



Equity, Diversity, and Inclusion: Keeping it Real on Our Teams!

Presented by Maureen Brown, Diversity Trainers Plus Inc.

WELCOME

FIRST® has embarked on an intentional effort to ensure its programs are accessible to all youth, regardless of their backgrounds and life situations.

This seminar is part of ongoing initiatives *FIRST* will undertake in fulfilling its commitment. The seminar provides an opportunity to begin a conversation on diversity, specifically relating to how teams recruit. We will also explore strategies teams might consider to ensure they are welcoming and inclusive spaces for all youth.

We encourage you to participate fully and freely.
Our motto today is, 'creating safe space for honest conversation'.

Enjoy!

Maureen Brown, Facilitator
Diversity Trainers Plus Inc.

AGENDA

Ice-Breaker

Segment 1:
Recruiting Inclusively

Stretch Break

Segment 2:
Creating an Inclusive Team Culture

Wrap

SEGMENT 2: CREATING AN INCLUSIVE TEAM CULTURE

Facilitator Presentation: What is Culture?

- 1) 'Voices' that dominate
- 2) What is valued; rewarded; assumed and expected
- 3) The way decisions are made automatically advantage some above others.

NOTES

Video: A Peacock in the Land of Penguins (3 minutes)

Activity

As the video is playing (and for a few minutes after) draw on your flip chart your table's interpretation of the answers to the questions as directed by the Facilitator:

- 1) What does a dominant culture look like?
- 2) What does a dominant culture value, reward, assume and/or expect of the others?
Who benefits and who loses?
- 3) How did decision-making advantage some at the expense of others?

Share your interpretation with the large group as directed by the Facilitator



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