

Equity, Diversity and Inclusion Commission Meeting

23 February 2021 - Virtual Zoom Meeting

20210223_EDI Commission_Meeting Minutes_summary

Present:

Members: Bernard Hanratty (IRL), Barry Siff (USA), Elena Lyzhina-Polchenkova (KGZ), Karen Araujo (TTO)

EB liaison: Gabriela Gallegos (USA), Justin Park (KOR), Shin Otsuka (JPN)

Staff liaison: Laura Blackwell

Apologies: Edwige Ngassam (CAM), Antonio F. Arimany (ESP)

Minutes: Laura Blackwell

Agenda:

1. Greetings and apologies
2. [Approval of previous minutes](#)
3. Review of actions
4. Tour of the EDI Commission Google Drive
5. Familiarisation with EDI Commission Terms of Reference
6. Appointment of a Vice Chairman
7. Women's Committee updates
8. Discussion: 2021 Activities for the Commission
 - a) Research into best practices
 - b) Policies and Procedures
 - c) Inclusive initiatives and programmes (including cross Committee collaborations)
9. Any other business

NOTES	ACTION ITEMS
Greetings and Apologies <ul style="list-style-type: none">● Introduction and apology for late agenda.	

<ul style="list-style-type: none"> • BH advised the agenda, minutes and documents will be circulated at minimum 1 week in advance from now forward. • Should have now received invitation from E-hub <ul style="list-style-type: none"> ◦ Please provide us feedback after taking the course 	
<p>Approval of minutes</p> <ul style="list-style-type: none"> • Commissions members approved the minutes from 20210119 	
<p>Review of Actions</p> <ul style="list-style-type: none"> • Members will complete the EDI course via the Education Hub 	LB to confirm BS access to E-hub
<p>Tour of Google Drive</p> <ul style="list-style-type: none"> • LB gave a tour of the Google Drive folder for the commission 	LB to develop reading room and members to include interesting articles with a short descriptions
<p>Appointment of Commission Vice Chair</p> <ul style="list-style-type: none"> • BH expressed he would like assistance to organize and plan the workings of the committee by appointing a vice chair • The Vice chair should be a woman and therefore BH asked EL and KA if they would like to put their names forward. • No decision was made during the meeting 	BH to send a message to Edwige asking if she had any interest in the position of VC.
<p>Women's Committee</p> <p>The committee is up and running with new members and new energy. It is going to have success this year. BH provided a summary of the activities on the following programs.</p> <ol style="list-style-type: none"> 1. Mentorship Program 2. Memorandum approved for the World Triathlon Executive Board. 	BH to forward the EB memo to SO and JP for feedback before submission.
<p>Discussion: What we think of diversity</p> <p>Each member of the commission spoke in depth about the unique diversity challenges they face in their regions based on different geographic location, language, race and socio-economic status. The commissions learned just how different the situation is in each of their respective regions.</p>	<p>Reflect on this conversation - What can we do quickly to make a difference. Surface level ideas that we can organize later.</p> <p>BH thinking of collaboration with Women's Committee and AG Commission</p>
<p>Any other business:</p> <ul style="list-style-type: none"> • No other business • BH thanked the members and liaisons and made note that it's okay the commissions is spending some time to solidify meaningful action plans and objective while learning and self-educating 	Share any reading documents you would like with LB and include a description which will be added to the reading room.

