

# Yose DEIA Newsletter

BROUGHT TO YOU BY THE DEIA COUNCIL

Welcome to this month's issue of the Yosemite Diversity, Equity, Inclusion, and Accessibility (DEIA) Newsletter! Seeing as we have so many new employees who have joined us over the last couple of weeks, we are choosing to use this issue to re-introduce DEIA. To make sure we are all entering the season on the same page, and to prepare you for future newsletter, this issue highlights some basic info about DEIA at Yosemite and our park's awesome Employee Resource Groups (ERGs). As usual, the first page features this month's upcoming events, which include virtual workshops and trainings, as well as two very exciting AAPI Heritage Month events hosted by our BIPOC ERG. And as always, we have a page celebrating this month's cultural significance: AAPI Heritage Month! Finally, we are very excited to announce our Yosemite Pride events calendar, that outlines all 12 of our incredible Pride events lined up for the first week of June. Make sure you add all of the events to your calendar and if an event takes place during your normal work hours, you can attend with supervisor approval! Just make sure to ask you supervisor as soon as possible to increase the likelihood that your participation can be accommodated. As always, if you have any questions or concerns, or you just want to learn more about DEIA, email [yose\\_dei@nps.gov](mailto:yose_dei@nps.gov). We hope that you have an incredible start to your season!



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# Upcoming Events

## Yosemite AAPI Heritage Month Events

**May 17, 5:00pm-7:30pm**

### Chinese Laundry Exhibit Open House

Join members of Yosemite's BIPOC ERG for an open house at the park's Chinese Laundry Exhibit! Come check out the exhibit, learn about Yosemite's Chinese history, and enjoy mini-informal programs with Rangers Yenyen and Connie. Park at the general store lot across from the Yosemite History Center (4100 Forest Dr, Wawona CA, 95389), and head east on Forest Dr to the big brown building on the right, about 0.1mi down. Email [yose\\_dei@nps.gov](mailto:yose_dei@nps.gov) with any questions!

**May 23, 6:30pm**

### AAPI Heritage Month Celebration

Are you a part of Yosemite Black, Indigenous, and People of Color (BIPOC) community? Come join the BIPOC Employee Resource Group in celebrating Asian American and Pacific Islander Heritage Month! We will be meeting at the Girl's Club Valley Library for food, drinks, and activities! Keep an eye on the Daily Report for any location changes based on flooding conditions, or email [yose\\_dei@nps.gov](mailto:yose_dei@nps.gov) for updates.

### Employee Events @ The Carabiner/ Degnan's Loft

**May 8, 7:00pm**  
*Customize your own Trucker Hat*

**May 10, 7:00pm**  
*Bring an Old Tshirt to Tie Dye*

**May 16, 7:00pm**  
*Karaoke Night*

**May 19, 6:30pm**  
*Pool Tournament*

**May 22, 7:00pm**  
*Open Mic Night*

**May 24, 6:30pm**  
*Pool Tournament*

**May 3, 12:00pm – 1:30pm**

### Finding Outdoor Community, Connection and Careers

Join the Department's Office of Diversity, Inclusion and Civil Rights, the BLM and the NPS Minidoka National Historic Site to celebrate Asian American, Native Hawaiian and Pacific Islander (AANHPI) Heritage Month. Hear from Ambreen Tariq, author of "Fatima's Great Outdoors" and founder of the social media initiative "@brownpeoplecamping," about how to create careers, community and support in your work and life. Additionally, Ambreen will chat about her life experiences as a Muslim, South-Asian American immigrant female and the goals she strives to achieve in helping to grow a community of people who feel invested in protecting the environment and advocating for its future wellbeing. Live captioning and virtual sign language interpreters will be provided. [Join on the Department's Live Events page.](#) For more information, please email [edarbove@blm.gov](mailto:edarbove@blm.gov).

**Mondays, 6:00pm - 7:15pm**

### Balanced Rock Community Yoga

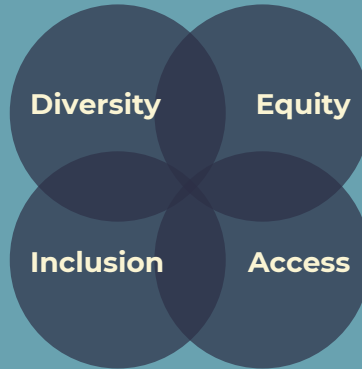
These classes are donation-based, volunteer-led, and welcome to all levels. Classes are held at the same time every week in two locations: Wawona Redwoods with Breezy Jackson, and El Portal Community Hall with rotating instructors. Check the schedule & learn more at [balancedrock.org/community](http://balancedrock.org/community)

# Introduction to DEIA

## What is DEIA?

**Diversity** represents all the ways that people are different and the same at the individual and group levels.

**Inclusion** is the practice of welcoming, supporting, respecting, and valuing all individuals and groups to foster an overall sense of belonging.



**Equity** involves the constant evaluation of differences in experience, and the fair and just treatment of all community members.

