

# Yose DEIA Newsletter

BROUGHT TO YOU BY THE DEIA COUNCIL



*'The Wishlist', an oil painting by Caroline Walker*

Women's History Month is a celebration of women's contributions to history, culture, and society, and is celebrated in the U.S. every March. Women have largely been overlooked throughout history and consequently excluded from mainstream culture. This celebratory month helps to fill that void and work towards a more inclusive future. Women's History encompasses some of the country's greatest feats and

successes, all achieved in the face of oppression. We are so fortunate to live in a time where the unique experiences created by various overlapping identities are acknowledged and appreciated. Nonetheless, we still have work to do. This March, take time to learn about the experiences of all kinds of women. Explore new identities, the unique intersections they create, and the meaningful experiences they produce. Seek out voices and stories that have been historically silenced and aim to develop a more comprehensive understanding of Women's History. This month's issue will help you to start your learning, and will celebrate the life, accomplishments, and spirit of all women.

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*'Forecasting', an oil painting by Caroline Walker*



# Upcoming Events

**March 4, 10:00am - 2:00pm**

## 2nd Annual March for Federal Recognition

Join the Southern Sierra Miwuk Nation in our 2nd Annual March for Federal Recognition. Help raise awareness for the 40+ year battle. The March will start at the Mariposa County Courthouse and end at Downtown Arts Park. To learn more about the Southern Sierra Miwuk, visit [www.southernsierramiwuknation.org](http://www.southernsierramiwuknation.org).

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

## Advancing Resilience and Care: Accountability and Apologies

This training session will focus on allyship efforts and provide opportunities for participants to practice doable requests, as well as a framework for how to respond after being called in through accountability and apologies. [Click here to register.](#)

**March 7, 12:00pm - 1:00pm**

## Women's ERG Brown Bag Lunch

Join the Women's Employee Resource Group for our monthly Brown Bag Lunch discussion. This casual lunch chat will focus on self talk and the benefits of practicing it regularly. To receive the reference articles and meeting link, email [yose\\_dei@nps.gov](mailto:yose_dei@nps.gov).

**March 9, 2:00pm - 4:00pm**

## Building Allyship with Women in the NPS

This session will allow participants to deepen their awareness of ways to be allies to NPS colleagues through using intentional communication to set boundaries, exploring what allyship looks like and the impact of intersectionality. It will support people wanting to be in allyship in a variety of ways. [Click here to register.](#)

**March 16, 2:00pm - 4:00pm**

## Building Solidarity & Navigating Systems of Oppression

This session will deepen the participants' understanding of historical gender inequities and explore the concept and impact of intersectionality. It will support people wanting to be in allyship in a variety of ways. [Click here to register.](#)

**March 28, 3:00pm - 4:30pm**

## Bystander Intervention

Join in for this 90-minute interactive virtual workshop. This course is open to all NPS employees who have access to DOI Talent. Prevention is possible and we can make a difference, even as one person. Come learn about ways you can take action to support the workplace you want to be a part of. Learn knowledge and skills you can apply right away and get handouts you can use after attending to support further application. [Click here to register.](#)

**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)

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



# Evolution of Feminism

The 'Waves of Feminism' concept is certainly imperfect, but it remains a helpful tool in outlining and understanding the complex history of feminism in the U.S.

**Intersectional feminism** was developed during the third wave of feminism in the 1990s. Until the third wave, feminism placed a disproportionately large amount of attention on the white, straight female experience. This resulted in the exclusion and silencing of the unique and complex experiences of queer women, women of color, disabled women, and many many more.

Intersectional feminism considers the intersecting social structure of gender, race, social class, sexual orientation, religion, ability, and age, among others, as interrelated and shaping one another. It rejects the idea that all women experience oppression and gender inequality in homogeneous ways, and it views gender inequality as complex interactions among various structures. Intersectional feminism acknowledges that different communities are battling various interconnected issues all at once.

## First Wave

Focus on property rights and the right to vote.



*The 19th Amendment*



*Seneca Falls Convention*

1848 - 1920

## Second Wave

Focus on equality and anti-discrimination.



*Roe v Wade*



*Equal Rights Amendment*

1963 - 1980s

## Third Wave

Considers the intersection of gender and other social identities, and addresses the privileging of white, straight women.



*Sojourner Truth*



*Intersectional Feminism*

1990s

## Fourth Wave

The overwhelming influence that the internet and social media have on feminist activism and the evolution of the movement.



