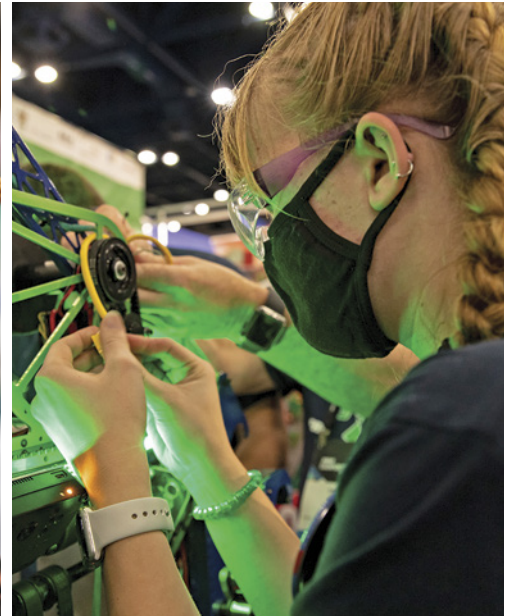




# Equity, Diversity, and Inclusion Impact Report 2022



As the world continues to face unprecedented changes, *FIRST*® remains committed to reaching and supporting all students to be leaders. Programs like *FIRST* are essential for creating scientists and innovators, and the global pandemic showed us it is more critical than ever to bridge gaps by providing equitable access, opportunity, and meaningful participation for all students to solve world-changing problems and prepare themselves and global communities for a better future.

*FIRST* is actively engaged in developing strategies, collaborations, grants, and initiatives that remove barriers and ensure greater access to *FIRST* programs for all youth to participate. Our Equity, Diversity, and Inclusion (ED&I) strategy is grounded in the *FIRST* strategic pillar to increase diversity such that our programs serve an inclusive and diverse audience, reflecting the population of the communities we serve. To attain this goal, in FY22 (July 2021 - June 2022) our strategy prioritizes equity, diversity, and inclusion implementation across all *FIRST* programs.

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## Our ED&I Strategy

1. **Increasing Capacity** through the committed *FIRST* Headquarters ED&I, Education, and Access Teams; dedicated AmeriCorps VISTA volunteers supporting underserved communities; a growing community of volunteers, participants, and educators; galvanizing alumni to champion STEM (Science, Technology, Engineering, and Math) education; and engaging advisory committees for youth and industry leaders
2. **Increasing Skills and Resources** through developing inclusive and accessible programs, curriculum, and events; **ED&I training** for *FIRST* volunteers and students, all *FIRST* Headquarters staff and Program Delivery Organizations and Partners; professional development for classroom teachers; and activating thought leadership to share our best practices internally and externally
3. **Engaging Youth Where They Are** through a focus on all PreK-12 students, **STEM Equity Community Innovation Grants**, partnering with youth serving organizations, opportunities to learn STEM via ***FIRST* at Home**, and in school through ***FIRST* Class Pack**
4. **Building Community** through expanding our alliances and partnerships with mission-driven organizations that embody and align with ***FIRST* Core Values** and continuing support for alumni through scholarship programs and career development pathways
5. **Strategy Refinement** through assessment and reflection, we continuously refine our ED&I strategy at *FIRST* to meet the needs of the communities we serve and integrate it in our work across all departments at *FIRST* Headquarters

# Connecting All Youth to STEM

## Coderina Education and Technology Foundation Nigeria

Kiyi, a sprawling community along Kuje-Gwagwalada road Abuja, is one of the most challenged communities around the Federal Capital Territory area. Even though the splendor and opulence of Abuja is only less than one-hour drive from Kiyi, the community is stuck in ages past and benefits nothing from its closeness to Nigeria's capital city.

Coderina staff were introduced to Kiyi by the librarian at the National Library Abuja. The librarian witnessed first-hand the transformation that has taken place in the library under her watch since partnering with Coderina to bring in *FIRST*® LEGO® League programs, kits, and equipment into a designated place within the National Library Abuja. The equipment used and the richness in content of the *FIRST* LEGO League programs have attracted many young learners to the library with attendance now surpassing the years prior to the partnership.

