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This Annual Impact Report covers the period of July 1, 2019, to June 30, 2020.
This season of FIRST®, a global community of young people and forward-looking adults came together to build FIRST City, a place where we celebrate our differences and embrace innovative concepts and technology to strengthen our future cities. In our thriving culture, collaboration and collective wisdom elevate new ideas and foster growth.

OUR COMMUNITY IS BRIMMING WITH INSPIRATION, CREATIVITY, AND – MOST IMPORTANTLY – HOPE.

Through evidence-based robotics programs designed to ignite young minds and the incredible support of mentors, educators, volunteers, sponsors, donors, and alumni, we’re helping young people realize their power to find a sense of belonging, reach new heights, and build a better future.

TOGETHER, WE RISE.
For the 2019-2020 FIRST® season, FIRST teamed up with Lucasfilm and parent company Disney for FIRST RISE™ powered by Star Wars: Force for Change, setting out to inspire the next generation of heroes and innovators. Together with all our sponsors, volunteers, partners, and supporters, we met that goal. Here are some key moments from the season.

AUGUST 7, 2019
FIRST introduces new, accessible Class Pack editions, which provide tools to educators to implement FIRST programs flexibly with 30+ students in classrooms or structured after-school programs.

AUGUST 1, 2019
Amazon partners with FIRST on Amazon Future Engineer Robotics Grants to bring FIRST programs and professional development to schools, reaching thousands of students from underrepresented and underserved communities across the U.S.

Amazon future engineer
LEADERSHIP LETTER

FIRST was created over 30 years ago to inspire young people to become science and technology innovators and leaders, ready to solve the world’s greatest challenges. We’ve always known FIRST isn’t about the robots. That’s especially true this season.

Our 2019-2020 season began with a big theme. FIRST RISE powered by Star Wars: Force for Change set out to empower young people to help the places they call home reach new heights and build stronger, more sustainable communities.

After our global competition season ended early, in March, due to the COVID-19 pandemic, our students and alumni used their FIRST-built skills for good. They applied their FIRST learnings to 3-D print face shields for front-line workers, build grocery-delivery robots for at-risk populations, and much more (see page 13).

Our partners stepped up in the face of challenge, too. Many sponsors and donors were able to shift to unrestricted funding to support the FIRST mission, and we are so grateful. Thank you to all our sponsors, donors, mentors, volunteers, educators, alumni, parents, and supporters who help drive our mission forward.

The pandemic reinforces that inspiring science and technology innovators and leaders is critical, and our community’s impact shows the FIRST mission is working: Even when teams aren’t competing, they’re still learning, growing, and innovating together.

There’s so much to be proud of this season: We impacted more young people with our programs than ever before. Youth participation worldwide grew 18%, reaching more than 679,000 students in approximately 110 countries.

We believe the opportunities offered by FIRST belong in every school and community, accessible to every student. As part of our strategic objectives, we are investing in removing barriers to entry and ensuring greater, more equitable access to FIRST (see page 10).

In the robotics and STEM education landscape, FIRST leads in the development of critical life skills and creating pathways for the future. To expand the range of youth we reach, we launched flexible new implementation options for PreK-12 learning spaces in our Class Pack program, including a new division of FIRST® LEGO® League designed to introduce the fundamentals of STEM to children ages 4-6 (see page 8).

We invest in rigorous impact reporting. The latest update to our unrivaled longitudinal impact study continues to show positive impacts on STEM-related interests six years after students enter our programs – impacts that are evident across all major population groups and persist into college (see page 6).

To ensure a sustainable community, we continue to engage and support FIRST alumni, including with the FIRST Scholarship Program (see page 38). Funded by generous donors, we’re creating a new grant for graduating FIRST students: The Woodie Flowers Memorial Grant is named in memory of the late FIRST Distinguished Advisor and educator Dr. Woodie Flowers (see page 24).

Our priority, as always, is the safety and wellness of the FIRST community. As an organization that inspires young people to solve problems and innovate, we are doing the same, developing remote programming options to ensure we are fulfilling our mission and enabling our community to stay engaged with FIRST programs in the challenging years ahead — and long after.

After seeing our community respond to the challenges of the global pandemic, we’re even more confident that, together, we are building a better world filled with innovation, inspiration, inclusion, creativity, and promise for a stronger future. We hope you’ll join us as we move forward — and up. Together, we RISE.

Sincerely,

Larry Cohen, President, FIRST
Kelly Ortberg, Co-Chair, FIRST Board of Directors

Dean Kamen, Founder, FIRST
Bob Tuttle, Co-Chair, FIRST Board of Directors

INTRODUCING LARRY COHEN, FIRST PRESIDENT

Larry Cohen joined FIRST HQ in late 2019 after 35 years in various leadership roles driving business transformation, technology innovation, and talent development. He was most recently a Partner and Head of Operations and Technology at AllianceBernstein (AB), a global investment management and research firm. Highly engaged in AB’s corporate responsibility, diversity, and workforce development efforts, he established a partnership with FIRST to sponsor and mentor high school robotics teams and a partnership with Year Up to provide training and career opportunities to young adults, leading to AB’s recognition as an Outstanding Employer by the New York City Employment and Training Coalition.

Larry’s long history of advancing global causes and giving back to his community also includes:

■ Nearly a decade of service on the Board of Directors and Executive Advisory Board for NYC FIRST, New York City’s Program Delivery Partner for all FIRST programs.
■ Bridge Builder and Past Chair of the Board of Directors for Bridges to Prosperity.
■ Mentor at Columbia University for the Master’s Program in Technology Management.

2020 Annual Impact Report 5
OUR RISING IMPACT

Evidence from the ongoing FIRST Longitudinal Study, conducted via a multi-year partnership with Brandeis University, demonstrates that FIRST is meeting our mission and goals to increase the number of young people interested in STEM – and FIRST alumni’s interest extends beyond their participation in the program to their educational and career choices.

At the end of six years of rigorous data collection (May 2020), there is strong evidence that FIRST participation leads to long-term impact, including sustained attitudes and interest in STEM and persistence in STEM pathways into college and related careers. Both male and female FIRST alumni are declaring majors in STEM at greater rates than the study’s comparison group: Young women in FIRST show the largest gains in STEM attitudes and persistence – significant for a group traditionally underrepresented in STEM fields like computer science and engineering.

FIRST PREPARES STUDENTS FOR A STEM FUTURE

Sustained attitudes and interest in STEM

Positive impacts on STEM-related attitudes and interests are evident six years after entering a FIRST program. Those impacts are consistent regardless of race, gender, income, or community type and persist into college.

