

ED&I Sub-Group Agenda – 16.12.2024

1. Welcome and Apologies

Attendees: LS, CM, BD, LM

Apologies: RD

2. Minutes & Actions from the last meeting

No minutes available

3. Updates:

i. EDI Board Director / Subgroup Chair

The recruitment for a new EDI Board Director and Chair of the Subgroup is in the early stages. A recruitment pack has been created with an updated role description. It is anticipated that this will go live before the end of the year with recruitment running throughout January and, if all goes well, the position filled early in the New Year.

ii. Young Athletics Ambassador

11 of the 15 ambassadors met on 2nd November at Storey Arms Outdoor Education Centre for an away day that started with a canal canoeing session and team building tasks which resulted in some soggy YAAs! The afternoon sessions involved the YAAs defining their Terms of Reference, identifying key projects/ideas that they want to develop within and across WA, and also providing feedback for different areas of WA e.g., summer 2024 competitions feedback. Hayley from Mind also delivered a mental health awareness session with some great activities, knowledge and skills for the YAAs to take away.

Some of the notable outcomes from the day were:

- Ambassadors to be Board Observers,
- Include a volunteering quota for all YAAs in the Terms of Reference,
- Social media projects and collaborations

iii. Moving to Inclusion Framework Project

Considerable progress with this framework that has been recognised and commended by Sport Wales. After completing the baseline self-assessment, the working group set a series of actions that covered all five Moving to Inclusion pillars and internal departments. We have completed and evidence all short-term actions and are making way through medium term actions. We have four hours of 1:1 mentoring to use before March.

One notable action is that the Welsh Athletics values (and associated behaviours) have been reviewed and updated to reflect the current cohort of staff. Inclusion is included in the new values.

Data and insight is still a big area of work that needs progress which will be a focus in the new year.

iv. Welsh Athletics: Insport

Progress is being made to continue moving towards insport NGB Gold with some aims having good progress (e.g., developing more WA insport clubs). An internal audit/consultation took place at the staff day in September but an external facing consultation process needs to take place as soon as possible to enable WA to clearly outline the additional aims needed for insport Gold.

If anyone has any suggestions for effective consultation methods that we could use to engage clubs and the wider community, please share them!

4. ED&I Strategy Plan and Discussion

See attached presentation for context.

As an organisation, Welsh Athletics are in the process of refreshing the strategy for the sport (which was launched in 2019). As you will be aware, and would expect, EDI themes, activities and objectives are integrated throughout the strategy and are very much a 'golden thread' running across the strategic pillars (which include; Growing Athletics, World Class Wales, Thriving Sporting Infrastructure, An Active and Healthy Wales, High Performing Organisation and A Safe and Inclusive Sport for All).

Naturally, within the 'A Safe and Inclusive Sport for All' pillar there are a series of objectives and measures however, much of the work that is being carried out in this space is delivered across all areas of the sport.

In relation to a specific EDI Strategy / Plan the proposal is to develop an EDI Action Plan that we are committed to delivering against with the support of the group - rather than produce a separate strategy and produce another lengthy document, that approach would seem like a duplication of effort and not best use of resource / time. This plan would be representative of and reflect the work that is being carried out across the MTI Framework and InSport processes that are already underway as well as other key areas of the sport that link back to the strategy.

5. AOB

On behalf of Welsh Athletics, we would like to thank each and every member of the EDI Subgroup for their ongoing support, commitment and contributions throughout 2024 – and in addition, also take the opportunity to wish you all the very best for an enjoyable festive period.

6. DONM

~February/March 2025 – once new chair has been appointed, we will coordinate diaries and pencil in a meeting.