



FIRST Equity & Inclusion Financing Initiative for
FIRST in Upper Midwest
(FEI FI FO FUM GRANT)

GRANT REPORT
Team 2491
December 6, 2021

"There are two ways to do this work. The first is imperfectly. The second is not at all."

~Joe and David, JustMove

Team 2491 NoMythic
1326 Energy Park Drive
St. Paul, MN 55108

Thank you for your support this last year with the FEI FI FO FUM Grant Program. Your support helped motivate our team to work at creating a more healthy and inclusive team culture. We do this both to build both a strong and effective team and to build the world in which we want to live!

Goals of our Project

We requested \$1,000 to hold a series of workshops to identify specific changes we can make to our program to better serve all students and to learn the social tools that will help us make those changes a lasting part of team culture.

Specifically, we set out to achieve the following:

- Begin conversations around equity on our team
- Develop tools and practices to create a team culture where all people feel welcome
- Raise our own awareness of our role in creating an inclusive environment (or in *not* creating an inclusive environment)

Use of Funds:

We partnered with JustMove, an organization that guides culture and antiracism discussions through the arts, to provide three workshops for the team with the aim of meeting these goals. The entire grant was invested to cover the cost of these three workshops.

We held three workshops for our team:

- September 7th - Introduction to the Work
- October 5th - Power Over to Power With

- October 19th - From Theory to Practice

Outcomes:

Beyond the conversations that occurred during and after the workshops, there is continued work occurring to shift our team culture. The increased awareness of how we impact each other has led to many conversations from how we share meals to how we order team gear.

An example of this is how we plan our meals. During practice, we share a meal together. In the past, the mentors have all sat at one table and the students at another table. This has led to some students feeling left out or uncomfortable with the conversations and humor that comes up. This year, we are having mentors, students (and captains) all mix at every meal. It helps us get to know each other and helps everyone feel safe and welcome.

Future Work:

The work of creating a safe and welcoming team culture is ongoing. It is our hope to partner again with JustMove to help us keep this work alive and present in everyone's thoughts and actions. We are continuing this work on our own through related work during our team retreat and meetings.

Resources:

[JustMove](#): Joe Davis and David Scherer help individuals and organizations start difficult conversations about race and culture through performances, retreats, courses, and consulting.

We presented our work with the FUM Mentor meeting with this [slide show](#).

