

# RISE Planning Committee



**ANNA BRITTAIN**  
Executive Director  
Napa Green



**MICHELLE NOVI**  
Industry Relations and Regulatory  
Affairs Director, Napa Valley  
Vintners



**DAN PETROSKI**  
Winemaker, Massican Winery and  
Board Member, Napa Valley  
Grapegrowers



**MOLLY (SHEPPARD) BURROUGHS**  
Assistant Winemaker & Environmental  
Manager at Spottswoode Estate  
Vineyard & Winery



**EVYN CAMERON**  
Consulting Winemaker



**MARTIN REYES, MW**  
Partner, WineWise; Founder, Reyes Wine  
Group and Co-Founder, Wine Unify



**TOD MOSTERO**  
Director of Viticulture &  
Winemaking at Dominus Estate

# Napa Green Team



**ANNA BRITTAIN**  
Executive Director



**MEGAN SCOTT**  
Winery Program Manager



**BEN MACKIE**  
Vineyard Program Manager



**SIERRA MINCHACA**  
Climate & Soil Specialist



**MARISA TAYLOR**  
Program Coordinator



**MEGHAN VERGARA**  
Social Media Manager



**BILL BENNETT**  
Winery Program Engineer

A scenic landscape featuring rolling green hills in the foreground, a river winding through the middle ground, and distant mountains under a hazy, overcast sky. The text is overlaid on the center of the image.

If not here,  
**WHERE?**

If not now,  
**WHEN?**



THE **FOUR TOP**



**MARQUEE ADDRESS MARYAM AHMED**

**MARYAM + COMPANY &  
THE DIVERSITY IN WINE  
LEADERSHIP FORUM**

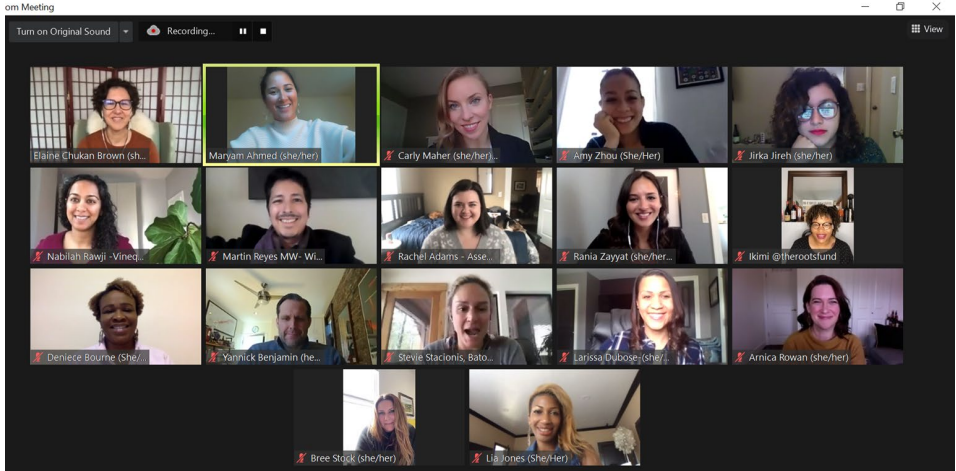


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**m@maryamandcompany.com**



# Diversity in Wine Leadership Forum Resources

Resources provided by the Diversity in Wine Leadership Forum are continuously updated. Many resources are reflective of our conversations with organizations and their ongoing needs.



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Learn More: Dive deeper into what it means to create equity and how to do it. —

**Next Steps to Diversifying the Wine Industry**, Written by Elaine Chukan Brown, JancisRobinson.com

**The New Vocabulary of Wine**, Written by Emily Timberlake, Punch

**Company Accountability Statement**, Legends Australia

**Change Cadet Action Network Diversity in Wine Leadership Forum Learning Videos**, Change Cadet

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Building an Inclusive Workplace Culture: Grow your understanding of inclusion at work and within your organizations. +

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Working With Others: Partnership tools for internal and external accountability. +



## Silver Oak Apprentice Program

***“The apprenticeship program has completely altered the trajectory of my career.*** Having an opportunity like this to learn hands on experience in the wine industry has been truly paramount to my journey.

***This program through The Veraison Project rotates through all of the departments at Silver Oak winery in Sonoma, California.*** I knew this would provide me with the hands-on experience and knowledge I needed to take my culinary and wine experiences to a higher level. I took the opportunity and never looked back.

***I have fallen in love with the challenge and camaraderie of the industry and can see myself continuing to work in it for years to come.*** I have come to understand the importance of hard work, dedication, and resilience through this experience. I am excited to learn more and to continue to grow my skills.

***I am confident that I will be able to make a real impact in this field.*** That’s what this program has given me already.”



**Courtney Guntz-Summers**  
Winery Apprentice  
Silver Oak & Twomey Cellars

# Silver Oak Apprentice Program

*“This apprenticeship has allowed the barriers to be broken down within the wine industry to allow access to the BIPOC community. I have learned not only what areas I want to focus on in the future, but also how important each role is to the organization.*

*I have had the chance to meet winemakers, wine writers, wine marketers, wine consultants and wine consumers who have all shared their experience.*

*By doing this, I have been able to connect and network with so many industry professionals who continue to inspire and educate me.*

I was able to step into a community of like-minded individuals who are **always willing to share resources and support**. In addition to being grateful for this program, I am blessed to have encountered amazing people in this field as well!”



