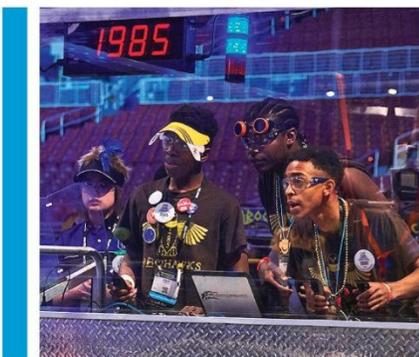




## 2018 *FIRST*<sup>®</sup> FELLOWSHIP— DESIGNING STEM EQUITY



## FIRST® Fellowship—Designing STEM Equity

### The Challenge

*The foundation of any prosperous society lies in providing accessible advancement opportunities for its citizens. For today's students, hurdles abound, whether financial, cultural, or geographic. Our responsibility is to ensure all kids have access to the tools they need to secure sustainable, living-wage jobs. Critical to accomplishing this is early exposure to high-quality, hands-on, STEM learning experiences that engage and inspire students. —Don Bossi, FIRST*

Designing solutions that create STEM equity is complex work. It requires some equity literacy and an understanding of how inequity is created and persists. It requires consideration of the impact of broader inequities on who is underrepresented and underserved in STEM using data and research to help make the case for targeted STEM learning and literacy. The associated issues are dynamic, nonlinear, unpredictable, and confounded by many causal factors. Addressing these issues requires leaders who think differently. They cannot be addressed merely through effort and know-how and must be attacked at scale and over time by coordinated approaches. This requires considering the many stakeholders that could affect outcomes, having deep understanding of people while seeing the systemic picture, gaining clarity and conviction despite incomplete information, and discovering interventions with impact potential.

### The Opportunity

FIRST is committed to fostering, cultivating and preserving a culture of diversity and inclusion. We embrace and encourage differences in race, ethnicity, national origin, sex, gender, gender identity, gender expression, disability, age, religion, income or any other characteristics that make our adult-force and students unique. FIRST is actively engaged in developing strategies that will ensure greater access to its programs and reduce inequalities.

This Fellowship program will offer hands-on training, resources, and leadership development to its future Fellows with a broader purpose of building the capacity of emerging leaders to design community-centered, equity-focused STEM solutions that ensure FIRST programs serve an inclusive and diverse audience, reflecting the population of the communities we serve.

### The Timeline

- Applications accepted: Oct 4-Nov 15, 2017 (6 weeks)
- Informational webinar (will be recorded): Oct 23, 2017 at noon Eastern at [https://www.gotomeet.me/FIRST\\_DI](https://www.gotomeet.me/FIRST_DI)
- Review process: Nov 15-Dec 1, 2017
- Prospect interviews: Week of Dec 4, 2017
- Fellow announcement: Dec 15, 2017
- Fellow commitment: Begins Jan 5, 2018 for 18-month term

### The Model

The Fellowship for Designing STEM Equity is an eighteen-month full-time program for a social impact leader to apply leadership, learn methodology and rigorously apply it to ambitious projects with the potential for large systems-level change. Our belief and experience is that equity literacy, anti-deficit framing, leadership development, collective impact and human-centered design are powerful mindsets and approaches to employ in this work.

## The Candidate

Professionals who demonstrate sustained personal and professional engagement with underrepresented and underserved youth and their communities and/or who are members of those groups are encouraged to apply. They stand at a breakthrough moment in their careers—maybe transitioning from graduate school with solid early-career professional work experience or making a mid-career transition with a refined focus on social justice. They're poised to use the Fellowship not only to support *FIRST* objectives on equity, diversity and inclusion, but also to advance their work, perhaps by launching new equity outreach innovations, expanding to broader audiences, or taking their work to a national or global stage. This opportunity will expand the circle of opportunity to include new and varied voices. We have a strong preference for civic innovators who are not currently connected to the networks and resources they need to advance their work.

## Position Description

We are looking for an emerging leader who demonstrates sustained personal and professional engagement with underrepresented and underserved youth, programs and communities. The Fellowship will enable a future leader to spend 18 months working full-time creating solutions and supporting existing Diversity & Inclusion efforts at *FIRST*. If you're ready to join a team that's passionate about leveling the playing field all youth in STEM and leveraging the right skillsets to make it a reality, this is exactly what you've been looking for.

