



FIRST For All - Workshop #1

Breakout Room Insights - 11/16/23

Diversity and Competitive Advantage:

- Diversity leads to a competitive advantage.
- Statistics show that diversity makes the community better.
- It seems like the greatest successes in terms of process and product come when there's diversity in any group or project within a team so ensuring that that happens is critical.

Decision Making and Leadership:

- You can't improve what you can't measure,
- Make sure people have a clear path for having their voice be heard, whether it's mentor involvement or anonymous note board after meetings.
- Make a safe space that is welcoming to all and be aware of when the environment is geared to a certain group.
- Take a step back to re-evaluate decisions and make sure that we are making fair and unbiased decisions.
- Facilitation during any team meeting is super important,
- Make Consensus Decisions – ask everyone and then take to the leadership team. The more invested tend to dominate. Motivated people make the decisions. Try to take into everyone's opinion. Share in a smaller setting.
- Loved the recommendation to slow down when making decisions.

Unconscious Bias and Perception:

- Surprised that everyone has a bias.
- We want to have a culture to be accountable for unconscious bias.
- Think about WHO people are as opposed to WHAT people are.
- Preconceived conceptions need to be thought about and re-evaluated.
- Bias adds up and becomes even more apparent. How will it add up on a team?
- Remember that a person's values can be different from their unconscious bias!
- Look for opportunities to make better decisions.
- Changing your outlook can affect everyone that you're connecting with

Opportunities, Role Distribution, Gender Specific Challenges:

- Sometimes environments feel like they weren't made for girls.
- Make sure everyone gets an opportunity to do different things and not get siloed and stuck into a subteam.
- Hold everyone accountable.
- Re-evaluated jobs students can do at competitions.



- On most teams, female members work on website. Business team has a second job working more with robot.
- Girls could get "stuck" in an area because they don't advocate for themselves to get into a different area.
- People stick to one thing and not vary.
- Girl Strategy leads can get pushed around by other team coaches / adults.
- Females not allowed to lift the robot.