Our Role in Equity, Diversity, and Inclusion

FIRST® is a robotics community that prepares young people for the future. A vital part of our strategic plan is to provide opportunities for all youth to engage in our programs. We understand the broader societal context of economic, educational, and social factors historically leading to disproportionate access and outcomes. Leveraging cross-sector and industry collaboration, our organization is committed to implementing efforts to ensure equity, diversity, and inclusion in order to remove barriers and increase access to FIRST programs so that all youth can participate.
The Impact of Equity, Diversity, and Inclusion at FIRST (FY20)

Equity, Diversity, and Inclusion (ED&I) are priorities at FIRST. As such, our goal is to ensure these priorities are implemented across all FIRST programs. Our ED&I strategy focuses on the following:

1. **Increasing Capacity** through dedicated VISTA volunteers supporting underserved communities and engaging advisory committees for youth and industry leaders.
2. **Increasing Skills and Resources** through ED&I trainings for FIRST volunteers and students.
3. **Engaging Youth Where They Are** through STEM Equity Community Innovation Grants and partnering with youth serving organizations.

We continuously assess and refine our ED&I strategy at FIRST, based upon the needs of the communities we serve, and gain insight on those needs through our direct connections with the greater FIRST community.

**KEY INITIATIVES**

- STEM Equity Community Innovation Grants
- LEGO Foundation – grants for FIRST LEGO League Challenge, FIRST LEGO League Explore, and FIRST LEGO League Discover
- School Engagement Grants
- KIPP Charter Schools Partnership
- City Year, 100 Black Men of America Inc., Boys & Girls Clubs, Society of Hispanic Professional Engineers, National Society of Black Engineers and Girls Inc. Partnerships
- VISTA-Supported Communities

**Initiative Spotlight: STEM Equity Community Innovation and Youth Serving Organization Grants**

Although the COVID-19 global pandemic interrupted almost all teams, emerging outcomes show a trend toward gains in:

- **STEM Interest**
- **Leadership Skills**
- **Sense of Belonging**
- **Problem Solving**

3,167 Youth reached*

93% Eligible for free/reduced lunch

<table>
<thead>
<tr>
<th>Hispanic/Latinx</th>
<th>42%</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American/Black</td>
<td>32%</td>
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<tr>
<td>White/Caucasian</td>
<td>14%</td>
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<tr>
<td>American Indian/Alaskan Native/Indigenous Persons</td>
<td>7%</td>
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<tr>
<td>More than 1 racial group</td>
<td>3%</td>
</tr>
<tr>
<td>Asian</td>
<td>2%</td>
</tr>
</tbody>
</table>

“You are able to see students take on leadership skills with building and designing that you may not normally see in a regularly designed classroom.”

— FIRST Coach

*Youth reached is an estimate based on demographics information received and school enrollment estimates.

Note: Demographic data is approximate and calculated based on data reported by organizations for the 2019-2020 season. This does not include all youth served at each site and for each initiative.

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