

STEVEN P. DINKIN A Path Forward

THERE'S TROUBLE BREWING IN THE CRAFT BEER INDUSTRY

Now that it's summertime — unofficially, at least — beer-drinking season is on tap. Research published in the *Journal of Studies on Alcohol and Drugs* found that the summer months are the most popular time for alcohol consumption overall, excluding December. Beer sales spike as the weather warms.

And why not: Many people view summertime as the season for kicking back and relaxing a bit, a mindset that invites beer consumption. And now that we're practically post-pandemic, this will also be the season for gathering — at weddings, festivals, baseball games and other beer-friendly events.

But despite the pending surge in consumption, there's trouble brewing in the craft beer industry. A firestorm started when Brienne Allan — production manager at Notch Brewing in Salem, Mass. — queried her industry colleagues on Instagram about their experiences with sexism. Allan had her credentials questioned (by men) as she set up at a beer festival.

The responses flowed. Thousands of anonymous stories were

posted from around the country by women reporting rampant sexism, misogyny, harassment, assault and even attempted rape. Several dozen San Diego-area breweries and bars were implicated. The founder and chief executive of Modern Times Beer resigned amid allegations he mishandled multiple harassment claims.

Virginia Morrison is president of the San Diego Brewers Guild and chief executive of Second Chance Beer Co. She is also an employment lawyer by training. Reading the Instagram posts, Morrison wasn't surprised — for the most part. She's grown accustomed to microaggressions in the craft brewing industry. But Morrison was shocked to learn about the allegations of attempted rape.

The way Morrison sees it, alcohol is an accomplice. That's believable, when you think about working at a brewery or a beer festival. And many employees, managers and owners like to socialize together, after hours.

Morrison also believes that men in power — in her industry and others — aren't intending to

hurt anyone. They're just acting in a way that is considered acceptable within a male-prescribed system of norms. And since most breweries are small operations, they don't typically have an HR person on staff.

Morrison says these men need to be called out for their behavior and told to stop it. At the National Conflict Resolution Center (NCRC), we refer to someone who takes this sort of action as an "upstander."

Morrison recalls that she had her own recent experience as an upstander: She watched a man with whom she was meeting ogle a group of women at an adjacent table and then joke inappropriately with their waitress.

Morrison finally asked the man if he has a daughter, when he said yes, Morrison spoke frankly about the way his words and actions objectify women. He seemed surprised and visibly hurt by Morrison's remarks.

Morrison admits that it was tough to be an upstander. That's where NCRC's Bystander Challenge training comes in. So much focus has been placed on knowing

what to do when a line is crossed — while important, employees are better protected when that line isn't crossed in the first place.

As Morrison observes, many remarks or actions aren't intentionally hurtful. But over time, they can take a psychological toll.

The Bystander Challenge teaches employees how to identify and address microaggressions in the workplace, before the behavior gets worse.

It helps employees overcome their fear of getting involved, due to concerns about retaliation, hurting relationships, or damaging reputations — concerns that may be magnified in a collegial atmosphere like a brewery or tasting room.

The Bystander Challenge teaches four practical techniques:

- Distract: When an uncomfortable situation is unfolding — and something needs to be done right away — distract. Interrupt the interaction between the offender and their target.

- Direct: As the bystander, make a brief, direct statement that stops the behavior. Don't attack the person responsible, but

reflect on the discomfort it caused.

- Delegate: Find someone with more power who can take appropriate steps, if you're not in a position to act.

- Dialogue: Engage in respectful dialogue with the person responsible about what you saw or heard, after the fact. Often, a two-way exchange can make a person feel more at ease and even lead to long-term behavior change.

What's needed in the craft brewing industry and so many others is a cultural shift that empowers employees to confront difficult situations, without fear of recrimination.

Bystander training gives employees the tools to have the types of conversations that can help create more civil and respectful workplaces.

And that's something worth toasting.

Dinkin is president of the National Conflict Resolution Center, a San Diego-based group working to create solutions to challenging issues, including intolerance and incivility. To learn about NCRC's programming, visit ncronline.com

THE GRAND

FROM B1

As the congregation looked to its future growth, Spivey said, members wanted to remain in Escondido. The sale of the church's former building provided seed money for The Grand. The renovation of the 80-plus-year-old theater, and replacement of the aging building next door, also offered a chance to revitalize a portion of downtown Escondido.

"The idea was the church gets to take its next step, and the city gets to take its next step at the same time," Spivey said.