### Us:

The world's #1 child-serving nonprofit advancing STEM education outcomes and the development of 21st Century life skills. Over the past 25 years, millions of young people from across the globe have completed *FIRST* programs, changing the world by becoming the new generation of innovators, problem-solvers, and technology leaders. This legacy and opportunity is as strong and dynamic as ever. *FIRST* creates the people who will change the world—today and tomorrow.

### You:

An ambitious and eager lover of kindness and good in the world. Your heart beats a bit faster when you know that you are making a difference in peoples' lives. You are optimistic and driven and do your best work when advancing a meaningful mission. You want to tackle social justice challenges and see real impact from your work. You thrive in a fast-paced creative environment, even when under pressure. You love to learn and have a healthy appetite for experimentation. You'd like to gain expertise in equity literacy, anti-deficit frameworks and human-centered design. You like working with smart people and being part of a team. You think it would be awesome to connect and design with individuals and communities firsthand including other STEM equity experts in the field. You have a great sense of humor and you love to work hard and have fun.

### We're a match if:

- You have applied your skills to real-world problems. You have insights about challenges communities face and have worked on the ground with a nonprofit or social enterprise.
- You are able to demonstrate key components of innovation and design processes, and you can easily switch from macro to micro thinking.
- You take an active role in continually learning and increasing your knowledge and credentials. You realize that you often pass through failure on your way to success.
- You are an excellent communicator with great instincts about how to synthesize and tell a captivating story, build a deep rapport, and give honest feedback.
- You are used to working across sectors, industries and disciplines and are comfortable embedded in and leading multidisciplinary teams.

- Your core values align with *FIRST* values:
  - Achievers: We achieve great things so that our youth can achieve even more.
  - Allies: We value and respect each other and our *FIRST* community. We believe that fostering diversity and inclusion is both the right thing to do and makes us more effective overall.
  - Innovators: We emulate the creative problem solving demonstrated by our participants. We aren't satisfied with the status quo, believe in continuous improvement and enjoy finding creative, out of the box solutions to big challenges.
  - Team Players: We recognize that teamwork and collaboration are essential to our success. We go the extra mile to support our colleagues and community.

Qualifications:

- Minimum of five years of professional full-time work experience; or, an advanced academic or professional degree in STEM fields or STEM education, public administration/policy, youth development, equity/diversity/inclusion or related fields, plus three years of work experience.
- Experience with work at home project management/remote communication/accountability using Outlook, OneNote, SharePoint, Skype for Business, or similar tools; and/or willing to relocate to the Southern NH/Boston area. Occasional travel may be required.

The Fellowship comes with a \$50,000 annual stipend via a bi-weekly payment schedule, and the Fellow is eligible for the *FIRST* full-time employee benefits package, subject to the terms, conditions, and limitations of each benefit. The Fellow will work a full-time schedule for 18 months—from January 2018 through June 2019—and will receive eligible holiday, vacation and other paid time off. During the Fellow's time with *FIRST*, he/she agrees not to engage in any employment or business activities outside of *FIRST* that will interfere with the Fellow's work or conflict with the mission of *FIRST*.

## The Application Process

Apply online here: [FIRST® Fellowship—Designing STEM Equity Application](#)

Applications are due by 11:59 pm Eastern on Wednesday, November 15th. No emailed, incomplete or late applications will be accepted.

Application Requirements:

- Applicant details: submit answers to allow us to gather standard candidate information.
- Cover letter: tell us why you and *FIRST* Diversity & Inclusion are made for each other.
- CV or resume: upload three including professional references.
- Visual story: create a visual story about something more you'd like us to know about yourself. Use photos, video, drawing, or whatever visual medium seems most appropriate for you. We are really interested in your creativity, but also want to see how well you can tell your story succinctly (videos should be 3 minutes or less).
- Reference letter from a professional or academic contact: What do other people think of your potential to do great things as a Fellow?

*FIRST* will review applications and begin sending invitations sometime around the Thanksgiving holiday to selected prospective Fellows to schedule interviews.

## Contact Information

If you have questions, direct them to:

**Shelley Henderson**

Diversity and Inclusion Manager for **FIRST**®



*For Inspiration and Recognition of Science and Technology*

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