FIRST students are significantly more likely to show gains in STEM outcomes than comparison students:

<table>
<thead>
<tr>
<th>Category</th>
<th>Increase</th>
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<tbody>
<tr>
<td>Interest</td>
<td>2.4x</td>
</tr>
<tr>
<td>Career interest</td>
<td>2.1x</td>
</tr>
<tr>
<td>Identity</td>
<td>2.0x</td>
</tr>
<tr>
<td>Activity</td>
<td>1.8x</td>
</tr>
<tr>
<td>Knowledge</td>
<td>1.7x</td>
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Persistence in STEM in college
FIRST alumni are significantly more likely to pursue college pathways into computer science and engineering than comparison students, including indicating high interest in, taking courses in, and declaring a major in those fields. Among the FIRST alumni in the study who had declared a major by the end of year 3 in college, most had chosen a STEM field, and the majority selected engineering or computer science:

\[ \begin{array}{c|c}
\text{FIRST alumni} & \text{STEM} & \text{Non-STEM Fields} \\
\hline
\text{Comparison group} & \text{STEM} & \text{Non-STEM Fields} \\
\end{array} \]

- 81% of FIRST alumni declared a major in engineering or computer science
- 26% of the comparison group declared a major in engineering or computer science

Sustained STEM career paths for female FIRST alumni
Female FIRST alumni continue to show significant sustained impacts related to STEM interest and career pathways. In most cases, those gains for female FIRST alumni were significantly larger than those for male FIRST alumni.

Both male and female FIRST alumni declare majors in STEM at greater rates than their comparison groups. By year 3 in college, female FIRST alumni declared engineering majors at the same rate as male alumni and higher rates than comparison group men and women:

\[ \begin{array}{c|c}
\text{FIRST male alumni} & \text{Declared STEM major} \\
\hline
\text{Comparison group men} & \text{STEM major} \\
\text{FIRST female alumni} & \text{STEM major} \\
\text{Comparison group women} & \text{STEM major} \\
\end{array} \]

- 83% of FIRST alumni declared a major in engineering or computer science
- 79% of FIRST female alumni declared an engineering major
- 66% of comparison group men declared an engineering major
- 51% of comparison group women declared an engineering major

*Many programs don’t have the foresight to collect data on the long-term impacts of their activities. FIRST did... This unique longitudinal data set generates critical insights not only for FIRST, but provides valuable data on the effectiveness of after-school STEM programs for the larger field of after-school programming. The FIRST Longitudinal Study is now providing one-of-a-kind data on the impacts of FIRST participation through college, including impacts on course-taking, college majors, and eventually career decisions. FIRST’s investment in rigorous data collection and analysis represents an important contribution to the field and reflects its commitment to tracking the impact of its programs and to using data to strengthen and grow its programs.*

– Tatjana Meschede, Ph.D., Lead Evaluator, FIRST Longitudinal Study
The Brandeis Center for Youth in Communities (CYC), The Heller School for Social Policy and Management

View more information about the study at [www.firstinspires.org/impact](https://www.firstinspires.org/impact).
**PROGRESSION OF PROGRAMS**

*FIRST* combines the rigor of STEM learning with the fun and excitement of traditional sports and the inspiration that comes from community through a progression of programs that have a proven impact on learning, interest, and skill-building inside and outside of the classroom.

### FIRST LEGO LEAGUE DISCOVER

This playful introductory STEM program ignites children’s natural curiosity and builds their habits of learning with hands-on activities in the classroom and at home using LEGO® DUPLO® bricks.

### FIRST LEGO LEAGUE EXPLORE

Teams of students focus on the fundamentals of engineering as they explore real-world problems, learn to design and code, and create unique solutions made with LEGO bricks and powered by LEGO® Education WeDo 2.0.

### FIRST LEGO LEAGUE CHALLENGE

Teams of students engage in research, problem solving, coding, and engineering — building and programming a LEGO® Education SPIKE™ Prime or LEGO® MINDSTORMS® robot that navigates the missions of a robot game. They also participate in the Innovation Project to identify and solve a relevant real-world problem.

*Varies by country*
THE CHALLENGE
Through a guided, global robotics program, students are introduced to STEM learning and exploration at an early age. Children can begin with Discover (ages 4-6) and progress through Explore (ages 6-10) and Challenge (ages 9-16), or join at any division based on their age or grade level.

THE JOURNEY
Young children are introduced to STEM concepts and develop habits of learning through engaging, fun challenges and competitions using LEGO Education materials.

THE OUTCOME
Students gain real-world problem-solving experiences that inspire them to experiment and grow their critical thinking, coding, and design skills while building confidence, growing their knowledge, and developing habits of learning.

*Ages vary by division and country

Young Innovators Use Skills and Imagination to Solve Problems as a Team

Grades PreK-8 · Ages 4-16*

THE CHALLENGE
Under strict rules, with limited time and resources, high school teams use sophisticated technology to build and program industrial-size robots for a challenging field game. Each team develops a brand, raises funds to meet its goals, and works to promote STEM in the local community.

THE JOURNEY
At district and regional events, cheering crowds root for qualifying teams as students compete with their robots for prestigious awards and a coveted spot at the FIRST Championship.

THE OUTCOME
As students learn real-world engineering concepts, they build their confidence and workforce skills and connect with professional team mentors and sponsors who can help them succeed. Plus, they can apply for more than $80 million in scholarships.

An Exciting Sport Built Around the World of STEM

Grades 9-12 · Ages 14-18

THE CHALLENGE
Teams of students design, build, code, and operate Android-smartphone-controlled robots to compete head-to-head in an alliance format. Students are encouraged to create team brands and be an ambassador for FIRST and STEM in their communities.

THE JOURNEY
Teams compete at local and regional events, qualifying up to the FIRST Championship. They earn awards based on their teamwork, creativity, innovation, and the engineering design process.

THE OUTCOME
While developing their STEM skills and mastering engineering principles, students learn the value of persistence, innovation, teamwork, and the engineering design process. High school students are eligible to apply for more than $80 million in scholarships from colleges, universities, and technical programs.

Grades 7-12 · Ages 12-18

THE CHALLENGE
It’s Way More Than Building Robots

It’s Way More Than Building Robots
WE BELIEVE THE OPPORTUNITIES OFFERED BY FIRST BELONG IN EVERY SCHOOL AND COMMUNITY, ACCESSIBLE TO EVERY STUDENT.

For several years, our organization has made equity, diversity, and inclusion (EDI) a strategic priority. Our goal is to serve a population of students that represents the demographic make-up of the communities we serve, and, in addition, to be deliberate and strategic in reaching communities we are not currently serving.

Supported by generous FIRST sponsors and donors, our strategy is focused on removing barriers to access and participation while increasing opportunities so that any student, anywhere can participate. That includes increasing our capacity to focus on EDI, creating training and resources to support diverse, inclusive programs and teams, and investing in community-based partnerships that help us better reach underserved communities.

We’re also investing in reaching more students through schools by increasing our ability to empower educators through curriculum options, professional development, flexible classroom bundles, and other support.

