

Peeling the Onion:

Discovering Diversity,
Equity, Inclusion, and
Accessibility in Your
Landscapes



DEIA in Your Landscapes & Visitor Interests



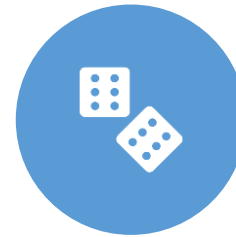
RAW – IT'S OBVIOUS. YOUR VISITORS SEE IT AND THEY WANT TO KNOW ABOUT IT.



IT MUST BE COOKED A LITTLE – WE KINDA KNOW BUT EASE ME INTO IT.



CARMELIZE IT – WE KNOW IT'S ONIONS BUT TAKE THE BITTERNESS OUT OF IT.



DICE IT UP FINE – I KNOW IT'S IN THERE, BUT I CAN'T TASTE IT.



I JUST DON'T LIKE ONIONS!



That's My Story & I'm Sticking to It!

When you stick to telling only the story of why you were created, what history are erasing?

Let's Peel the Onion

The mounds at Ocmulgee were almost destroyed because building railroads were important. They plowed through 1000's of years of human history.

Chickamauga tells the story of a Civil War campaign. However, 3 decades earlier Cherokee people were removed from those lands and transported to Oklahoma.

Arlington Cemetery was the home of the Lees and now honored veterans are buried there. Many people don't know that the bodies of enslaved people were thrown into the Potomac River to make room for those soldiers.

How to Get Raw

So that you can design the DEIA programs that are right for your audiences

Challenge for Silos & Smokestacks NHA

- Include the stories of current day migrant workers into the agriculture story
- Tell the stories of non-white communities (towns) that no longer exist when descendants are hard to find
- Develop activities/events for sensory sensitive audiences.

RECOGNIZED PARTNER SITE



*Where the Story
of American Agriculture
Comes to Life.*

3 Essential Components to Peel & Re- Build

Allies – Those people, partners, and organizations that can point you in the right direction towards resources & long-term support

Guides – Those people, partners, and organizations that are with you for the long journey. They have the knowledge & skills that you need. They sometimes give you some hard truths.

Resources – Staff, volunteers, infrastructure, funding, including grants needed to build or re-build your DEIA programs

Challenge #1:

Include the stories of current day migrant workers into the agriculture story

Allies - Cesar E. Chavez National Monument staff has connections to 501c3 labor organizations: <https://www.nps.gov/cech/index.htm>, Farm Worker Organizations - <https://foodtank.com/news/2021/03/organizations-supporting-farm-and-food-workers/>, **Anybody else?**

Guides – (Allies can also be guides)
[Mexican Braceros and US Farm Workers | Wilson Center](#) take note of the sources cited and the scholar at the bottom of the page

Resources – The National Park Foundation has a \$100,000 Storytelling grant for untold stories or unknown stories

Program Ideas

1. **Digital:** partner with the University of Iowa public history digital history program to develop an interactive map similar to the Slate Atlantic Slave Trade Map that will show the history of agriculture in Iowa over time and who was doing the work. It could include primary & secondary resources, visible changes to the landscape, oral histories from Indigenous people, homesteaders, and current farm workers.

<https://slate.com/news-and-politics/2021/09/atlantic-slave-trade-history-animated-interactive.html>
2. **Audience-Centered Experience:** Use your social media platforms to ask your audiences what their favorite dishes are. You can discriminate and say that you want to hear only from the people from Iowa. You'll make sure that 508 compliance is practiced so that people with visual and hearing disabilities can participate. Then you can work with food historians or do the research yourself to find out the origins of each of the ingredients. Take it a step further and explain how it got to Iowa. Take it another step further and host an event where chefs prepare the dishes & people get to taste them.
3. **Variation:** Count the number of Hispanic heritage restaurants that are not national chains that within the footprint of the National Heritage Area. Maybe partner with the Chamber of Commerce and the state archives to map the change over time.

Arlington House, the Robert E. Lee Memorial

Telling the stories of non-white communities (towns) that no longer exist when descendants are hard to find

Arlington House Enabling Legislation

“now honor is accorded Robert E. Lee as one of the great military leaders of history, whose exalted character, noble life, and eminent services are recognized and esteemed, and whose manly attributes of precept and example were compelling factors in cementing the American people in bonds of patriotic devotion and action against common external enemies in the war with Spain and in the World War, thus consummating the hope of a reunited country that would again swell the chorus of the Union. It is unprecedented in history for a nation to have gone through as great a struggle as we did in the Civil War and then to become so absolutely reunited. There was no man in the South who did more by his precept and example to help bring about that condition than did Robert E. Lee.”

