

ED&I Sub-Group Agenda – 15.06.2024

1. Welcome and apologies
2. Minutes from the last meeting
3. Young Athletics Ambassador update
4. Moving to Inclusion update
5. Insport Gold – additional aims
6. ED&I strategy update
7. AOB
8. DONM

ED&I Sub-group Meeting – 15.06.2024

Present: LS, SDA, CM, RD, BD, JW, LGM, SGP

Apologies: HW

Actions from the last meeting:

Moving to Inclusion RAG rating → the working group have completed an internal RAG rating and are now part-way through completing the ‘official’ self-diagnostic toolkit. Once we have the full ‘official’ results, will share with the ED&I subgroup.

ED&I Strategy → Actions – all to feedback their comments on the strategy to LS by COB 11.4.24. LS will then collate feedback and distribute updated draft version before launch of strategy refresh in April. *Strategy has not been launched but the ED&I policy is complete and ready to go. Welsh Language and Poverty section has been added.*

Action: LS work with comms and BD to develop an ED&I infographic to appeal to a wider audience. *Have not got round to this yet – will develop ASAP.*

3. Young Athletics Ambassador Update

15 athletes on the group – good range of region, sport, gender, global majority and disability too. Met three YAAs at the NW Regional Champs and first ‘formal’ session was this morning (* insert update*)

MS forms – baseline

4. Moving to Inclusion Update

The working group is making good progress with the Moving to Inclusion Framework. We have had extensive discussions of each pillar and have identified a series of short, medium and long-term goals to achieve over the next 12 months. There is good progress on the short-term actions (rough deadline = end of July) with good engagement from the working group. One of the short-term actions (in line with improving our measure capture) was to complete a baseline self-diagnostic test. One session has been

completed where a % for Leadership and Culture was determined. A second session to work through the other three pillars is scheduled for the 25th. Once we have a baseline score, I will share with the ED&I subgroup.

Continual engagement with Trevor – we plan to meet again at the end of July and the mentorship/guidance is working well.

5. insport Gold – additional aims

Process for insport gold has started and have a series of pre-development actions to undertake:

- **Consultation process:** we can determine this but is wise to complete an internal and external consultation to better understand the needs, demand and capacity for disability-specific programme development/delivery over the next two years. Internal consultation → ED&ISG, whole staff day session in September, departmental discussions
 - External consultation → need more thought. One main idea at the moment is to develop the para-offer in NW, so consultation with key clubs in NW and wider network (e.g., schools/groups) to identify needs and capacity with clubs, coaches, officials, facilities and athlete recruitment and development. Open to suggestions on ideas for external consultation
- **Additional aims:** need to develop 3-5 additional aims that are specific to WA to work towards alongside main objectives. Attended a lead officer training session with other silver/gold/retaining gold organisations and gleaned some useful information
 - link additional aims with strategy objectives (mainly inclusion pillar but would be good to have links with other pillars too)
 - Expand/specify aims in line with wider insport pillars e.g., workforce/programme support/organisation
 - Link consultation outcomes with additional aims
 - Rough target of November 2024 to have additional aims determined as will give two years to implement

6. ED&I Strategy Update

Have been working on an updated ED&I strategy – has taken longer than anticipated as was reviewing my workload/projects in line with the wider strategy. The document is being reformatted to reflect the structure of the new pillars in the refreshed strategy. Finalising the document is a priority and will share with the group for feedback ASAP. Ideally would like to finish completely by the next ED&I subgroup meeting.

7. AOB

My role/capacity has changed slightly as I am now part-time as I have started a role at Disability Sport Wales as Deaf Sport Senior Officer. Exciting role and will be working heavily in the D/deaf sport space over the next 12 months.

DONM – September time? I have 2 WA trips to Cardiff scheduled in September so could coordinate an in-person/hybrid meeting.