Through these strategies, we are RISING to meet the needs of more students with our programs.
COMMUNITY INNOVATION THROUGH STEM EQUITY GRANTS

FIRST launched its STEM Equity Community Innovation Grants program in 2016 to provide diverse students and disadvantaged communities with hands-on learning opportunities and support inclusion strategies through $5,000-$50,000 grants. During the FIRST RISE season, grant recipients reached more than 3,000 youth participants with FIRST programs; 93% were economically disadvantaged, 45% were girls, and 31% were Black.

One grant went to the School District of Palm Beach County in Florida to increase access to FIRST LEGO League Explore in Title I schools through on-going training and a rotation of sessions that allowed for resource sharing among four School Packs. Through a collaboration with local FIRST Program Delivery Partner Green Mouse Academy, the district’s K-12 STEM Department, and additional community partners, over 65 classroom and after-school groups participated, engaging 1,462 students – three times the grant goal. “The shared resource/rotation model demonstrated an affordable, scalable operating model,” said Green Mouse Academy’s Shane Vander Kooi.

While working creatively, Palm Beach County students practiced taking turns in various roles, communicating with teammates, and working towards a common goal. “Students had no idea they were learning so many 21st century skills while building robots and working together. They were learning through play and enjoying every minute,” said one site coordinator.

BUILDING CAPACITY WITH THE AMERICORPS VISTA PROGRAM

FIRST partners with the AmeriCorps VISTA Program to recruit members to work in low-income communities in the United States, with a focus on building program capacity to serve a more diverse population. Since 2013, FIRST VISTA members have recruited over 25,000 volunteers and participants, trained nearly 30,000 supporters, and secured more than $4 million in cash and in-kind donations.

FIRST hosted VISTA members at 22 sites during the FIRST RISE season, including four members in Puerto Rico. Dr. Maria del Pilar Angulo, Nimia Ramos Beauchamp, Heleen Bennett, and Kathleen McTigue supported FIRST locally in building more effective and sustainable practices for outreach, growth, and local engagement. With a range of expertise, they helped build relationships with local schools, add local sponsors, translate materials, and apply for grants. For example, in her first month of service, Kathleen engaged leaders at Becton Dickinson to fund FIRST LEGO League in a public school near a company plant. That school now has the program running in the entire fifth grade.

With the VISTA members’ support, FIRST in Puerto Rico reached 25% more students this season. “We are still a small region, but with this powerhouse team, we know that is going to change fast,” said Program Delivery Partner Miray Ramy.

RECRUITING TEAM MENTORS THROUGH COMMUNITY PARTNERSHIPS

Collaboration with community-based youth-serving organizations is critical to successfully reach underserved youth with FIRST programs. FIRST mentors and coaches who understand the students they serve and have access to resources for the team are better positioned to build strong teams. In 2019, FIRST joined forces with nonprofit 100 Black Men of America Inc., recognized as the top African American-led mentoring organization in the U.S., to provide $5,000 grants to four chapter locations to establish and support their FIRST Tech Challenge teams.

In Chicago, the “Brogrammers” are a team of seventh-to-tenth grade students who were primarily new to robotics and programming, mentored by volunteers from 100 Black Men of Chicago and Chicago Professional Chapter of the National Society of Black Engineers (NSBE), a FIRST Alliance. By the end of the FIRST RISE season, the Brogrammers built and programmed a competition-ready robot to compete in three division meets and alongside seasoned teams at the Chicago South League Championships. “Given the impact of the program as evidenced in the impressive rookie year performance, I look forward to the continuation and expansion of the FIRST program,” said team coach and 100 Black Men of Chicago volunteer mentor Aaron D. Dorsey.
**School District Partnerships Increase Access**

During the FIRST RISE season, more than one-third of public K-12 districts had at least one FIRST team, and 45% of U.S. public schools with FIRST programs were Title I schools, meaning they serve a high percentage of students from low-income families – students who historically don’t get access to the same meaningful opportunities as their peers. To close the gap, many districts implement FIRST programs through generous sponsor funding and support from the FIRST School District Partnership Program. This season, FIRST worked with sponsors to bring millions in funding to school districts in need around the country to increase access to FIRST.

The mantra at Greenfield Union School District, which serves approximately 3,600 PreK-8 students in Greenfield, Calif., is “ALL means ALL.” With 95% of students from socioeconomically disadvantaged families and 59% English learners (many speak Spanish at home), equity and access are critical when implementing new programs. “We want to make sure that, whatever we do, we do it on a large scale, so every student has that experience,” said Superintendent Zandra Jo Galván.

In support of the district’s goals, FIRST Strategic Partner Apple provided funding for FIRST Class Packs, FIRST Certified Professional Development, and other materials and support that enabled Greenfield to bring an in-classroom FIRST LEGO League experience to every PreK-6 student in the district. The district also plans to bring FIRST Tech Challenge opportunities to middle school, when students have access to career pathway electives. “The Apple funding has opened doors for our students through innovative technology, professional training, creative spaces, and thoughtful exposure and opportunity to STEM careers,” Zandra said. “Imagine the amazing skill level of our students that are going to be entering careers within the vast STEM fields because of Apple and because of FIRST.”

COVID-19 interrupted the district’s plans for an intra-school celebratory FIRST event, but that hasn’t slowed excitement for FIRST from teachers, parents, and students. “They learn so much conceptually by being able to build robots. They’re able to use reading and mathematics and writing and the languages they’re learning as it applies to engineering and designing their robots. The kids love it,” Zandra said.
FIRST COMMUNITY RISES AS A FORCE FOR CHANGE

Inspired by the FIRST Core Values and the FIRST RISE powered by Star Wars: Force for Change season, the FIRST community created meaningful change at home this year. The stories that follow are just a sample of the thousands in our community worldwide who embody what it means to be a “force for change.”

FIRST CORE VALUES

We express the FIRST philosophies of Gracious Professionalism® and Coopertition® 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!
FIRST TEAMS SOLVE COVID-19 CHALLENGES

Amid a global crisis, the FIRST community has demonstrated Gracious Professionalism, compassion, and a commitment to community. FIRST teams around the world are using available resources, their STEM skills, and FIRST values to lend a helping hand to their communities as they navigate the COVID-19 pandemic.

Whether they were 3D-printing PPE for healthcare workers, donating items to local businesses in need, or finding creative ways to stay connected virtually or from a safe distance, FIRST students, mentors, coaches, and volunteers stepped up to make a positive impact in an unprecedented situation.

For example, the “Afghan Dreamers,” an all-girl FIRST team in Herat, Afghanistan, used their limited resources to create a ventilator prototype out of used car parts and provide aid to their community. “It was very important to us if we could save one life through this effort,” team member Nahid Rahimi told Fast Company.

