

Belonging

the newsletter from the *FIRST* NC ED&I Team – June 2024

Equity – Treating everyone fairly, having equal opportunities and removing barriers.

Diversity – The way we are all different.

Inclusion – Creating space for everyone where differences are embraced.

Its Recruitment and Outreach Time Again!

As we transition into summer, and for those entering recruitment season, here are a few suggestions and tactics that teams might want to include in their summer outreach endeavors.

- **Engage People in Their Own Communities**
 - Host outreach activities in community centers and underserved neighborhoods where transportation may be a barrier. Recruiting in diverse locations demonstrates that you value everyone's participation on your team.
- **Communicate with Families**
 - Connect with parents and families to highlight the benefits of *FIRST*, especially when recruiting younger students. Reach out to families who may feel their children don't fit into a *FIRST* team or who belong to underrepresented communities.
- **Provide Information in Multiple Languages**
 - Translate team information and outreach materials into the languages spoken by the ethnic groups in your community who might attend your events.
- **Showcase Diversity in Publicity and Outreach**
 - Ensure your publicity and outreach activities represent all groups within your community.
- **Discuss Both Technical and Non-Technical Roles with Everyone**
 - Be mindful of how you discuss roles during outreach events, ensuring you talk to all potential members about both programming/building and presentations/teamwork, regardless of gender.
- **Actively Recruit Students with Disabilities**
 - Plan outreach activities that are accessible to students with disabilities. Be ready to discuss options that will help all students succeed in team meetings. Consult with specialists to identify necessary adaptations for students with disabilities to contribute effectively to your team.
- **Allow for Questions**
 - The best way to learn more is to allow participants to ask questions. This not only allows for open communication and clarification, but may also help the team problem-solve in the future.

How do you and your team make members, coaches and mentors feel they belong? Do you have tips for other teams on how to include people and help them feel they really belong?

Send them to FIRSTNC-EDI@googlegroups.com or use this [GOOGLE FORM](#) and we'll include them in upcoming newsletters.

From *FIRST*: Just in case you missed it! – Siemens Hour of Engineering.

Ideas for Summer Camps and outreach activities from Siemens –

This new web-based program introduces engineering to students in a fun, relevant, and interactive manner to learn about the various engineering fields and the impact engineers have on our world. Hour of Engineering by Siemens aims to inspire, engage, and educate students on the fundamentals of engineering before high school.

Check it out here – [Siemens Hour of Engineering](#)

June Holidays and Events:

June is **Pride Month** — Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month was established to recognize the impact that gay, lesbian, bisexual, and transgender individuals have had on the world. LGBTQ+ groups celebrate this time with Pride parades, picnics, parties, memorials for those lost to hate crimes and HIV/AIDS, and other group gatherings.

June is also **Immigrant Heritage Month**. It was established in June 2014 and gives people across the United States an opportunity to explore their heritages and celebrate the shared diversity that forms the unique story of the United States. The month celebrates immigrants across the United States and their contributions to their local communities and economy.

June 2: Native American Citizenship Day commemorates the day in 1924 when the US Congress passed legislation recognizing the citizenship of Native Americans.

June 7: Feast of the Most Sacred Heart is a solemnity in the liturgical calendar of the Roman Catholic Church.

June 10: The martyrdom of Guru Arjan Dev is observed by members of the Sikh faith. Guru Arjan Dev was the fifth Sikh guru and the first Sikh martyr.

June 11 (sundown) to June 13 (nightfall): Jewish Holiday Shavuot marks the giving of the Torah on Mt. Sinai. The Ten Commandments are read in synagogues, just as they were in the desert on Mt. Sinai over 3,300 years ago.

June 14: Flag Day in the United States is observed to celebrate the history and symbolism of the US flag.

June 15 (sundown) to June 16 (sundown): Waqf al Arafa is a holy day for all Muslims that is observed on day nine of the last month in the Islamic calendar.

June 16 to June 20: Eid al-Adha honors the willingness of Ibrahim to sacrifice his son Ismail as an act of obedience to Allah. As with Eid al-Fitr, it is distinguished by the performance of communal prayer (or ṣalāt) at daybreak on its first day.

June 19: Juneteenth, also known as Freedom Day or Emancipation Day, was established as a federal holiday in 2022. This celebration honors the day in 1865 when slaves in Texas and Louisiana finally heard they were free, two months after the end of the Civil War.

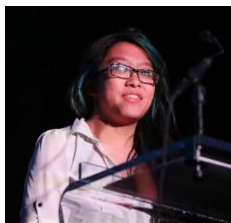
June 21: National Indigenous Peoples Day, or First Nations Day, gives recognition to the indigenous populations affected by colonization in Canada.

June 29: Feast Day of Saints Peter and Paul is a liturgical feast in honor of the martyrdom in Rome for the apostles St. Peter and St. Paul in Eastern Orthodox Christianity.

June 30: The last Sunday in June is Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) Pride Day in the United States. It commemorates the Stonewall Riots that occurred on June 28th, 1969.

If you spot an error in the newsletter please email us at: FIRSTNC-EDI@googlegroups.com

Inspiration & Recognition Spotlight: CHRISTINA LI - *FIRST* taught me valuable coding and leadership skills



FIRST is not only about robots; it's about learning. On my *FIRST* Robotics Competition team, The Thunder Chickens, I learned how to code from our mentors. It was really cool to see my code controlling an actual robot. I got really interested in computer science. For most of my time on the team, I was the only female programmer.

FIRST gave me the skills and confidence to help change lives in my community. As a result, I was inspired to create a tech camp to help close the gender gap in engineering and introduce more girls to computer science. I named the camp 'Hello World' because I wanted girls to say hello to computer science. The phrase, which is the first thing many programmers type out in a new computer science language, is symbolic of all the possibilities with computer science. I hope to show girls that their ability is unlimited.

Read more here: [CHRISTINA LI](#)

Equity, Diversity, & Inclusion Training: *From the UCLA Office of Equity, Diversity, and Inclusion*

Lesson 2 in the Implicit Bias Video Series from BruinX, the R&D unit within UCLA's Office of Equity, Diversity and Inclusion. This video explores the differences between two primary categories of automatic associations: attitudes and stereotypes.

Click here to view: [Implicit Bias | Lesson 2: Attitudes and Stereotypes](#)

The *FIRST* NC ED&I Team: Contact us at: FIRSTNC-EDI@googlegroups.com

We are a team of coaches/mentors who want to help create a community and culture of people who embrace the values of equity, diversity, and inclusion, who want to develop themselves, and who understand that growth and diversity of all types lead to team excellence.

Anisha Patel (she/her) - The Pitt Pirates 2642

Dave Lashley (he/him) - Team SPORK 3196

Linda Whipker (she/her) - Team PyroTech 3459

Melissa "Bee" Bube (they/she) - Girls on Fire 5679

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