

# Belonging

the newsletter from the *FIRST* NC ED&I Team – June 2023

**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.

## ***ED&I Summer Outreach Ideas & Recruitment Strategies***

As we move into the summer and for some the recruitment season, here are some ideas and strategies that teams may consider incorporating into summer outreach activities.

- *Meet people where they already are.*
  - Plan outreach activities in community centers and underprivileged neighborhoods where people may not have access to transportation. Recruiting in diverse environments will help send the message that you value their participation on your team.
- *Communicate with families.*
  - Engage with parents and families about the value of *FIRST*, particularly when recruiting younger students. Reach out to families who may not think their children fit in with a *FIRST* team or those who are part of communities that are not currently represented on your team.
- *Reach out in a familiar language.*
  - Translate information about the team and your outreach activities into languages from ethnicities that make up your community and may attend your event.
- *Use diverse representation in publicity and outreach.*
  - Try to represent all groups in your community, in your publicity and outreach activities.
- *Talk with everyone about technical and nontechnical roles.*
  - Some team members are more likely to talk to boys about programming and building and to girls about presentations and teamwork. Be aware of how you talk about roles during outreach events.
- *Actively recruit students with disabilities*
  - Have outreach activities that can accommodate students with disabilities. Be prepared to discuss options with potential members that will help all students be successful at team meetings. Seek out knowledgeable specialists to help you determine what adaptations might allow students with disabilities to contribute to your team.

Do you have tips for other teams on how to include people and help them feel they belong?

Send them to [FIRSTNC-EDI@googlegroups.com](mailto:FIRSTNC-EDI@googlegroups.com) or use this [GOOGLE FORM](#) and we'll include them in upcoming newsletters.

## **From *FIRST*: Just in case you missed it! - Dr. Janell N. Catlin | This Is What A Scientist Looks Like**

Dr. Janell N. Catlin is the Vice President of Equity, Diversity, and Inclusion (ED&I) at *FIRST*. She joined *FIRST* in October 2020 and brings over 20 years of experience as a global STEM education researcher, teacher educator, and advocate of access to STEM education for all learners.

In April 2023, Dr. Catlin was invited to join Joy Donnell on a LinkedIn Live hosted by IF/THEN She Can called "This Is What A Scientist Looks Like" to discuss ED&I in STEM fields. As a follow-up to this inspiring conversation, Dr. Catlin was asked a few rapid-fire questions about her experiences. Check out the link below and keep reading and watch/listen for her thoughts and ideas across a variety of topics.

<https://community.firstinspires.org/dr.-janell-n.-catlin-this-is-what-a-scientist-looks-like>

## June Events:

June is Pride Month — Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month was established to recognize the impact that gay, lesbian, bisexual, and transgender individuals have had on the world. LGBTQ+ groups celebrate this time with Pride parades, picnics, parties, memorials for those lost to hate crimes and HIV/AIDS, and other group gatherings. The last Sunday in June is LGBTQ+ Pride Day.

June is also Immigrant Heritage Month. It was established in June 2014 and gives people across the United States an opportunity to explore their heritages and celebrate the shared diversity that forms the unique story of the United States. The month celebrates immigrants across the United States and their contributions to their local communities and economy.

**June 2:** Native American Citizenship Day commemorates the day in 1924 when the US Congress passed legislation recognizing the citizenship of Native Americans.

**June 4:** Trinity Sunday is observed in the Western Christian faith as a feast in honor of the Holy Trinity.

**June 14:** Flag Day in the United States is observed to celebrate the history and symbolism of the US flag.

**June 16:** The martyrdom of Guru Arjan Dev is observed by members of the Sikh faith. Guru Arjan Dev was the fifth Sikh guru and the first Sikh martyr.

**June 19:** Juneteenth, also known as Freedom Day or Emancipation Day, was established as a federal holiday in 2022. This celebration honors the day in 1865 when slaves in Texas and Louisiana finally heard they were free, two months after the end of the Civil War.

**June 21:** National Indigenous Peoples Day, or First Nations Day, gives recognition to the indigenous populations affected by colonization in Canada.

**June 24:** Feast of the Most Sacred Heart is a solemnity in the liturgical calendar of the Roman Catholic Church.

**June 25:** The last Sunday in June is Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) Pride Day in the United States. It commemorates the Stonewall Riots that occurred on June 28th, 1969.

**June 27 (sundown) to June 28 (sundown):** Waqf al Arafa is the second day of pilgrimage within the Islamic faith.

**June 28 to June 29:** Eid al-Adha honors the willingness of Ibrahim to sacrifice his son Ismail as an act of obedience to Allah. As with Eid al-Fitr, it is distinguished by the performance of communal prayer (or *ṣalāt*) at daybreak on its first day.

**June 29:** Feast Day of Saints Peter and Paul is a liturgical feast in honor of the martyrdom in Rome for the apostles St. Peter and St. Paul in Eastern Orthodox Christianity.

## Inspiration & Recognition Spotlight: *Shreyaa and Esha Venkat - NEST4US.*



Shreyaa and Esha Venkat are founders of NEST4US, a nonprofit organization dedicated to working with communities to provide volunteer and leadership opportunities to make the world better through kindness. Their mission is to empower the next generation of compassionate youth to integrate kindness, generosity and social good into their routine.

Read more here - [SHREYAA AND ESHA VENKAT](#) and here for [NEST4US](#)

## Equity, Diversity, & Inclusion Training: Volunteer Recruitment Strategies Tip Sheet

This tip sheet is designed to provide helpful strategies for recruitment of *FIRST*® volunteers: mentors and coaches.

- [Volunteer Recruitment Strategies Tip Sheet](#)

## The *FIRST* NC ED&I Team: Contact us at: [FIRSTNC-EDI@googlegroups.com](mailto:FIRSTNC-EDI@googlegroups.com)

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.

Anisha Patel - *The Pitt Pirates* 2642  
Dave Lashley (he/him) - *Team SPORK* 3196

Linda Whipker (she/her) - *Team PyroTech* 3459  
Melissa "Bee" Bube (they/she) - *Girls on Fire* 5679

All Editions are Available Online at: <https://www.firstnorthcarolina.org/belonging-newsletter>