**Accessibility** is the practice giving equitable access to everyone along the continuum of ability and experience.

*All aspects of DEIA overlap and interact. One aspect cannot be fully understood without the other three.*

## DEIA in Policy

### **Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce**

*"This order establishes that diversity, equity, inclusion, and accessibility are priorities for my Administration and benefit the entire Federal Government and the Nation, and establishes additional procedures to advance these priorities across the Federal workforce."*

### **Director's Order 16B: Diversity in the National Park Service**

*"The National Park Service recognizes that America's diversity has given this country its unique strength, resilience, and richness.... Improving diversity in all National Park Service activities will ensure that we remain a relevant organization in this century"*

## Why DEIA?

Put simply, the greater the variety of minds in your workplace, and the more supported they feel, the greater the mix of skills, experiences, perspectives and ideas you can draw from. Many studies have examined the benefits of DEIA in the workplace, and have found significant results in favor of DEIA.

- 19% higher innovation revenues for companies who reinforce DEI in the workplace.
- 56% increase in job performance for companies with high levels of inclusion.
- 75% decrease in employee sick days with high levels of inclusion.
- 50% reduction in turnover risk with high levels of inclusion.

## Yosemite DEIA Council

The DEIA Council is a group of self-selected employees who are passionate about improve DEIA-related issues at Yosemite and work to do so in their positions and as a collateral duty. The purpose of the council is to commit staff and resources to create a better workplace for all members of the Yosemite community, where shared values and unique assets are celebrated and utilized in equal measure to help us better fulfill our mission for the American people. The council is primarily a tool to better oversee and communicate about projects aiming to instill and maintain the values of DEIA in Yosemite National Park, and the National Park Service. Accordingly, the council aims to support the park and employees with ideas and issues related to DEIA.

### **The council will strive to provide the following services:**

- Serve in an advisory capacity to Yosemite Leadership Team regarding DEIA issues.
- Act as a framework to support Yosemite's Employee Resource Groups (ERGs) and serve as a reporting body for ERG activity.
- Provide skills, training, and support for park employees and partners.
- Support culture change toward DEIA.
- Stay current on DEIA trends, both within the National Park Service and the nation.
- Promote sound DEIA business practices for recruiting and retaining a diverse workforce.

# *Employee Resource Groups*

The purpose of Employee Resource Groups (ERGs) is to provide a safe, supportive space for employees who share a common identity. ERGs contribute to both professional and personal development and enhance sense of belonging and wellbeing in the workplace. ERGs exist within the NPS on a national level, however we have created Yosemite-specific ERGs to satisfy the needs to our large and widespread community.

ERGs are led by employees who take on this work as a collateral duty, and these groups are housed within the DEIA Council, with leaders and members of these groups serving on the Council. The DEIA Council Intern provides support to the ERGs with event planning, community engagement, and structure.

ERGs are sponsored by the NPS, and all park partners and community members are welcome and encouraged to join. While many ERG events are for the specific community they serve, there are also many events that are open to all.

**To join the roster for any of the park's ERGs, email [yose\\_dei@nps.gov](mailto:yose_dei@nps.gov)**

## ***Lesbian, Gay, Bisexual, Transgender, and Queer+ (LGBTQ+)***

This group works to increase the visibility of the LGBTQ+ people in Yosemite, while also supporting LGBTQ+ employees, community members, and visitors. In the last 2 years, this group has been responsible for organizing Yosemite's week-long Pride celebration, which includes a Valley Pride March, stewardship projects, group hikes, karaoke nights, and more. They are also working on creating resources for Yosemite's LGBTQ+ community, and organizing additional events, including Trans Day of Visibility.



## ***Black, Indigenous, and People of Color (BIPOC)***

This group works to enhance the visibility of BIPOC issues and achievements, and celebrate cultural months and holidays. All Yosemite employees are welcome to join in any capacity, but many events are held for the purpose of connecting Yosemite's BIPOC community. In 2022, the BIPOC ERG hosted most for their events during peak season, including a mixer, BBQ, and more.



## ***Womxn's***

This group works to serve Yosemite's community members the identify as women, genderqueer, and gender fluid. Members work to further one another's personal and professional growth through building an inclusive culture and providing opportunities to talk about gender issues facing Yosemite' community. In 2022, the Women's ERG hosted numerous virtual Brown Bag Lunches to create a space for Yosemite employees from near and far to connect and chat about topics related to wellness.



# Asian AMERICAN *and* Pacific ISLANDER HERITAGE MONTH

May is AAPI Heritage Month, honoring the contributions of Asian American and Pacific Islanders to American history, society and culture. The National 2023 theme for the observance of Asian American, Native Hawaiian and Pacific Islander Heritage Month in May: "Advancing Leaders Through Opportunity". This year's theme is a continuation of the "Advancing Leaders" theme series which began in 2021.

