

# Yose DEIA Newsletter

BROUGHT TO YOU BY THE DEIA COUNCIL



Photo of Yosemite Pride March at Lower Yosemite Falls, taken by Lawston Osteen, June 6, 2023

The sun is feeling very hot, the water levels have slowed their rising, and summer is in full swing! It's July at Yosemite, and like always, we have never seen anything like this. Everyone is working so so hard, taking on unforeseen job tasks and collaterals, and Yosemite is feeling so lucky to have such a passionate and dedicated workforce.

Last month, we had the incredible opportunity to celebrate Pride at Yosemite, with a 10-day long celebration hosted by members of the DEIA Council and LGBTQ+ Employee Resource Group. We are very excited to report that all events were a huge success! Featured in this newsletter are some fun event photos and recaps to help you feel even prouder about being a Yosemite employee!

This month, we get to celebrate Pride in a different way, with July's Disability Pride Month! And right in the middle of the month, we get to celebrate Latino

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Conservation Week! Check out those pages in the newsletter to learn more and to find out the best ways to celebrate. And finally, we have a page with upcoming trainings, workshops, and employee opportunities. Have a great July!

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



# Trainings, Workshops, and Employee Opportunities

**July 12, 11:00am – 12:30pm**

## "Invisible" Disabilities with the ADA

When someone has a non-apparent disability, such as diabetes, epilepsy, traumatic brain injury, asthma, mental illness or HIV/AIDS, it frequently can raise unique issues for both the employer and the employee. This session will review the legal issues, EEOC guidance and court decisions when "invisible" disabilities are at issue, including pre-employment inquiries and medical examinations, workplace disclosure, reasonable accommodations and confidentiality. [Click here to register.](#)

**July 26th, 6:00pm - 8:00pm**

## BIPOC ERG Mixer

The Yosemite Black, Indigenous, and People of Color (BIPOC) Employee Resource Group (ERG) is excited to host another Valley mixer! Join us at the picnic tables behind the Girl's Club to connect with the BIPOC community over some delicious snacks and conversation. For questions, email [yose\\_del@nps.gov](mailto:yose_del@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](http://yoscommunity.com/erg).*

## Inclusion Cafe

The Inclusion Café is a SharePoint page created with the purpose of connecting DOI employees to DEIA resources and opportunities. This page is regularly updated with events, resources, news, and more! [Click here to learn more.](#)

**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](http://balancedrock.org/community)

**July 25th, 10:00am – 2:00pm**

## Beyond the Bias: An Intro to Implicit Bias

In this half-day virtual training, participants are introduced to the science of implicit bias, gain a deeper understanding of its impact in the workplace and in every-day life and have an opportunity to practice evidence-based strategies for bias reduction. For more information or to apply, email [lark\\_weller@nps.gov](mailto:lark_weller@nps.gov) or watch for announcements on InsideNPS.

**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.](#)



# *Latino Conservation Week*



July 15-23, 2023

Started in 2014, Latino Conservation Week is an initiative of the [Hispanic Access Foundation](#), an official National Park Service partner, to support the Latino community getting outdoors and participating in activities that protect our natural resources. Since its start, there have been hundreds of programs and special events nationwide to celebrate Latino heritage.

## → *ENGAGE*

This week is about providing an opportunity for Latinos to come together and to demonstrate their passion for the outdoors -- both its enjoyment and preservation. [Click to learn more.](#)

## → *EXPERIENCE*

For many, caring for the environment grows out of our experiences of enjoyment. This week many activities are being offered to help foster that connection. [Click to learn more.](#)

## → *ADVOCATE*

This week is an opportunity to shine a spotlight on the Latino support for conservation and stewardship of our outdoors. [Click to learn more.](#)



[\*\*\*Click to find a Latino Conservation Week event!\*\*\*](#)



[\*\*\*Click to learn more about NPS and LCW!\*\*\*](#)





# Pride 2023 Recap

Wondering what happened at Yosemite Pride this year?  
HERE'S A RECAP!

We marched loudly  
and proudly around  
Yosemite Valley!



We hosted kickoff  
events in El Portal and  
Wawona!



We organized a day of  
programming with Pattie Gonja  
and our talented queer park staff!



We held a 5-part  
speaker series all over  
the park!



Precolonial  
QUEER  
Indigenous  
+ Black  
History

We had park booths  
at Mariposa and  
Fresno Pride!



Did you take photos at a Yosemite  
Pride event? Please add them to our  
Pride 2023 folder! Email  
[yose\\_dei@nps.gov](mailto:yose_dei@nps.gov) for more info.



# *Disability Pride Month*

***Celebrated every July, so commemorate  
the passing of the Americans with  
Disabilities Act in July 1990.***

Although not yet officially recognized in the United States, since 2004 Disability Pride Month has been celebrated with parades in cities including New York, Chicago, Madison, and Los Angeles. July was chosen because the Americans with Disabilities Act (ADA) was passed on July 26, 1990. It prohibits discrimination against people with disabilities, including in employment, transportation, public accommodations, communications, and in relation to access to state and local government services.

The flag was created to encompass all disabilities and was designed by Ann Magill member of the disability community. The black background represents the suffering of the disability community from violence and also serves as a color of rebellion and protest. The lightning bolt represents how individuals with disabilities must navigate barriers, and demonstrates their creativity in doing so. The five colors represent the variety of needs and experiences: Mental Illness, Intellectual and Developmental Disabilities, Invisible and Undiagnosed Disabilities, Physical Disabilities, and Sensory Disabilities.



“For Disability Pride month, I want to urge us all to listen to and amplify voices of people with disabilities. The disability community is hurting from a lack of representation, especially when compared to the representation of more typical people. This representation extends from our day-to-day lives, to employment, to government, to positions of leadership, and even media of all sorts. This month affords us all a great opportunity to lift up the disability community and shine a spotlight on people who are often marginalized, forgotten, or explicitly discriminated against. All voices should be equally given a chance to speak!” - Dr. Carlie Rhoads

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***Click to learn more:***

**[Human  
Rights  
Watch](#)**

**[American  
Association  
for the Blind](#)**

**[USA Today](#)**