

Present: HA, RH, RS, RD, SDA, LM

- **Strategic Objectives** - these were agreed at the last Board Meeting. Need to establish success criteria to demonstrate working towards proportional representation for both disability and ethnicity across Welsh Athletics.

Stats Wales records national benchmark data on disability and ethnicity – need to review data annually to gain the benchmark data on disability and ethnicity in Wales and use this data to inform our proportional representation figures across athletics in Wales.

Annual Membership data is collected via Trinity system Sept 1st – baseline data.

Suggested 1st April to set prompt for members to complete ED&I data.

Success criteria to increase % of members who complete the ED&I data over the next two years in line with agreed strategic objectives.

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

Action: RH discuss with HP if Development Team can pick this up as part of their focus on club meeting equality standard and club cultures i.e. creating welcoming environments for all?

Action: RH discuss with HP how best to capture ED&I data for social running clubs to ensure we're capturing 'membership' data from these within our overall figures.

- **Trans policy position statement;**
Discussed the draft presented and agreed to remove some of the wording, which may be provocative and replace with Welsh Athletics aim to develop more inclusive sport.

Action: HA share draft position statement with LK, TO and JA for review and agreement prior to issuing.

- **Equality Strategy Document** – still in draft as such discussed how to progress with the document and who was the main audience it was aimed at? Strategic partners, e.g. Sport Wales, Welsh Government? Felt it may not be aimed at member clubs – perhaps infographic or more 'user friendly' version may be more appropriate for clubs?

Utilise General Council as a mechanism to present to the community once ready, but start with staff team to ensure language is appropriate for those on the ground.

Action: RH to discuss internally at Welsh Athletics with Comms team and HP around the possibility of developing a 'focus group' /test with staff to gain their input into the document in order to help with shaping and finalising the document.

- Update: discussed with Head of Comms & Marketing, and it was felt that the best way is to present/talk through the document on an all-staff call & incorporate a Q&A.
- **Tai Pawb Housing Association** – SDA gave update on their initiative to develop increased diversity of Board Members, with their focus on developing more board members from ethnic communities. One of those involved in this initiative had expressed an interest in getting involved with a sports organisation. All members agreed this would be welcomed and offered to support.

Action: SDA to keep members updated on this initiative and make links with Tai Pawb Housing and the individual concerned accordingly.

- **Equality Standard for Sport** – RD provided update on the new sport framework which was replacing the previous Equality Standard for Sport. It was likely that the framework would commence later this year, possibly end May/June period and more information would be shared with the sports over the coming months.
- **Include summit** – SDA shared link with members for the next Include summit which members may wish to attend.

DONM – TBC May 2023. RH to look at dates of events and possibly link next meeting to an event so meeting would be f2f.

- Upcoming events: Senior/U15 Champs @ CISC – 24/25 June (May relatively quiet for events)
- Alternative – Sport Wales on an evening to suit most?