

Yose *DEIA* Newsletter

BROUGHT TO YOU BY THE DEIA COUNCIL



We have reached a very important time of the year...do you know why? Because it's fire season? No! Because it's peak visitation? No! It's the DEIA Newsletter's very first birthday! That's right, we have been finding awesome DEIA information, putting it into a beautifully designed newsletter format, and sending it to the Yosemite community for a whole year – happy birthday DEIA Newsletter!

In this issue, we have some very exciting content to share with you. First, as always, we have upcoming events, which include a multitude of events being hosted right here at the park! You can learn about Obata Art Weekend, the BIPOC ERG Potluck, and the new RISE Innovation Station workshops! Not sure what RISE is? No problem! The second page outlines the NPS's new RISE initiative, so you can learn about the framework currently influencing the agency's leadership

teams in improving company culture and workplace belonging. Following that will be a recap of Caribbean-American Heritage Month in the NPS, as well as some information about the recent spike in transphobia in the US and beyond. Lots to learn! Have a great August!

Click to check out the [yoscommunity website](#) for more information!

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Upcoming Events & Opportunities

RISE Innovation Station

Info Session: August 16th, 12pm-1pm
@ Teams meeting

Workshop 1: August 29th, 9am-12pm
@ EP Warehouse Large Breakroom

Workshop 2: Sept 28th, 9am-12pm
@ Valley Auditorium

Workshop 3: October 19th, 9am-12pm
@ EP Warehouse Large Breakroom

Join the Yosemite Wellness Coalition and Allies for Inclusion facilitators for an open forum brainstorm to explore the new [NPS RISE Framework and Surgeon General Mental Health in the Workplace Framework](#). We will kick off with an info session, followed by an interactive style 3-part workshop with breakout groups and a chance engage with the material and your peers. Email yose_dei@nps.gov for the info session link and/or to RSVP for a workshop! And check out the rest of the newsletter to learn more about the NPS RISE Framework.

August 23, 7:00pm

BIPOC ERG Potluck

The Yosemite Black, Indigenous, and People of Color (BIPOC) Employee Resource Group (ERG) is excited to host a BIPOC community potluck! Bring a dish that makes you feel at home to share with old and new friends! Keep an eye on the Daily Report for location updates. For questions, email yose_dei@nps.gov.

Employee Resource Groups (ERGs) are voluntary, membership-based, employee-led affinity groups that celebrate employees' identities and values. For more information about Employee Resource Groups in the park, see yoscommunity.com/erg.

August 22, 12:00pm – 1:30pm

Tribal Consultation Webinar Series

The goal of this webinar is to introduce National Park Service staff to Public Law (P.L.) 93-638 Indian Self-Determination and Education Act (ISDEA) Tribal Self-Governance Agreements and how they are a powerful tool in increasing tribal co-stewardship of National Park Service units. This is a monthly webinar series that takes place on the **THIRD TUESDAY** of each month (except August, which will be on a Tuesday). [Click here to register.](#)

August 25-27

Obata Art Weekend

Yosemite is super excited to be hosting the 3rd Annual Obata Art Weekend! Our registration site is live! If you are interested in attending any of the art workshops on August 26th, you can sign up for those here: [Obata Art Weekend](#). Please note that you can only sign up for one workshop per timeslot (10am and 1:30pm). Our schedule of events is almost finalized, so stay tuned for more information about this incredible weekend!

Employee Organizations

The Department of the Interior has a dedicated, diverse and dynamic workforce. Many employees participate in and support employee-driven groups that contribute to improved agency operations, personnel management and employee effectiveness and engagement. Interested in joining a department-wide group? [Click here for more details.](#)

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

RISE: A Respectful, Inclusive, Safe, and Engaged NPS

RISE is a vision for a Respectful, Inclusive, Safe, and Engaged workforce. It will be an ongoing, collaborative effort to improve the National Park Service culture and work environment. RISE is a broad, action-based response to employee concerns in a host of areas – including topics like onboarding, housing, pay and recognition, employee communication, work-life balance, DEIA, training opportunities and more.

RISE outlines many objectives and tasks, and organizes them into 9 categories. Here are the categories and some of their objectives. You can click each category to learn more on the SharePoint page!

