

Belonging

the newsletter from the FIRST NC ED&I Team – February 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

Inclusion Tips from Teams

Names and pronouns are two essential ways people let each other know they're seen as individuals and belong in a group. Team PyroTech (3459) uses both name and pronoun buttons for team members, mentors, family members and guests throughout the year. Before badges became the thing at NC competitions, PyroTech coordinated making name buttons for all students and mentors at the NC State Competition. PyroTech currently makes pronoun buttons available to the Forge Initiative's four FTC teams, five FLL teams, and makerspace guests and takes them to outreaches in the community for other people to wear and take home.



As Covid shut everything down in 2020, Team PyroTech 3459, Team SPORK (3196), holographic (4816), SMART (6932), and Boneyard (2682) were mid-process in offering pronoun buttons to teams throughout the State at each competition. Look for pronoun buttons again this year as we get back in person! They're not just for the LGBTQ+ community, they're for everyone. Please watch to be sure you're using the right name and pronoun for the people you're talking to as it is respectful and helps everyone feel like they belong!

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.

February: Birthday of Susan B. Anthony

Susan B. Anthony was born on the 15th February in the year 1820, in Adams, Massachusetts. She was raised as a Quaker and firmly believed that everyone was equal. She became an abolition activist and made many passionate speeches against slavery even though most people thought it was improper for women to give speeches in public. Anthony was one of the most visible leaders of the women's suffrage movement. She championed temperance, abolition, rights of labor, and equal pay for equal work. 14 years after her death in 1920, the 19th Amendment to the U.S. Constitution, giving all adult women the right to vote was passed and nicknamed the "Susan B. Anthony Amendment" in her honor.

Inspiration & Recognition Spotlight: Indra Nooyi

Born: Madras (Chennai), Tamil Nadu, India



Indra Nooyi grew up in a close family with two siblings, her parents and her grandparents. She earned a bachelor's degree from Madras Christian College and an MBA from the Indian Institute of Management Calcutta. Currently on the board of Amazon and previously the chairman and CEO of PepsiCo, Indra is one of the world's most admired business leaders. As the first woman of color and immigrant to lead a Fortune 50 company, she transformed PepsiCo with a long-term vision, vigorous pursuit of excellence and a deep sense of purpose.

Click the link below to learn more.

<https://www.indranooyi.com/meetindra>

ED&I Recruitment Tips: Reach out in a familiar language.

Translate information about your team into languages from ethnicities that make up your community. Consider sending these fliers home to parents or posting in communal spaces where that language is spoken.

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

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