

Yose DEIA Newsletter

BROUGHT TO YOU BY THE DEIA COUNCIL



Lucky for us, April at Yosemite is defined by its wide variety of colorful wildflowers, and we can already see so many! Hopefully the sun will start coming out a little more often so we can spend more time enjoying the vibrant fields around us. But for now, you can enjoy the many flowers decorating this month's newsletter. This issue is full of so much incredible content, and we have so many events that they took up two pages! First are community events, which are hosted locally by folks in the Yose community. Following those are workshops and webinars that are meant to help you continue learning about DEIA topics. Next, we have some information about Transgender Day of Visibility (which took place at the very end of last month) with some recommended shows and readings. As usual, we smacked a short article right in the middle of the newsletter. This month's article explores environmental justice and the overlap between natural and social sciences. And finally, we have a page suggesting some news readings from last month that will get you learning about lots of cool stories. Enjoy!

Contents

COMMUNITY EVENTS.....	1
WORKSHOPS & WEBINARS.....	2
TRANSGENDER DAY OF VISIBILITY.....	3
ENVIRONMENTAL JUSTICE.....	4-5
RECENT NEWS.....	6

Community Events

April 13-14, 9:00am – 3:00pm

Earth Day NPS Spring Cleaning

Join the Safety & Wellness Office, and the Zero Landfill Initiative for an Occupational Clean up! Fill out one registration form per department, assess your workspace and storage areas, and bring your waste and recyclables to the event disposal at the EP Warehouse. For registration and questions, contact yose_safety@nps.gov.

April 22, 9:00am – 2:00pm

Earth Day

Join us in Yosemite Valley for a chance to celebrate our connection with nature. Programs led by Yosemite Conservancy artists, Yosemite Fire Crew, Little Kamper, Yosemite Volunteer Office, and more! [Click here to learn more about programs](#). Email yose_safety@nps.gov with any questions.

April 26, 12:00pm - 1:30pm

Womxn's ERG Brown Bag Lunch

This month we will host Dr. Peggy Swarbrick who developed the 8-dimensional wellness model to help people with mental health and substance use challenges. She recently developed a Wellness Training Learning Collaborative (W-TLC) designed to support the wellness of the workforce and is a collaborator on peer support models for healthcare professionals and educators to prevent burnout. To receive the meeting link and suggested readings, email yose_dei@nps.gov.

April 22, 8:00am - 10:00pm

Spring Fling

Join us to celebrate the coming of warm, sunny days at the El Portal Community Hall. Fun for the whole family with food, craft vendors, a 5k run, contra dance, and plenty of live music throughout the day and continuing into the night. \$25 at the door, \$20 pre-sale tickets online. [Click here for more information](#).

April 21-23

Shakespeare in Yosemite

Romeo and Juliet in Yosemite this Earth Day weekend, Shakespeare in Yosemite returns to the Curry Village Amphitheater for free, live performances of a new 90-minute adaptation of Romeo and Juliet, especially created for Yosemite National Park and starring park rangers and community actors. The play's action is transported to Yosemite and features loads of live music and family-friendly environmental messages. And this time, the lovers do not die! The show is a partnership between University of California Merced, Yosemite National Park, and Yosemite Hospitality. [Click here for more information](#).

Mondays, 6:00pm - 7:15pm

Balanced Rock Community Yoga

These classes are donation-based, volunteer-led, and welcome to all levels. Classes are held at the same time every week in two locations: Wawona Redwoods with Breezy Jackson, and El Portal Community Hall with rotating instructors. Check the schedule & learn more at balancedrock.org/community.

Check out the yoscommunity website event calendar for more!

Workshops & Webinars

April 3, 4:30pm - 6:00pm

The Oath Workshop

The Outdoorist Oath workshop is an up to two-hour, ZERO-BS, interactive experience that teaches a model to approach allyship for planet, inclusion, and adventure. During the workshop, you'll reflect and create a unique action plan to help you take action, unlearn, learn and be in community with other aligned outdoorists, culminating in the opportunity to take The Oath with everyone. [Click here to register.](#)

April 6, 10:00am - 11:30am

Creating 508 Compliant Excel Spreadsheets

The DOI Section 508 Office will present an in-depth session on creating 508-compliant Microsoft Excel spreadsheets. Enroll in this free course in [DOI Talent](#).

