

Statement on Diversity & Inclusion

(v1. Approved by FIRST Board 05-17-2023)

At FIRST, we believe that diversity is essential to achieving our missions of global cooperation and shared language. We embrace diversity in all its forms, reflecting the global and diverse membership of FIRST.

We recognize that diversity enriches our organization and strengthens our ability to serve our members and the communities we work with, as research shows that diverse teams are more innovative, productive, and resilient. We are committed to creating a welcoming, safe, and inclusive environment where all participants are valued, respected, and empowered to contribute their unique perspectives and talents.

To ensure that we uphold our commitment to diversity, we will:

- Encourage diversity and balanced representation within the FIRST board composition.
- Encourage diversity and balanced representation in all of our programs, events, committees, and communications.
- Provide resources and support for members to learn about and engage with diverse perspectives and experiences.
- Continuously evaluate and improve our practices and policies to promote diversity and inclusion within our organization and among our members.
- Actively seek out and engage with individuals and communities that are underrepresented within our organization and industry.

Key Indicators include:

- Further representation of underrepresented participants at in all organization groups (Board, SIGs, Event Organizing Committees, etc.).
- Regular surveys to solicit feedback from members.
- Tracking the diversity of speakers at our yearly conference to ensure that a broad range of perspectives is being represented.
- Pairing members with mentors or coaches from diverse backgrounds to facilitate cross-cultural learning and understanding.



We recognize that achieving true diversity and inclusion is an ongoing journey. FIRST is committed to listening, learning, and taking action to ensure that we create a truly equitable and inclusive organization. We welcome comments and suggestions at diversity@first.org.