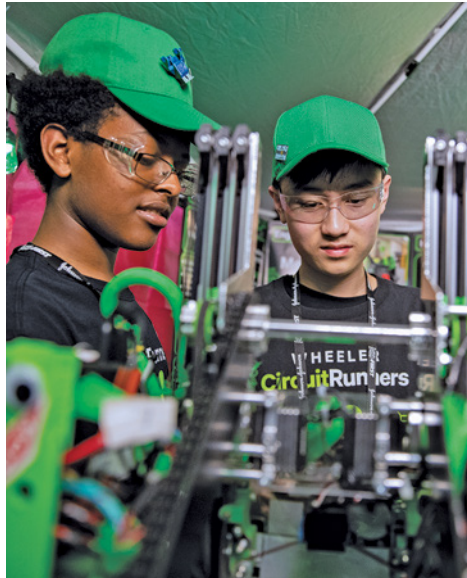




# Equity, Diversity, and Inclusion Impact Report 2023



In a world of unprecedented change, *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, scholarships, 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 FY23 (July 2022 - June 2023) our strategy prioritizes equity, diversity, and inclusion implementation across all *FIRST* programs.

## Our ED&I Strategy

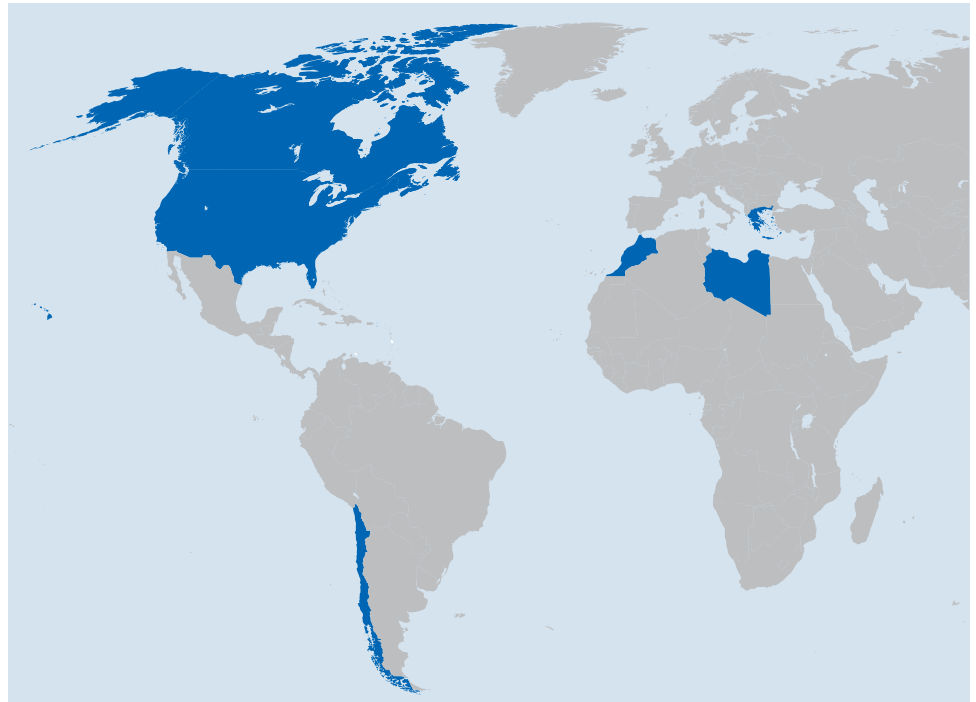
- 1. Increasing Capacity** through the committed *FIRST* Headquarters ED&I, Education, and Access Teams; dedicated AmeriCorps volunteers supporting underserved communities; a growing community of volunteers, participants, and educators; galvanizing alumni to champion STEM (Science, Technology, Engineering, and Math) education; and engaging 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

# Ten Inspiring Community Organizations Awarded STEM Equity Community Innovation Grants

Grants Provided Equitable STEM Engagement Opportunities for Youth across Six Countries