April 18, 12:00pm - 2:00pm

Nondiscriminatory Hiring in the Federal Workplace

In support of Diversity, Equity, Inclusion and Accessibility (DEIA) agencies are working to create strategic plans to identify "strategies to advance diversity, equity, inclusion, and accessibility," and to "eliminate, where applicable, barriers to equity, in Federal workforce functions" such as hiring. This two-hour virtual session will give you the guidance you need to ensure your hiring practices are nondiscriminatory and align with the federal merit system principles. [Click here to register.](#)

April 4, 11:00am - 12:00pm

April 10, 1:00pm - 2:00pm

RISE Creating Connections

These listening sessions are focused on different topics within the RISE Vision Action Plan. [Click here to register for the April 4th session.](#) [Click here to register for the April 10th session.](#)

April 20, 12:00pm - 1:30pm

Accommodating Invisible Disabilities

This course provides an overview of the current state of disability law and how the ADA, ADAAA, and Rehabilitation Act apply to federal employees with disabilities. Before you can appropriately manage the complex reasonable accommodation requests, you need a thorough understanding of the basics. [Click here to register.](#)

April 25 - 27

Diversity Inclusion Change Agent Training

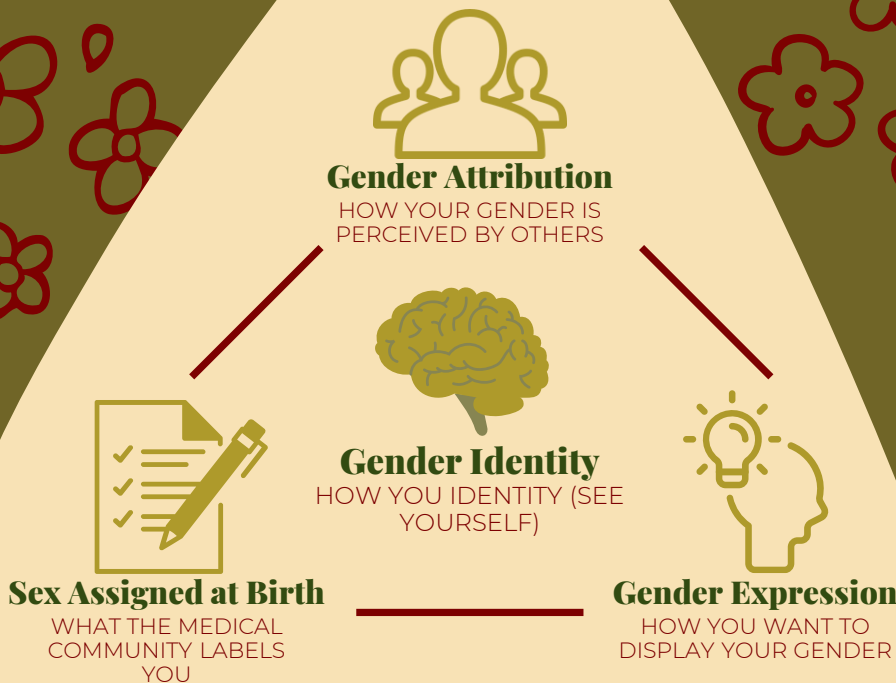
This three days of training is a great tool for increasing the workforce's foundational understanding of the principles and cornerstones of diversity and inclusion. Objectives include: increasing understanding of diversity and inclusion and deepen trust, communicating more productively to increase diversity and inclusion awareness, and achieving higher levels of collaboration. [Click here to register.](#)

April 17, 9:00am - 12:00pm

Emotionally Effective Leadership

This workshops will increase participants' understanding of emotional intelligence and its role in effective leadership. We will explore key areas of leadership in relation to emotional intelligence, and work to articulate strengths and areas with opportunity for growth. [Register here.](#)

Transgender Day of Visibility



History of the Holiday

International Transgender Day of Visibility (TDOV) was created in 2010 by trans advocate Rachel Crandall. Crandall, the head of Transgender Michigan, created TDOV in response to the overwhelming majority of media stories about transgender people being focused on violence. She hoped to create a day where people could re-focus on celebrating the lives of transgender people, empowering them to live authentically, while still acknowledging that due to discrimination, not every trans person can or wants to be visible.