As 1925
turned to
2000

Our visitation remained mostly

White

Older

Forced school groups

We Needed to Change

Allies – The Lee Society, The National Park Service, The Virginia Historical Society, The NAACP, ASALH

Guides – George Washington University
American Studies graduate program

Resources – Howard University, National Park Foundation, National Park Service, Anonymous Donors

- Discovered the location of Freedmen's Village
- Mr. Custis' Black Family
- Restored Slave Quarters
- Lee's history of treatment of enslaved people
- Life of women at Arlington
- Life of African Americans of Arlington after the Civil War

More Guides for Silos & Smokestacks NHA

- Deanda Johnson - NPS Civil Rights Historian (she used to be based out of Omaha): Deanda.Johnson@nps.gov
- Effigy Mounds National Monument - <https://www.nps.gov/efmo/index.htm> have contacts to federally recognized tribes.
- Nicodemus National Historic Site - may have connections to scholars who work on this subject <https://www.nps.gov/nico/index.htm> Black Homesteaders
- NAACP Chapter - <https://www.naacpdesmoines.org/>
- IA & NE Branches - <https://www.iowanebraskanaacp.org/branches>
- University of Iowa Public History - <https://clas.uiowa.edu/history/public-history> Digital Project on African Americans in the Midwest and other diverse communities & women's history.
- Iowa State University - specializes in rural agriculture & environmental history. Link to faculty page: <https://history.iastate.edu/faculty/>

Program Ideas for Challenge #2

Develop an auto tour. See New River Gorge: The forgotten history of the US' African American coal towns <https://www.bbc.com/travel/article/20221023-the-forgotten-history-of-the-us-african-american-coal-towns> & African American Heritage Auto Tour - New River Gorge National Park & Preserve (U.S. National Park Service)

Program Idea-Host a dark sky program explaining the constellations from the perspectives of the Indigenous people of Iowa and how people used the sky as a calendar to know when to plant & harvest.

Program Idea - "Prehistoric Olympics": competitions in Atlatl, bow & arrow, and blow gun - explain the change in tools & weapons used as the size of game changed and indigenous people relied more on agriculture. Indigenous partners can speak about their farming ways and even make hominy the old way.

Edible Trails: create walking trails that have native edible plants, trees, and bushes along the trails that people can harvest. The plants can be labeled with the English name and the Indigenous names with a QR code that leads to a cite with more information and recipes.

Challenge #3: Develop activities/events for sensory sensitive audiences

- **Allies:** Parents of kids with certain conditions. They may not have the time to help but can point you to others who can.
- **Guides:** Iowa School for the Deaf - <https://www.iowaschoolforthe deaf.org/>, Gallaudet University (School for Deaf Students) - <https://gallaudet.edu/>, State Mental Health Facilities, etc
- **Resources** - Iowa State Resources for students w/ disabilities - <https://educateiowa.gov/pk-12/special-education/special-education-programs-and-services/blind-and-visually-impaired>

Program Ideas

Sensory Sensitivity: Have a bird ID program where you're teaching people how to do it by sound. Have inside of a building first so that participants don't have to worry about competing sounds and you don't have to worry about mapping out your accessible trail yet if you don't have one. If you have one, then session 2 will be testing out their knowledge. If not, work with your accessibility guides & allies to create a temporary one.

Or "Sounds of the Farm"

Or "Smells of the Farm": freshly cut hay, cow patty, etc

Music of the Farm

Drum Circle - Deaf people can feel music. So, if you host a drum circle, allow them to feel and experience the music the way that works for them.

Financial Resources

- National Park Foundation - [Make A Gift - National Park Foundation \(nationalparks.org\)](https://nationalparks.org) National Heritage Areas qualify for their grants
- National Parks – Parks need non-federal partners often to apply for grants
- State, Tribal, & Local Plans & Grants NPS funds so many projects - [Apply - Historic Preservation Fund \(U.S. National Park Service\) \(nps.gov\)](https://nps.gov)
- Please explore the Department of Transportation & the US Fish & Wildlife Service as well



Thank YOU!