



<b>Purpose</b>	Equality, Diversity & Inclusion Sub-Group
<b>Date/Time</b>	6:30pm 15 <sup>th</sup> September 2021
<b>Attendees</b>	Helen Adams, Rob Sage, Rachel Brenton, Stephen De Abreu, Tom Cole
<b>Apologies</b>	Tim Hardy Lenik, Bethan Davies, Lorraine Mullvaney
<b>Secretariat</b>	Rob Sage

### Key Points/Decisions

- Actions reviewed from previous meeting RS had communicated with ZB regarding diversity of participants on the Athlete to Coach programme. RS also stated that EqIA training for staff was scheduled for the Staff Away Day during October.
- Skills matrix needed to be circulated among ED&I Sub-group from HA and RS
- RS gave an update on the collection and analysis of Equality Data via the Power BI programme. Group agreed that the level of data was good given the voluntary nature of this information. RS suggested that moving forward information could be mandated in order to gain a clear image of the sport. RB suggested the potential benefits to mapping data by region or Local Authority. The group discussed the potential around 11-15 year olds providing this information, however, stressed the challenges this might face when it came to sex and gender questions if answered by parents.
- RS and HA gave an update on the Equality Standard Submission feedback and highlighted potential areas for improvement moving forward. HA suggested a continual rolling review of Equality Standards as opposed to a review prior to submission period. RS suggested with Power BI this data will be more accessible and closer to “real time”. RB questioned Social Media policy/manual of operation to ensure that all members are able to engage with the content, particularly those with sight issues. RB questioned if the social media content was screen reader supported. SDA questioned the recruitment methods of WA, HA suggested that roles should be advertised with other partners in the areas of diversity and inclusion such as DSW and BME Wales.
- HA highlighted the importance of individuals having roles and responsibilities in which they enjoyed and were passionate about both within the group and externally. HA & RS will disseminate the skills matrix to highlight areas of interest within the group to assign roles and responsibilities moving forward.
- RS highlighted that there will be an EqIA completed on the facilities strategy once a full review has been completed and the strategy has been developed.
- UK Sport conducting research into transgender participation in sport as such a trans policy will be developed following the outcome of this research.
- RB raised the idea of gaining funding to provide free sanitary products in clubs and athletics changing facilities through providing a box with products to be left in a private place. SDA suggested looking at the charity Bloody Good Period to see if there is the potential of support or partnership there. RS raised the question around challenges of doing this in venues that are not owned by the clubs or have public access. TC to consult with the development team.
- RB requested to see the material for the Guide Running Workshop. TC to liaise with CM to get this.



WELSH ATHLETICS  
ATHLETAU CYMRU **Board Sub-Group Report**

<b>Actions</b>	<b>Owner</b>	<b>Due Date</b>
1. RS to send possible dates for next meetings	RS	<i>30/9/21</i>
2. TC to speak to Development Team re:sanitary products.	TC	<i>30/9/21</i>
3. TC to request guide running workshop material from CM	TC	<i>Completed</i>
4. Circulate skills matrix and conflict of interest form to the group for completion	RS / HA	31/10/21

**Risks**

<b>Risks identified</b>	<b>Level</b>	<b>Mitigations</b>
<i>1. None discussed</i>		