



FIRST For All - Workshop #2

Breakout Room Insights - 11/7/2024

Inclusion

- **Welcoming Environment:**
 - Creating a welcoming environment is essential, especially for underrepresented or marginalized groups, to feel valued and stick with the team.
 - Pairing new members with mentors or "student mentors" (especially senior members) to help them integrate.
- **Equal Participation:**
 - Encouraging all team members to voice their ideas equally and using a "talking piece" in meetings to ensure everyone has a chance to contribute.
 - Implementing check-in groups with both rookies and veterans to foster camaraderie and mutual support.
- **Inclusion of Diverse Perspectives:**
 - Promoting diversity within decision-making processes, such as anonymous voting for leadership positions to avoid bias based on friendships or cliques.
- **Support for Left-Handed Members:**
 - Addressing the bias in equipment design, which sometimes disadvantages left-handed team members, leading to injuries or discomfort.

Recruiting Diverse Members

- **Targeted Outreach:**
 - Specific efforts to recruit Latino members by partnering with groups like the Society of Hispanic Engineers and using targeted marketing.
 - Involving high-profile figures (e.g., football coaches) to encourage students from different backgrounds to join FRC.
- **Encouraging Female Participation:**
 - Hosting Women in STEM workshops to emphasize the importance of female representation and inspire girls to join and advance within the team.
- **Inclusive Recruitment Strategies:**
 - Evaluating recruitment materials and promotional strategies to remove any potential biases and increase accessibility to diverse applicants.



Retention of Diverse Members

- **Creating Inclusive Social Structures:**
 - Reducing the influence of cliques, especially those formed by older team members, to make newcomers feel less excluded(meeting_saved_chat).
 - Organizing social events, like team hangouts, to encourage bonding between veteran and new members and ensure everyone feels included.
- **Mentorship and Support Systems:**
 - Having senior team members serve as mentors rather than leaders, creating a support system for younger students and encouraging knowledge sharing.
 - Establishing "retainment movements" that focus on welcoming new members and involving them in team activities.
- **Acknowledging Contributions of All Members:**
 - Ensuring that everyone on the team, regardless of their role, feels that their work is valued equally to foster a positive team culture.
- **Encouraging Diverse Leadership:**
 - Developing a system where leadership opportunities are awarded based on demonstrated commitment and time invested, rather than seniority or popularity.

Bias

- **Gender Bias:**
 - Teams often have fewer female leaders, which can discourage other girls from aspiring to leadership positions.
 - Gender bias impacts who is selected to travel or participate in key roles like the pit, where girls are often pushed towards non-technical roles.
- **Leadership and Subteam Bias:**
 - Bias in leadership selection, with leadership roles often dominated by specific demographics.
 - Subteams may be segregated unconsciously by gender, limiting diversity across team roles.
- **Bias in Feedback and Recognition:**
 - Mentors and leaders may unconsciously favor members who share similar backgrounds or experiences.
 - Addressing systematic biases that emerge from mentors' prior experiences, which can seep into team culture if unchallenged.
- **Bias towards Neurodiversity:**
 - The team discussed ways to accommodate and be inclusive of neurodiverse students, recognizing that traditional team structures may not meet their needs.
- **Unconscious Bias Awareness:**
 - Teams highlighted the need for unconscious bias training, such as taking an Implicit Association Test (IAT) to raise awareness.
 - Leaders were encouraged to practice self-awareness and discuss unconscious bias regularly, incorporating it into monthly meetings.