

# **FIRST Equity & Inclusion Financing Initiative Analysis**

## **Washburn Millerbots (FRC Team 2549) - April 25, 2023**

### GOALS

The goals outlined in our grant request were:

- We will have at least 20% of our members by the start of the 2023 build season be people of color or from economically disadvantaged families, and have 75% of these members be heavily involved in the team in March.
- By September 20th we will develop a recruiting strategy to increase our team's membership with at least 2 additional youth from economically disadvantaged families.

### How funds were used:

To help students defray costs and to avoid the stigma of requesting assistance, the team paid for two team t-shirts required for each team member for competitions. In addition, meals were provided for the team at competitions (venues where it is difficult to bring in less expensive meals). The details of these expenditures are as follows:

- Two t-shirts (\$20) covered by the team for each team member (\$680)
- Regional competition (Eagan) – lunch for team covered (\$175)
- 10K Lakes competition – lunches for team covered (>\$145)

### Outcome / Impact

<b>Impact Measurement</b>	<b>Outcome</b>	<b>Met?</b>
Document recruitment strategy by September 2022	Although the team did not formally document the recruitment plan, our recruitment efforts were very successful this year with incoming 8 <sup>th</sup> and 9 <sup>th</sup> grade classes. The size of the team doubled as we added two 8 <sup>th</sup> graders and 14 9 <sup>th</sup> graders in the fall. 94% of these new students were still active in March 2023.	Partial
Assess team demographics versus targeted populations (goal=20% or 2 new)	A student survey was completed. Of the newer members, none of the team members self-identified as economically disadvantaged or as racially diverse. We therefore were not successful in expanding our representation of these underrepresented attributes. However, we do have a significant proportion of LGBTQ+ students (41%) and neurodivergent students (42%). The majority of the team (62%) identified as one of these groups. The new recruits were consistent with these overall results. We are proud of the team's ability to welcome students with these aspects of diversity and to provide a culture where they are comfortable belonging.	Partial

<p>Measure the number of team members who carry over into the next year and the number of team members who attend off-campus events</p>	<p>The team has had very good retention over the course of this year. The 8<sup>th</sup>/9<sup>th</sup> grade students were provided the opportunity to build an Everybot this year (separate from the robot built by the remainder of the team). This activity has enabled them to accelerate their learning on subsystems, troubleshooting, operation and strategy of competitions. Perhaps because of this, 93% of the incoming new team members are anticipated to carry over to next season.</p>	<p>Yes</p>
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Future Plans

The Washburn Millerbots are committed to continuing efforts to recruit people of color and economically disadvantaged to the team. Next year, in an effort to be more successful, the team captains will talk to WHS faculty or advisors of organizations to get feedback on what may be perceived as impediments for these groups and how the team can better approach students.

The team would also like to continue to engage the incoming students using projects like the Everybot. This provides a second robot for skirmishes, enhanced understanding, and involves the students in fabricating parts and driving much sooner than our traditional team structure.

The Washburn Millerbots would like to thank FIRST for the opportunity that these funds presented