

Belonging

the newsletter from the *FIRST* NC ED&I Team – December 2021

Equity – Treating everyone fairly, having equal opportunities and removing barriers

Diversity – The way we are all different

Inclusion – Creating space for everyone where differences are embraced

Inaugural Newsletter:

Hello! This is the first newsletter from the newly formed *FIRST* NC ED&I (Equity, Diversity, and Inclusion) Team. We are a team of coaches / mentors who want to help create a community and culture of people who embrace the values of equity, diversity, and inclusion, who want to develop themselves, and who understand that growth and diversity of all types lead to team excellence.

The aim of this newsletter is to help teams share their experiences in expanding ED&I within their teams and community. To inspire all students to reach out and embrace their passion, while creating a sense of belonging. To that end, we have called this newsletter “**Belonging.**”

We are looking for input on how teams are experiencing diversity and inclusion and are hoping to inspire teams to reflect on those things. Please help us by reviewing and filling out this survey!

- [Belonging - Survey - December 2021](#)

If you have additional feedback, including what you’d like to see in future editions of **Belonging**, please email us at FirstNC-EDI@googlegroups.com

December: International Day for People with Disability.

December 3rd is International Day for People with Disability. The annual observance was proclaimed in 1992, by the United Nations General Assembly. Observance of the Day aims to promote an understanding of disability issues and mobilize support for the dignity, rights, and well-being of persons with disabilities. It also seeks to increase awareness of gains to be derived from the integration of persons with disabilities in every aspect of political, social, economic, and cultural life.

The theme for IDPD 2021: “Leadership and participation of persons with disabilities toward an inclusive, accessible and sustainable post-COVID-19 world.”

[International Day for Persons with Disabilities](#)

Inspiration Spotlight: Tanzima Hashem Born: Bangladesh



Dr. Tanzima Hashem was awarded the 2017 Elsevier Foundation Award for Early-Career Women Scientists in the Developing World for her work in developing computational approaches to privacy protection. She is currently an Associate Professor in the Department of Computer Science and Engineering at Bangladesh University of Engineering and Technology.

<https://sites.google.com/site/tanzimahashem/>

ED&I Recruitment Tips: *Meet people where they already are.*

Don’t assume people will come to you, recruit in non- STEM classes, community centers, poorer neighborhoods where people may not have access to transport. Recruiting in diverse environments will tell diverse populations that you value their participation on your team.

More @ <https://www.firstinspires.org/resource-library/training-equity-diversity-inclusion>

The *FIRST* NC ED&I Team Members:

Anisha Patel - The Pitt Pirates 2642

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Linda Whipker - Team PyroTech 3459

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