

Group	Equality, Diversity and Inclusion Subgroup
Date/Time	18 th January 2022
Attendees	Helen Adams, Rob Sage, Stephen De Abreu, Bethan Davies, Lorraine Mullvaney, James Williams
Apologies	Tom Cole, Rachel Brenton
Secretariat	Rob Sage

Matters arising from previous meeting:

- In relation to provision of Sanitary products, it was agreed that a letter be written to facility operators asking for information on the current situation

Discussion Points/Decisions

- Inclusive leadership programme – group pleased to see that both Hannah Pretty & Zoe Brown from WA were on the programme. Suggestion that they present back to the group plus SMT at an appropriate point in the future as course progresses.
- Agreed that communication of data on ED&I within athletics in Wales back out to the community should be accompanied by case studies highlighting existing good practice. E.g. Cardiff Foxes running group – use during LGBT month [Feb'22] – SDA suggested case studies also be sent to Sport Wales for publication via their channels where possible.
- Watching brief to be maintained on progress with implementation of the Transgender inclusion in sport guidance.
- Ensure we are communicating why EDI action is important as well – e.g. wider audience, new 'customers'
- Ongoing need to focus on ED&I during staff and governance recruitment.
- New version of Advanced level Equality Standard in Sport still be released – RS to follow up with Sport Wales.
- Possible new members of the group being approached are Richard Dando [previously Sport Wales] and Neil Taylor – new Para-athletics pathway manager for WA.
- Look at gap analysis in terms of multiple deprivation areas – provision & take up of school's athletics opportunities.

ED&I strategy and plans

- James Williams outlined process for consulting on and reviewing the current Welsh Athletics strategy. Timescale covered will still be until 2026.
- Production of a separate document to the soon to be updated overall Welsh Athletics strategy should be undertaken. Will bring a focus on ED&I and be more digestible for the community – the FAW Pawb document was referenced as a good example.
- Workshop with group members to be planned for April 2022 to produce draft document. Current strategic goals and suggested KPIs document to be reviewed by members over the coming weeks

Actions	Owner	Due Date
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1. RS to speak to TC& CM around letter of facility providers	RS	
2. RS to meet with Neil Emberton at Sport Wales around Equality standard support and next steps.	RS	31/1/22
3. Group to provide feedback on Equality objectives and KPIs	All	18/2/22
4. RS to arrange face to face subgroup workshop in April 22 with external facilitator	RS	1/4/22
5. RS to work with AT to look at how areas of multiple deprivation can be mapped against schools athletics opportunities	RS	1/4/22

Risks

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