

# Yose DEIA Newsletter

BROUGHT TO YOU BY THE DEIA COUNCIL

*Adapted from the White House's 'A Proclamation on National Black History Month, 2022'.*

Each February, National Black History Month serves as a time to celebrate the immeasurable contributions of Black Americans, honor the legacies and achievements of generations past, reckon with centuries of injustice, and confront those injustices that still fester today. Despite the country's efforts to honor the idea that all of us are created equal, the initial existence and lingering effects of slavery, Jim Crow, redlining, and systemic racism have perpetuated mass inequality, and have held the country back from reaching its full potential. Facing these tragedies openly and honestly and working together as one people is the only way we can work towards a more equitable and stronger nation.

Across generations, Black Americans have demonstrated moral courage and resilience to help shape the nation for the better. Today, Black Americans lead industries and movements for change, serve our communities and nation at every level, and advance every field across the board. In the face of age-old wounds and obstacles, Black Americans can be seen strengthening and uplifting every part of our society today.

The current presidential administration continues to reverse, implement, and expand on policy with the goal of advancing equity-driven initiatives that address racial injustice in the US.

This is only the start. Issues of housing, education, health care, childcare, and so much more require tireless attention and action, which we will need to continuously deliver in all the years to come. Black History Month is an annual reminder of the constant effort needed to dismantle structural inequities that have served as barriers to Black Americans for generations. Every year, we must reflect on our nation's history and recommit ourselves to the fight for racial equity.



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# Upcoming Events

**February 6, 2:00 - 4:00pm**

## Equity-Informed Hiring and Retention Webinar

This training session will provide an overview and introduction to White Supremacy Culture characteristics to frame ways in which inequitable selection hiring practices show up. The session will allow participants to discuss and counteract the ways in which a sense of urgency, worship of written word and objectivity show up in hiring. [Click here to register.](#)

**February 20, 12:00 - 1:30pm**

## 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. There are no prerequisites or outside assignments, but 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.](#)

**Every Monday, 6:00 - 7:15pm**

## Balanced Rock Community Yoga

Balanced Rock is now offering Monday community yoga classes in two locations: Wawona Redwoods with Breezy Jackson, and El Portal Community Hall with rotating instructors. These classes are donation-based, volunteer-led, and welcome to all levels. Check the schedule & learn more at [balancedrock.org/community](https://balancedrock.org/community).

**February 7-9, 7:00am - 2:30pm**

## Diversity Inclusion Change Agent Course

This three-day 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, creating action plans to drive outcomes, communicating more productively to increase diversity and inclusion awareness; achieving higher levels of collaboration; and increasing creativity and innovation together. [Click here to register.](#)

**February 22-23, 7:00 - 11:00am**

## Push, Pull, Duck, Run: A Workshop on Conflict

Do you want to improve your conflict resolution skills? Designed for everyone, this class will explore the patterns and impacts/benefits of workplace conflict (Yes, there are benefits!). Drawing from practical experience, and the work of internationally renowned conflict and management science scholars, this interactive class will build a foundation of understanding that is sure to increase your confidence and skill in navigating these turbulent waters. [Click here to register.](#)

**February 23, 2:00 - 4:00pm**

## Advancing Resilience and Care for Yourself Webinar

The concepts and tools in this training will support participants in continuing to be in relationship with people we care about, repairing small breaks in trust, misunderstandings, and low-level harm. This training will support justice practitioners and ground in supporting themselves to support others. [Click here to register.](#)

**Check out the [yoscommunity website event calendar](#) for more!**

"A time to honor the contributions and legacy of African Americans across US history and society."

# BLACK HISTORY MONTH

**First officially recognized in 1976** by Gerald Ford who called to the public to "seize the opportunity to honor the too-often neglected accomplishments of Black Americans in every area of endeavor through our history".

2023

THEME:  
**BLACK RESISTANCE**

To highlight how Black Americans have resisted historic and ongoing oppression since the nation's earliest days.

## The official colors of BHM...

come from the Pan-African flag and the Ethiopian flag. These colors symbolize unity and pride, and each has its own distinct meaning and significance.

**Red:** represents the bloodshed during the years of European occupation

**Green:** represents the fertility of the land and Africa's rich greenery

**Yellow:** represents the riches of Africa, optimism, justice, and equality

**Black:** represents the people of Africa and their resilience

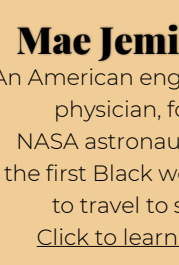
## NOTABLE FIGURES



### Rosa Parks

An American activist in the civil rights movement best known for her pivotal role in the Montgomery bus boycott.

[Click to learn more.](#)



### Mae Jemison

An American engineer, physician, former NASA astronaut, and the first Black woman to travel to space.

[Click to learn more](#)



### Neil Degraffe Tyson

An American astrophysicist, author, and science communicator

[Click to learn more.](#)



### Angela Davis

An American political activist, philosopher, academic, and author, best known for her involvement with the Black Panther Party.

[Click to learn more.](#)

**Black History matters all year, not just for one month...**

Black History Month acts as a reminder that we should acknowledge and celebrate the contributions of Black Americans year-round. Use this month as an opportunity to plan the ways in which you will recognize and uplift Black history in the months to come.

**How will you celebrate Black History this year?**

Check out the last page of the newsletter for tips!

# *Black Faces, White Spaces*

The following paragraphs are from the book "Black Faces, White Spaces" by Carolyn Finney. These sections address the lack of Black representation in environmental media, and the impact that has on Black participation in outdoor recreation and environmental management.