In response to the severe shortage of personal protective equipment (PPE) available to frontline workers in the United States, FIRST in Michigan launched the nationwide 1 Million PPE Challenge. As of September 2020, FIRST teams across 13 states have created and donated a combined 2,261,713 units of PPE to their local hospitals and medical providers.

These stories are a true testament to why Dean Kamen founded FIRST 31 years ago: to inspire generations of young people to develop a passion for STEM and innovation and apply their skills to the most pressing challenges humanity faces.
TEAMS INVENTS ECO-FRIENDLY CONSTRUCTION MATERIAL

When tasked with identifying a real-world problem and providing a solution to improve their local community during the FIRST LEGO League Challenge CITY SHAPER™ season, team “Aldeatron Robotix” of Canary Islands, Spain, rose to the challenge. “We live on an island where resources are scarce, forcing us to import [materials] from the Mainland, increasing environmental contamination and product costs,” said team coach Tony Cuesta.

The team, winner of the 2020 Global Innovation Award presented by Disney, put their creative minds together to find a solution and developed E-Wall, a low-cost, lightweight building block made from recycled cardboard and fountain grass, an invasive species in the Canary Islands. E-Wall can be manufactured locally and takes the place of conventional building blocks and insulation, making affordable, comfortable, and eco-friendly homes for everyone in their island community.

STUDENT ADVOCATES FOR STEM IN HER COMMUNITY

As a young African American woman, FIRST Robotics Competition student Nialah Crosby of Detroit, Michigan, recognized the underrepresentation of people who look like her in STEM fields first-hand. Determined to help transform the statistics, she has dedicated her high school years to growing her STEM skills while advocating for Black rights, recruiting more girls on her robotics team, and making her voice heard in her community.

Because of her commitment to seeing more women of color in STEM, Nialah was crowned the very first Miss Juneteenth in Michigan: “I try to live my life being a ‘force for change’ as a member of FIRST and as the first to be crowned Miss Juneteenth in Michigan. Usually, Miss Juneteenth is an adult. Why did they crown me? Because despite my young age, I am a ‘force for change.’ Less than 1% of pilots in the world are African American women, but I am changing that. 19% of robotics engineers are women, but I am changing that.”

EDUCATOR EXPANDS ACCESS TO STEM OPPORTUNITY

When Danielle Jenkins found herself immersed in the world of FIRST through her daughter’s FIRST LEGO League team, she quickly came to realize that they were part of something life changing. As a special education teacher, Danielle decided to form a FIRST LEGO League Challenge team for her students with intellectual disabilities – the first team of its kind in her state of Georgia – to ensure that her students receive the same STEM opportunities as others. Not only has being a part of FIRST LEGO League changed the ways in which her students view their abilities, but it has also impacted the ways others do too.

“My students are paving the way for other students with disabilities to become more engaged in robotics education. I don’t think they realize quite how big their impact has been, but I do know that their confidence levels have sky-rocketed throughout this process,” Danielle said.
A SEASON IN NUMBERS

4
infrastructure-themed challenges

679,000+
students in ~110 countries

320,000+
mentor, coach, judge, and volunteer roles

20+ million
volunteer hours served

3,000+
scholarship opportunities totaling $80+ million from 200+ providers

3,700+
official events
Students worked together to build cities of the future. In **BOOMTOWN BUILD**™ Discover and Explore teams’ used their imaginations to create a building that solves a problem and improves quality of life, built a LEGO® model, and tracked what they learned in an Engineering Notebook. Explore teams brought their model to life using LEGO® Education WeDo 2.0. In **CITY SHAPER**™ Challenge teams’ identified a problem with a building or public space in the community and designed a solution. Each team also built and programmed an autonomous LEGO robot to solve architecture-themed missions on a playing field.

*In May 2020, we unveiled a new, simplified brand structure repositioning three division offerings under one **FIRST LEGO League** program identity: Discover (previously **FIRST LEGO League Jr. Discovery Edition**); Explore (previously **FIRST LEGO League Jr.**); and Challenge (previously **FIRST LEGO League**). **Ages vary by country.
SEASON SNAPSHOT  Twenty FIRST LEGO League Challenge teams were honored for their innovative solutions during the 10th annual Global Innovation Award presented by Disney, which was held as a remote broadcast on FIRSTtv on June 29. Reviewed by a remote panel of expert judges, submissions ranged from biometric hardhats and sustainable road sealants to inclusive communication tools in playgrounds and created spaces to reduce food deserts. “Team Aldeatron Robotix” (shown above) of the Canary Islands, Spain, won the top $20,000 prize. Runner-up teams “8 To Automate” of Dublin, Ohio, U.S.A., and “QuickBots” of Dayton, Ohio, each won $5,000.

“I’ve been passionate about technology and engineering since I was little. I started a community FIRST LEGO League team after checking out an event in fourth grade with my Dad. After getting hands-on experience, I discovered a specific love for mechanical engineering and plan to major in it in college. I was also able to land an internship last summer, and I adapted much quicker than a typical intern because of all the skills I learned on my FIRST team.”

– Ishaan Oberoi, FIRST alum, Rockville, Maryland, United States, FIRST LEGO League Challenge Team “Mindstorm Mastermind” and FIRST Tech Challenge Team “Wizards Exe” (2019 Inspire Award recipients)
In SKYSTONE™ presented by Qualcomm, teams worked in an alliance to build a superstructure within a burgeoning future city. Students programmed their robots to compete in two-and-a-half minutes of game play with autonomous and driver-controlled sections. Tasks included laying their foundation in their building site, delivering stones from the loading zone to the building zone, placing stones on their foundation, navigating their robots under the bridge, and topping their structure off with a final capstone of their own design.
SEASON SNAPSHOT  In this episode still from ABC sitcom “black-ish,” Jack Johnson (actor Miles Brown) shows his dad, Dre (Anthony Anderson), “LeBot James,” his robotics team’s robot. The robot (real name: “Sally Ride”) was built by FIRST Tech Challenge Team 3526 “Marlbots” for the ROVER RUCKUS™ presented by Qualcomm season and repainted for use on the “black-ish” set. Several FIRST teams participated in filming the episode, which featured scenes at a FIRST event and a cameo from Dean Kamen.

“Robotics changed the outlook of my life. I started to find my purpose. Bruce was there along the way to say, ‘You can do this.’”
—DeAnna Kinds, FIRST alum, Chicago, Illinois, United States

“I thought maybe I could learn something as much as I could teach.”
—Bruce Peterson, FIRST Tech Challenge mentor, Chicago
FIRST Tech Challenge Team 116 “The Crazy Eights”

77, 560 students in ~60 countries developed STEM skills, practiced engineering principles, and explored the value of teamwork through FIRST Tech Challenge.