5 Myths About Gender-Affirming Care for Trans Kids, Debunked

Transgender Representation in the Media

"The vast majority of the American public learns about trans people from the media. While representation in media is extremely important, the media has overwhelmingly misrepresented, mischaracterized, and stereotyped trans people since the invention of film. These false depictions have indisputably shaped the cultural understanding of who trans people are and have taught the public how to react to and treat trans people in their lives. It's going to take a lot of work to undo the harm caused by these depictions.

That's why it's still necessary for trans people to be seen through authentic, diverse, and accurate stories to reflect the actual lived experiences of trans people; both for themselves and for those people who believe they've never met a trans person. That includes in news media, where too often trans people's voices are missing from coverage of anti-trans laws and policies affecting their lives. Without trans people and experts weighing in, and without trans representation in newsrooms to help guide coverage, anti-trans discrimination is often misrepresented in the news as a "culture clash" rather than as targeted hate.

We are starting to see progress in film and TV, but we still have a long way to go. While representation of TV characters has significantly improved over the years, as of TDOV 2022, there are 42 regular and recurring characters appearing on broadcast, streaming, and cable. However, these 42 characters cannot possibly represent the full diversity of the trans community nor undo one hundred years of misinformed, inaccurate, and harmful representation." - [Transgender Day of Visibility | GLAAD](#)

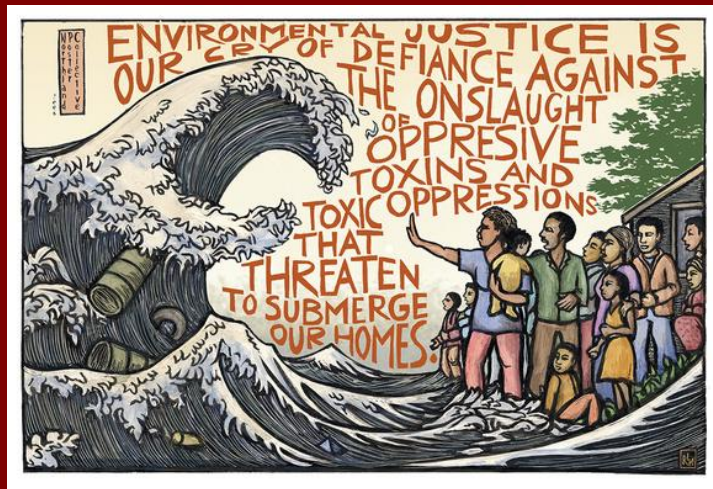
Check out:

- **Disclosure:** Netflix Documentary on transgender representation in Hollywood
- **Dylan Mulvaney:** Tik Tok Transgender Activist
- **Pose:** Hulu TV series about New York City's ballroom culture scene

Environmental Justice

The environmental justice movement (EJM) has been working long and hard to create space for itself in the environmental movement at-large.

Environmental activists, professionals, and researchers have historically placed a disproportionately large focus on the natural sciences, working to conserve, rehabilitate, and promote the health of natural landscapes and the species that they house. As climate change progresses, this work has become increasingly important. However, social inequities that have existed for centuries continue to be pushed to the side and are simultaneously worsened by the increased severity of global warming. The environmental justice movement has been asking for attention since its beginnings, and addressing it now is essential in preventing further harm, and finally working to mend historical damage.



Art by [Ricardo Levins Morales](#), part of his "Health and Environment" notecard series.

What is environmental justice?

In defining environmental justice, it can be helpful to first explore environmental injustices. Environmental injustices are systemic problems that result from the alienation or segregation of specific groups, and contribute to disparities in health status, opportunity, and sociopolitical power. They often involve disproportionate exposure to environmental hazards as a result

of historic discrimination. Examples include Cancer Alley, the Flint Water Crisis, and Hurricane Maria.

