competitions).

**Green Note:** In 2020, Clif Family won the California Sustainable Winegrowing Green Medal award for their commitment to Community leadership, including exemplary employee health & wellness programs.

2. Provide paid time off for community volunteering (including at children's schools).

## COMMUNICATION, TRAINING & ADVANCEMENT

We have worked with businesses where staff is constantly turning over, as well as businesses where almost everyone has worked there for over 10, 15 or 20 years. This is a clear indicator of whether or not open communication, support for staff and their individual needs, continuing education and opportunities for advancement are embedded in company culture.

We always emphasize, “Sustainability is a path, not a destination.” When you are committed to being a sustainable business – caring for the health of nature, the health of employees and the broader community, and the health and resilience of your own business – ongoing training, education and employee engagement is crucial. These priorities and investments accrue dividends, and not just in staff retention and dedication. The [American Society of Training and Development \(ASTD\)](#) completed a 3-year study that verified that those companies that invest in ongoing employee training report improved performance and higher profit margins.

### Training, Continuing Education and Advancement – CORE

These standards are required.

1. Full-time vineyard crew is encouraged to attend at least three training workshops or educational programs each year. Full-time operational leaders/managers are encouraged to attend at least four workshops/programs. Costs are covered if applicable.

**Green Note:** This includes applicable webinars and workshops hosted by Napa Green, the Resource Conservation District, Napa Valley Grapegrowers, Napa Valley Farmworker Foundation, Farm Bureau, and Napa Valley Vintners. Also includes Diversity, Equity, and Inclusion trainings.

2. Team members attend at least one industry conference/symposium/expo each year (e.g., Rootstock; Unified; Ag Expo).
3. Encourage and incentivize (as needed) ESL, computer and other training essential for career advancement.
4. Create paths for advancement from farm workers to vineyard management to winery production. During performance appraisals (whether verbally or written) ask employees to share their career goals and progress.

## Training, Continuing Education & Advancement – ELECTIVE (Must Implement 1 of 3)

1. Once a year, invite vineyard workers to an educational tasting & dialogue with winemaking team on how grape quality and characteristics have translated in the wines.
2. Organize opportunities for winery employees to meet with vineyard management and do a vineyard tour, as well as opportunities for the vineyard team to meet with winery management and do a cellar tour.

**Green Note:** Seghesio Family Vineyards implemented this practice and found there was significant employee interest and engagement.

3. Encourage employees to participate in [Leadership Napa Valley](#).

## Sustainability Engagement – CORE

These standards are required.

1. Staff is assigned to manage ongoing implementation of the Napa Green Vineyard certification; there are quarterly status updates and continuing improvement meetings.
2. Employee onboarding includes communication and resources on sustainability and environmental stewardship priorities and activities.
3. The importance of recycling is a part of employee orientation and training and the [vineyard operation recycles](#) metal, paper, cardboard, glass, and plastic in designated recycling containers.
4. Hold monthly/quarterly staff “tailgates” (or combine with other regular staff meetings) to share sustainability priorities and progress (including specific goals or targets). Request staff input and suggestions for continuing improvement.
5. Regularly share sustainability/environmental stewardship continuing education and training opportunities (this includes online webinars and workshops) and encourage attendance when practical, covering costs if applicable.

**Green Note:** There are many free, virtual trainings and workshops being offered now, and many have been recorded for later viewing. Examples: [Strength in Diversity Achieving Meaningful Change for Business Success in the Wine Industry](#); [Sheep in the Vineyard Workshop Recordings](#); [Porto Protocol Climate Talks](#)

## Sustainability Engagement – ELECTIVE (Must Implement 1 of 4)

1. Have a recognition, incentive, or bonus program for employees that make notable contributions to improve resource efficiency (saving water, energy, reducing waste – some operations tie to specific KPIs).
2. Within the last year, the farming operation participated in on-site research in an area of sustainable viticulture, through collaboration with researchers, scientists, and/or local organizations (e.g., Resource Conservation District).
3. Owners/managers actively participate in grower and/or vintner associations and/or community nonprofits (e.g., participate on boards, committees or working groups) to stay informed of and influence industry sustainability issues and trends.
4. Have a sustainable management outline/plan you update at least every three years that includes:
  - Future vision for your company and how your company will grow sustainably;
  - Resource conservation/efficiency goals and targets including specific activities, practices, and/or policies;
  - How your company will enhance or contribute to the community and positively impact the environment.

**Green Note:** Here are two examples of public sustainability outlines: [Silver Oak, Markham Vineyards](#).

## CASE STUDY: CHARLES KRUG & HARVEST COLLECTIVE

A collaboration has developed to provide farmworkers and independent growers with access to cooperative lands where they can grow crops for secondary income.

*“We really want this to be a community project that anyone can participate in in the future, whether that’s growing 5 pounds of food or 100. We want to help diversify social opportunities by offering farmworkers and independent growers ownership in the Collective, and help create a more sustainable Napa Valley community.”*

*- Armando Hurtado, Harvest Collective leader and founder of CyUnity*

For the first year the “St. Helena Harvest Collective” has been provided with 2/3 of an acre of fertile land on the Charles Krug property. The Arbol chili peppers already have a buyer – Rancho Gordo. The plot will be divided into beds for a few different growers to tend, and is big enough to grow 7,000 peppers. This will be a pilot project with a goal to expand to other employee gardens and plots of land throughout Napa County where property owners are willing to share with the community.

Another 1/3 acre of the Krug property will be dedicated to a pollinator garden. Bee boxes are being provided by Tom Clark of Aloft Napa Valley, and a monarch habitat is being developed by Erin Arnsteen with Nimbus/Western Monarch Conservation.