Leadership and Accountability

- Establishing expectations
- Anti-harassment program
- Supervisor EPAPs

Quality of Life, Work-Life Integration, Flexibility, & Benefits

- Unsustainable workloads
- Housing
- Uniform policy

Internal Communications

- Employee listening sessions
- 508 compliance
- Transparency in decision-making

Learning and Development

- DEIA trainings
- Workplace conflict
- DEIA roadmap & planning

Recruitment and Staffing

- Increasing workforce diversity
- Recruitment partnerships
- Hiring authorities

Structure and Implementation

- Budget
- Employee resource groups
- Additional staff.

Advancement and Retention

- Employee resources
- Mentoring & career coaching
- Developmental opportunities

Assessment and Measurement

- Risk report
- Feedback tools

Job Design, Pay, and Recognition

- Cash performance awards
- Pay equity
- Reasonable accommodation

- **[Click here to read the full RISE Vision Action Plan.](#)**
- **[Click here for the RISE SharePoint Page.](#)**

Caribbean-American Heritage Month

June was Caribbean-American Heritage Month and the NPS shared some really cool projects and resources on the InsideNPS Sharepoint page! And Yosemite's very own Clarice Henry is featured on all of these pages! Check them out below.

*Click for: **A Poem for the Senses***

"Earlier this week, some of our fellow Caribbean-American NPS colleagues shared sensory memories that link them to their culture through the five senses – memories of sights, sounds, smells, tastes and textures that make them feel connected to their Caribbean heritage. Building on that theme, we created a community activity that links our five senses to our culture, and to each other, through poetry. Participants from across the NPS shared their perspectives to create this collaborative poem."

*Click for: **Meet Your NPS Colleagues***

"As we close out Caribbean American Heritage Month, we leave you with an opportunity to meet some of your colleagues who share Caribbean heritage. Read their stories to learn about their careers, community, and connection to our parks."

*Click for: **Community Reflections***

"So much connection to culture comes through our sensory experience – the music we listen to, the smells and tastes of our favorite foods, the colors and textures of traditional crafts or clothing we make and use. We asked Caribbean-American National Park Service employees to share some of the sensory memories related to their cultural upbringings, and the result is a feast for the senses!"

To learn more about this celebratory month: [Official Site - Caribbean American Heritage Month \(caribbeanamericanmonth.com\)](http://caribbeanamericanmonth.com)

Transgender Advocacy

Transphobia, in basic terms, refers to any expression of fear or hatred directed toward folks who are transgender, nonbinary, or gender nonconforming. Like other forms of discrimination and prejudice, transphobia often stems from a lack of understanding and insight. Transphobia can be seen in the news, media, popular culture, and beyond. Some especially relevant examples include bathroom discrimination, restrictions in sports, and cisgender actors playing transgender characters. Transphobia can also be seen in individuals' interactions in the form of bias, microaggressions, and violence.

This year, we are seeing an unfortunate spike in transphobic legislation. The [Trans Legislation Tracker](#) tracks legislation that seeks to block trans people from receiving basic healthcare, education, legal recognition, and the right to publicly exist. "In 2023, we see a continuation of trends from the past few years: blocking trans kids and teachers from being visible in schools, and denying state recognition through birth certificates". Since the beginning of 2023, there have been more than 3 times as many anti-trans bills than there were during the entire year of 2022.

While anti-trans policy is on the rise, we can also see a rise creating a more positive social impact: trans representation in media. Movies, shows, music, and books are telling transgender stories and sharing transgender culture more than ever before. Although some inaccurate narratives are causing harm to social perceptions, a larger portion have been helpful in increasing the visibility of the trans community and have expanded the societal understanding of the identity at-large. Further, social media has been an incredible platform for trans people (as well as other individuals of historically underserved identities) to share their personal experiences and stories, and contribute to more accurate media representation. Transgender influencers are working to educate users on topics like identity, pronouns, and ways of fostering inclusion and respect. Social media has created an incredible opportunity for us to learn from people's lived experiences, and we as a society are so lucky to have this resource to advance our knowledge and understanding.

With all of this in mind, we still have a ways to go, and advocacy around transgender rights is in need of our attention. Curious what you can do? Do your duty as an ally and learn learn learn! Learn about policy, representation, culture, history, influential figures, activism, current issues, recent successes, and so so much more. There are plenty of resources right at your fingertips! Start here:

[**Understanding the Transgender Community**](#)

[**Transgender Activists**](#)

[**Tips for Allies of Transgender People**](#)