## Stop AAPI Hate

Stop AAPI Hate is an organization that works to track and respond to incidents of hate, violence, harassment, discrimination, shunning, and child bullying against Asian Americans and Pacific Islanders in the United States. The organization was created in response to the alarming escalation in xenophobia and bigotry resulting from the COVID-19 pandemic. Their mission is to advance equity, justice, and power by dismantling systemic racism and building a multiracial movement to end anti-Asian American and Pacific Islander (AAPI) hate. They utilize and approach that recognizes that in order to effectively address anti-Asian racism, we must work to end all forms of structural racism leveled at Black, Indigenous, and other communities of color. [Click here to learn more.](#)

## Understanding the Term AAPI

*Want to be an ally? Start by better understanding the language used to describe the community.*

In the 2000 U.S. Census, the Federal Government defines "Asian American" to include persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent. "Native Hawaiian and Other Pacific Islander" includes Native Hawaiian, Samoan, Guamanian or Chamorro, Fijian, Tongan, or Marshallese peoples and encompasses the people within the United States jurisdictions of Melanesia, Micronesia and Polynesia. The previous "Asian and Pacific Islander" (API) category was separated into "Asian Americans" and "Native Hawaiians and Other Pacific Islanders" (NHOPI).

Historically, Asians and Pacific Islanders were grouped together by government classifications and by us, as part of an intentional community-based strategy to build coalitions with one another. There are conflicting views on the appropriateness of any aggregate classification or reference – "Asian Pacific American", "Asian American and Pacific Islander", etc; and a lot of significance can get attached to them, e.g., the word "Other" in "Native Hawaiian and Other Pacific Islander" (NHOPI), and it is at times dropped in favor of "Native Hawaiian and Pacific Islander". [Click here to learn more.](#)



# PRIDE EVENTS CALENDAR

## Sal's Pride Kickoff

**Thursday, June 1**  
**5:30pm - 10:00pm**  
**EP Community Hall**

Join us for a night of food, music, and tie dye (shirts are provided or you can bring your own). All are welcome!

## Wawona Pride Kickoff

**Friday, June 2**  
**5:30pm - 10:00pm**  
**Pine Tree Market**

Join us for a night of food, music, tie dye, and our speaker series kickoff. All are welcome!

## Valley Group Hikes

**Sunday, June 4**  
**10:00am - 2:00pm**  
**Yosemite Valley**

Join Yosemite Mountaineering School guides for one of two Valley hikes: the Valley Loop Trail (easy) and OMG Rock (hard)! Make sure to wear proper footwear, dress for the weather, and bring lots of water, snacks, and sunscreen. Space is limited - email [yose\\_dei@nps.gov](mailto:yose_dei@nps.gov) to RSVP.

## Speaker Series

**Friday, June 2**  
**7:00pm-8:00pm**  
**Pine Tree Market**

Frank Magnasco  
Topic: Charlie Parker and Trans History in Yosemite

**Saturday, June 3**  
**7:00pm-8:00pm**  
**Valley Auditorium**

Nylah Smith  
Topic: Queer Black and Indigenous History

**Sunday, June 4**  
**7:00pm-8:00pm**  
**Wawona Campground**

Dr Peter Robinson  
Topic: Allyship

**Friday, June 9**  
**5:00pm-6:00pm**  
**Valley Auditorium**

Outdoor Asian  
Topic: Nature as a healing space for Queer Asian folks.

**Saturday, June 10**  
**3:00pm-4:00pm**  
**Valley Auditorium**

Connie Lau  
Topic: Queer Ecology

## Pride March & Picnic

**Tuesday, June 6**  
**9:00am - 12:30pm**  
**Starting at the Wellness Center**

Meet at the Valley Wellness Center to join the Pride March, followed by a picnic at Church Bowl picnic area. Allies are welcome and posters are encouraged!

## Karaoke Night

**Tuesday, June 6**  
**7:00pm - 11:00pm**  
**Degnan's Loft in Yosemite Valley**

A fun night of food, drinks, music, and lots of karaoke! Costumes are highly encouraged! Bring ID to buy drinks, no outside food or drink.

## Pattie Community Day

**Wednesday, June 7**  
**9:00am - 1:00pm**  
**Lower River Amphitheater**

Pattie Gonia invites you to Pattie Day - a day of fun, celebration, and community building. Our incredible queer park staff will lead breakout groups, including Muay Thai, painting, print making, plant ID walks, and more! Make sure to bring some snacks and be ready to see some incredible performers after lunch. Sign ups open on May 7th and close at 125 participants. Email [yose\\_dei@nps.gov](mailto:yose_dei@nps.gov) to receive a link to the Google Form on the day that registration opens.

## Stewardship Project

**Friday, June 9**  
**8:00am - 12:00pm**  
**Yosemite Valley**

A family friendly restoration project led by Yosemite's Vegetation and Ecological Restoration Program. Meet in front of the Visitors Center.

For full schedule, visit [yoscommunity.com/pride](http://yoscommunity.com/pride)

For questions, email [yose\\_dei@nps.gov](mailto:yose_dei@nps.gov)