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# *Yose DEIA Newsletter*

BROUGHT TO YOU BY THE DEIA COUNCIL

It's October! We've officially reached the end of the summer, we're saying goodbye to our seasonal pals, and we're gearing up for what will hopefully be a very mild, very enjoyable winter (manifest it!!). This month's issue features a couple upcoming events and trainings, including the very last farmer's market of the season! This month, we also get to celebrate Disability Employment Awareness Month, LGBTQ+ History Month, and Filipino American History Month!

We also have info on Indigenous Peoples' Day, as well as California Native American Day, which was celebrated at the end of September. Have a great month!





# Upcoming Events

## RISE Innovation Station

**Workshop 3: October 19, 9am-12pm**  
*@ EP Warehouse Large Breakroom*

Join the Yosemite Wellness Coalition and Allies for Inclusion facilitators for an open forum brainstorm to explore the new NPS RISE Framework and Surgeon General Mental Health in the Workplace Framework. This interactive style workshop with breakout groups provides employees with a to engage with the material and your peers. Email [yose\\_dei@nps.gov](mailto:yose_dei@nps.gov) for the info session link and/or to RSVP for a workshop! And check out the rest of the newsletter to learn more about the NPS RISE Framework.

## NPS Learning & Development Trainings

**Setting the Bar: Advancing DEIA**  
**October 11 @ 12:00pm – 3:30pm**  
*Click to info & to register before 10/4*

**Pregnant Workers Fairness Act**  
**October 17 @ 1:00pm – 3:30pm**  
*Click to info & to register before 10/10*

**Service/Therapy Animals in Workplaces**  
**October 26 @ 12:00pm – 1:00pm**  
*Click to info & to register before 10/19*

## Sal's Dia de los Muertos

**November 2, 5:00pm**

The Yosemite Employee Association and Yosemite BIPOC Employee Resource Group present Dia de los Muertos Sal's Night! Join us at the El Portal Community Hall for activities including face painting, loteria, an ofrenda, and a pinata! All bar tips go to the BIPOC ERG.

## Yosemite Community Farmer's Market

**October 6, 4:30pm-6:30pm**

Join us behind the Valley Wellness Center for a Farmer's Market created in collaboration with Farm to Crag! Vendors include Raw Roots Farm, Olds Family Farms, FAT Cattle, and Yosemite Flower Farm. Park residents, staff, and volunteers only. Remember to bring your reusable bag, and email [yose\\_safety@nps.gov](mailto:yose_safety@nps.gov) with any questions.

## Beyond Bias: An Intro to Implicit Bias

**October 24, 10:00am – 2:00pm**

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), [yose\\_dei@nps.gov](mailto:yose_dei@nps.gov), or watch for announcements on InsideNPS.

## Community Yoga

**Mondays, 6:00pm - 7:15pm**  
*@ El Portal Community Hall*

**Tuesday, 6:15pm - 7:30pm**  
*@ Wawona Redwoods*

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).



# Indigenous Peoples' Day

In 2021, [President Biden proclaimed](#) Columbus Day as **Indigenous Peoples' Day**. This idea was first proposed by Indigenous peoples at a United Nations conference in 1977, and was first celebrated in South Dakota in 1989. [Click to learn what Indigenous Peoples' Day means to Native Americans.](#)

**California Native American Day** is celebrated annually on the fourth Friday of September, this year falling on the 22nd. California has been celebrating this day since 1988, with [proclamations issued by the governor](#) updating annual themes and purpose. This year, California celebrated with many [events](#), both virtual and in-person.

***"As Director of the NPS, I am committed to seeking ways to increase opportunities for co-stewardship with Tribes in the interest of all peoples of the United States and in accordance with the laws and policies governing the NPS."***

**- NPS Director Charles "Chuck" Sams, March 8, 2022**

Yosemite National Park is responding to impetus to strengthen Nation-to-Nation relationships and co-stewardship of ancestral lands and waters. **The park's objectives for tribal engagement are based on input from tribal representatives and include:**

- *Build trust between sovereign tribal nations and the NPS.*
- *Sustain traditional practices with dignity on ancestral homelands.*
- *Optimize protection of heritage, knowledge, resources, and medicine.*
- *Provide equitable funded opportunities that are respectful of tribal subject matter expertise and time.*
- *Improve quality and efficiency of park projects for mutual benefit.*

## Local Impetus:

- [2021 Bridalveil Falls After Action Review](#)
- [Tribal leadership turnover](#)
- [NPS cultural resource staff turnover](#)
- [Progress at Wauhoga](#)
- [Proposal from tribes for developing a Traditional Gathering Agreement](#)

## Nationwide Impetus:

- [Tribal Consultation | The White House](#)
- [Tribal Consultation | U.S. DOI \(doi.gov\)](#)
- [Stewardship with Tribal Nations \(2021-11-15\)- DOI and USDA Signed](#)
- [Tribal co-stewardship of national park lands and waters - Office of Comms \(nps.gov\)](#)

**Learn more about Yosemite's 7 traditionally affiliated tribes:**

[Bishop Paiute Tribe](#)

[Bridgeport Indian Colony](#)

[Mono Lake Kootzaduka'a Tribe](#)

[North Fork Rancheria of Mono Indians](#)

[Picayune Rancheria of the Chukchansi Indians](#)

[Southern Sierra Miwuk Nation](#)

[Tuolumne Band of Me-Wuk Indians](#)



# Disability Employment Awareness Month

Disability Employment Awareness Month is held each October to commemorate the many, varied contributions of people with disabilities to America's workplaces and economy.

