

Belonging

the newsletter from the *FIRST* NC ED&I Team – May 2022

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

Team Activities for Diversity and Inclusion: #3. Walk in Someone Else's Shoes

“Perspective Talking”, recommended by the Harvard Business Review is a great way to mentally walk in someone else's shoes. Lead your team through this activity with the following steps:

1. Prep your team with a background on different types of diversity
2. Remind your team members that individuals are welcome to share as much or as little about themselves as they feel comfortable with
3. Have your team share what types of diverse backgrounds are represented on their team (education, sexual orientation, race, etc.)
4. Pair each team member with a background that is different from their own
5. Have everyone write a few lines on the distinct challenges that they believe the background group they've been paired with could face
6. Share and discuss with the team or in small groups

This reflection will produce more empathic teams, and according to the Harvard study, will help build positive attitudes and behaviors toward minorities. The study also reveals increased support and “engaging in less mistreatment toward marginalized minorities.”

Do you have tips for other teams on how to include people and help them feel they belong?

Send them to FIRSTNC-EDI@googlegroups.com and we'll include them in upcoming newsletters.

From *FIRST*: Just in case you missed it! - Build The Future Spotlight: Team Thunder Down Under

Making Accessibility More Accessible: Team 3132 believes in the power of STEM to change people's lives for the better. Read more <https://community.firstinspires.org/build-the-future-spotlight-the-def-down-under>

May Events:

Mental Health Awareness Month: recognizes the impact of mental illness on families and communities, and raises awareness for those living with mental and behavioral conditions

Older Americans Month: celebrates the contributions of older Americans in the country

Jewish American Heritage Month: honors the history of Jewish Americans and their accomplishments

Asian American and Pacific Islander (AAPI) Heritage Month: pays tribute to AAPI folks and their contributions to society

May 5th – Cinco de Mayo: commemorates Mexico's defeat of the French army. While it's primarily observed by Mexican Americans, others often join the celebration as well

May 8th – Birthday of the Buddha: celebrates the spiritual leader who launched one of the world's most popular religions, Buddhism

May 17th – International Day Against Homophobia, Transphobia, and Biphobia: raises awareness for LGBTQ+ rights

May 19th – Birthday of Malcolm X (Black American/Muslim): Malcolm X was a Black Muslim minister, well known for his activism during the civil rights movement. He was assassinated in 1965

Inspiration & Recognition Spotlight: Ruth Gates

Born: Akrotiri and Dhekelia (British Overseas Territory on the island of Cyprus), United Kingdom. March 28, 1962.



Ruth Gates was a leading marine biologist and conservationist who studied coral reefs. Her work on creating “super corals” that are more resistant to climate change can be seen in the documentary Chasing Coral. She was an inspiration to LGBTQ+ scientists as an out lesbian at the top of her field.

Click the following link to learn more:

<http://www.gatescorallab.com>

ED&I Recruitment Tips: *Actively recruit students with disabilities.*

Be purposeful about recruiting students with disabilities. Some participants may need accommodations to be successful, such as focusing on a single part of the project or participating in FIRST® LEGO® League even if they are older than other participants. Seek out knowledgeable teachers or specialists to help you determine what adaptations might allow students with disabilities to contribute to your team.

Click the following link to learn more: <https://www.firstinspires.org/resource-library/training-equity-diversity-inclusion>

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 - The Pitt Pirates 2642

Linda Whipker - Team PyroTech 3459

Dave Lashley - Team SPORK 3196

Melissa “Bee” Bube - Girls on Fire 5679

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