



FIRST For All - Workshop #1

Breakout Room Insights - 10/24/24

Inclusion

- Creating a quiet room/space in the robotics lab and tournaments to support sensory needs.
- Encouraging diversity and respect in team culture (acknowledging the power of acceptance over enforced familiarity).
- Fostering a culture of respect to address disrespectful behaviors directly.
- Integrating neurodivergent groups and accommodating sensory needs.
- Focusing on students' strengths rather than limitations related to disabilities.
- Ensuring clear instructions in multiple formats (visual, written) to support diverse learning needs.
- Discussing respect openly and providing specific training around it.

Recruitment of Diverse Members

- Emphasizing outreach as a key tool for recruiting members, enhancing skills like leadership, public speaking, and making the team more welcoming to new members.
- Speaking at middle school events, hosting FTC teams, and training younger FLL teams to build pipelines for new members.
- Outreach aimed at low-income students and underrepresented groups, including homeschooled students, by offering a clear path and mentorship.
- Addressing the challenges in reaching racial/ethnic minorities and females, particularly those with disabilities.

Retention of Diverse Members

- Creating a continuous cycle of outreach that helps members become mentors, fostering an alumni-driven culture.
- Conducting team bonding and bias training sessions to ensure all members feel welcomed and included.
- Mentoring by senior students or alumni, with a particular focus on fostering an inclusive environment.
- Prioritizing team values that resonate with all members, promoting leadership opportunities for underrepresented groups (e.g., female and non-binary students).



General ED&I Topics

- Recognizing that team diversity leads to more ideas and greater success.
- Considering socio-economic barriers and removing cost as a potential barrier to entry and participation.
- Developing strategies for integrating diverse groups within male-dominated teams.
- Offering team discussions on respect and shared values to create an inclusive environment.
- Building partnerships with external groups and providing financial incentives for volunteering and outreach work.