**Up to 1 in 4 (27%) adults in the US have some type of disability.**

**12.8%**

## Cognition

Serious difficulty concentrating, remembering, or making decisions.

**12.1%**

## Mobility

Serious difficulty walking or climbing stairs.

**7.2%**

## Independent Living

Difficulty doing errands alone.

**6.1%**

## Hearing

Deafness or serious difficulty hearing.

**4.8%**

## Vision

Blindness or serious difficulty seeing.

**3.6%**

## Self-Care

Difficulty dressing or bathing.

*People with disabilities continue to be the most unemployed and underemployed population in the United States. They represent an untapped labor pool offering valuable skills, qualifications, and assets for employers. Several recruitment, interview, and workplace strategies can increase an organization's access to potential applicants.*

*[Click here to learn more about disability etiquette in recruitment and hiring.](#)*

**DisabilityIN** is a nonprofit resource for business disability inclusion worldwide. They work with companies to create more disability-inclusive workplace environments, and pitch this form of inclusion using business frameworks, highlighting profitability, innovation, and revenue benefits. They provide plenty of resources to learn about disability inclusion in the workplace, and have created posters for this year's Disability Employee Awareness Month, featured below!





# *Filipino American History Month*

October is Filipino American History Month, honoring the diverse and vibrant community of over four million Filipinos in the U.S.

**This year's theme: 1898: Recognizing 125 Years of Philippine-American History**

*From the FAHNS website:*

"Filipino Americans are the second-largest Asian American group in the nation and the third-largest ethnic group in California, after Latinas/os and African Americans. The celebration of Filipino American History Month in October commemorates the first recorded presence of Filipinos in the continental United States, which occurred on October 18, 1587, when "Luzones Indios" came ashore from the Spanish galleon Nuestra Senora de Esperanza and landed at what is now Morro Bay, California. In 2009, U.S. Congress recognized October as Filipino American History Month in the United States. Various states, counties, and cities in the U.S. have established proclamations and resolutions declaring observance of Filipino American History Month. The late Dr. Fred Cordova, along with his wife, FANHS Founder Dr. Dorothy Laigo Cordova, first introduced October as Filipino American History Month in 1992 with a resolution from the FANHS National Board of Trustees.

Across the nation, FANHS Chapters, colleges and universities, museums, and community groups will be commemorating Filipino American History Month with various activities and events to bring awareness of the significant role Filipinos have played in American history.

October 1992 was the first time that Filipino American History Month (FAHM) was celebrated in the United States – a year after FANHS passed a proclamation (spearheaded by Fred Cordova). Since then, FAHM has been celebrated annually all over the country – with initiatives by FANHS chapters, local community nonprofit groups, government organizations, and college student organizations. In 2009, U.S. Congress declared October as FAHM, and in 2015, President Obama celebrated the first FAHM at the White House."

## **LEARN MORE:**

**[National Geographic: Filipino Hip-Hop](#)**

**[NPR Code Switch: Filipino Americans Blending Cultures, Redefining Race](#)**

**[Filipino American National Historical Society](#)**

**[FilAm Arts Los Angeles](#)**

**[‘Are we Filipinos Because We Love Music, or Do We Love Music Because We are Filipinos?’](#)**



# LGBTQ+ History Month

October is LGBTQ+ History Month! And October 11th is National Coming Out Day!

KEITH



Hi all, this is Sara. Last month I went to the [Keith Haring: Art is for Everyone](#) exhibit at the Broad in LA, and I loved it! So many beautiful colors and so much to learn about the artist! The exhibit did an incredible job of showing the evolution of Keith Haring's work, and the social and personal factors that influenced the content of his art. The title "Art is for Everyone" highlights Haring's desire to make art more accessible, which was also demonstrated in his early days of chalk drawings in the NYC subway. His style and content shift as he discovers his sexuality and chooses to purposefully communicate about current issues, including the AIDS crisis, South African apartheid, and capitalism. After dying of AIDS in 1990, Haring's work and legacy gave visibility to the AIDS crisis and others suffering from the illness. I've traced some of my favorite designs of his below! And make sure to [click here to learn more about Keith Haring's Life and Legacy as a Queer Artist](#).

## Heart Art

The heart symbol represents various social and political issues, and was often used to evoke emotions and to create a sense of community and connection.



## National Coming Out Day

Image designed in 1988 to celebrate National Coming Out Day on October 11th, on behalf of National Gay Rights Advocates.



## Best Buddies

Logo designed for Best Buddies, a nonprofit that primarily serves people with cognitive disabilities through a global volunteer movement that creates opportunities for employment, leadership development, friendships, and inclusive living.



## Stop Aids

Poster designed in 1989 to raise awareness about the Aids crisis. After his own diagnosis, Haring began creating as much art as possible to give visibility to the illness and the movement at-large.

