

# Belonging

the newsletter from the *FIRST* NC ED&I Team – March 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: #1. What has Shaped You?

Create a safe space to learn about your teammates and what has been essential in shaping their lives. Doing this as a group allows for peers to learn new things about each other that may not have been known previously, and the act of being open and honest is a great way to form bonds, increase empathy and improve current relationships.

- Ask everyone to think about the three most defining moments in their lives and write them down on separate post-its or strips of paper.
- Have each teammate present these moments to the team and share their story to whatever degree they feel comfortable.
- Thank everyone for sharing and ask the team to share what their takeaways are from the exercise.

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](mailto:FIRSTNC-EDI@googlegroups.com) and we'll include them in upcoming newsletters.

## From *FIRST*: Kahoot! Activities Celebrate Black Innovators

Just in case you missed the excellent post from *FIRST* regarding the global impact of Black innovators and Kahoot! activities, highlighting the contributions and achievements of Black leaders, here is the link:

<https://info.firstinspires.org/celebrating-black-history-month>

## March Events:

**March 8 – International Women's Day** - To celebrate the social, economic, cultural, and political achievements of women - <https://www.internationalwomensday.com/>

**March 21 - International Day for the Elimination of Racial Discrimination** is commemorated annually on 21 March. The theme for 2022 is "Youth standing up against racism". Originally adopted by the UN General Assembly as resolution 2142 (XXI) on 26 October 1966 - <https://www.un.org/en/observances/end-racism-day>

**March 21-27 - Neurodiversity Celebration Week** is a worldwide initiative that challenges stereotypes and misconceptions about neurological differences. Founded by Siena Castellon in 2018, currently nearly 2,000 schools and 1.2 million students will be taking part in the 2022 campaign. - <https://www.neurodiversity-celebration-week.com/>

## Inspiration & Recognition Spotlight: Ben Barres

Born: West Orange, NJ. September 13, 1954.



Ben Barres was a pioneering neurobiologist at Stanford University. His work on a type of brain cells called glia revolutionized our understanding of the brain. In 2013, Barres became the first openly transgender member elected to the US National Academy of Sciences, an organization that includes many of the United States' leading scientists.

Click the link below to learn more.

<https://www.nature.com/articles/d41586-017-08964-1>

## ED&I Recruitment Tips: Use diverse representation in publicity and outreach.

Think about who is represented in photos for brochures or social media marketing. Does the public face of your team mirror the diversity of your wider community? Consider aspects of diversity beyond race and gender—especially less visible characteristics. Try to represent all groups in your community in your publicity and outreach.

Click the link below 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](mailto: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

Dave Lashley - Team SPORK 3196

Linda Whipker - Team PyroTech 3459

Melissa "Bee" Bube - Girls on Fire 5679

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