*#MeToo*



*Women's March*

Present Day

# Women in the NPS

## Betty Reid Soskin

Betty Reid Soskin is an East-bay civil rights activist, musician, and pioneering businesswoman. Through her work at the Rosie the Riveter/WWII Home Front National Historic Park, she has also become a leading spokesperson for the diverse experiences of domestic war-effort workers during World War II. She founded one of the first Black-owned record stores in the Bay Area before starting her career with the National Park Service. Soskin knew first-hand that the story of women who worked in wartime industry also included experiences with racial segregation and discrimination and that these stories needed to be included in the park's interpretive material and historical documentation. Believing that she had a responsibility to share with park visitors what she and other Black women had experienced during World War II, she officially joined the NPS as a ranger in 2004. She quickly became a legend at the park and well beyond, and is often celebrated for her longevity, it is her remarkable ability to weave her music, storytelling, activism, and history together that inspires those around her.



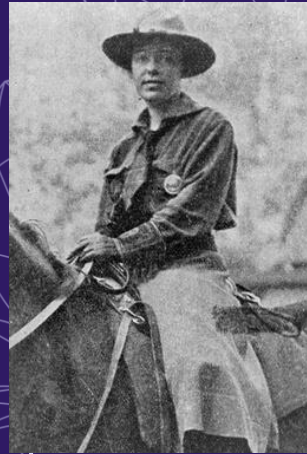
## Ann Axtell

Ann Axtell knew she wanted to study ancient cultures from the time she was six years old. It was not until much later that she quite understood what archeology was. In her words, "If there was an "ology" that told the story [of the past], and if there were "ologists" who knew anything about it, my course lay clear." Ann entered professional life as an archeologist at a time when men largely did not include women in the discipline. Though an archeologist in her own right, Ann referred to her "career of being an archeologist's wife," eluding to the tactic of women archeologists to navigate institutional sexism and find a place for themselves. Ann developed methods to document architecture, petroglyphs and pictographs, and landscapes. Ann's colorful drawings captured information that then-popular black-and-white photography would have lost.



## Clare Marie Hodges

For a century, Clare Marie Hodges was believed to be the National Park Service's (NPS) first female park ranger, working the summer season at Yosemite National Park in 1918. We now know that she was the third. She remains the first woman ranger hired at Yosemite and the first to get publicity in her lifetime for her role as a ranger. Hodges was no stranger to Yosemite before she was hired and



she felt intimately connected to the park. In 1916 she began teaching at the Yosemite Valley School, becoming even more familiar with Yosemite's landscapes and trails. In spring 1918, Hodges heard park rangers talking about how hard it was to fill the ranger positions left vacant by men fighting in World War I. With her two years of preparation as a teacher in Yosemite, she applied. Hodges was hired as a temporary ranger on May 22, 1918. She was given a badge and a salary of \$900 per year.

## Tina Short

Tina Short was one of the first African American women to serve as a Park Ranger in the National Capital Region (NCR). A native of Washington, D.C., Ms. Short spent her career at Fort Dupont Park, the very place she had attended as a day camper and became a Junior Ranger. In the 1970s, the National Park Service began diversifying its work force, and Ms. Short decided



to follow her childhood dream. On her home turf at Fort Dupont, Ms. Short planned and developed interpretive programs attuned to community needs. "We never told the community what to do," she observed. "They always had a voice in all we did." Short held many position with the park service. "You name it, I've done it with the Park Service," she said. "I've had one of the most exciting and vigorous careers anyone could imagine. Everyone knew, I absolutely love the park service and not that many people can say that about their jobs. It was just a great place to work. Good people. Good hearted people. Good pay, just an absolutely wonderful career."



# Women's History Month

**The first Women's History Day was held on February 28th, 1909.** This day commemorated the one-year anniversary of the garment workers' strikes when 15,000 women marched through lower Manhattan to protest their working conditions.

**The day became Women's History Week on March 8, 1978.** This week was started by an education task force in Sonoma County, California on International Women's Day. They wanted to draw attention to the fact that women's history wasn't included in K-12 school curriculums at the time.

**Women's History Month was first officially recognized in 1987.** Following the recognition of Women's History Week, many states had declared the entire month of March Women's History Month. By 1987, activists successfully lobbied Congress to declare March Women's History Month.

**Every Women's History Month has a theme.** The 2023 theme for the celebratory month is 'Celebrating Women Who Tell Our Stories'. This theme was chosen to encourage the recognition of women, past and present, who have been active in all forms of media and storytelling including print, radio, TV, stage, screen, blogs, podcasts, news, and social media.