Coderina's visit to Kiyi was also a life-changing moment for most on the team, who came to the realization that they have so much to be thankful for as most things that we all take for granted are things that the youths of Kiyi can only wish for.

Whatever happens, Coderina knows that by the end of their first year of working with them with the funds provided through the STEM Equity Community Innovation Grant these girls' lives will be forever changed.



The transformation that they have already seen in the lives of the girls ranges from communication skills to improved self-esteem, teamwork, collaboration, and engagement. Some of them have made gradual progress from being shy and withdrawn to becoming more collaborative, and most importantly, they see themselves as human beings and part of the world. These transformations show the success of this project and Coderina's efforts to brighten the futures of youth in Nigeria.

## Philadelphia Robotics Coalition Philadelphia, Pennsylvania

This year, we asked student participants to tell us about the impact of the Coalition in their own words. Here a student reflects on their experience on a Coalition robotics team.

*The Philadelphia Robotics Coalition provides a variety of programs and experiences that support me and my peers in exploring different aspects of STEM. The Coalition gives student-led clubs at different schools around the city financial support and helps connect us with technical and programming mentoring to better help us succeed in each robotics challenge. Myself and my teammates consider the Coalition and robotics a place for creativity to spark and to teach us teamwork through cooperation within our team and between other teams. We also gain connections and friendships with students from other schools, something that's hard to find in many sports. Robotics has given me the honor of showing younger students a new potential career path, just as the seniors did before me, opening up new possibilities.*

## 2021-2022 STEM Equity Community Innovation Grant Season Data

### TOTAL YOUTH SERVED

10,697

### YOUTH SERVED IN THE UNITED STATES

900

Total number of youth in U.S.

26%

are English Language Learners/Emergent Bilinguals

17%

Have a disability

### YOUTH SERVED OUTSIDE NORTH AMERICA

9,797

Total number of youth outside North America

5

Number of Countries: India, Greece, Morocco, Nigeria, and Turkey

## FIRST STEM EQUITY COMMUNITY INNOVATION GRANT

Launched in 2016, the annual competitive *FIRST STEM Equity Community Innovation Grant* (SECIG) increases the opportunity for historically marginalized students to participate in *FIRST* programs. The goal of this grant is to expand reach and inclusive practices by removing barriers to provide students access and opportunity in STEM.

# Notable Highlights in 2021-2022

## FIRST Program Delivery Partner Fellowship in Equity, Diversity & Inclusion

The 2022 *FIRST* PDP Fellowship in Equity, Diversity, and Inclusion (ED&I) provided the opportunity for participants to: 1) Increase knowledge in ED&I, 2) Normalize conversations in ED&I, 3) Gain skills and resources to implement in their communities, and 4) Build community amongst one another.

Sessions included topics such as Allyship, Implicit Bias, and Power and Privilege. The Fellowship was facilitated by the ED&I team at *FIRST*: Dr. Janell N. Catlin and Kristen MacCulloch.

Participants in the Fellowship completed six hours of training and earned a Certificate of Completion. Fellows will serve as champions for ED&I across the global *FIRST* community and will reconvene up to two times a year to meet and share updates.

## Youth Advisory Committee

To help inspire youth voice and leadership within *FIRST*, *FIRST* Headquarters formed the [FIRST Equity, Diversity, & Inclusion \(ED&I\) Youth Advisory Committee \(YAC\)](#) in December 2018. The members are students who are committed to uplifting the *FIRST* community and are determined to foster, cultivate, and preserve a culture of equity, diversity, and inclusion within *FIRST*.

To date, YAC members have assisted in developing ED&I training for youth participants, created a *FIRST* YAC Instagram to amplify the voice of youth, and have advised *FIRST* HQ on many other initiatives.

