In the STEM community, there are many different challenges that individuals from certain demographics and backgrounds may face. To provide the best experience to all students on a team, it is important to ensure that all members feel included. For more information visit the [Equity, Diversity, and Inclusion webpage](#).

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**Evaluating Equity, Diversity & Inclusion**

- Go through this workbook and its questions with your team.
- This worksheet includes the **following sections**:

  01. Team breakdown
  02. Inclusion
  03. Evaluating barriers
  04. Help
DISCUSSION
To help understand your team better, it helps to understand what different demographics are represented on your team.

1. What is your team’s gender distribution? (student and mentor). Is this where you want it to be and how could you change it?

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2. What is the ethnicity breakdown of your team? Is this where you want it to be and how could you change it?

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Inclusion

DISCUSSION
Evaluate how your team ensures that all students on your team have opportunities to participate and learn.

1. What steps do you take to ensure every student has equal access to opportunities on the team?

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2. What steps do you take to give every student a safe learning environment?

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3. What steps do you take to treat all members and mentors on your team with respect?

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4. What steps do you take to ensure all students could participate in team activities?

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03 Evaluating Barriers

DISCUSSION
Consider what barriers students on your team face in the broader social context and how you can alleviate those barriers.

1. Are there any demographics that face STEM-wide obstacles on your team?

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2. What resources does your team provide for these students?

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3. What resources does FIRST® provide that you can utilize?

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DISCUSSION

Understand the different ways that students who fell unfairly treated can best voice their concerns.

1. How can students reach out to team mentors if they require assistance?

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2. How can team members voice complaints or concerns about their treatment/experience?

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3. If your team is lacking in certain sections, how can you help give more opportunities to underrepresented, underserved, or vulnerable communities?

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