## THE 2022-2023 FIRST STEM EQUITY COMMUNITY INNOVATION GRANT AWARD RECIPIENTS:

- **Boys & Girls Club of Southern Maine**  
– *Maine, United States*
- **Fundacion SparkTalents** – *Chile*
- **Eduact** – *Greece*
- **Girl Scouts – Dakota Horizons**  
– *South Dakota, United States*
- **Girl Scouts of Eastern Oklahoma**  
– *Oklahoma, United States*
- **Idaho STEM Action Center**  
– *Idaho, United States*
- **LYBOTICS** – *Libya*
- **FIRST Robotics Canada**  
– *Ontario, Canada*
- **Pawtucket Child Opportunity Zone**  
– *Rhode Island, United States*
- **Robots & More** – *Morocco*



## 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.

## An Expanded Focus on ED&I

- International Team Grants
- Regional grants to Program Delivery Organizations in Georgia and Texas
- *FIRST*® Robotics Competition and *FIRST*® Tech Challenge Equity and Access Grants
- *FIRST* Tech Challenge Curriculum Translation
- Updates to *FIRST* systems to include option for personal pronouns
- [FIRST Leadership Demographics](#)
- Over 6,000 participants engaged in the online ED&I module training

## New Partnership with AISES

In November 2022, we announced the [FIRST and the American Indian Science and Engineering Society \(AISES\)](#) partnership to bring robotics programming to Native-serving schools in the United States. The goals of this partnership are to 1) Remove barriers to participation in STEM education, 2) Build awareness and increase retention for students in grades 6-12, and 3) Increase success in STEM higher education through scholarships. To learn more about the partnership [read here](#).



## Notable Highlights in 2022-2023

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

The 2023 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 serve as champions for ED&I across the global FIRST community and reconvene up to two times a year to meet and share updates. The 2023 cohort of Fellows compose the second cohort, and the first cohort was launched in 2022. As of March 2023, there are a total of 55 Fellows moving the needle forward in ED&I across our global FIRST community.

### [This is What a Scientist Looks Like](#)

Dr. Janell N. Catlin, FIRST Vice President of Equity, Diversity, and Inclusion participated in the IF/THEN series, "Women Who Tell Our Stories," to discuss what it means to be a woman in STEM. In this discussion, Dr. Catlin shares the importance of creating inclusive environments where women and other underrepresented groups can thrive, as well as discussing the unique challenges that women face in STEM fields, such as lack of representation and visibility.



### FIRST and UNCF Scholars Program Expanded

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. In March 2023, the Program was expanded to award nine students with renewable scholarships in the amount of \$10,000 for matriculated college students attending a Historically Black College or University (HBCU), Hispanic-Serving Institution (HSI), Tribal College and University (TCU), or Asian-American, Native 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:

- [More Than Campaign](#)
- [The Nerdettes: A FIRST Tech Challenge Team](#)
- [Celebrating LGBTQ+ Owned Businesses During FIRST Championship](#)
- [Meet Naomi, Meet Melissa, Meet Tom, Meet Tristan, Meet Gaurav and Sabir](#)
- [Celebrating AmeriCorps Week](#)
- [If/Then: This is What a Scientist Looks Like](#)
- [FIRST Tech Challenge Team at the Niwant Blind School](#)
- [Breaking Down Barriers in STEM](#)
- [FIRST and Project THRIVE](#)
- [Self-Esteem Through STEM](#)

### Social Highlights

- Human Rights Day: [Facebook](#), [LinkedIn](#), [Twitter](#)
- The Nerdettes: [Facebook](#), [LinkedIn](#), [Twitter](#), [Instagram](#), [TikTok](#)
- #PeopleofSTEAM: An ED&I Storytelling Campaign: [Launch TikTok](#), [Student Feature TikTok](#)
- [Mental Health Awareness Month](#)
- [World Day for Cultural Diversity](#)
- Celebrating Pride Month: [Facebook](#), [LinkedIn](#)



### [The Diversity Pivot Podcast: How to Create Equity in STEM Education](#)

Chris Moore, FIRST CEO and Dr. Janell N. Catlin, FIRST Vice President of Equity, Diversity, and Inclusion participated in The Diversity Pivot Podcast to discuss ED&I, allyship, and diversification in the STEM workforce pipeline.

# 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.



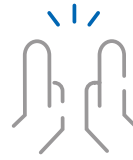
### Innovation

We use creativity and persistence to solve problems.



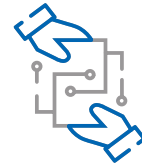
### Impact

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, and Inclusion (ED&I) 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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