**Tahlia Suggs**

Winery Apprentice

Silver Oak & Twomey Cellars



**aisha\_sommer**

Napa Valley



**aisha\_sommer** I haven't felt this grateful, this happy, this inspired, this seen, this awe-struck, this grounded, this proud, this self-assured in such a long time. There are no words - or, rather, not the right words right now - to explain how I am changed. How honored and lucky am I to be amongst these incredible women? Eternal gratitude for the ways in which the universe continues to remind me that I am blessed and highly favored.

#gratitude #blackexcellence #womeninwine  
#winewriterssymposium2023 #winewriterssymposium  
#winewriters #wherethelightis #community

Edited · 5w



**goodfriendsgoodfood** thank you SO much for everything. It is amazing to work with you.



Liked by **noirsommelier** and 333 others

MARCH 8



Add a comment...

Post



**“If you still say you can’t find a diverse group of wine writers or thinkers, you’re not trying hard enough.** This year, the symposium chose 24 fellows from 130 applicants. Of the 24 selected after a laborious process, 18 were women, seven of whom self-identified as BIPOC. Among the 24 writers from around the world were wine salespeople, a winemaker, a poet and a county employee who helps people move from welfare to work. What they had in common was a passion for wine, learning about it and communicating about it.”

*Source: The Grape Collective, Dorothy J. Gaiter & John Brecher*

# FIELD BLENDS

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# Bay Grape Wine Shops: Oakland & Napa



CLIMATE & WINE SYMPOSIUM



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[stevie@baygrapewine.com](mailto:stevie@baygrapewine.com)

@baygrape

@baygrapenapa





# LIVING ROOM SALON: THE ROI OF TEAMS & RETENTION



## Expert Speakers:

- **Priyanka French**, Winemaker at Signorello Estate
- **Larry Florin**, CEO of Burbank Housing
- **Herman Hernandez**, Executive Director of Los Cien
- **Arnulfo Solorio**, Partner and VP of Silverado Farming Company and Founder of Napa Valley Farmworker Foundation

**Learn More**

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N A P A V A L L E Y  
**FARMWORKER  
FOUNDATION**

Founded in 2011

To support and promote  
Napa Valley's vineyard  
workers through education  
and professional  
development





# IMPACT

**\$12 Million**  
Raised

**3,232**  
Hours of Education

**25,369**  
Farmworkers and  
their Families

















NAPA VALLEY FARMWORKER FOUNDATION



¡GRACIAS A NUESTRO PATROCINADORES!

POLOSA WALKER  
ALFA

YUM

Spanish

THOMAS

Carroll

CE

IS BETTER















NAPA VALLEY  
FARMWORKER  
FOUNDATION

“ I have a hard working and determined character. I want to be able to teach new generations. I am proud of the opportunities that other people have given me.

“ Soy muy trabajadora y luchadora. Me gustaría poder enseñar a las nuevas generaciones. Me siento orgullosa de las oportunidades que otras personas me brindaron.

CELIA PÉREZ  
— V.SATTUI WINERY

**Vineyard Champion Series**







THE PATRICK FOLEY  
**FIELDS**  
of  
**OPPORTUNITY**  
SUMMER MENTOR PROGRAM







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Supporting our community through the arts



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Latino  
Workshop  
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*Building Bridges*

— Since 2009 —



# LOS CIEN

SONOMA COUNTY LATINO LEADERS

*Bridges*





LOS CIEN

SONOMA COUNTY LATINO LEADERS

*Building Bridges*

— Since 2013 —





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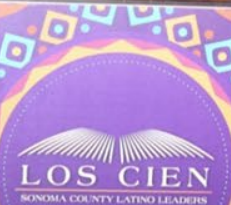
# LOS CIEN

