

# Belonging

the newsletter from the *FIRST* NC ED&I Team – September 2023

**Equity** – Treating everyone fairly, having equal opportunities and removing barriers.

**Diversity** – The way we are all different.

**Inclusion** – Creating space for everyone where differences are embraced.

## ***Learn About: The gender and race pay gap***

The gender pay gap is the difference between the average earnings of men and women. It is a global issue that affects women in every country. In the United States, women earned 84% of what men earned in 2021. The gender pay gap is a result of social and economic factors.

The gender pay gap differs by race and ethnicity. In 2022, Black women earned 70% as much as White men, and Hispanic women earned 65% as much. White women earned 83% as much as White men, and Asian women earned 93% as much.

Pay gaps are also impacted by disability. “As a group, full-time, year-round workers with a disability earn 87 cents for every dollar earned by those with no disability.” ([www.census.gov/do-people-with-disabilities-earn-equal-pay.html](http://www.census.gov/do-people-with-disabilities-earn-equal-pay.html))

Here is a 30-45 min lesson plan to help students define, recognize and identify the consequences of the gender and race pay gap - <https://s28543.pcdn.co/wp-content/uploads/sites/39/2021/03/Pay-Gap-lesson.pdf>

Here is an article about 7 actions that can help shrink the gender wage gap: [www.americanprogress.org](http://www.americanprogress.org)

**Things you can do:** Be an advocate for changes to the pay gap!

Do you have tips for other teams on how to include people and help them feel they belong?

Send them to [FIRSTNC-EDI@googlegroups.com](mailto:FIRSTNC-EDI@googlegroups.com) or use this [GOOGLE FORM](#) and we'll include them in upcoming newsletters.

## **From *FIRST*: Just in case you missed it! - People Of STEAM: Meet Karen**

#PeopleofSTEAM is an ongoing blog series that highlights diverse voices in our community and the impacts they are making on the world of *FIRST*®, the world of STEAM, and/or in their own backyard.

Karen is a Senior Product Engineer for Dual Lock™ and Hook and Loop at 3MTM. Dual Lock™ is used on every *FIRST*® LEGO League game mat each season! Karen has had a long history within the manufacturing industry since she started college. Throughout her career, she has been involved in engineering various products such as food products, metal finishings, roll labels, rubber commodities, and industrial fasteners. Continue reading at the link below to hear more about her experience with STEAM, and her advice for students who are just starting their STEAM journey.

Read more - <https://community.firstinspires.org/people-of-steam-meet-karen>

## **September Events:**

This month corresponds with Mexican Independence Day, which is celebrated on September 16th and recognizes the revolution in 1810 that ended the Spanish dictatorship.

**September 4:** Labor Day in the United States honors the contribution that workers have made to the country and is observed on the first Monday of September.

**September 6 to September 7:** Krishna Janmashtami is a Hindu celebration of Lord Vishnu's most powerful human incarnation, Krishna, the god of love and compassion. Celebrations include praying and fasting.

**September 11:** The beheading of St. John the Baptist is a holy day observed by various Christian churches.

**September 12:** Rastafarians celebrate the Ethiopian New Year and believe that Ethiopia is their spiritual home.

**September 14:** Elevation of the Life Giving Cross (Holy Cross) is a day that commemorates the cross used in the crucifixion of Jesus. It is celebrated by some Christian denominations.

**September 15 (sundown) to September 17 (sundown):** Rosh Hashanah is the Jewish New Year celebration marking the creation of the world.

**September 18:** International Equal Pay Day was celebrated for the first time in 2020. It represents the long-standing efforts toward the achievement of equal pay for work of equal value.

**September 19:** Ganesh Chaturthi is a Hindu holiday lasting approximately 10 days in which the elephant-headed Hindu god is praised and given offerings.

**September 21:** Mabon, the second harvest ritual celebrated in Gaelic, Pagan, and Wiccan traditions, is the first day of fall and the celebration of the vernal equinox. The holiday is about gathering wisdom and honoring elders.

**September 22:** Native American Day is a federal holiday observed annually on the fourth Friday in September in the states of California and Nevada and on the second Monday in October in South Dakota and Oklahoma.

**September 27 to 28:** Mawlid, Mawlid an-Nabi ash-Sharif, or Eid Milad un Nabi, is the observance of the birthday of the Islamic prophet Muhammad.

**September 28:** Teacher's Day in Taiwan honors teachers' contributions to their students and society in general.

**September 29:** Michaelmas, or the Feast of Michael and All Angels, is a minor Christian festival dedicated to Archangel Michael that is observed in some Western liturgical calendars.

**Inspiration & Recognition Spotlight:** *Anisha P. - FIRST alumna, Mentor for the Pitt Pirates and member of the FIRST NC ED&I Team.*



My name is Anisha, and I am a *FIRST* alumna and Mentor for the Pitt Pirates Robotics team in Greenville, NC. Growing up, I have always dreamed and wished to do things for my community. Ideas were flowing but I wasn't sure how to fully execute the plans to make them reality. Being a Pirate gave me that opportunity both as a team member and now as a mentor, as I get to share my ideas and brainstorm new ones with students, spreading the message of *FIRST* and supporting our philanthropic passions.

I graduated from East Carolina University in Recreational Therapy, where I now help patients of all ages manage mental health illnesses. Because of this, I believe it is important to check in your student's well-being, foster a sense of belonging, show empathy, and focus on one's abilities rather than disabilities. *FIRST* is a wonderful example of how people of different backgrounds can come together for the common goal of learning, having fun, and empowering the future leaders of tomorrow. My advice is to never give up on your dreams, use your resources to make them become reality and most importantly, have fun while doing it because you never know where the road may lead you.

**Equity, Diversity, & Inclusion Training:** *I Can Be Inclusive Too e-Course*

These interactive Inclusion tools will help you feel confident in understanding inclusion, creating accommodations, supporting and responding positively to behavior challenges and creating supportive environments.

- [Part 2 - Power of Language](#)

The *FIRST* NC ED&I Team: Contact us at: [FIRSTNC-EDI@googlegroups.com](mailto:FIRSTNC-EDI@googlegroups.com)

We are a team of coaches/mentors who want to help create a community and culture of people who embrace the values of equity, diversity, and inclusion, who want to develop themselves, and who understand that growth and diversity of all types lead to team excellence.

Anisha Patel - *The Pitt Pirates* 2642  
 Dave Lashley (he/him) - *Team SPORK* 3196

Linda Whipker (she/her) - *Team PyroTech* 3459  
 Melissa "Bee" Bube (they/she) - *Girls on Fire* 5679

All Editions are Available Online at: <https://www.firstnorthcarolina.org/belonging-newsletter>