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

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<th>NOTES</th>
<th>ACTION ITEMS</th>
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<tbody>
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<td>Greetings and Apologies</td>
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<td>• Introduction and apology</td>
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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
  - Please provide us feedback after taking the course

### Approval of minutes
- Commissions members approved the minutes from 20210119

### Review of Actions
- Members will complete the EDI course via the Education Hub

### Tour of Google Drive
- LB gave a tour of the Google Drive folder for the commission

### Appointment of Commission Vice Chair
- 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 confirm BS access to E-hub

### Women's Committee
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.

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.

### Discussion: What we think of diversity
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.

Reflect on this conversation - What can we do quickly to make a difference. Surface level ideas that we can organize later.

BH thinking of collaboration with Women's Committee and AG Commission

### Any other business:
- 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.