

# EDISG workshop 13/04/2022 notes

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Present: HA, JW, RS, NT, RD, SDA, ZB, TC, HP, BD, LM

Apologies: RB

## Transgender inclusion update

- James updated the group on the proposed next steps – UKA to join with other UK wide sports NGBs and establish specific group to move the work forward. Care needed over communication around what WA is doing and when. Still very topical and likely to be an issue that keeps coming up

## Equality standard in sport

- New model is being progressed – continuous self driven journey [see slide]. Mentor/coach support will be provided in some form to NGBs to help and challenge them along their journey. More detail to emerge.

## Rewording of objectives

- Group discussed the relevant strategic objectives and KPIs – see overall strategy review document for proposed new wording and new objectives

## Strategic discussion:

Pillars that emerged as how we can approach achieving our objectives:

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### 1. Education and awareness

- Embed ED&I teaching/learning into pathways e.g. coach ed, officials ed – no longer elective modules which aren't picked up on.
- More training for staff – inclusive planning

### 2. Partnerships

- Work with relevant local/regional/national partners that align to strategic goals of the sport/club
- WA to act as facilitator – help clubs/groups to understand the rationale for working with others e.g. clubs doing outreach into secondary schools
- Build on existing partnership with Urdd, Leisure trusts, DSW

### 3. Learning and insight

- Keep building systems that gather data and monitor impact of work
- Build feedback cycle of insight and learning into the mindset of the sport – club level data and learning happening
- Build on progress in Coaching space
- Geographically map opportunities across Wales e.g. parkruns, clubs, facilities

- Learn from how and why Guide running has been taken up and engaged with so well

#### **4. Culture and Environments**

- Don't always treat protected characteristics in isolation – ensure environments are being made welcoming and accessible
- Challenge behaviours and attitudes to increase perceptions of athletics being a safe space for all – in clubs and within our governance structures

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### **Hopes and aspirations for the sport**

- Fully accessible
- Turn current targets & projects into Business as usual
- Embed inclusive decision making practices
- Reduce churn and increase retention
- Regional profiles of those in the sport reflect and represent the regional population
- Key KPIs have shifted by 2026
- To have great culture across the sport that is acknowledged from outside
- Have an ethnically diverse staff group and board
- Demonstrate the impact of our work more overtly
- For athletics to be a more open, safe place to talk

### **General notes**

- Clarity on which protected characteristics WA will focus on – suggest we retain Womens/girls, Disability and ethnicity
- A need to demonstrate impact of programmes – capture case studies, have clear performance metrics in place
- A change in focus for the development team – a desire to get clubs to take on community delivery for primary age groups, a refined focus on secondary schools for the staff
- A greater use of Data/Insight to drive decision making

DONM – Saturday 11<sup>th</sup> June [at Senior champs]