7,610 individual teams
61 Class Packs
In INFINITE RECHARGE™ teams worked in alliances to protect FIRST City from approaching asteroids. Alliances, along with their trusty droids, were challenged to collect and score Power Cells and manipulate the Control Panel to energize their Shield Generator for maximum protection. Near the end of the two-and-a-half-minute game match, droids raced to their Rendezvous Point and lifted to activate their Generator Switch in order to protect the city.
SEASON SNAPSHOT  
Star Wars droid R2-D2 makes an appearance at the 2020 INFINITE RECHARGE™ Kickoff event in Manchester, N.H., on January 4, 2020. The event is an opportunity for teams from all over the world to come together as a community to share in the excitement of seeing the new game unveiled. Teams at nearly 160 Kickoff sites in countries all over the world such as Australia, Canada, Dominican Republic, Israel, Mexico, Turkey, and the United States watched the proceedings via live broadcast.

"Before joining FIRST, I was really shy and didn’t really fit into the norms of my region. I joined FIRST on a whim. I was plopped into the captain and driver roles by my lead mentor. By the end of the season, my shell had broken. Now I am one of the two lead mentors of our program. I try to carry and develop the same experiences and lessons I learned as a student to my students. I want to make sure the per-student impact is as high as possible, which means a combination of interpersonal development and thoughtful approach to design."

— Jaci Brunning, FIRST alum and mentor, Perth, Western Australia
FIRST Robotics Competition Team 5333 “Can’t C#” and Team 5663 “Ground Control”

97,850 students in 36 countries unlocked real-world engineering concepts, self-confidence, and workforce skills, supported by professional team mentors and sponsors.

3,914 individual teams
340 rookie teams
A LEGACY RISES: REMEMBERING DR. WOODIE FLOWERS

FIRST EXECUTIVE ADVISORY BOARD CHAIR EMERITUS AND DISTINGUISHED ADVISOR

Dr. Woodie Flowers, “Woodie” as he was known to all in the FIRST community, passed away on October 11, 2019, at the age of 75. Woodie, an innovative and beloved Pappalardo Professor Emeritus of Mechanical Engineering at the Massachusetts Institute of Technology, collaborated with FIRST Founder Dean Kamen to develop the FIRST Robotics Competition and coined the phrase Gracious Professionalism, which encourages high-quality work, emphasizes the value of others, and respects individuals and the community in pursuit of a meaningful life.

Survived by his wife and partner, Margaret Flowers, the couple had no biological children, but she said in an interview, “the MIT kids and the FIRST kids were our children.” Throughout his 30 years of involvement with FIRST, the couple, together, were tireless advocates for the organization.

On December 9, 2019, FIRST hosted a global celebration of life and remembrance for Woodie as part of community-wide efforts to celebrate his life and honor his legacy. His legacy will live on as the FIRST community continues to embody his words and actions.
WOODIE FLOWERS AWARD

The Woodie Flowers Award (WFA) celebrates effective communication in the art and science of engineering and design. Dr. William Murphy founded this prestigious award in 1996 to recognize mentors who lead, inspire, and empower using excellent communication skills – starting with Woodie himself. WFA winners serve as valued advisors to FIRST. The 2020 WFA was awarded to Lucien Junkin, mentor for FIRST Robotics Competition Team 118 “Robonauts” from Houston, Texas, who has been involved with FIRST for nearly as long as Woodie, mentoring the Robonauts for more than two decades. Also like Woodie, with his boundless enthusiasm and contagious intensity, Lucien’s unique style of teaching has ignited a passion for engineering within his students.

WOODIE FLOWERS MEMORIAL GRANT

Starting in late 2020, FIRST will award the Woodie Flowers Memorial Grant annually to one winner of the FIRST Tech Challenge or FIRST Robotics Competition Dean’s List Award, which celebrates outstanding student leaders whose passion for and effectiveness at attaining FIRST ideals is exemplary. The Grant, funded by generous donors, is for $10,000 per year, renewable up to four years, and is applicable for majors in a STEAM discipline and may be used by recipients attending an accredited university of their choice.

WALK LIKE WOODIE

Founded by students from “Camdenton LASER 3284” FIRST teams and embraced by the FIRST community, #WalkLikeWoodie invites FIRST community members to post photos and memories of Woodie on social media, and to share acts of Gracious Professionalism and ways they intend to follow in his footsteps. Many posted photos wearing Converse, part of Woodie’s signature style.

“Think of FIRST as a catalyst in a chain reaction. Each collision releases human potential which feeds an exponential expansion of additional human potential. FIRST students seize this opportunity by being informed, being creative, and thinking hard – all three, all the time.” – Dr. Woodie Flowers
FIRST HONORS SOLEDAD O’BRIEN, PRAISES YOUNG INNOVATORS

The fifth annual FIRST, Inspire Gala brought hundreds of FIRST supporters to New York City on November 7, 2019, to raise funds to further expand students’ access to life-changing STEM experiences that spark interest, inspire self-confidence, and build critical workforce skills.

“In our culture, you get the best of what you celebrate. There aren’t a few million positions available in the NBA, the NFL, or Hollywood. There are a few million positions open in STEM industries, and they are desperate for skilled people to fill these roles. It’s time to accelerate the rate at which FIRST is adopted.”

— Dean Kamen, FIRST Founder

Thank you to our FIRST, Inspire Gala sponsors who appear on page 37 of this report.
SPONSORS AND CONTRIBUTORS

Through FIRST programs, kids of all ages and backgrounds are building pathways for their futures. As a nonprofit more than three decades into our mission, we know we would not have this impact without the support of our sponsors, suppliers, donors, and other financial contributors. Their partnership, acknowledged on these pages, enables our participants to have the tools they need to succeed and build a better world.

Together, we RISE.
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"FIRST demonstrated to me how life-changing educational access and experiential learning can be to a student’s trajectory and how it can set the next generation up for success. Initially I started volunteering to stay connected to the FIRST community and to pay my own experience as a student forward. The longer that I have volunteered, the more important the mission of FIRST, and therefore supporting it financially, has become to me.”

