

## EDISG Meeting 12.12.2023

**Present: HA, LS, CM, BD, RD, SGD**

**Apologies: AT, JW, SDA**

**Actions from the last meeting(s):**

Outstanding Action: SDA provided update on the athlete group at Sport Wales, which although had initially developed some momentum, this had dropped off recently. As such a review was currently being undertaken into the athlete groups to confirm best approach to taking forward. SDA – This can be assigned to Bethan Davies, as Beth and Cath Shearer have attended Sport Wales Board to update and also a Lightning Learning session for all Sport Wales staff where they have shared progress and learning.

Outstanding Action (20.09.2023 minutes): SDA confirmed that inclusive language guide is being developed by Sport Wales. Correct terminology to use is ethnic minority /ethnic minority communities.

SDA - <https://www.sport.wales/clip/inclusive-language-guide/race-ethnicity-and-nationality/>

Action: AT to follow up with LS and Owen Hathway at Sport Wales to discuss how we can better capture and measure our data.

LS and AT met with Owen Hathway at Sport Wales, and we had a good discussion about data collection, insight, networks, and previous research. Agreed that ethnicity, disability, and junior members/retention were three good target areas to focus on. Owen provided contacts with members of the SW insight team that will be able to support with specific questions/areas such as young athletes.

Action: LS share FAQs for trans community. - [Transgender Athletes FAQs 1-4.pdf \(welshathletics.org\)](#) – uploaded onto the website. Event organiser guidance in progress (reviewed with HCAFs but needs review from working group/consultation group)

**Insport Silver Update:**

The panel presentation took place on 14<sup>th</sup> November 2023 and have officially been awarded the insport Silver standard. Initial feedback meeting highlights the data collection and participation opportunities as the primary recommendations for working towards Gold. Once LS has received the full feedback report from Disability Sport Wales, it will be shared on Teams/via email. It is great to have achieved insport Silver and is testament to the hard work across the organisation and everyone's efforts in embedding inclusion. Target for Gold is 2026 so roughly 2 years which is doable but will require a considerable amount of work – we will have a short breather to reflect and process the Silver feedback but likely in the spring time, the focus towards Gold will start.

**Moving to Inclusion Framework and 1-1 mentor support update:**

Had meetings with SW/MTI about 1-1 Mentor Support. Next steps involve setting up a working group, reviewing the EDI policy, completing the diagnostic toolkit and then access

mentor. Mentor needs to be accessed before end of March 2024. LS, CM, JW have meeting on Thursday (14/12) to discuss the working group and timeline/targets/order of completing pillars. We have been given access to an offline planning version of the diagnostic toolkit which we will go through before doing the official toolkit.

Re: EDI Policy –LS has found Equality Strategy on Teams and has had an initial review (need to do further with others for comprehensive review and inline with overall strategy review). The EDI policy from 2021 will need to be reviewed as well as the strategy.

**Transgender consultation update:**

Transgender Eligibility FAQs have been added to the website (via safeguarding section). Transgender working group met 11/12/2023 with the following notable updates: University of Gloucestershire is undertaking the transgender consultation with data collection aiming to commence in March/April and hopefully a report in the summer. Initial piece of research sounds like they are doing in-depth interviews around the lived experiences of transgender and non-binary athletes to gain a greater understanding of their feelings and experiences.

Harry at EA has led on developing Event Organiser/Race Director guidance – draft has been written and hoping to release in the new year. JW and LS have reviewed the document but after discussions in the meeting, it will be worth reviewing the document with Alex Donald as Head of Competitions to consider practical elements of guidance.

Discussion around handling complaints and devising a standard for when an investigation is warranted e.g. if person in question has won a prize, qualified for another event etc, or whether it will cause more harm than good e.g. an individual who has placed far down in the results and unlikely to impact any other positions/results. Discussion also around introducing a timeframe for reporting a claim/complaint to aid with resources and time – this will prevent historical events being investigated and hopefully mean that in-time claims can be dealt with more efficiently.

**ED&I data/survey update:**

Upskilling still ongoing and first map of survey has started. An idea of when we would like these surveys to be launched would be helpful. Will start with disability survey first and then ethnicity. More data collection/insight for junior members/retention may be worthwhile to address declining trends and identify target areas to try and increase recruitment, retention and engagement of junior members.

**AOB:**

HA – Continuity of EDI KPIs throughout the updated strategy as well as in the EDI sub-section to highlight specific focuses and targets throughout the strategy.

**DONM:** February time - tbc