*“I would love to make this garden accessible to visitors of Charles Krug to learn about the Harvest Collective and the benefits of pollinators. I want this to benefit the whole community, including offering tours of the site for local schools.”*

*- Jim Morris, Vice President, Estate Management & Guest Relations of Charles Krug Winery*

The Napa Valley Reserve is growing seed starters for the Collective. UC Master Gardeners and Napa Climate NOW! are helping to find greenhouses for pilot expansion. Ultimately, the Harvest Collective hopes to partner with local restaurants, schools, hospitals, etc. to provide local food and supplemental income for the Collective members.



## NEIGHBORS AND COMMUNITY

With so much of Napa County's economy tied to the wine industry there is amplified community attention to industry practices. Sometimes community advocates unfairly take aim at the wine industry for regional challenges, such as increased traffic, for which there is no silver bullet and requires systemic changes. Other times community members spotlight valid concerns where the industry can continue to take a leadership role, such as Napa River restoration or farm worker housing.

As a large and visible industry, it is critical to foster good relationships with neighbors and engage with the broader community. This outreach also creates opportunities to grow community awareness about what it means to be a Napa Green Certified sustainable vineyard, and the breadth, rigor and impact of the standards our members implement.

### **Neighbors & Community – CORE**

**These standards are required.**

1. Consider ways light, noise, and traffic from operations may impact neighbors and make efforts to mitigate these impacts.
2. Notify neighbors about significant operations that might affect them and/or major changes in farming practices. Provide them with contact information for appropriate staff.
3. Have a process for receiving, considering, and addressing neighbor/community feedback, questions, and concerns.

### **Neighbors & Community – ELECTIVE (Must Implement 2 of 7)**

1. Communicate with neighbors about Napa Green certification and other sustainability practices through events, tours, website, etc.
2. Conduct worker trainings regarding neighbor and community communications.
3. Participate in community forums about sustainability and issues related to vineyard and winery operations.
4. Employees volunteer on a community board or committee.

5. Participate in advisory or industry collaborations/partnerships to work on (Mark those that apply):

- Traffic and enhancing alternative transportation opportunities
- Affordable worker housing
- Water monitoring and conservation
- Sustainable land use planning
- Community Health
- Enhancing educational opportunities

6. Participate in voluntary Napa watershed river/creek and riparian habitat restoration projects.

**Green Note:** Examples include Rutherford Reach restoration, Oakville to Oak Knoll restoration, Upper Napa River restoration, Carneros Creek restoration.

7. Have protected land from future development through official Land Trust conservation easements.

## ADDITIONAL RESOURCES

These resources and organizations are in addition to the resource links we have embedded throughout this element.

### Organizations

**Be the Change Virtual Job Fair:** <https://www.bethechangejobfair.com/>

Be the Change is an initiative that seeks to establish a diverse beverage industry through facilitating job placement with companies dedicated to creating real solutions with diversity and equity training, measurable results, and long-term policy.

**California Farmer Justice Collaborative:** <https://www.farmerjustice.com/>

CFJC unites farmers of color and allies across California, seeking opportunities, political and beyond, to grow our collective representation and sustain our traditional agricultural knowledge. We work alongside small farmers across the state with a focus on California's ethnically diverse farmers and ranchers who may have limited access to government programs.

**Diversity in Wine Leadership Forum:** <https://www.diversityinwineforum.com/>

The Diversity in Wine Leadership Forum is a resource that offers a list of organizations and events with a core commitment to diversity and equity within the wine industry.

**Napa Valley Farmworker Foundation:** <https://napagrowers.org/vineyard/napa-valley-farmworker-foundation/programs>

The Napa Valley Farmworker Foundation is the first of its kind in the United States. Since 2011, we have raised over \$6.1 million to support educational and professional development opportunities, reached over 21,000 vineyard workers and their families, and provided almost 3,000 hours of education.

**National Minority Supplier Development Council:** <https://nmsdc.org/>

The NMSDC advances business opportunities for certified minority business enterprises and connects them to corporate members.

**Puertas Abiertas:** <https://www.puertasabiernasapa.org/programs>

Puertas Abiertas works hand in hand with Latinos to inspire and achieve healthy living, self-sufficiency, and opportunities for leadership and community engagement.

**UpValley Family Centers:** <http://upvalleyfamilycenters.org/our-programs/>

The UpValley Family Centers operates as a Family Resource Center, which is endorsed by the California Department of Social Services as a best practice for serving families and strengthening communities. Taking a prevention-focused, community-responsive approach, our services are culturally sensitive and aim to help families and communities build on the strengths they already possess to create a future of opportunity for themselves.

**Women’s Business Enterprise National Council:** <https://www.wbenc.org/about-wbenc>

The Women’s Business Enterprise National Council (WBENC) is a leading non-profit organization dedicated to helping women-owned businesses thrive. We not only provide the most relied upon certification standard for women-owned businesses, but we also offer the tools to help them succeed.

## Information, Articles & Studies

- **A Call to Action for the Wine Industry: Diversity Organizations Need Your Support:** <https://vinepair.com/articles/support-wine-diversity-organizations/>
- **Actionable Items for the Wine Community:** <https://migueld.medium.com/actionable-items-for-the-wine-community-43b5da61204c>
- **2020 Wine Industry Gender Equality Study:** <https://wineindustryadvisor.com/2020/10/05/new-study-women-equality-wine-industry>
- **2020 Wine Industry Equity and Justice Pledge:** <https://thevanguard.com/wine-industry-equity-pledge/>

## Scholarships

- **United Negro College Fund – Napa Valley Vintners’ scholarship program:** <https://unconf.org/>