– Pam Wong, FIRST alum, donor, and volunteer

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Star Wars has always inspired young people to look past what is and imagine a world beyond. It is crucial that we pass on the importance of science and technology to young people — they will be the ones who will have to confront the global challenges that lie ahead. To support this effort, Lucasfilm and Disney are teaming up with FIRST to bring learning opportunities and mentorship to the next generation of innovators.” – Kathleen Kennedy, president, Lucasfilm
“As a scientist, the biggest reward for volunteering is the inspiration from the creativity of youth. I also enjoy the bonding with my children and their friends. It is satisfying to observe in real time that they are gaining confidence through their work and passions and are feeling the real-world impact they have made on themselves and others.” – Dawn Lin, FIRST coach, volunteer, and parent

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2020 Annual Impact Report

Member of the FIRST Board of Directors • Member of the FIRST Executive Advisory Board • FIRST Honorary Director • FIRST Alumni • FIRST Senior Advisor • Matching Gift
Inspiring next-generation innovators has never been more important in a world where technology is transforming so many parts of our lives so quickly, and only is speeding up. This is why Ford is not waiting for change to happen... To create this future, we are counting on a talented workforce of the type that FIRST’s efforts are helping us to secure.” – Ken Washington, chief technology officer, Ford Motor Company
My husband and I met through FIRST in 2001. Today, we’re married with two kids who are approaching the age where they can participate in [FIRST LEGO League]. We are working in STEM fields (as an electrical engineer and a human geneticist) and wouldn’t be in those jobs without FIRST.”  ~Anonymous FIRST alumni donor
John Deere’s support assists FIRST in inspiring innovators and increasing access to STEM literacy for young people. This includes encouraging participation in STEM curriculum for students who are underserved and underrepresented. Deere recognizes the need to support the innovators who will provide the necessary answers in dealing with new problems.”

—Pat Barnes, global program director, STEM & youth education, John Deere
"These students are the innovators of the future, and we’re confident that this hands-on experience provided by Amazon Future Engineer will inspire them in their academic pursuits and beyond." — Jeff Wilke, CEO consumer worldwide, Amazon
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- Michigan Technological University
- North Central College
- Northeastern University
- Quinipiac University
- Rose-Hulman Institute of Technology
- Trinity University
- University of Cincinnati
- University of Evansville
- University of Missouri – Kansas City
- Virginia Commonwealth University (VCU)
- Western New England University

**NEW PROVIDER**
- Arizona State University
- ASME Auxiliary Inc.
- BAE Systems
- Bay Atlantic University
- Bradley University
- Bosch
- Case Western Reserve University
- College for Creative Studies
- Grand Valley State University
- Hallmark University
- Hanover College
- Harvey Mudd College
- Macquarie University
- Marquette University
- McKendree University
- Rutgers University
- Saginaw Valley State University
- Saint Martin's University
- Texas Tech University
- University of Alaska – Anchorage
- University of Maryland College Park
- University of Massachusetts Lowell Engineering
- University of New Hampshire
- Manchester University
- University of North Alabama
- University of Tennessee Knoxville
- Vermont Technical College
- Whitworth University
- Xavier University

**NEW PROVIDER**
- Anoka Technical College
- Bethany Lutheran College
- Boise State University
- Cleveland State University
- The College of St. Scholastica
- Colorado Mesa University
- Columbia University
- DePaul University
- East Carolina University
- Eastern Michigan University
- Elbit Systems
- Electronic Components Industry Association (ECIA)
- Ferris State University
- FIRST Alumni and Mentors Network at Michigan (FAMNM)
- FIRST Chesapeake
- FIRST NH
- FIRST Robotics Canada
- Gates Corporation
- George Fox University
- Georgia Institute of Technology
- Grand Canyon University
- Green Girls STEM Foundation
- Indiana University – Purdue University Indianapolis (IUPUI)
- Iowa State University
- Itasca Community College
- Kansas State University
- Lake Superior State University
- Louisiana State University
- Maryville University
- Mercer University
- Mineral Area College
- Minerva Schools at KGI
- Minnesota State College Southeast
- Molloy College
- Murray State University
- New Horizons Computer Learning Centers
- New York Institute of Technology
- North Carolina Agricultural and Technical University
- North Carolina State University
- NYU Tandon School of Engineering
- The Ohio State University
- Oral Roberts University
- Oregon Institute of Technology
- Pace University
- Pennsylvania State University
- Phil Clancy Memorial Scholarship
- Plymouth State University
- Queen's University
- The Rainbow STEM Alliance
- Robert Morris University
- St. Louis Community College
- ServoCity
- SWE Education Foundation
- Society for the Advancement of Young Scientists (SAY)
- Society of Women Engineers (SWE)

"After we became a Scholarship Provider, a group of FIRST alumni formed a new student club on campus – FIRST at Rice. The club is looking to build on the university’s longstanding commitment to EDI by focusing their activities on equitable engagement of students from traditionally marginalized identities. We look forward to our continued partnership with FIRST to create pathways for more students from diverse backgrounds to pursue STEM degrees and careers."

–Yvette E. Pearson, Ph.D., Associate Dean of Engineering, Rice University
**PROGRAM DELIVERY PARTNERS**

*FIRST* is the vehicle by which young people of all backgrounds can discover a love of learning, hone their creativity, and unlock their full, amazing potential. Our Program Delivery Partners work tirelessly to bring programs that keep STEM exciting and accessible to communities and classrooms around the world. The following key organizations in the field implement *FIRST* programs in their respective regions.

<table>
<thead>
<tr>
<th>Albania</th>
<th>EDUAct</th>
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<tr>
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<td>Andorra</td>
<td>Fundación Scientia</td>
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<td>Argentina</td>
<td>Playbots S.A.*</td>
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<td>Australia</td>
<td>Macquarie University</td>
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<td>Austria</td>
<td>HANDS on TECHNOLOGY e.V.</td>
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<td>Azerbaijian</td>
<td>Mars Academy*</td>
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<td>DOMINICAN REPUBLIC Fundación para el Desarrollo de las Ciencias y la Tecnología</td>
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<td>FRANCE West Side Robot Lab</td>
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<td>Educabot</td>
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</table>

*Local Partner Representative

- *FIRST* LEGO League Explore
- *FIRST* LEGO League Challenge
- *FIRST* Tech Challenge
- *FIRST* Robotics Competition

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THANK YOU, FIRST VOLUNTEERS!

For over 30 years, FIRST volunteers have united to build tomorrow by encouraging millions of young people to embrace innovation and collaboration. Our hundreds of thousands of volunteers are part of an international support system we’ve built to inspire a generation of global citizens to create a strong, sustainable “force for change.”