### [Announcing the 2021-2022 Youth Advisory Committee](#)

## FIRST and UNCF Announce New Scholars Program

The [FIRST x UNCF Scholars Program](#) was announced in March 2022, as an initiative designed to identify and provide scholarship and academic support for *FIRST* alumni who aspire to become leaders and innovators in their respective fields. The Program will award five students with one-time scholarships in the amount of \$10,000 and will be open for matriculated college students attending a Historically Black College or University (HBCU), Hispanic-Serving Institution (HSI), Tribal College and University (TCU), or Asian-American and Pacific Islander Serving Institution (AANAPISI).



## Celebrating our Community

At *FIRST*, we welcome and celebrate all members of our community. Learn more about inspiring members of our community through these *FIRST* blog posts:

- [Hispanic Heritage Month](#)
- [National Native American Heritage Month](#)
- [Black History Month](#)
- [Women's History Month](#)
- [International Women's Day](#)
- [There's a Brown Girl in the Ring TEDx](#)
- [Five Ways to be a Better Ally This Pride Month](#)
- [Three Tips for Celebrating Pride & Supporting Your Local LGBTQ+ Community](#)
- [Why Pride Matters: Everything You Need to Know About Pride Month](#)

## Kahoot!

*FIRST* believes that STEM is for everyone, and understands the broader societal context of economic, educational, and social factors historically leading to disproportionate access and outcomes. Leveraging cross-sector and industry collaborations, *FIRST* is actively engaged in developing and delivering strategies that remove barriers and ensure greater access to STEM through inclusive participation in *FIRST*. These Kahoot activities are designed to educate youth on the importance of diverse thinking to solve the world's greatest challenges.

- [FIRST® LEGO® League Discover course](#)
- [FIRST® LEGO® League Explore course](#)
- [FIRST® LEGO® League Challenge course](#)
- [Middle School Black History Month activity](#)
- [High School Black History Month activity](#)
- [Women's History Month activity](#)



## Social Highlights

- [Youth Advisory Committee](#)
- [Hispanic Heritage Month](#)
- World Day for Cultural Diversity: [Facebook](#), [LinkedIn](#), [Twitter](#)
- International Women's Day: [Facebook](#), [LinkedIn](#), [Twitter](#)
- Human Rights Campaign's Project Thrive released this [statement](#) for Pride month.

# We Believe that STEM is for Everyone

FIRST is committed to fostering, cultivating, and preserving a culture of equity, diversity, and inclusion. We embrace and encourage differences in race, ethnicity, national origin, sex, gender, gender identity, gender expression, sexual orientation, disability, age, religion, income, language, learning difference, or any other characteristics that make our adult-force and students unique.

## FIRST Core Values

The FIRST Core Values emphasize friendly sportsmanship, respect for the contributions of others, teamwork, learning, and community involvement and are part of our commitment to fostering, cultivating, and preserving a culture of equity, diversity, and inclusion. The FIRST Community expresses the FIRST philosophies of *Gracious Professionalism*<sup>®</sup> and *Coopertition*<sup>®</sup> through our Core Values:



### Discovery

We explore new skills and ideas.



### Innovation

We use creativity and persistence to solve problems.



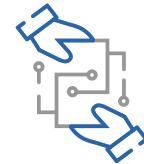
### Impact

We apply what we learn to improve our world.



### Inclusion

We respect each other and embrace our differences.



### Teamwork

We are stronger when we work together.



### Fun

We enjoy and celebrate what we do!



## Thank you to our sponsors

Thank you to our sponsors for their generous support and commitment to Equity, Diversity & Inclusion at FIRST. Their support enables us to explore, develop and implement strategies to become more inclusive and ensure access to our program for all students.

🔗 Questions, contact us directly [diversity@firstinspires.org](mailto:diversity@firstinspires.org) 🌐 Learn more about FIRST at [www.firstinspires.org](http://www.firstinspires.org)

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