

Yose DEIA Newsletter

BROUGHT TO YOU BY THE DEIA COUNCIL



As winter approaches, we are forced to spend a lot more time inside - the shorter days and the colder weather have shifted our everyday routines. It feels like just yesterday that my friends and I were hiking, camping, swimming, and spending all of our free time outside. Now, we are binge-watching Harry Potter movies, waiting multiple days for loaves of sourdough to rise, and trying our very best to not fall asleep at 7pm. We are counting down the days until Badger Pass gets some good snow and we can finally engage in winter sports, but in the meantime, what better way to utilize all our down time than to expand our understanding of DEIA! Luckily for us all, this newsletter can facilitate just that.

This month's issue features lots of great info that will keep you busy during dark and gloomy December. As always, you can check out upcoming DEIA-related events, followed by new articles and infographics that explore allyship and eco-ableism. To help navigate everyone's increase in time spent indoors, this issue closes out with an examination of representation in the media and plenty of movie and TV recommendations to keep you occupied. Stay warm!

Contents

UPCOMING EVENTS **1**

ALLYSHIP **2**

ECO-ABLEISM **3-4**

REPRESENTATION **5**



UPCOMING EVENTS

DEC 7 12-1:20pm

IMPLEMENTING CO-STEWARDSHIP IN NPS

This year, the National Park Service released new guidance to improve federal stewardship of national park lands and waters. These webinars will introduce the policy memo, define co-stewardship, and explain the intersections between current work and new opportunities. Join the meeting on Zoom - Meeting ID: 1613528819, Passcode: 650442

DEC 11 12-1pm

S'MORES WITH SHELTON

Join the BIPOC Employee Resource Group for a lunchtime campfire with s'mores, great conversation, and a chance to chat with Ranger Shelton Johnson! Make sure to dress warm and drive safe. All are welcome! To RSVP, email yose_dei@nps.gov.

DEC 12 2-3pm

REASONABLE ACCOMMODATION FRAMEWORK: DISABILITY ACCOMMODATION OVERVIEW AND ANALYSIS

Before you can appropriately manage the complex reasonable accommodation requests you're likely to receive in the next few months, you need a thorough understanding of the basics. This webinar will teach you about making disability determinations, what "qualified individual" actually means, and more about reasonable accommodation requests. [Click here to register.](#)

DEC 13 12-1:20pm

TRIBAL CONSULTATION WEBINAR SERIES

The Tribal Consultation Webinar Series is being offered for NPS employees looking for an introduction into the tribal consultation process, or those who want to refresh their skills or ask experts for advice on best consultation practices for managing park resources. We encourage attendees to join the Consultation with Tribal and Indigenous People discussion forum to continue the conversation and for access to resources mentioned in the webinars. [Click here to register.](#)

JAN 10 10-2pm

BEYOND BIAS: AN INTRODUCTION TO IMPLICIT BIAS

A half-day virtual training for 15-20 participants. Participants will be introduced to the science of implicit bias and evidence-based strategies for reducing and interrupting bias. This class is for you if are looking for a deeper understanding of the science of implicit bias, a broader perspective on the impact of implicit bias in the workplace and in every-day life, and an opportunity to practice evidence-based strategies for bias reduction. Email lark_weller@nps.gov to apply for this session by December 13.

Every Monday

COMMUNITY YOGA WITH BALANCED ROCK

Join Balanced Rock's local instructors for community yoga every Monday at 6pm at the El Portal Community Hall! These classes are donation-based, volunteer-led, and welcome to all levels.

Check out the [yoscommunity website](https://www.yoscommunity.com) for a regularly updated calendar of upcoming events

Allyship



Allyship describes efforts by groups of people to advance the interests of marginalized communities both in society at large and in particular social contexts. Pursuing allyship is a lifelong process that focuses on building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people. A successful ally practices allyship every day and is constantly striving to expand their understand and increase the impact of their support. Everyone has the potential to be an ally, and it is especially important for those with privilege to pursue allyship every day.

Being an ally in the workplace is extremely important in fostering a sense of belonging and comfort. It can be difficult to know where to start, so here are just a few ways you can work on being an ally in your personal and professional life..

1. Do your Research

It is your responsibility to educate yourself. Do your own research to learn the history of the movement you want to ally in.

2. Listen

An ally's job is to listen and learn. Listening ensure that you know exactly what is being asked of you as an ally.

3. Mirror Language

Mirror the language someone uses to describe their own identity. This shows you are listening and demonstrates respect.

4. Uplift Voices

Make space for everyone to speak up by explicitly inviting everyone on your team to participate.

5. Accept Mistakes

Acknowledge when you're wrong, apologize if needed, and avoid making the same mistakes again.

6. Be self-aware

Examine your own implicit bias, and acknowledge your privilege.

Get started on your research by exploring the links below:

- [The Guide to Allyship](#)
- [8 Ways To Be a \(Better\) Ally](#)
- [How to Be an Ally](#)
- [3 Questions to Turn Allyship Into Action](#)
- [How to be an ally in the workplace](#)
- [Allyship - Forbes](#)

Eco-ableism

The environmental movement is taking society by storm. Individuals, organizations, and governments are developing creative ideas, products, and procedures to minimize their carbon footprint and slow the effects of global warming. Social media is flooded with tips and tricks on how to be more environmentally conscious on an individual and group level. While it's exciting to be moving this quickly, there does come a point where we need to pause, reflect on the mission at large, and ask ourselves what details we may have missed while we were scaling up so quickly.



