



Expanding Opportunities for All Students



Our Approach

BUILDING CAPACITY

Equipping the *FIRST* community to improve outreach and inclusion through training, inclusion tools, resources and mobilizing ED&I leaders in the *FIRST* community

COMMUNITY GRANTS

Providing funds to communities to deepen inclusion and expand reach through STEM Equity Community Innovation Grants (SECIG)

COLLABORATIONS

Reaching underserved youth at national youth serving organizations

SCALE PROVEN MODELS

LEGO Foundation grant to scale *FIRST*® LEGO® League Explore and *FIRST*® LEGO® League Challenge in underserved communities

PILOT NEW APPROACHES

LEGO Foundation grant to develop, pilot and scale *FIRST*® LEGO® League Discover to reach Pre-K through second grade in underserved communities

LOCAL SUPPORT

Expanding the vision of *FIRST* by working directly in underserved communities through the *FIRST* AmeriCorps VISTA Program

[SEE STATS ON PAGE 2 →](#)

Our Role in Equity, Diversity, and Inclusion

FIRST® is a robotics community that prepares young people for the future. A vital part of our strategic plan is to provide opportunities for all youth to engage in our programs. We understand the broader societal context of economic, educational, and social factors historically leading to disproportionate access and outcomes. Leveraging cross-sector and industry collaboration, our organization is committed to implementing efforts to ensure equity, diversity, and inclusion in order to remove barriers and increase access to *FIRST* programs so that all youth can participate.

THANK YOU TO OUR SPONSORS FOR SUPPORTING OUR INITIATIVES



BOSCH • Caterpillar • Polaris

Special thanks to the LEGO Foundation for helping us reach thousands of youth through their generous support of *FIRST* LEGO League.

The **LEGO** Foundation

The Impact of Equity, Diversity, and Inclusion at *FIRST* (FY20)



20,300+ Youth reached*

Equity, Diversity, and Inclusion (ED&I) are priorities at *FIRST*. As such, our goal is to ensure these priorities are implemented across all *FIRST* programs. Our ED&I strategy focuses on the following:

- 1. Increasing Capacity** through dedicated VISTA volunteers supporting underserved communities and engaging advisory committees for youth and industry leaders
- 2. Increasing Skills and Resources** through ED&I trainings for *FIRST* volunteers and students
- 3. Engaging Youth Where They Are** through STEM Equity Community Innovation Grants and partnering with youth serving organizations

We continuously assess and refine our ED&I strategy at *FIRST*, based upon the needs of the communities we serve, and gain insight on those needs through our direct connections with the greater *FIRST* community.

KEY INITIATIVES

- STEM Equity Community Innovation Grants
- LEGO Foundation – grants for *FIRST* LEGO League Challenge, *FIRST* LEGO League Explore, and *FIRST* LEGO League Discover
- School Engagement Grants
- KIPP Charter Schools Partnership
- City Year, 100 Black Men of America Inc., Boys & Girls Clubs, Society of Hispanic Professional Engineers, National Society of Black Engineers and Girls Inc. Partnerships
- VISTA-Supported Communities



Initiative Spotlight: STEM Equity Community Innovation and Youth Serving Organization Grants

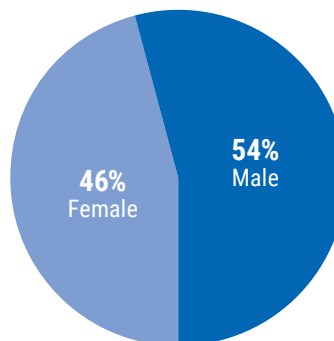
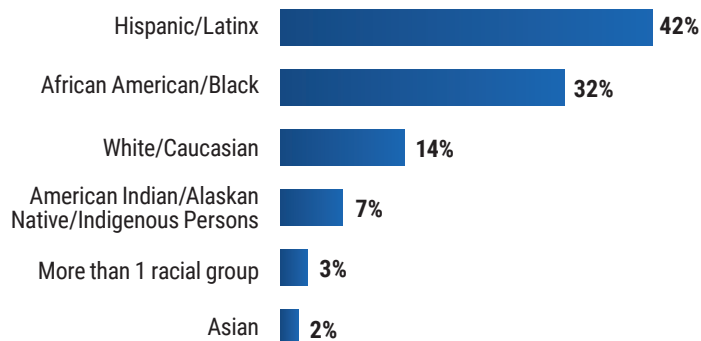


Although the COVID-19 global pandemic interrupted almost all teams, emerging outcomes show a trend toward gains in:

- STEM Interest
- Leadership Skills
- Sense of Belonging
- Problem Solving

3,167
Youth reached*

93% Eligible for free/reduced lunch



“You are able to see students take on leadership skills with building and designing that you may not normally see in a regularly designed classroom.”
– *FIRST* Coach

🔗 Questions, contact us directly diversity@firstinspires.org

🌐 Learn more about *FIRST* at www.firstinspires.org

*Youth reached is an estimate based on demographics information received and school enrollment estimates.

Note: Demographic data is approximate and calculated based on data reported by organizations for the 2019-2020 season. This does not include all youth served at each site and for each initiative.

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