The church sought to create a multi-use arts complex, with the understanding that some of the activities and performances would be unlike those found at a typical church. "It's an experiment in radical hospitality," Spivey said.

Bringing the project from concept to completion wasn't always easy, Spivey said. The church was able to buy the properties at an affordable price, obtain unanimous City Council approval and bank financing, and overcome construction challenges.

"There were so many mini-miracles along the way," he said.

When he and his team first saw the inside of the theater, it had been unused for 15 years. Seats were uprooted and piled up, there was damage from a long-ago fire, and a car had crashed into the lobby. Pigeons had roosted in the building.

"But you could still see the charm of the place," Spivey said.

Contractors incorporated materials from the original structure, such as end caps for the seating rows from the theater's glory days, and wood from the original construction was used for new doors, Spivey said.

The effort has paid off in a "fantastic" development that will bring visitors to the city's downtown core, said Alex MacLachlan,



DON BOOMER

New Vintage Church pastor Dr. Tim Spivey talks with some of the performers waiting backstage to take part in a production of "The Lion King" at the old Ritz theater in downtown Escondido that has been renovated into The Grand, a multi-use facility.

board president of the Escondido Downtown Business Association. An important component is the event venue, which will be used for everything from business events to weddings.

The Grand also has booked comedy shows, concerts and will show films, as the Ritz did when MacLachlan was a boy and lived within walking distance of the theater.

Such events, he said, are key to "bringing feet to the street."

MacLachlan said he is optimistic for the coming summer and beyond, both because vaccines are readily available and COVID case rates are coming down, and people want to get back to normal activities, such as an evening out.

Along with The Grand, a major mixed-use development called Palomar Heights, on the site of the former Palomar Hospital, will bring an influx of new residents to downtown Escondido, which supporters anticipate will revitalize

the city's downtown corridor.

The resumption of Cruisin' Grand, a popular Friday night vintage car show and entertainment event, which is slated for June 18 after being on hiatus since last year due to the pandemic, will also herald a return to normalcy and help downtown merchants, MacLachlan said.

"Cruisin' Grand will be the kickoff to the re-opening of Grand (Avenue), we can't wait, it's only a few weeks away," MacLachlan

said.

The Grand will play a prominent part in that reopening. Spivey said he has enjoyed experiencing the church's new home, whether he's preaching from the stage on Sunday, hearing the laughter of a girls' dance troupe at practice, or popping in at the café next door for a coffee.

"What a great thing God's done here," he said.

Tash is a freelance writer.

WATCHDOG

FROM B1

the statement said.

Cafferty was wrapping up his work shift on June 3, 2020, when he was photographed allegedly making an OK sign with his left hand after driving an SDG&E truck in the vicinity of a Black Lives Matter protest that had just ended.

The hand gesture is considered by many to be a non-verbal signal of support for White supremacy. The picture was posted on Twitter with a demand that the employee be fired, and it quickly went viral.

Within hours Cafferty was called at home and informed that SDG&E managers were on their way to his house to collect his company identification and utility equipment, the lawsuit said.

He was formally terminated the following week.

The company told local and national news organizations last year — and more recently — that it takes racial justice issues seriously.

"We hold all SDG&E employees to a high standard and expect them to live up to our values every day," the lawsuit quotes the company telling NBC 7 last year. "We conducted a good-faith and

thorough investigation that included gathering relevant information and multiple interviews and took appropriate action."

But according to Cafferty, the SDG&E investigation was not conducted in good faith.

Company officials never explained what Cafferty did wrong, the lawsuit said, and they failed to interview supervisors who had known him for years and could have vouched for him.

The complaint also notes that the man who posted the original photo withdrew his accusation against Cafferty within days.

The claim also accuses

SDG&E's senior management of making an example of Cafferty to distract from its own shortcomings.

"SDG&E, led by this nervous white executive team, was desperate to mischaracterize the events in order to virtue-signal its cynical commitment to social justice by sacrificing a Latino blue-collar and powerless worker, Cafferty, as proof of SDG&E's cleanliness from the original sin of systemic racism," the lawsuit stated.

The lawsuit also said SDG&E was in the midst of critical negotiations with the city of San Diego over its franchise agreement and

that terms of any new agreement had become a key issue in the looming mayoral and city council elections.

"There was growing support among increasingly powerful progressives, including among San Diego's most vocal social-justice activists, for the SDG&E expired franchise agreement to be non-renewed," the lawsuit said.

The notion of "cancel culture" is not new, though it has become prevalent in recent months.

