

Snippets about Lake Tahoe

- Most of Bijou Bike Park is open, with work continuing on the two large slope style lines.
 - Lake Tahoe Humane Society has launched a giving campaign titled Paws for the Cause via the **Network for Good giving site**. The purpose is to start the long road back to building the organization's financial base in order to begin to restore services.
 - The South Lake Tahoe Fire Association and South Lake Tahoe Police Officers Association are giving away bicycles to 25 pre-selected youth on May 19 at Bijou Bike Park. The California Highway Patrol is donating helmets. SLTFA will be serving hot dogs, chips and drinks at no cost to all attendees from 11am-3pm.
 - Incline Village General Improvement District's board will have a meeting about the 2018-19 budget on May 23 at 6pm at the Chateau.
 - Douglas County School District trustees will discuss the 2018-19 budget during a public hearing on May 22, 4pm in Minden.
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Food tourism something Tahoe could cultivate



Erik Wolf talks about how food tourism can be a bigger draw for Lake Tahoe. Photo/Kathryn Reed

By Kathryn Reed

STATELINE – Food. It's what matters to many travelers. But it's not a reason to visit the South Shore – not yet, any way.

The importance of being a culinary destination was illustrated during a presentation last week by Erik Wolf. He is the executive director and founder of the World Food Travel Association. Besides being a keynote speaker during the annual tourism forum hosted by the Lake Tahoe South Shore Chamber of Commerce and Lake Tahoe Visitors Authority, he then led a break-out session just about food service.

Lake Tahoe, especially the south end of the lake, as a whole has nothing to brag about when it comes to cuisine. Wolf said this is a shame considering 25 percent of visitor spending is on food and beverage. He lumps libations – which doesn't mean it's alcoholic – into the overall food component.

Food tourism, Wolf told the audience at the Hard Rock on May

10, is like an attraction, it has the ability to get people to share with others and then inspire those people to experience it.

“Food tourism is something that is unique and memorable. People take home memories and then their stories are told,” Wolf said. “People want to experience what’s local.”

He said it’s about selling a lifestyle.

People think just serving a good meal is food tourism. Wolf said that is so wrong. In the break-out session he showed a picture of two hamburgers with the question – Is it a meal or a memory? One was rather an ordinary burger on a plate. The other was a burger loaded with toppings well beyond lettuce and tomato, along with onion rings in a separate container that was artistic in its presentation, along with a beer.

The group agreed the second photo was memorable.

No matter what a destination’s primary attraction is, there is no arguing everyone has to eat and drink. That is why food tourism should be part of the equation – especially in a place like Tahoe where tourism is the No. 1 industry.

Tourism is also a huge part of California’s tourism. According to stats released this month by Visit California, “California’s robust tourism economy expanded in 2017, fueling more than \$132 million in travel spending, \$10.9 billion in tax revenue, and 1.1 million jobs in communities across the Golden State. The report’s findings show tourism spending jumped 4.8 percent in 2017, signaling the industry’s eighth consecutive year of growth.”

Wolf’s assessment of the South Shore is that it is an emerging food destination, with work still needed before it registers on the radar of food travelers.

“You have opportunity,” Wolf told the group.

What he liked when driving through the area is that there are not a lot of chain restaurants. While they have their place, Wolf said, they are not a reason someone will choose one locale over another.

Wolf's company has created 13 food profiles of the food tourist. Most (46 percent) want an authentic experience. "Don't artificially fabricate experiences."

Destinations can distinguish themselves by touting locally grown, offering something unique, being creative, featuring chefs, having a unique product and so much more. It could be as simple as experiencing a **traditional afternoon tea** as is common in London or taking a **cooking lesson while in Beijing**.

Service is part of that memorable experience. Tahoe has plenty of room for improvement in that category.

Most people don't make all of their food/beverage decisions before they leave. That is why it is important for local outlets to have a rapport with frontline staff visitors might be interacting with to get recommendations.

Wolf said the No. 1 complaint of Europeans is the breakfast served at hotels – powdered eggs, a lot of sugary items – including boxed cereal, and bruised fruit.

Millennials are who the food industry needs to be focusing on because by 2020 they are expected to account for 50 percent of all travel spending. They are sharing their experiences before they even leave the bar/restaurant. Word of mouth is how people decide where to eat and drink.

"Every visitor to Tahoe can be a future ambassador," Wolf said.

Opinion: Harassment can lead to illegal discrimination

By Elizabeth C. Tippet, *The Conversation*

Nike's having its #MeToo moment – and it illustrates plainly what's still missing from our discussion of sexual harassment in the workplace.

Women at Nike, fed up with the status quo, recently undertook a covert survey asking about sexual harassment and gender discrimination, which eventually reached the CEO of the world's largest sports brand. Six top executives have resigned or announced their departure.