From its inception in 1945, *Ebony*, a national magazine that targets primarily African Americans, carries articles on the national parks, beaches, and campgrounds where African Americans could spend their summer vacations. While the motivation was largely to provide information on safe havens during the era of Jim Crow, *Ebony* also managed to nurture the environmental imaginations of a significant proportion of the black population by providing images and stories of African Americans participating in outdoor recreation. But a recent study on the presence of Black people in advertisements that features wilderness settings revealed that *Ebony* may have changed. Compared to *Time* and *Outside*, *Ebony* had the lowest number of advertisements featuring African Americans in the outdoors (Martin 2004). This finding suggests that there is a potential connection between the lack of stories and images in *Ebony* about the national parks and other outdoor locations and the low attendance to national parks today. What people do not see makes it more challenging for them to imagine.

In terms of visual representation, the National Park Service does not do much better at presenting African Americans participating in diverse environmental activities. In its defense, however, NPS does not exist apart from the prevailing regime of representation. The individuals who work at the NPS are also influenced by the representations in magazines and the ideology that these representations perpetuate. Consequently, the NPS has also been challenged to present African Americans' images and stories within the context of parks.



Buffalo Soldiers in the 24th Infantry carrying out mounted patrol duties in Yosemite, 1899.

While park brochures are slow to reflect the diverse population of residents, a number of initiatives seek to remedy this issue in regard to interpretive exhibits and the park's focus. Shackel (2003) notes that "in 1970, the NPS initiated a program to designate important sites related to African Americans as National Historic Landmarks". In recent years, additional projects focusing on African Americans' experience have come into being. Quoting an oft-used phrase, Black park ranger Shelton Johnson repeats that "A picture's worth a thousand words," when talking about his ongoing project to bring the buffalo soldiers to life at Yosemite National Park. In 1899, the 24th Mounted Infantry, an African American army regiment, was entrusted with the protection of Yosemite, Sequoia, and Kings Canyon National Parks in California. For a long time, people forgot their presence in the parks' history, until Shelton Johnson found a picture. In an eloquent letter to the buffalo soldiers, Johnson points to the importance of honoring their memory in the American story.



Magnolia's slave tenant cabins at Cane River NHS.



Tuskegee Airmen in front of a P-40 fighter aircraft. Circa 42-43



Martin Luther King Jr. Memorial in Washington, DC.

While the NPS is arguably making strides in creating more inclusive narratives within its interpretive exhibits and other park materials, many feel that it still has a long way to go. In 1999, a Mosaic conference (a diverse gathering of people of color concerned with environmental issues) was held to address barriers, real and perceived, that prevent African Americans and all people of color from seeing the parks as their own and as part of a collective ownership and entitlement (U.S. Dept of Interior, 2000). New NPS units that focus on African American history links to national parks and historic sites include the Cane River National Historic Site (NHS), Tuskegee Airmen NHS, and Martin Luther King Jr. Memorial. But some question the extent to which NPS explores histories that have previously been marginalized and neglected. In a study that was done at Arlington House, Robert E. Lee National Monument, visitors and staff were asked about their point of view regarding how slavery and race were presented at the site. While some lauded the attempt of NPS to address slavery, many felt that the story was underemphasized, and all of the visitors surveyed felt they did not learn anything new about race or slavery (Strait 2004). The researcher concluded that there is a need for the history of under-represented subjects to be “retold in full and equal detail”.

The entirety of this chapter of the book examines how the lack of visual and textual representation of African Americans in popular media and the national parks perpetuates the invisibility of African Americans in conversations about environmental management. It highlights how African American concerns and interests in relation to the environment have not been articulated, invited, or understood in the accepted context of the environmental movement and natural resource management. As a consequence, the idea of a “white wilderness” is perpetuated, and African Americans are intentionally or unintentionally excluded.

***To read the whole chapter and to learn about other aspects of the relationship of African Americans to the great outdoors, check out Black Faces, White Spaces by Carolyn Finney.***

# How to Celebrate BHM

## Learn about the Past

The most common way to celebrate BHM is to educate yourself on the history of Black Americans, including their experiences, successes, and contributions to modern day society. The buttons to the right explore different topics in Black History. Try to come up with a few more relevant topics that you'd like to learn more about too.

[The New York Times 1619 Project](#)

[African American History Timeline](#)

[The New York Times: What is Redlining?](#)

[National Archives: African American Heritage](#)

## Reflect on the Present

The past affects the present, and it is important to learn the ways in which aspects of history have influenced the current experience of Black Americans. Explore the topics below to start learning about the lingering effects of our nation's long history of racism and oppression.

### Systemic racism

[What is systemic racism?](#)

[What it means and how it harms](#)

### Police brutality

[Community Archives of Activism](#)

[Impact on Mental Health](#)

### Current activism

[23 Black Leaders Today](#)

[Black Lives Matter Movement](#)

## Advocate for a Better Future

When learning about the past and present, it becomes clear that racism, and all associated issues, must be avoided at all costs in the future. Try some of the actions below to help work towards equity and justice.

### Talk About Racism

[Talking about Race](#)

[Difficult Family Conversations](#)

[Responding to "All Lives Matter"](#)

[Talking to Kids about Racism](#)

### Donate

[Black Girls Code](#)

[The Innocence Project](#)

[The Sentencing Project](#)

[Facing History and Ourselves](#)

### Be a Political Ally

[Voting Reform](#)

[Gerrymandering](#)

[Voter Resources](#)

### Support Black-Owned Outdoor Brands

[Allmansright](#)

[Memory Pilot](#)

[Seirus Innovation](#)