

# Yose DEIA Newsletter

BROUGHT TO YOU BY THE DEIA COUNCIL



Illustration by Niece Borges, also featured on page 3

October... what an exciting month! Not only do we get to spend the next 30 days enjoying cooler weather and getting pumped for Halloween, we also get to celebrate National Disability Employment Awareness Month, National Hispanic Heritage Month, Filipino American History Month, LGBTQ+ History Month, and Indigenous People's Day. Keep scrolling to learn more about these celebratory holidays and take a look at the October Events page to find out more ways to get involved this month.

In this issue, we have also included some information about the recent Retention Dialogues. You can learn more about these events on the Retention Dialogue Debrief page. Make sure to also check out the Employee Spotlight page featuring two of our Allies for Inclusion facilitators who have been involved in planning and executing these dialogues.

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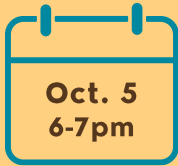
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Photo by Sofia Aldinio, also featured on page 3

# October Events

CHECK OUT THE [YOSCOMMUNITY WEBSITE EVENT CALENDAR](#) TO SEE A REGULARLY UPDATED LIST OF UPCOMING EVENTS



Oct. 5  
6-7pm

## MUAY THAI CLASS

Connie Lau will go over basic techniques from Muay Thai and Brazilian JiuJitsu. This event is open to all members of the Yosemite community 16+, and it will take place at the Wawona basketball courts. If dark or inclement weather, class will be held in the Wawona community Center. For questions, contact [connie.lau11@gmail.com](mailto:connie.lau11@gmail.com).



Oct. 12  
11-12pm

## MARIPOSA HEALTH & WELLNESS WORKSHOP: *LG*B*T*Q TOBACCO-USE DISPARITIES AND SOCIAL DETERMINANTS OF HEALTH

The Mariposa Health & Wellness Coalition present workshop Wednesdays! This 1-hour workshop is offered to membership and community partners and will focus on a discussion of health equity and disparities related to tobacco use in the LGBTQ community. [Click here to register.](#)



Oct. 13  
10-11:15am

## NATIONAL EMPLOYEES' DISABILITY AWARENESS MONTH PROGRAM

Join the Bureau of Reclamation and the Department of Interior in a virtual speaker series celebrating National Employees Disability Awareness Month. This celebration is a powerful program for managers and employees to learn about the importance of recruiting and hiring individuals with disabilities within the federal government. Keynote speakers will explore topics including leveraging the workforce recruitment program and hiring authorities. [Click here for the event link.](#)



Oct. 13  
5-7pm

## BUEN PROVECHO!

Are you a part of the BIPOC community at Yosemite? Join the BIPOC Employee Resource Group (ERG) to celebrate Hispanic Heritage Month with a BBQ mixer at Yellow Pine campground. All food will be provided by the ERG. To RSVP, email [yose\\_dei@nps.gov](mailto:yose_dei@nps.gov).

## RECURRING COMMUNITY YOGA EVENTS

### IN-PERSON

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

Join Balanced Rock's local instructors for our outdoor yoga class at the El Portal Community Hall! All levels are encouraged to attend, classes are donation-based.

### VIRTUAL

**Wednesdays, 5:30-6:30pm**

Join us for Hatha-Vinyasa classes with Jetta Blaine. This event will be held on Zoom. Use the information below to join:  
Meeting ID: 206 626 9920 Passcode: wellness1

# Employee Spotlight

Featuring two of our incredible retention dialogue facilitators!



## Jamie Gonzales

Wellness Coordinator, Admin Assistant, and Retention Dialogue Facilitator

I feel that retention dialogues are important to the Yosemite community because it is important to create a safe space for employees to share their concerns and be heard by the leadership team. It's also important for us to find new ways to address some of the issues brought up, as follow-up is one of the most essential parts of these dialogues.



I choose to be involved with the DEIA Council and the retention dialogues because it is directly relevant to mental health and wellbeing. I started working in this space as a volunteer in 2019 and I have enjoyed seeing the development and growth of some of the efforts I started in that position.



## Jesse Chakrin

Park Ranger & Retention Dialogue Facilitator

The issues discussed at retention dialogues are long standing and difficult. Being able to be heard by Park leadership and one's community is incredibly important for employee health and morale. Being heard and having action come from that courageous sharing of personal and professional challenges is crucial for this park to better meet the needs of both it's employees and the visitors they serve.

These dialogues feel like some of the most important work we have done in the 6 years I



have been a part of Allies for Inclusion. If we, as Allies, can do any small thing to elevate and amplify the voices of our colleagues so that we, as a park community, start to fix some of the generational challenges we see, it will be some of the most important work of my career so far. It is both a great honor and a great responsibility to be entrusted with so much from so many. I care very deeply about this community and this place, and I want, very much, to do my part.