People with disabilities protesting for equal rights.



Demonstrators in San Francisco during the protest sit-in (Crip Camp, Netflix).

One of the answers lies in eco-ableism. As environmentalism progresses, an essential aspect remains unaccounted for: the meaningful inclusion of the disabled community. Eco-ableism describes “the tendency to exclude and erase people with disabilities and their needs from environmentalism”. This issue is not always apparent, and it is often overshadowed by the positive benefits of environmental action.

A clear example of this is the ‘Save the Turtles’ movement, which has worked to eliminate the use of disposable plastic straws to reduce plastic pollution in the ocean. While it's great that we are making the oceans safer for marine species, disposable straws are hugely helpful tools for many disabled people. Straws allow individuals with certain mobility issues to consume drinks with ease, and the disposable plastic is essential in avoiding certain attacks or seizures that may be triggered with the use metal straws. Unfortunately, our mission to ‘save the turtles’ has stigmatized the use of plastic straws and simultaneously ostracized those who rely on these straws from engaging in trendy environmental action.



Photo from Netflix's "Crip Camp", a documentary about a summer camp for teens with disabilities established in 1951.

Of course, there are ways to engage in environmental action outside of eliminating disposable straw use, but that's not the point. The point is that the environmental movement repeatedly fails to consider the needs of the disabled community. We create environmental campaigns with the purpose of saving the planet but put people at risk in the process.

Clearly, our environmental initiatives require a little more thoughtfulness, creativity, and innovation. Solutions exist and we need to be more intention in our planning processes to ensure that inclusion is not an afterthought. By addressing equity early on, we can increase the impact of our initiatives by ensuring that everyone has the opportunity to engage in environmental action. To find new ideas, try diversifying your team, extending the research and planning process, or requesting consultation from an accessibility specialist. Environmental action is urgent, and we need to all work together to effectively create change.

December 3rd is International Day of People with Disabilities



This year's theme is "Transformative Solutions for Inclusive Development: the Role of Innovation in Fueling an Accessible and Equitable World". To learn more about this day and how to celebrate, [click here.](#)

Representation in Media

Television, film, and other digital media have the power to influence the way we see ourselves and each other. This power lies in representation, which describes the way in which media deals with and presents social identities (like race, gender, age, etc) to an audience. Accurate and authentic representation can open us to new ideas, create powerful role models, and provide everyone with a feeling of acknowledgement and importance. Historically, representation in media has been extremely homogeneous. The lack of diversity in the media has led to an exclusionary master narrative that highlights only the stories of individuals of a specific identity. Fortunately, society is evolving quickly, and media has been forced to do the same. Representation is increasing and it is important that we choose to consume the content that diversifies representation effectively. Check out the recommendations below for some books, movies, and TV shows that highlight the stories and work of individuals of underrepresented identities.

MOVIES



Everything Everywhere All at Once

This movie uses the multiverse as a metaphor to explore the immigrant Asian American experience.

Various identities are represented and explored through an intersectional lens, and they all come together to create an incredibly entertaining, surprising, and heart-warming story.



Crip Camp

This documentary explores a summer camp for teens with disabilities and the early stages of the radical disability movement. Although it was released in

2020, filming for this movie dates back to the 1960s, enabling it to feature many first hand accounts of campers, significant players in disability activism, and other unique and valuable perspectives.



Soul

This Pixar film features a band teacher who travels to help someone find their passion, and explores his soul in the process. Although this story does not explicitly

examine social identity, the diverse cast and crew broke barriers by creating the first Pixar film to feature a Black male lead.

TV

Insecure



This show follows Issa and Molly who deal with their flaws and

insecurities as they cope with uncomfortable everyday experiences. The writer, producer, and lead actress of the show, Issa Rae, works to portray complex and multifaceted Black narratives with the help of her diverse cast and crew. You can see more of her work in her film debut "The Hate U Give", which also features historically underrepresented stories and identities.

Reservation Dogs

This show tells the story of four Indigenous teens in Oklahoma



who steal, rob, and save with the goal of traveling to California. It features a unique perspective of contemporary members of a Native American reservation and takes into account the history of Indigenous representation on screen.

Dancing with the Stars

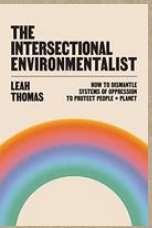


Although this show doesn't have a great history of representation,

season 31 featured stars of underrepresented identities, including the incredible drag queen Shangela, deaf actor Daniel Durant, and actress with MS Selma Blair. And it's so fun!

BOOKS

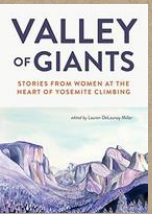
The Intersectional Environmentalist



This book examines environmentalism through the lens of intersectionality, taking into account social, racial, and economic justice. Written by IE activist Leah Thomas, this book explores the stories and experiences of individuals historically underrepresented in the environmental movement.

Valley of Giants

Many stories about climbing are told by and about men. This book highlights the famed and untold stories from women at the heart of Yosemite climbing. An exciting and important perspective of climbing history.



Black Faces, White Spaces

Carolyn Finney unpacks an analysis of access to natural spaces, cultural understandings of the great outdoors, and the legacies of slavery. The history of outdoor recreation and activism often eliminates the perspectives and experiences of people of color. This book explores the lingering effects of this exclusion.

