

EDISG Meeting 4.1.2024

Present: HA, LS, CM, BD, SGD, SDA

Apologies: AT, JW, RD, LM

Actions from the last meeting(s):

No actions

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

Having completed an initial MTIF assessment, the Experiences pillar was identified as the 'weakest' area. Welsh Athletics has established an internal working group that includes staff from across different areas of the organisation. LS suggested it would be beneficial to have member from the ED&I sub-group included in the working group at act as a 'critical friend'. SDA offered to provide his support to this group.

A mentor has been appointed – Trevor Smith, who works for Active Cornwall, and his specialism is physical literacy. We have 16 hours of mentor support over a 12-month period. An introductory meeting with Trevor and the working group was held recently and has given direction and suggestions for the next steps moving towards.

Currently undertaking RAG rating on the MTIF across the working group and would share this as part of the Club Portal launch – April 2024.

ED&I Strategy:

Following discussion, it was agreed to add a glossary and appendix to the document.

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.

Action: LS work with comms and BD to develop an ED&I infographic to appeal to a wider audience.

AOB:

Young Athlete Ambassadors – undertaking comms and links to clubs, as intention was for these to be at club level. Recruitment poster has been sent out in the Clubs Newsletter and further social media posts, there are currently 10 athletes (as of 20.03.2024) who have responded and engaged with the form.

The intention was to separately undertake youth engagement activity in relation to social running members/RunWales to provide a necessary space for the participation, as well as performance/club, areas of WA.

As part of Sign Language Week (18-24th March), LS has developed athletics specific BSL content with athletes for social media and has also created an athletics BSL glossary for the website/YouTube. BSL versions of staff profiles are in progress too.

UKA/EA – EDI policy reviewed. Action to add in Welsh Language and Poverty.

DONM: 15th or 16th June 2024 link to Welsh senior championships. Doodle poll availability:
<https://doodle.com/meeting/participate/id/ergOYPwa>