**[Click here to nominate your incredible coworkers for the Employee Spotlight page!](#)**

# Hispanic Heritage Month

September 15 to October 15 is National Hispanic Heritage Month! This year's theme is "Unidos: Inclusivity for a Stronger Nation". Throughout this month, we celebrate the history and culture of the U.S. Latino and Hispanic communities and commemorate how those communities have influenced and contributed to American society at large.

To honor this celebratory month, we have featured four influential members of the Latino and Hispanic communities who are creating meaningful change in their fields. Read about them below, and to learn more, click on any of the underlined text!

## Sylvia Rivera

Sylvia Rivera was a Latina transgender activist and drag queen with Puerto Rican, Venezuelan, and Mexican roots. She demonstrated against the police raid during the Stonewall riots and helped spark a wave of political LGBTQ+ activism thereafter. With the help of Marsha P Johnson, she founded the Street Transvestite Action Revolutionaries (STAR).



## Sofia Aldinio

Sofia Aldinio is an Argentine-American documentary photographer and multimedia storyteller. Her work focuses on injustices in climate change and amplifying stories of immigrants and refugees. She has worked for numerous non-profits and her work has been published on a multitude of platforms. She is also a proud member of Women Photograph and Diversify Photo.



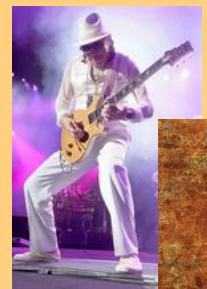
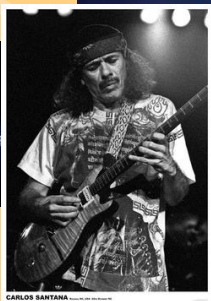
## Niege Borges

Niege Borges is a graphic designer and illustrator originally from the south of Brazil. She is now based in Brooklyn, NY and works as a full-time freelancer for numerous well-known brands, including Instagram, Apple, and Twitter. She is purposeful with her work and has created illustrations and infographics related to environmental justice, public health, and feminism.



## Carlos Santana

Carlos Santana is a Mexican-American musician and the guitarist of the band Santana. He helped form the concept of 'world music' through his experimentations with mixing many styles of music from many different cultures. Carlos established the Milagro Foundation to fund community based tax-exempt organizations that support under-resourced children in the areas of the arts, education, and health.



# Disability Awareness Month

October is National Disability Employment Awareness Month (NDEAM)! This month, we celebrate the contributions of America's workers with disabilities past and present, and showcases supportive, inclusive employment policies and practices. To recognize the important role that people with disabilities play in a diverse and inclusive American workforce, the theme of this year's NDEAM is "Disability: Part of the Equity Equation".

## 4 Ways You Can Celebrate and Include Employees with Disabilities

### 1 Explore American Sign Language (ASL)

ASL is a complete language used by those who are deaf and hard of hearing. Learning basic ASL can help you communicate with your coworkers.

[\*Click here for beginner ASL\*](#)

### 2 Utilize Schedule A Hiring Authority

Schedule A is a noncompetitive hiring process for individuals with disabilities. It provides supervisors easy access to a diverse and vibrant applicant pool.

[\*Click here to find out more\*](#)

### 3 Learn about Section 508 Compliance

Section 508 ensures all employees' access and use of electronic information technology. Learn how to make your documents, meetings, and web pages accessible.

[\*Click here for compliance info\*](#)

### 4 Check out 31 Days of NDEAM

The Office of Disability Employment Policy provides 31 concrete ways you can celebrate NDEAM in the workplace. Challenge yourself to complete some of these actions!

[\*Click here to see 31 Days of NDEAM\*](#)

# ***Filipino American History Month***

Filipino American History Month commemorates the first recorded presence of Filipinos in the continental United States, which occurred on October 18, 1587. Now, Filipinos are the second-largest Asian American group in the nation and the third-largest ethnic group in California. This month celebrates and brings awareness to the significant role Filipinos have played in American history.

## **This year marks many anniversaries in Filipino American History!**

**50 years ago**, the first Filipino American Studies (FAS) classes were taught at UCLA and UC Davis.

**40 years ago**, Dorothy Laigo Cordova founded the Filipino American National Historical Society (FANHS).

**30 years ago**, Filipino American History Month (FAHM) was celebrated in the United States for the first time.

*To celebrate this month, learn more about Filipino history and culture. Start by checking out one of these online exhibits from the Filipinas Heritage Library!*

Click each title to access the exhibits or [click here](#) to access the entire library.

