

Belonging

the newsletter from the *FIRST* NC ED&I Team – August 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.

Helpful Hints for Welcoming a New Member to Your Team

It can be tough walking into a room full of people where you didn't know anyone. Here are some tips for helping new members feel like they belong.

- Pre-Meeting Preparation:
 - Send a warm welcome email with meeting details and what to expect.
 - Provide a brief overview of the team's mission, values, and key achievements.
- Early Arrival:
 - Invite new members to arrive earlier than the main group.
 - Organize a small welcoming committee of senior students to greet them.
- Tour and Orientation:
 - Show them around the meeting space and explain the layout.
 - Briefly outline what happens during a typical meeting.
- Introductions:
 - At the start of the meeting, have senior students introduce the new member, sharing their name, school, or an interesting fact (without embarrassing them).
 - Ask veteran members to introduce themselves, stating their name, years on the team, and their favorite area of work. Keep introductions brief.
- Engagement:
 - Ensure each new member has a simple task to do, matching their comfort level and ability.
 - Pair new members with a buddy or mentor to help them integrate and feel supported.
- Contact Information:
 - Collect emergency contact details for each new member.
- Debriefing:
 - At the end of the meeting, hold a debrief session with new members.
 - Review how the meeting went and seek their input on their experience.
- Encouragement:
 - Thank them for attending and participating.
 - Encourage them to come to the next meeting and assure them they are a valued part of the team.
- Follow-Up:
 - Send a follow-up message after the meeting, reiterating your appreciation for their attendance and inviting them to the next session.
- Continuous Support:
 - Regularly check in with new members to see how they are adapting and if they need any support or have any questions.

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! – Overcoming adversity: The story of Team Belize

A rookie FIRST® team has many challenges and opportunities during their first year. You are trying to navigate something brand new; recruiting members, fundraising, the list goes on and on! But what happens when something out of your control, like a natural disaster, puts all of your hard work in jeopardy?

Check the link below to read more about how FIRST® Robotics Competition team “Team Belize” pushed through every hurdle and made it to FIRST® Championship!

[The story of Team Belize](#)

August Holidays and Events:

August is National Immunization Awareness Month

August 1: Lughnasadh (Paganism) - A festival celebrating the start of the harvest.

August 1: Lammas (Christianity) - Also known as Loaf Mass Day, it marks the beginning of the harvest season.

August 9: International Day of the World's Indigenous Peoples - Celebrates the rights and cultures of indigenous peoples globally.

August 9: Nag Panchami (Hinduism) - A festival that worships serpents.

August 12: World Elephant Day - An international annual event dedicated to the preservation and protection of the world's elephants

August 13: Obon (Buddhism) - A Japanese Buddhist festival to honor the spirits of ancestors.

August 13: International Left Handers Day - An international day observed annually to celebrate the uniqueness and differences of left-handed individuals.

August 12 Sundown - Nightfall August 13: Tisha B'Av (Judaism) - A day of mourning to commemorate the various tragedies that have befallen the Jewish people.

August 15: Feast of the Assumption (Christianity, Roman Catholicism) - Celebrates the assumption of Mary into heaven.

August 16: Varalakshmi Vratam (Hinduism) - A festival to worship the goddess Lakshmi for prosperity and well-being.

August 19: Raksha Bandhan (Hinduism) - Celebrates the bond between brothers and sisters.

August 19: World Humanitarian Day - Honors humanitarian workers and the aid they provide.

August 20: Khordad Sal (Zoroastrianism) - Celebrates the birth of Zoroaster in Pakistan.

August 24: National Waffle Day - Celebrates one of America's favorite breakfast foods.

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

Inspiration & Recognition Spotlight: Beatrice “Tilly” Shilling - Pioneering Engineer



Born in 1909, in Waterlooville, Hampshire, UK. Beatrice - universally known as Tilly - was obsessed with engines from early childhood.

"As a child I played with Meccano [*Erector Set*]," she recalled in an interview with *Woman Engineer* magazine. "I spent my pocket money on pocketknives, an adjustable wrench, a glue pot and other simple hand tools." Her enthusiasm and natural ability soon took Tilly to study a degree in electrical engineering at what was then called the Victoria University of Manchester. She was one of only two female engineering graduates from the university in 1932.

Women were so under-represented at the time that her student record card did not have female titles as an option to be recorded.

Tilly was not content to merely study the theory of engineering though.

After completing an MSc, specializing in looking at the piston temperatures of high speed diesel engines, she took up motorcycle racing.

Fitting her bike with a revolutionary supercharger, she achieved speeds of 106 mph, and was recognized with the Brooklands gold star for outstanding performances in track and road racing.

Read more - [Beatrice “Tilly” Shilling - Pioneering Engineer](#)

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

Lesson 4 in the Implicit Bias Video Series from BruinX, the R&D unit within UCLA's Office of Equity, Diversity, and Inclusion. This video discusses the differences between explicit and implicit bias.

Click here to view: [Implicit Bias | Lesson 4: Explicit v. Implicit Bias](#)

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

All Editions are Available Online at: <https://www.firstnorthcarolina.org/belonging-newsletter>