SONOMA COUNTY LATINO LEADERS

*Building Bridges*

— Since 2009 —




  
 2nd Annual
   
**PUENTE Y GANAS**
  
 Awards Dinner

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Dr. Marlene Oroz

Hernandez III

Hector Gonzalez

Gonzalez

# LOS CIEN

SONOMA COUNTY LATINO LEADERS

*Building Bridges*

— Since 2009 —






# THE ROI OF TEAMS & RETENTION

Affordable Housing & Farmworkers

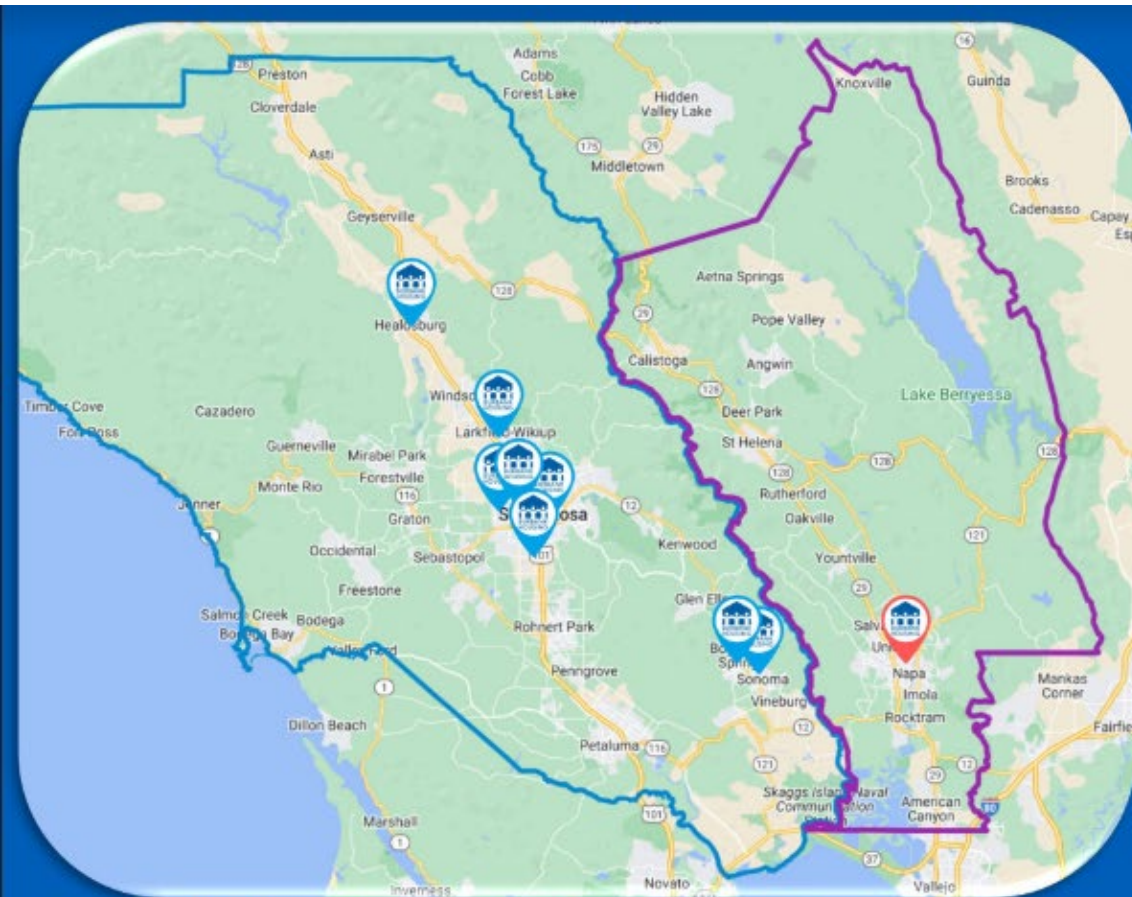
Prepared for Napa Rise 2023

LARRY FLORIN  
BURBANK HOUSING PRESIDENT & CEO

APRIL 19, 2023







**Burbank Housing currently operates 8 communities with housing set-asides for farmworkers. Another community is currently under construction in Napa.**



*Malcolm Hobbs/The Regents of the University of California*

# **BUILDING HOMES FOR FARMWORKERS**



*Larkfield Oaks, Santa Rosa/Burbank Housing*

# Affordable Farmworker Housing in Napa





## Heritage House

Supportive Housing  
Farmworker Housing



# COMING LATE 2023

- **Development:** Rehabilitation of the vacant Sunrise assisted living facility into 66 apartments consisting of studio and one-bedroom units.
- **Amenities:** Community room with kitchen, laundry facilities, bicycle parking, outdoor courtyard, and administrative offices.

# COMING EARLY 2024

- **Development:** New construction of 24 multi-family apartments consisting of 1 BR, 2 BR, and 3BR units
- **Amenities:** Community room, laundry facilities, bicycle parking, playground, outdoor recreation space for families to gather and play



## Valle Verde

Affordable Family &  
Farmworker Housing



# Joe Serna, Jr. Farmworker Housing Grant Program (FWHG)

- Helps fund new construction, rehabilitation, and acquisition for agricultural workers, with a priority for lower income households.



## Financing Farmworker Housing



For Serna funding, the worker must meet the eligibility program requirements (**Immigration Status not considered**):

- Household is an “**Agricultural Employee**” as defined by the Serna Farmworker Program statute and regulations
- Meets the income guidelines
- Meets the occupancy guidelines

**\*Definition for Agricultural Employment:**

- Cultivation and tillage of the soil
- Production, cultivation, growing and harvesting of any agricultural or horticultural commodities
- Raising of livestock, bees, fur-bearing animals, or poultry
  - Dairying
  - Forestry
- Lumbering operations

People & Houses vector art created by freepik - www.freepik.com

**Eligibility Requirements Are a Challenge**

# Income Limits Don't Match Reality

2022 Napa County 30% Area Median Income (AMI) for a single household = **\$26,490**



- 30% AMI is a difficult needle to thread, preventing many from accessing affordable housing.

# QUESTIONS?

