

# Yose DEIA Newsletter

BROUGHT TO YOU BY THE DEIA COUNCIL



*Photo of Pattie Gonja & Superintendent Cicely Muldoon at the 2021 Yosemite Pride March, taken by Samuel Crossley*

Congratulations, we made it to September! In this month's newsletter, you can find events, resources, and more! The upcoming events page highlights some exciting September opportunities, and the resources page features information about measuring diversity and overcoming implicit bias. The employee spotlight page features some of your incredible coworkers, and make sure to check out the new DEIA updates page to find out what the DEIA Council accomplished last month!

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*[Want to learn more about DEIA at Yosemite?](#)  
[Click here to check out the yoscommunity website!](#)*

# Employee Spotlight



## Jackie Garcia

### Volunteer Coordinator

My favorite part about living in Yosemite is that I get to explore so many beautiful and awe-inspiring places by myself and with my family when they visit. My favorite part about working in Yosemite is that I get to represent my Mexican and Latino culture and community. It is important that everyone feels welcome and connected to the outdoors, and I am grateful I get to be a part of that long but worthwhile process.



As an education ranger, I am most passionate about working with all types of youth. I learn from them as much as they learn from me. They remind me that Yosemite and the natural world is in good hands. Children and young adults make my job fun and fulfilling.



## Giselle Diaz

### Wellness Center

One aspect of my job that I love is the fact that I can provide our community with resources for whatever they may need. Working at the Wellness Center, I get to know every person that comes in on an individual and personal level. I'm passionate about helping people any way I can, whether it'd be guiding them to find volunteering opportunities, or helping them find reliable resources on mental health.

My family never had any outdoor family trips growing up, so I was never an outdoors person



because of it. Mexico doesn't have established national parks like they do here in the U.S., so being born and raised in Mexico, I never knew places like these existed. I feel grateful and privileged to be able to live and work in one of the most beautiful places in the world. I recognize that my body and mind are far more capable than I realized and I have the outdoors community to thank for that.

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



# DEIA Resources

ZOOM IN AND CHECK OUT THESE TWO INFORGRAPHICS THAT FEATURE INFORMATION ABOUT DIVERSITY AND BIAS.

## MEASURING DIVERSITY HOW DO WE DO IT?

When striving for diversity, organizations often fall victim to oversimplification, which acts as a barrier to accurate measurement. Here are some ways to start considering the complexity of diversity in the workplace.

### What is diversity?



Diversity is "the condition of having or being composed of differing elements". In the workplace, diversity describes a workforce composed of individuals of many different social identities.

**MEASURING DIVERSITY IS A NEVER-ENDING TASK. THE GOAL IS NOT TO HIT CHECKPOINTS AND BENCHMARKS. THE GOAL IS THE MAKE PROGRESS.**

### Types of Diversity

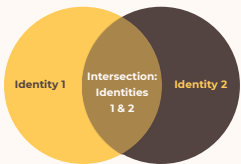


The types of diversity are infinite, as they encompass every characteristic that can vary between individuals. Keeping in mind that this is only a fraction of the list, here are some especially relevant types of diversity:

- Culture
- Race
- Ethnicity
- Religion
- Gender
- Age
- Sexuality
- Disability
- Education
- Nationality
- Socioeconomic status

## INTERSECTIONALITY

Intersectionality describes the interconnected nature of social categorizations, and how different combinations of identities create unique experiences of discrimination and disadvantage.



*This chart demonstrates how two identities can intersect to create an experience of discrimination and disadvantage that is entirely different than that of individuals possessing only one of these identities. It is possible for this intersection to occur with more than two identities, with each new section created representing a unique experience.*

## So, how should I measure diversity?



Be cautious of oversimplification! Many organizations will evaluate diversity by simply exploring one identity type within the entire workforce. To avoid this, make sure you are exploring all types of identities in creative ways.

### Exercise your innovative thinking with this activity!

Choose one item from each list and explore their relationship. For example, you could explore the correlation between age and pay grade.

#### List 1: Identity

- Disability
- Gender
- Age
- Race
- Religion
- Sexuality
- Disability

#### List 2: Areas to Assess

- Retention
- Levels of leadership
- Job satisfaction
- Advancement opportunities
- Pay grade
- Division

## IMPLICIT BIAS WHAT IS IT?

Implicit bias is a habit that many don't recognize in themselves. Here's a little bit about what it is, what it means, and ways that you can start to reduce the effects of your bias.



### What is implicit bias?

Implicit bias is defined as the "tendency for stereotype-confirming thoughts to pass spontaneously through our minds" (*Scientific American*).

**"THOUGHT PROCESSES THAT HAPPEN WITHOUT YOU EVEN KNOWING IT."**

- THE NEW YORK TIMES



### The IAT AND WHAT IT MEANS

An IAT, or Implicit Association Test, measures your brain's generalization habits and puts you into a category based on your results. There tests are often associated with race, gender, sexual orientation, and overall external appearance.

[Click here to take the IAT](#)

### What do my IAT results mean?



A common misconception about the IAT is that its results determine your personal beliefs. The IAT is flawed and the correlation between results and discriminatory behavior is very slim. Your results simply shed light on your brain's generalization habits in terms of others' physical appearance.



