

EDISG Meeting 20.09.2023

Present: HA, LS, SDA, AT, BD, LM, SGP, RD

Apologies: JW

HA welcomed new members to the group – Libby Steele who has recently joined Welsh Athletics as Inclusion and Engagement Coordinator, and Sue Gregory-Phillips as a member of the ED&I Sub-Group.

Actions from last meeting:

Membership survey & staff survey could also be used to capture ED&I data.

Outstanding Action: LS has discussed with Rob Sage (RS) the development of ED&I specific survey and further update will be provided later in the meeting.

Data Capture - how best to capture ED&I data for social running club participants?

Outstanding Action: SDA has reached out to Owen Hathway at Sport Wales and was waiting for meeting to be arranged.

Spond App – to support with user surveys.

Outstanding Action: AT confirmed he has reviewed the app and would feed into the survey review with LS.

Athlete Groups – to support with engagement, especially around survey completion.

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.

Social Running date - gaining access to Run4Wales survey data too.

Outstanding Action: With HP now on maternity leave, LS agreed to pick this up with Chris at Run4Wales.

ED&I Data – what is the most appropriate terminology to use?

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

Insport silver submission update

LS provided an update on the Insport silver submission. The panel presentation has been confirmed for the 14th of November (online) with staff working hard to collect evidence and narratives to support the submission which is coming along well and is on track to be ready for the November panel presentation.

Action: LS to share the internal Insport matrix with HA/EDI Teams folder in preparation of the panel.

Moving to Inclusion Framework and 1-1 mentor support

Welsh Athletics has been selected to receive 1-1 mentor support for navigating and implementing the MTI framework. The first 'Meet your Mentor' session for MTI is scheduled for 2nd October with LS, HA and JW attending.

Welsh Athletics were part of the initial pilot and as such mapping of areas has been previously undertaken. Agreed it would be good to review this work to support with our key area(s) of focus.

Actions: LS to liaise with RS to confirm key areas identified from previous pilot work undertaken on the Moving to Inclusion Framework.

LS to provide update/summary of the Moving to Inclusion Framework mentor meeting ahead of next sub-group meeting.

ED&I survey development discussion

LS is undertaking work on this currently, especially in relation to developing approach to compiling the survey in line with best practice. All agreed it was critical piece of work to ensure we captured data which accurately reflects the breadth of the sport.

Discussion around Welsh Athletics' attending the first session for 'Show Racism the Red Card' and how this will link to the survey development particularly around terminology and how we will use the data to reassure and gain trust of respondents. LS queried about Rob Sage's contact details and AT provided up to date details (since the 20.09.23 meeting, LS has met with Rob to discuss the survey and discussed different approaches to take with data collection and sampling).

HA stated that in addition to data capture, we still need to be able to measure the impact of our work. The ED&I strategic objectives have been agreed and ratified by the Board, but we need to be able to measure the achievement of these objectives.

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

Transgender Policy update

HA provided update on this following discussions with JW earlier in the week. UKA group including the HCAF's are looking at next steps. Currently they are out for advert to appoint an academic institution to lead on consulting with trans groups to help feed into the development of a policy.

UKA has developed an independent Standard and Ethics Committee which will oversee development of the policy.

Timeframes – to have policy in place for start of summer season 2024.

LS stated that HCAFs are developing a FAQs for trans community, and agreed to share this with this group when available.

Action: HA agreed to share link to the EOI which has deadline date of 12/10/23.

Post meeting note: HA shared link with members of the ED&I group and requested that share across their networks.

Action: LS share FAQs for trans community.

AOB

RD stated that he was currently undertaking some work with the Richard Whitehead Foundation, specifically supported runners project – developing people centred approach.

Beneficial for all to familiarise themselves with this and share with their networks:

<https://www.whitehead.foundation/supported-runner-project>

DONM – Exact date TBC but Doodle Poll has been sent out to confirm date for an in-person meeting in early December 2023 (either 12th or 13th of December).