### **Women and War**

Filipina workers, warriors, and survivors of World War II



### **Manila Reborn**

An exhibit on the postwar reconstruction of a city

### **A Long Road to Dignity**

An exhibition on the World War II Veteran



### **War Through the Eyes of the Child**

An exhibition on the stories and experiences of children during World War II

# *LGBTQ+ History Month*

LGBTQ+ History Month is a month-long celebration of the history of the diverse and beautiful lesbian, gay, bisexual, transgender, and queer community and the importance of civil rights movements in progressing gay rights. The observance was created by Rodney Wilson, a history teacher at a Missouri high school, in 1994. The following year, LGBTQ+ History Month was added to the list of commemorative months in a resolution forwarded by the General Assembly of the National Education Association.

LGBTQ+ History Month allows the opportunity to extensively learn about the history of the LGBTQ+ movement, and what factors and measures will be successful in building communities and providing role models who will best represent and address the issues of the LGBTQ+ community.

## *LGBTQ+ History Month Timeline*

**1974**

### ***LGBTQ+ History Month in Hungary***

The Gay Teacher's Group is established as a support network after a teacher was 'outed' by a student to his managers.

**1987**

### ***National Coming Out Day***

National Coming Out Day is celebrated on October 11, marking the march for lesbian and gay rights in Washington, U.S.

**2006**

### ***LGBTQ+ Icons***

The Equality Forum begins selecting 31 LGBTQ icons from history, highlighting one every day during LGBTQ+ History Month. [Click here for the 2022 icons.](#)

**2015**

### ***LGBTQ+ History Month in the U.K.***

The LGBT+ Education Charity is registered and becomes the founding sponsor of LGBTQ+ History Month in the U.K.

# *Indigenous Peoples' Day*



*The Southern Sierra Miwuk Nation Cabin in Yosemite Valley, 1887*

Indigenous Peoples' Day will be celebrated in the U.S. on October 10th, in place of the federally recognized 'Columbus Day'. This day is an opportunity to celebrate Native American culture, history, and teachings. It is also a change to learn and reflect on the atrocities that colonialists have perpetrated against Indigenous communities throughout history, and the ways those inequities continue today.

Yosemite is the homeland of seven traditionally associated tribes: the American Indian Council of Mariposa County, Inc. (aka Southern Sierra Miwuk Nation), Bishop Paiute Tribe, Bridgeport Indian Colony, Mono Lake Kutzadika'a, North Fork Rancheria of Mono Indians of California, Picayune Rancheria of the Chukchansi Indians, and the Tuolumne Band of Me-Wuk Indians.

## *Acknowledge the Land*

By simply clicking a few buttons, you can discover which Indigenous lands you are currently on using the Native Lands website. Make sure to follow this up with research on the culture and history of the tribes whose land you're on! [Click here to access the website.](#)

## *Read Books by Indigenous People*

When learning about Indigenous history and culture, it's important to make sure we are listening to the right voices. [Click here](#) to find some great books by Indigenous authors or visit the Valley bookstore to pick up a copy of Yosemite's very own 'Voices of the People'.

## *Support Indigenous Influencers*

Following Indigenous influencers not only allows you to add valuable content to your feed, it also helps support those creators. [Click here](#) to read about 13 Indigenous influencers who can help you learn more about Indigenous culture.



# Retention Dialogue Debrief

Over the last two months, our Allies for Inclusion facilitators have been hard at work hosting Retention Dialogues in the Valley (8/4), Hodgdon (8/29), El Portal (9/27), and Wawona (9/29). These events provided entry-level staff with an opportunity to discuss some of Yosemite's retention issues with members of the leadership team. Employees who could not attend the in-person event were invited to submit feedback through an absentee form, which allowed them to add their thoughts to those shared in-person.

A very important part of these dialogues is transparency in the follow-up. We are currently finishing the review of the most recent absentee form, and once this process is done, we will have a meeting with members of the leadership team to work on implementing the feedback into the park's action plans for 2023. The meeting is currently scheduled for the end of October, and we will send additional updates hopefully by the beginning of November.

For the meantime, we have some broad findings to share. Below are the most common topics discussed at each of the dialogues. The absentee forms for the Valley and Hodgdon dialogues have been included in these statistics. The absentee form for El Portal & Wawona has not yet been fully reviewed.

## What factors make you want to stay at Yosemite?

### Valley:

- Park
- Coworkers
- Community

### Hodgdon:

- Job
- Community
- Park

### El Portal:

- Park
- Community
- Community events

### Wawona:

- Family
- Park
- Community

## What factors make you want to leave Yosemite?

### Valley:

- Pay
- Housing affordability
- Workplace safety

### Hodgdon:

- Professional development
- Pay
- Housing affordability

### El Portal:

- Pay
- Housing availability
- Housing conditions

### Wawona:

- Housing conditions
- Housing affordability
- Lack of accountability

## How could Yosemite better support you?

### Valley:

- Increase pay
- Housing conditions
- Housing affordability

### Hodgdon:

- Increased pay
- Housing affordability
- Employee recognition

### El Portal:

- Increased pay
- Housing conditions
- Accountability

### Wawona:

- Housing conditions
- Accountability
- Employee recognition