## Celebrating Women Who Tell Our Stories



### **Chimamanda Ngozi Adichie**

is a Nigerian writer whose works include novels, short stories and nonfiction. In 2015, she was named one of TIME Magazine's 100 Most Influential People in the World, and in 2017, Fortune Magazine names her one of the World's 50 Greatest Leaders. She has delivered two landmark TED talks, which can be found below!

[\*Danger of a Single Story\*](#)

[\*We Should All Be Feminists\*](#)



### **Amanda Gorman**

is the youngest inaugural poet in U.S. history, as well as an award-winning writer and graduate of Harvard University. She has written for the New York Times and has three books forthcoming with the Penguin Random House. Her work focuses on issues of oppression, feminism, race, and marginalization.

[\*Presidential Inauguration Speech\*](#)

[\*Variety 'We Rise' Speech\*](#)



### **Hannah Gadsby**

is an Australian comedian, writer, and actress. They are most well-known for their 2018 Netflix special 'Nanette', as well as their other two solo touring stand-up shows. In their shows, Gadsby deals openly with their experience with sexism, homophobia, and assault, completely shifting society's ideas of comedy specials

[\*'Nanette' Trailer\*](#)

[\*'Douglas' Trailer\*](#)

# *NPS Women's ERG*

The National Park Service's Office of Relevancy, Diversity, and Inclusion (RDI) hosts a wide variety of Employee Resource Groups (ERG) that serve employees of the park service on a national level. The national Women's ERG has planned a multitude of virtual events to help employees celebrate Women's History Month.

**[Click here to access the SharePoint page for all events](#)**

***Wednesday, March 1, 3-4pm ET***

## **Women's History Month DEIA**

### **Conversation Kickoff**

The Women's Employee Resource Group with Lark Weller, Office of RDI, will kick off the Women's History Month Celebration with a conversation highlighting DEIA in our workforce. Lark Weller will discuss the challenges we face and the recent initiatives to embrace Diversity, Equity, Inclusion and Accessibility and how the NPS RISE Culture will be implemented by 2025. Leaders from the eight ERGs will provide updates on their groups, initiatives and ways you can get involved!

***Monday, March 13, 3-4pm ET***

## **Resiliency and Advocacy for Accessibility**

Join former Program Analyst for WASO Wilderness, Accessibility, Conservation and Outdoor Recreation Programs, Quinn Brett (now USFWS EEO Specialist in the Office of Diversity and Inclusive Workforce Management) as she shares her story of a life changed in a moment and her recent work to make the outdoors more accessible for all.

***Tuesday, March 28 3-4:30pm ET***

## **Women in Law Enforcement**

Like many jobs, law enforcement has traditionally been a male dominated workforce. The National Park Service counts 16% of its workforce as women and those numbers are growing. Improvements in policy and initiatives for recruitment and retention are aiding in this growth. We acknowledge that while the past hasn't always been perfect and accepting, we are making growth toward a more diverse workforce. Join Janet Kelleher and other female law enforcement as we discuss the challenges and successes in VRP.

***Friday, March 3, 10am-12pm***

## **Stories from Across the World**

Women Rangers and Park Managers from several international National Parks will join us with Rudy D'Alessandro (Office of International Affairs) for a panel discussion about their experiences with gender, diversity, uniforms, childcare and much more while working in our international park partner organizations. Questions can be submitted for our international partners prior to the presentation to: [Women\\_ERG@nps.gov](mailto:Women_ERG@nps.gov)

***Friday, March 24, 3-4pm ET***

## **DOI Women's Mentoring Program**

Jennifer Smith, Superintendent New Bedford Whaling National Historical Park and NPS Women's Mentoring Program Lead, with Aimee Devaris, USGS Alaska Regional Director, MaDiha Mahmood, BSEE Program Manager Workforce Planning, Analytics, and Employee Engagement, Jennifer Bednar, BLM Deputy State Director Colorado, and Rebecca Collins, IOS, will discuss the importance of mentorship in the workplace. Whether a formal program or an organic partnership, mentoring and mentorship has value in developing strong and competent female leaders in the workforce.

***Wednesday, March 29 3-4pm ET***

## **Women In Wildland Fire**

Allyson Arulanantham and Melissa Forder from the National Interagency Fire Center (NIFC) will discuss topics such as the ins and outs of being a woman in fire and mother on the fire line. From the discovery of correct fitting Nomex pants to policy updates highlighting the needs of women, as well as the collaborative efforts to hire underrepresented women into fire positions Allyson and Melissa's conversation will leave you inspired to help the next generation.