Equity, Diversity & Inclusion

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.

► 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

01 Team Breakdown

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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02 Inclusion

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?

   _____

   _____

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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   _____

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04 Help

> **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?

   _____

   _____

   _____

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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