Environmental justice works to prevent and mend these injustices and can be defined in many different ways. Simply put, environmental justice describes the right of all people, regardless of social identity, to have equal environmental protection and involvement in environmental decision-making processes. Environmental justice groups and movements often utilize multiple definitions and aspects of justice to accept the ambiguity and complexity that exists within this field. They apply ideas of justice not just to individuals, but to groups and communities as well. "Environmental justice movements explore, represent, and demand justice—fair distribution, recognition, capabilities, and functioning—for communities as well as individuals" (Scholsberg, 2007).



Art for "Paying Homage: Soil and Site Environmental Justice Summit", 9/8/2018, Yale University Art Gallery.

How do we address both the natural and social science aspects of the environmental movement?

The natural and social sciences have long been perceived as separate, especially when it comes to research. Historically, research in the natural sciences has relied heavily on quantitative data, while social sciences have relied on qualitative data. Among other factors, this difference has led to a lack of collaboration between fields, isolating the research and findings and, in many ways, preventing progress and advancement.

Fortunately, researchers have worked to bridge this gap, especially over the last three decades, leading to the development of environmental justice theories and movements, and a more intersectional approach to environmentalism.

Environmental justice works to address the natural science aspects of environmentalism (pollution, waste, climate change), the social science aspects of environmentalism (human rights, disadvantage, racial zoning), and the injustices that they, in collaboration, create (disproportionate health risk, inequity in opportunity, discrimination in policy). Finding the overlap between the natural environment and social environment is essential in properly addressing environmental justice and the actions needed to work towards change.



Above: Standing Rock protesters, photo from [Georgetown's Berkley Center for Religion, Peace & World Affairs](#).

Below: Environmental racism protest photo by [Pablo Martinez Monsivais](#), 2019.



.. RECENT NEWS ..



Disability rights activist Judy Heumann dies at 75.

"Disability only becomes a tragedy when society fails to provide the things we need to lead our lives -- job opportunities or barrier-free buildings, for example. It is not a tragedy to me that I'm living in a wheelchair". [Click to read more.](#)



"Our movements for justice are lifelong": Meet Minnesota's first transgender legislator.

Leigh Finke has always fought to change the world for the better. Growing up in the western suburbs of Minneapolis, Finke was always interested in politics but never planned to be a political candidate herself. In November after her first bid for public office, Finke became the first transgender legislator appointed to the Minnesota House of Representatives after winning 81% of the vote in her district. Finke has been an activist for transgender and LGBTQ+ rights as well as Black Lives Matter, almost her whole life. [Click to read more.](#)



Yara Shahidi is explaining why her casting in the new Peter Pan film is meaningful representation.

"It's evident they're not just popping Black and Brown folks in the cast for the sake of updating the story. Instead, it's about creating a story that so many more people can see themselves in after we've been left out for so long. [Click to read more.](#)

Year after year, the conversation surrounding mainstream awards shows is the same:

Where's the diversity?

Even in a record-setting year like 2023, questions about these shows' commitment to equity persist. Many have criticized this year's Academy Awards for failing to recognize Black female talent. Mainstream awards are often coveted both for economic gain and industry clout. But even as the public puts pressure on the entertainment industry to increase diversity, some have argued only incremental changes have been made. [Click to read more.](#)

Women of the Year: In Congress, record numbers, record diversity and new power.

The Women of the 118th Congress are being recognized as a group as part of USA TODAY's Women of the Year program, a recognition of women who have made a significant impact in their communities and across the country. [Click to read more.](#)



NEW CALIFORNIA BILL PROVIDES PROTECTION FOR TRANSGENDER FOSTER YOUTH

Being in foster care is challenging enough. Imagine, in addition to having been removed from your home because of abuse and neglect, not feeling secure in what is supposed to be a safe haven. This feeling of vulnerability is a harsh reality for thousands of trans youths in care across the country. In California, efforts are being made to provide the necessary protection for transgender foster youth. [Click to read more](#)