

# Building the Framework

In 2022, we have been working on developing a framework that will embed DEIA and Wellbeing into workplace and community culture at the park. This is not set in stone but an idea of how we can move forward to prioritize and operationalize DEIA and Wellbeing with staff engagement and partnerships.

Both the DEIA Council and Wellness Coalition have been placed within Safety's Wellness Program to help better address and incorporate psychological safety into park operations. Psychological safety refers to the ability to share one's thoughts and feelings without risk of damaging one's reputation or standing. In practice, this describes employees' ability to share ideas without the feeling of shame or judgement from others, and their sense of acceptance and respect in the workplace.



The Employee Resource Groups (ERGs) are housed under DEIA and Wellness and work to operationalize psychological safety goals. ERGs exist within the NPS on the national level, however because of the size of Yosemite, park-specific ERGs have been created to directly support our employees here. We have three ERGs directly tied to social identity (BIPOC, LGBTQ+, Women's), and one ERG meant to support the other three through facilitated dialogue events (Allies for Inclusion).