Two weeks ago, the Associated Press fired a young reporter for pro-Palestinian comments she had posted on social media while she

was attending college. The firing came after a Republican student group organized a campaign to oust her.

Last summer, after the CEO of Goya Foods appeared at a White House event and praised then-President Donald Trump, liberal consumers organized a boycott of the company that persisted for weeks.

Cafferty is 47 and lives in Ramona. In his lawsuit, he is seeking an unspecified amount of general and punitive damages, as well as court costs, attorney's fees and other relief.

jeff.mcdonald@sduniontribune.com

SMOLENS

FROM B1

Doug Ose pretty much has been a non-entity since he announced his candidacy.

"Meanwhile, former San Diego Mayor Kevin Faulconer — the only other high-profile Republican running in the Gavin Newsom recall election — had a pretty good month by most standards," wrote Eric Ting of SFGate, who added the former mayor "has been decidedly serious."

Certainly by the standards of the competition. Still, Faulconer has received notice for his middle-class tax cut plan and proposal to assist military veterans.

Perhaps the others will step up their game. Cox appears to have ditched Tag, the bear, and is traveling the state talking about California's shortcomings under Newsom and how a successful businessman like himself can address them.

Perhaps the hope was Tag would bring Cox a flood

of attention (it did) and now people will stick around and listen to what he says (the jury's out).

Jenner has been on the world stage as an athlete and a regular on reality television shows, so she should know how to play to an audience.

Up until recently, her in-person campaign appearances and interaction with California's political press was next to nil.

That's changing, but her performance so far hasn't. Jenner has repeatedly talked about high taxes in California. On Fox LA's "The Issue Is" show last week, she was asked by host Elex Michaelson if she favored lowering taxes on the wealthy.

"It's an issue I haven't gotten strongly into, exactly what we're going to have," she replied, adding that she's working on tax policy with Jim Brulte, former head of the California Republican Party.

Maybe she'll get better. Beyond her celebrity

status, Jenner has drawn attention for opposing transgender girls participating in girls' sports at school and paying reparations for historic racism. Jenner's past comments about her effort to get out of military service during the Vietnam War are also likely to raise eyebrows.

Also, some other high-profile Republicans — and a Democrat or two — may be waiting in the wings to jump in the race should Newsom start looking vulnerable.

At the moment, he does not.

Polls have consistently shown that the recall has well below majority support. A recent survey by the Public Policy Institute of California has even better news for Newsom.

If the recall election were held today, 57 percent of likely voters would vote against it, 40 percent for it and 3 percent were undecided, according to the poll.

The survey reflects a big partisan divide: 78 percent of Republicans support

removing Newsom from office, compared with 47 percent of independents and just 11 percent of Democrats.

Those numbers suggest Faulconer and others are overreaching when they say the recall has backing across the political spectrum. Technically, that's true. But that's anemic Democratic support in a very blue state, and the independent backing isn't anything to write home about.

Regionally, the recall has more support in the Inland Empire (56 percent) and Central Valley (49 percent) than in Orange and San Diego counties (42 percent), Los Angeles (32 percent) and the San Francisco Bay Area (32 percent).

Organized labor appears to be consolidating behind Newsom. The California Labor Federation, an umbrella organization representing 2.1 million workers and 1,200 affiliated unions, endorsed the anti-recall campaign last week.

The board of SEIU Local 1000, which represents state workers, approved a \$1 million contribution to thwart the recall. Now the matter goes to the SEIU California State Council, which also opposes the recall.

There's a bit of subplot there because the president-elect of the state workers union, Richard Louis Brown, earlier said the local would not support Newsom because of pandemic pay cuts. He went so far as to say the union would run him out of office, though his actual comment was more colorful.

On the same day as the contribution vote, UCLA economists released a projection for a "euphoric" economic recovery.

They also threw some cold water on one of the main criticisms driving the recall: that Newsom's shutdown of businesses during the pandemic was a disaster.

Plenty of people are still mad about that. But the

economic analysis said "states with stringent interventions such as California generally have had a more robust economic recovery than states with looser rules," according to the *Los Angeles Times*.

The hits keep piling up for Newsom. It's in the early innings, though, and things can change quickly.

But if this were a Little League game — and in some respects it resembles one — pretty soon they'd invoke the mercy rule to end it.

Tweet of the Week

Goes to Michael McFaul (@McFaul), political science professor at Stanford University and former diplomat.

"Love this line from @Biden today in Tulsa — 'Great nations come to terms with their dark side.' And that's what separates democratic societies from autocratic regimes."

michael.smolens@sduniontribune.com