We are proud to honor the 2020 FIRST Volunteer of the Year Award recipients:

**FIRST LEGO LEAGUE EXPLORE**

Cindy Nader  
Milford, MI

Brian Boyer  
Chichester, NH

**FIRST LEGO LEAGUE CHALLENGE**

Desh Bagley  
Riverivew, FL

Sam Last  
Cary, NC

**FIRST TECH CHALLENGE**

Phil Malone  
McHenry, MD

Kevin Thorp  
North Charleston, SC

**FIRST ROBOTICS COMPETITION**

Sarah Plemmons  
Orlando, FL

Laurie Shimizu  
Minneapolis, MN

IRELAND
The Institution of Engineering and Technology (The IET) ● ●
FIRST Tech Challenge UK ●

ISRAEL
FIRST Israel & Technion ● ● ●

ITALY
Fondazione Museo Civico di Rovereto ● ●

JAMAICA
Jamaica College Foundation ●

JAPAN
FIRST Japan ●

JORDAN
Jubilee Center for Excellence in Education ● ●

KAZAKHSTAN
USTEM Robotics  
Kazakhstan/Central Asia Robotics Development Foundation* ● ● ●

KENYA
CODERINA ● ●

LATVIA
MTU Robootika ●

LEBANON
Education and Technology Center ●

LESOTHO
Tshwane University of Technology/FIRST South Africa ●

LITHUANIA
Robotikos Akademija ●

LUXEMBOURG
Stichting Techniekpromotie ●

MALAYSIA
Sasbadi Sdn Bhd ●

MÉXICO
RoboticX ●

MOLDOVA
MTU Robootika ●

MONGOLIA
Mongolia Robot Education Association ●

MONTENEGRO
Young Inventors of Montenegro ●

MOROCCO
Play Academy ●

NETHERLANDS
Stichting Techniekpromotie ●

NEW ZEALAND
FIRST New Zealand Trust ●

NIGERIA
CODERINA ● ●

NORWAY
FIRST Scandinavia ●

OMAN
ATLAB ●

PAKISTAN
STARFALL Foundation ●

PARAGUAY
Espacios de Ser S.A.●

PERU
Wernher Von Braun IEP SA  
Educabot ●

PHILIPPINES
FELTA Multi-Media, Inc. ●

POLAND
ALE Nauczanie Foundation ●●

PORTUGAL
Evoluir21 ●

QATAR
ATLAB ● ● ●

REPUBLIC OF KOREA
FEST (Federation for Education of Creative Science and Technology) ● ● ●

REPUBLIC OF NORTHERN MACEDONIA
EDUAct ●

ROMANIA
CRESTEM ●

SLOVENIA
Zavod Super Glavce ●

SOUTH AFRICA
Tshwane University of Technology/FIRST South Africa ● ● ●

SPAIN
Fundación Scientia ● ●

SWEDEN
FIRST Scandinavia ●

SOUTH AFRICA
Tshwane University of Technology/FIRST South Africa ● ● ●

THANK YOU, FIRST VOLUNTEERS!
UNITED STATES

ADVENTIST ROBOTICS LEAGUE
Adventist Robotics League

ALABAMA
FIRST in Alabama

ALASKA
Juneau Economic Development Council
FIRST Washington

ARIZONA
Arizona State University
Coconuts Robotics

ARKANSAS
Science and Technology Group Inc.

CALIFORNIA – CENTRAL
Clovis Unified School District

CALIFORNIA – LOS ANGELES
Alt-NEXT
LA Robotics

CALIFORNIA – NORTHERN
Playing at Learning

CALIFORNIA – SAN DIEGO
Matt Nilsen

CALIFORNIA – SOUTHERN
Southern California Robotics League

COLORADO
Colorado FIRST

CONNECTICUT
NE FIRST

DELAWARE
Delaware State University
First State Robotics
FIRST Mid-Atlantic

DISTRICT OF COLUMBIA
FIRST Chesapeake
James Madison University
USRA

FLORIDA
Tampa Bay Robotics

FLORIDA – CENTRAL
Renaissance Jax, Inc.

FLORIDA – NORTH EAST
Renaissance Jax, Inc.

FLORIDA – NORTH WEST
DEFENSEWERX Inc.

FLORIDA – SOUTH
Green Mouse Academy

FLORIDA – WEST COAST
Hillsborough Community College

GEORGIA
GeorgiaFIRST
Georgia Institute of Technology

GUAM
SIFA

HAWAII
Hawaii FIRST Robotics

IDAHO
Regents of the University of Idaho

ILLINOIS
Illinois FIRST Robotics

INDIANA
Indiana FIRST, Inc.
Purdue Fort Wayne (PFW)

IOWA
Iowa State University
University of Iowa

KANSAS – CENTRAL
Oklahoma Science and Engineering Foundation (OKSEF)

KANSAS – KANSAS CITY REGION
KC STEM Alliance

KANSAS – SOUTHWEST
Mid-America Air Museum/City of Liberal

KENTUCKY
Northern Kentucky University
FTC in Kentucky, Inc.

LOUISIANA
FIRST Louisiana-Mississippi

MAINE
Robotics Institute of Maine

MARYLAND
FIRST Chesapeake

MASSACHUSETTS
NE FIRST
WPI Robotics Resource Center

NEBRASKA
University of Nebraska – Lincoln 4-H Youth Development

NEVADA
FIRST Nevada

NEW HAMPSHIRE
NE FIRST

NEW JERSEY
Vince Frascella
Pat Frascella
FIRST Mid-Atlantic

NEW MEXICO
University of New Mexico

NORTH CAROLINA
North Carolina A&T State University
FIRST North Carolina

OHIO
WPAFB Educational Outreach

SWITZERLAND
HANDS on TECHNOLOGY e.V.

THAILAND
GAMMACO
The Prince Royal’s College

TRINIDAD AND TOBAGO
NIHERST

TUNISIA
Edurobot Tunisia

TURKEY
Bilim Kahramanlari Bulusuyor (BKD)
Fikret Yüksel Foundation

UKRAINE
Innovative Education Solutions

UNITED ARAB EMIRATES
ATLAB and AUS

UNITED KINGDOM
The Institution of Engineering and Technology (The IET)
FIRST Tech Challenge UK

MISSISSIPPI
Robotics Alliance of Mississippi
Center for Mathematics and Science Education/The University of Mississippi

MONTANA
Robotics Alliance of Montana

NEW JERSEY – NORTH
MOREA – Mount Olive Robotics Education Association

NEW JERSEY – SOUTH
Rowan University

NEW MEXICO
Land of Enchantment Robotics
FIRST in Texas

NEW YORK – EXCELSIOR
SUNY Poly Office of Continuing Professional Education

NEW YORK – FINGER LAKES
University of Rochester

NEW YORK – LONG ISLAND
School-Business Partnership of Long Island, Inc.