## So, what should I do about my bias?

Whether we like to admit it or not, our implicit biases can affect our actions. It's important to try to be aware of implicit bias to avoid the harm it might create. Here are some ways you can overcome your implicit biases:

### Take the IAT

Start to explore your brain's habits, [click here to take the test](#).

### Practice Mindfulness

Mindfulness exercises, like yoga or meditation, help you become more aware of your thoughts and actions. Check out the upcoming events page for local yoga events!

### Increase your Exposure

Learning more about different identities and cultures can help override assumptions or inaccurate understandings that influence unconscious thinking.

# Upcoming Events

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



## HISTORY OF ACCESSIBLE DESIGN AND TECHNOLOGY

In this presentation, historian [Dr. Bess Williamson](#), [Ray Bloomer](#), and Perri Meldon will share examples of people with disabilities who designed access in the vibrant, activist spaces of Berkeley, California in the 1960s and 1970s. Contact Patricia Brouillette at [patricia\\_brouillette@nps.gov](mailto:patricia_brouillette@nps.gov) for more information. Cart captioning service will be available. Please email Lu Ann Jones and Perri Meldon with any accessibility requests.



## HUD'S OFFICE OF FAIR HOUSING/EQUAL OPPORTUNITY OPENS REGISTRATION FOR ACCESSIBILITY FIRST TRAINING SERIES

The U.S. Department of Housing and Urban Development's Office of Fair Housing/Equal Opportunity (FHEO) is providing comprehensive virtual training on accessibility requirements of the Fair Housing Act for residential elements and spaces. The sessions held in September focus on topics including accessible public and common-use areas, the Fair Housing Act, and ways to make housing accessible through accommodations and modifications. **To register for a session, [click here](#).**



## MAKING SPACE FOR LACTATION IN YOUR NPS WORKSPACE

The National Women's ERG will be discussing the NPS policy for establishing lactation spaces and discussing the recent creation of the Nursing Mother's Program and space allocation at ROMO. We hope that example will stem conversation and advocacy for other park units to establish their own spaces. We will be opening the floor to questions and comments as well as inviting participants to share their experiences and lactation support in park units. [Click here for more information.](#)



## BOOK CLUB SESSION: UNPACKING *BRAIDING SWEETGRASS: INDIGENOUS WISDOM, SCIENTIFIC KNOWLEDGE, AND THE TEACHING OF PLANTS*

After getting to hear and talk with other folks about what TEK means to them, we are welcoming you to connect with what TEK means to you. COP Moderator, Claudia Santiago (Congaree National Park), will be leading a group meeting on unpacking the sensational novel by Robin Wall Kimmerer. During the discussion, we'll be asking you to apply the knowledge you have gained to your park, and what it means to you. **[Click here to join on the day and time of the meeting.](#) No registration necessary!**

## 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

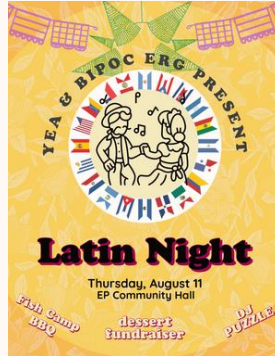
# August Recap

WONDERING WHAT'S HAS BEEN GOING ON AT YOSEMITE IN THE DEIA SPACE? THIS PAGE CAN TELL YOU ALL ABOUT IT! CHECK OUT THE UPDATES BELOW TO LEARN MORE ABOUT AUGUST'S DEIA HAPPENINGS.

## DEIA Presentation

Members of the DEIA Council hosted a conversation and shared perspectives on DEIA at Yosemite. This dialogue focused on ways to approach top-down company culture change, and decentralizing DEIA efforts. [Click here to view the presentation.](#)

## Sal's Latin Night & BIPOC ERG Fundraiser



On August 11th, we got to celebrate a belated Latino Conservation Week at Sal's Latin Night! Thanks to the incredible help of YEA, we all enjoyed a Latin-themed evening, with fun music, decorations, and activities, including a piñata! This night also featured a suggested donation dessert table and a bar tips fundraiser to support future events hosted by Yosemite's BIPOC ERG.

## Retention Dialogues

In August, we were able to host two Retention Dialogues. Superintendent Cicely Muldoon and Deputy Superintendent Teri Austin attended both events and had the opportunity to hear directly from entry-level NPS staff. The focus of the conversation was retention, and we discuss factors that make staff want to stay and leave, as well as ways in which Yosemite could better support them. To accommodate as many staff as possible, we hosted these dialogues at two different times, in two different locations. We also decided to create an absentee form to accommodate those who could not attend either event in-person. Entry-level NPS employees are invited to fill out this form any time before September 9th. [Click here to fill it out.](#)

## Grant Prioritization

This year, the YC Grant Prioritization process utilized a DEIA subject matter review expert, as well as a DEIA filter in which to review proposals. This was a huge step in decentralizing DEIA efforts at Yosemite, and it has created space for future opportunities for the systemic inclusion of DEIA.

## Womxn's Health Dialogue

On August 25th, we hosted a Womxn's Health Dialogue in collaboration with the Yosemite Medical Clinic. This conversation explored the relationship between gender and medicine, and highlighted reproductive health resources both in and outside of the park. [Click here to see the Yosemite Clinic's women's health resources.](#)