

# Belonging

the newsletter from the FIRST NC ED&I Team – April 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: #2. Confront Stereotypes Head-On

Suggested by MIT, this inclusion activity is a great way to break down misconceptions and stereotypes by giving people a chance to self-identify, while also addressing the stereotypes that can accompany these identifying factors.

Here are the steps for “I Am, But I am Not”

- Each participant folds a piece of paper in half to create two separate columns.
- In the first column, they write “I Am”.
- In the second column, they write “I Am Not”.
- In between these two columns, write the word “But”.
- The final phrase will read “I am \_\_\_\_\_, but I am not \_\_\_\_\_.”
- Participants fill in the first blank with some kind of common identifier, such as their gender, race, religion, or age, and the second with a common stereotype about that group which is not true of them (whether the stereotype is positive or negative).
- Make sure to answer any questions and have everyone write at least 5 statements.
- Allow participants to share their statements with the team and have an open and respectful discourse on stereotypes.

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: Just in case you missed it! - Kahoot! Activities Celebrate Women’s History Month

Celebrate Women’s History Month with a new [FIRST® Kahoot!](#) and watch the inspiring TEDx Talk by [FIRST participant Avanti Ramraj](#) as she discusses using gamification as a means of diversifying the players in the STEM universe.

## April Events:

**April 2 – World Autism Awareness Day** – April 2<sup>nd</sup> is the 15<sup>th</sup> United Nations-sanctioned World Autism Awareness Day.

The goal of this April diversity topic is to recognize people with autism and improve their lives both fully and meaningfully. If you know an autistic individual, you can work to understand them better by addressing them like any other person and taking time to listen to them. <https://www.autismspeaks.org/world-autism-month-faq>

In such a diverse world, and even within a given community, there is often diversity in experiences and in opinions.

Some individuals and organizations that have experience with autism, including ASAN (the Autistic Self Advocacy Network), feel like World Autism Awareness Day is harmful to the community.

<https://autisticadvocacy.org/2017/04/asan-condemns-white-house-autism-proclamation/> Having a diversity of opinions is meaningful and deserves respect and attention.

**April 7 – National Girl Me Too Day** - recognizes the strength and endurance of women of all ages and is an opportunity to show support for each other. <https://www.girlmetoo.com/national-day>

**April 21 - 23 – Gathering of Nations** is a congregation of 500 Native American tribes that meet to celebrate their traditions and cultures each year in the largest event for North America’s tribes - <https://www.gatheringofnations.com/>

## Inspiration & Recognition Spotlight: Dr. Marie M. Daly Born: Corona, New York, NY. April 16, 1921.



Dr. Marie M. Daly was a biochemist and the first Black woman to obtain a Ph.D. in chemistry in the United States.

She made several critical contributions to medicine, including the discovery of the relationship between high cholesterol and heart disease and conducting pioneering research into the effects of cigarette smoke on the lungs. Her work created a new understanding of how food, diet, and lifestyle can affect heart health.

*Click the link below to learn more.*

<https://www.sciencehistory.org/historical-profile/marie-maynard-daly>

## ED&I Recruitment Tips: *Talk with everyone about technical and nontechnical roles.*

Some Coaches and Mentors are more likely to talk to boys about programming and building and to girls about presentations and teamwork. Be aware of how you talk about roles during recruitment.

*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

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Dave Lashley - Team SPORK 3196

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