NEW YORK – MID-HUDSON VALLEY
Hudson Valley FIRST LEGO League

NEW YORK – NEW YORK CITY
NYC FIRST

NEW YORK – POTSDAM
Clarkson University

NORTH CAROLINA
North Carolina A&T State University
FIRST North Carolina

NORTH DAKOTA
Bismarck Career Academy
University of North Dakota, School of Engineering & Mines

OHIO
WPAFB Educational Outreach

*Local Partner Representative
FIRST LEGO League Explore
FIRST LEGO League Challenge
FIRST Tech Challenge
FIRST Robotics Competition
OKLAHOMA
Oklahoma Science and Engineering Foundation (OKSEF) ●
Southwest Oklahoma State University ●

OREGON
Oregon Robotics Tournament & Outreach Program ● ● ●
FIRST Washington ●

PENNSYLVANIA
Pennsylvania FIRST ●

PENNSYLVANIA – CENTRAL
Appalachia Intermediate Unit 8 ●

PENNSYLVANIA – EAST
FIRST Mid-Atlantic ●
Capital Intermediate Unit 15 ●

EASTERN PENNSYLVANIA
FIRST Mid-Atlantic ●

PENNSYLVANIA – NORTHWEST
Penn State Erie, The Behrend College ●

PENNSYLVANIA – SOUTHWEST
BrainSTEM Learning ●

PUERTO RICO
Eureka STEM ●

RHODE ISLAND
NE FIRST ●
New England Institute of Technology ●
Rhode Island School of the Future ●

SOUTH CAROLINA
South Carolina FIRST LEGO League and Robotics Education, Inc. ●
South Carolina Robotics Education Foundation ●

SOUTH DAKOTA
EmBe ●

TENNESSEE
Tennessee FIRST ●

TENNESSEE – CHATTANOOGA (NORTH GEORGIA)
Greater Chattanooga Robotics ●

TENNESSEE – EAST
Tennessee Tech University ●

TENNESSEE – WEST
University of Memphis and Herff College of Engineering ●
The Children’s Museum of Memphis ●

TEXAS
FIRST in Texas ●

TEXAS – CENTRAL
FIRST in Texas ●

TEXAS – EAST
FIRST in Texas ●
San Jacinto College ●

TEXAS – NORTH
DFW Technology and Education Council ●
Perot Museum ●
FIRST in Texas ●
University of Texas at Dallas ●

TEXAS – PANHANDLE
FIRST in Texas ●

TEXAS – SOUTH
FIRST in Texas ● ●

TEXAS – WEST
The University of Texas at El Paso – College of Engineering ●
FIRST in Texas ●

UTAH
Weber State University, College of Applied Science and Technology ● ●

VERMONT
NE FIRST ●
Norwich University ●
University of Vermont ●

VIRGINIA
FIRST Chesapeake ●
James Madison University ●

WASHINGTON
FIRST Washington ● ● ●●

WEST VIRGINIA
Fairmont State University ● ●●

WISCONSIN
BadgerBOTS Robotics Corporation ●
Milwaukee School of Engineering ●

WYOMING
Natrona County School District ● ●●

*Local Partner Representative

URUGUAY
Plan Ceibal ●

VIETNAM
Viet Tinh Anh JSC ●

ZIMBABWE
Tshwane University of Technology/FIRST South Africa ●
"FIRST is not just a competition. FIRST students don’t just make robots. You are proof that it is a movement of inspiration. It is growing leaders and collaborators every day."

— Dean Kamen, FIRST Founder
Before the COVID-19 pandemic, FIRST was on track for another year of programmatic growth and financial stability. While we did serve more participants than ever before in fiscal year 2020, the pandemic caused the suspension of our season and cancellation of FIRST Championship, which significantly decreased our revenues, leading to an operating deficit for the first time in over 17 years.

In the spring, we decreased expenses significantly and many FIRST contributors released funds from restrictions, helping to mitigate some of the financial impacts of the pandemic. However, we expect even greater financial challenges in fiscal year 2021 and look forward to a recovery afterward.

As noted in the pie chart above, and in keeping with long-time practices, FIRST continues to apply the maximum percentage of funds possible to directly benefit FIRST participants. Within the modest G&A expenses are ongoing investments in our Youth Protection Program, Program Evaluations, Equity, Diversity & Inclusion Program, and Education Initiative.

FIRST achieved its 15th consecutive four-star rating from Charity Navigator, certifying our continued commitment to accountability, transparency, and sound fiscal management. This consecutive rating places FIRST in the top 1% of the U.S. charities annually evaluated by Charity Navigator.

For each of the two fiscal years summarized above, FIRST received unmodified (unqualified) opinions from its independent auditor, BerryDunn.

*NOTE: The cash and short-term investments are comprised of both unrestricted funds and donor temporarily restricted funds. The increase in restricted funds includes pre-payments of future restricted sponsorships from certain grantors. The total liquid assets balance available to FIRST, for operating purposes, at June 30, 2020, is equivalent to approximately seven months of FIRST operating expenses.

The financial information presented here is condensed and does not include the value of all donated services and materials. Audited Financial Statements (AFS) are readily available on our website at www.firstinspires.org under “About/Annual Report & Financials.”
LEADERSHIP

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Special Advisor to the Office of the CEO
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General Partner
1848 Associates

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Deputy Dean, Yale School of Engineering & Applied Science & James S. Tyler Director of the Center for Engineering Innovation & Design
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Former Executive Vice President of Strategic Energy & Technology
Genworth Financial

Blake Moret
Chairman & Chief Executive Officer
Rockwell Automation, Inc.

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Former President & Chief Executive Officer
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Johnston & Johnson

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The Honorable Jeanne Shaheen
United States Senator
New Hampshire

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Honorary Chairman
Automatic Data Processing, Inc.

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FIRST Washington

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Senior Vice President of Engineering
Qualcomm

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President
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Itineris Infrastructures and Concessions

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Bank of America Merrill Lynch

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Macquarie University

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President & Chief Executive Officer
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Co-Host & Founder
LIFE ITSELF

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Woodrow Wilson International Center for Scholars

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Program Executive for Solar System Exploration
NASA

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President
White Dwarf Productions

Susie Mathieu
Partner
Spirit Hockey, LLC

Ceci Neumann
Independent Law Practice Professional

CATE PRESCOTT
Global Vice President of Human Resources
NI

Nancy Quan
Senior Vice President & Chief Technical Officer
The Coca-Cola Company

Dr. Melissa Smith, Ph.D.
Senior User Experience Researcher
Google

FIRST LEADERSHIP TEAM

Lawrence Cohen
President

Erica Fessia
Vice President, Global Field Operations

Mark Giordono
Vice President, Development

Danielle Pliska
Vice President, Finance

Chris Rake
Vice President, Programs

Listing current as of October 1, 2020

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**FIRST® IS A ROBOTICS COMMUNITY PREPARING YOUNG PEOPLE FOR THE FUTURE.**

**VISION**

“To transform our culture by creating a world where science and technology are celebrated and where young people dream of becoming science and technology leaders.”

— Dean Kamen, FIRST Founder

**MISSION**

To inspire young people to be science and technology leaders and innovators, by engaging them in exciting mentor-based programs that build science, engineering, and technology skills, that inspire innovation, and that foster well-rounded life capabilities including self-confidence, communication, and leadership.

**IMPACT**

For three decades, FIRST participants have developed self-confidence in STEM, meaningful friendships, and valuable, real-world skills that open pathways and help young people build a better future. FIRST programs are proven to encourage students to pursue education and careers in STEM-related fields, but they also inspire kids to become leaders and innovators in any industry.