Nike employees interviewed by the *New York Times* described being marginalized and passed over for promotion. One recounted a supervisor that called her “stupid bitch.” Another reported an email from a manager about an employee's breasts. There was the manager who bragged about condoms in his bag and racy magazines on his desk. Oh, and of course there were trips to strip clubs, tacked on to the end of staff outings.

This happened over a period of years. All the while, human resources sat on its hands. The managers kept their jobs. The complaints piled on.

In some ways, it's the familiar story of how companies have long turned a blind eye to harassment. But it also illustrates, perhaps better than any other example from the #MeToo era, how harassment can be a symptom – and precursor – of workplace discrimination.

And, as I explain in a forthcoming article in the *Minnesota Law Review*, understanding that link is critical for companies hoping to improve upon past mistakes.

Easy vs. hard

The #MeToo movement has rightly brought attention to questions of sexual harassment and assault. The types of cases that result could be divided into two buckets – what in law school we would label “easy cases” and “hard cases.”

One of the first thing students learn in law school is that “easy cases” refer to those in which the facts are really extreme – where a rule clearly applies or it doesn’t. Here, that would mean egregious examples of sexual harassment, such as allegations of Matt Lauer’s lewd and aggressive behavior toward subordinates.

“Hard cases” refer to situations where it’s harder to figure out whether the parties involved have violated the rule. There might be arguments on both sides, and it might be hard to predict how a court would rule. Or – a favored trap on the bar exam – the conduct might seem really bad as a matter of common sense but doesn’t meet the technical requirements of the legal rule.

The stories coming out of Nike are the hard cases. They do not clearly meet the legal standard for workplace harassment.

The problem of not-quite harassment

The law governing workplace harassment is quite unforgiving. The offensive conduct must be so severe or frequent that it creates an abusive working environment. The conduct must also be motivated by the victim’s membership in a protected category, like their gender or race.

Some legal scholars have argued courts have been too unforgiving in applying this test and that it should be brought closer to commonsense understandings of harassment.

Lawyers and human resources experts have long known that the legal standard for harassment is incredibly high. So companies

worked around it by defining harassment very broadly in their policies. This gave companies the power (but not the obligation) to punish employees for violations of the policy. But pre-#MeToo, it seemed companies chose not to act, even when they had the power to do so.

As we now know, this just-do-nothing ethos was a terrible judgment from a moral and public relations standpoint. And while companies may have been correct that a claim may not have been harassment, legally speaking, they completely overlooked their potential liability for future discrimination claims.

Here's why. A supervisor's derogatory comments about an employee's gender, race or religion may not amount to a harassment claim. But they are a smoking gun in a later discrimination claim.

The discrimination blind spot

Discrimination claims are all about the supervisor's frame of mind when he or she made a decision about an employee promotion, compensation or firing. But since we can't read someone's mind, the only thing we have to go on is their comments and behavior.

If a supervisor makes objectifying comments about a woman's body and then later denies her a promotion, those comments may later be used to show his decision was biased.

The Nike story offers a great illustration of this principle. A manager who views women primarily in terms of condom consumption is probably not also thinking of them as a potential vice president candidate. Nevertheless, it is unsurprising to me that Nike's human resources department seemingly failed to identify the problem as discrimination when employees complained.

And that's because, in all likelihood, the discrimination had

not yet happened. When the woman complained, it probably wasn't yet about a lost promotion, unfair compensation or a termination. It was "just" a comment.

Of course, to the employee, it was never just a comment. She would have been keenly aware that her career was in her supervisor's hands. And that he could no longer be trusted.

This is not really a rare occurrence for women in the U.S. In representative samples, around 25 percent to 40 percent of women report having experienced unwanted sexually based behaviors at work, and 60 percent said they encountered hostile behaviors or comments based on their gender.

It's as though the employee can see the gun and anticipates the bullet to come. But all human resources sees is a weak harassment complaint unworthy of intervention.

A better way

The #MeToo movement has generated discussion around "zero tolerance" harassment policies, containing perhaps the implied threat that even minor transgressions of the policy will be met with strong punishment.

But because harassment policies already cover the waterfront, they don't really provide meaningful behavioral guidance. A Pew Research study published in March found that half of all adults surveyed thought that #MeToo made it harder for "men to know how to interact with women in the workplace."

I actually think a more sustainable approach – which actually better aligns with a company's true legal risks – would be to beef up anti-discrimination policies.

These policies would explain that supervisors are placed in a special position of trust regarding their subordinates' careers and that supervisors act as the company's proxy in carrying out the employer's duty to provide equal employment

opportunities.

When a supervisor engages in low-level harassing behaviors or makes derogatory comments based on an employee's gender, race or religion, it is a breach of that trust.

And it is the company's duty to make it right.

Elizabeth C. Tippet is an associate professor at the school of law, University of Oregon.

Solar required for new Calif. homes starting in 2020

By Tony Bizjak, Sacramento Bee

California became the first state in the country Wednesday to require that new homes have solar panels on their roofs.

The mandate, which takes effect in 2020, won unanimous approval of the California Energy Commission. One commissioner predicted the "green" lifestyle regulation will eventually go national.

[Read the whole story](#)

Timeshare

industry

experiencing a resurgence

By Wade Tyler Millward, Las Vegas Review-Journal

Michael Flaskey says his industry has matured.

And for the CEO of Las Vegas-based timeshare company Diamond Resorts, that maturity – in the form of more analysts on Wall Street and more attention from regulators – has meant big money. Diamond Resorts owns Lake Tahoe Vacation Resort in South Lake Tahoe.

The industry is changing its offerings to bring in younger customers, rather than retirees who buy into timeshares. New offerings include on-site activities for children and shorter contract terms, like ones for seven or even three years, Welk Resorts CEO Jon Fredricks said. That company operates property at Northstar in Truckee.

Read the whole story

Separating water and politics isn't easy in California

By Bettina Boxall, Los Angeles Times

The 2014 water bond included a novel funding approach designed to take at least some of the politicking out of deciding which projects get public money.

This week's tortured deliberations by the California Water Commission showed just how tough it is to do that.

By applying a complex procedure for grading proposals, the bond restricted state taxpayer spending to the pieces of a project that would provide measurable benefits to the public.

[Read the whole story](#)

Nev. casinos could face penalties for not filing emergency plans

By Jeff German, Las Vegas Review-Journal

A state task force Friday moved closer to overhauling how Nevada tracks casino emergency response plans in the wake of the Oct. 1 mass shooting outside Mandalay Bay.

The 14-member panel met and approved several recommendations in a report seeking to change an outdated state law requiring casinos to submit emergency plans. The recommendations would strengthen the law to allow Nevada gaming regulators to discipline resorts that do not submit or update plans and modernize the filing system.

[Read the whole story](#)

Snippets about Lake Tahoe

- TAMBA is hosting a work day on May 19 on the lower section of Mr. Toad's Wild Ride Trail to do some enhancements and address erosion issues. Meet at the Toad's parking area off Oneidas Road at 9am. Volunteers will ride into the Toad's trailhead to get tools and for a safety briefing, work until 1pm, then have a barbecue and beer. Wear long sleeves, long pants, gloves, and a helmet.
- El Dorado County poet laureate Taylor Graham will be hosting a night of poetry on June 15 at 5:30pm at the South Lake Tahoe Library on Rufus Allen Boulevard.
- The Tahoe Douglas Fire Protection District board is having a public hearing on May 23 at 2:30pm regarding the 2018-19 budget. The meeting will be at the Elks Point Road station.
- The Zephyr Cove Library on May 30 at 4pm is showing "The Goonies" (rated PG). The movie and popcorn are free.
- Here is the **Sierra** roadwork schedule from Caltrans for the week.

Impact of a warming climate on Sierra Nevada

By Tara Lohan, Water Deeply

Imagine a California where springtime temperatures are 7 degrees warmer than they are today, where snowmelt runoff comes 50 days earlier and the average snowpack is just 36

percent of the 1981–2000 average.

That may be the reality by the end of the century if we don't curb greenhouse gas emissions, say researchers from UCLA. A recent report from the UCLA Center for Climate Science analyzes how climate change will impact the Sierra Nevada and what that will mean for water resources.

In particular the research examines changes to temperature, the amount of snowpack and the timing of runoff and which elevations and watersheds will be most affected as the climate warms. It also compares how these factors may change with "business as usual" and do little to curb greenhouse gas emissions, versus a scenario in which greenhouse gas emissions begin to level off around 2050.

Read the whole story

Martis Camp gives about \$200,000 in scholarships

The Martis Camp Community Foundation is giving four seniors in Tahoe Truckee Unified School District four-year college scholarships, totaling about \$140,000.

Two Truckee High School seniors, Mitzi Ayala and Abraham Gonzalez, will receive the MCCF scholarship, which will award each of them up to \$60,000 over four years. Both students stood out for their academic records, extracurricular and community activities, and desire to make a difference in the world. Ayala will attend UC Berkeley and Gonzalez will attend USC.

North Tahoe High School senior Jacob Inclan and Truckee High School senior Sophia Curtis will receive the MCCF Denise Martinez Scholarship, which will award each of them \$10,000 over four years. Inclan and Curtis embody the ideals and qualities of the late Denise Martinez, former Martis Camp head golf professional – hard work, fair play, kindness and integrity. Inclan will attend San Diego State University, and Curtis is in the process of selecting a college.

In 2018, the Martis Camp Community Foundation added an Ambassador Scholarship Program to support Martis Camp employees and their children in the pursuit of their educational aspirations. Employees who have worked at Martis Camp for at least one year and meet eligibility requirements may apply for scholarships for themselves and their children for pre-K-12th grade education, college and continuing education. Scholarships are awarded based on financial need, educational goals and personal statements. This year, the MCCF Ambassador Scholarship Program awarded nearly \$20,000 in scholarships to Martis Camp employees and their children.