

# Equity, Diversity and Inclusion Commission Meeting

30 March 2021 - Virtual Zoom Meeting

## 20210330\_EDI Commission\_Meeting Minutes\_summary

### Present:

Members: Bernard Hanratty (IRL), Barry Siff (USA), Elena Lyzhina-Polchenkova (KGZ), Karen Araujo (TTO), Antonio F. Arimany (ESP)

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

Staff liaison: Laura Blackwell

### Apologies:

Edwige Ngassam (CAM)

**Minutes:** Laura Blackwell

### Agenda:

1. Greetings and apologies
2. [Approval of previous minutes](#)
3. Appointment of Vice Chair
4. EDI Training Module
5. Discussion

NOTES	ACTION ITEMS
<b>Greetings and Apologies</b> <ul style="list-style-type: none"><li>• Introduction and apology for late agenda.</li></ul>	
<b>Approval of minutes</b> <ul style="list-style-type: none"><li>• Commissions members approved the minutes from March 30th, 2021 in summary and detailed format.</li></ul>	
<b>Appointment of Commission Vice Chair</b> <ul style="list-style-type: none"><li>• The Commission formally acknowledged KA as Vice Chair<ul style="list-style-type: none"><li>○ BH thanked KA for stepping up</li></ul></li></ul>	

<p><b>Review: EDI Course on World Triathlon Development Hub</b></p> <ul style="list-style-type: none"> <li>• The consensus from the Commission members and eboard Liaisons was that the training module works well as a starting point and to lay a framework for the conversation about EDI. Overall the members felt it provided a brief education and the language required to discuss these important issues.</li> <li>• Some feedback included adding more graphics and engagement tools.</li> <li>• BH will send feedback to the development team and the commission has agreed to review it in a year.</li> <li>• AA and BH will work on how to implement this module into other training courses on the TRI Education Hub.</li> <li>• BH thanked everyone for looking at this as a first step and to have a common language.</li> </ul>	
<p><b>Women's Committee Updates</b></p> <ul style="list-style-type: none"> <li>• Dedicated session arranged with EB to discuss the workings of the Women's Committee which includes: <ul style="list-style-type: none"> <li>○ Gender balance scoring methodology (shared with all) and setting targets Continent by Continents.</li> <li>○ Overview of mentoring program</li> <li>○ Work being done with Leeds Bradford University around research and interventions that have been helpful within NF's to improve gender balance scoring.</li> </ul> </li> </ul>	
<p><b>EDI Committee work over the next 12 months</b></p> <ul style="list-style-type: none"> <li>• Discussion on benchmarking to decide what diversity metrics are appropriate.</li> <li>• Commission to complete research to reach diversity metrics</li> <li>• Commission to complete research to reach Policy recommendations</li> <li>• Commission by 2022 aims to have: <ul style="list-style-type: none"> <li>○ A set of well researched diversity metrics</li> <li>○ Our diversity policy (which can be adopted by CC's and NF's)</li> <li>○ The commission should review case studies such that when programs are put together, we know what they might look like.</li> </ul> </li> <li>• Commission will resist looking for immediate results and take time - there is a lot of research to be done.</li> <li>• It's a cultural shift. The Commission should aim to lay down the foundation to make the new direction 'hospitable'.</li> <li>• Suggestion to break into 3 small sub-groups to research metrics and policy. Everyone doesn't need to read everything, don't, but we can come together to collect the information</li> <li>• <b>First Group: Policy.</b> ie. Australian rules have good policy - find front runners to explain key heading/familiarization process</li> </ul>	

<ul style="list-style-type: none"> <li>● <b>Second Group: Metrics</b> - what metrics are helpful and how do we get the metrics? Easy to research Coach's, TO's, Elites etc. but NF's is a different case - how do we access these groups. Let's start with communities that are accessible to us. <ul style="list-style-type: none"> <li>○ BH recommends via Donna Dehann a 'culture audit'. Research links to find measurement of current state and then set goals.</li> </ul> </li> <li>● <b>Third Group: Case studies.</b> Review test cases of small interventions and see how examples may work for TRI - ie. example of the Proud House where there is simple acknowledgement and reinforcement for people who are LGBT. Another would be working with AG's to support athletes from poorer countries so they can participate in a Grand Final in AG races.</li> <li>● <b>Fourth Group: marketing campaign.</b> Working with the communication department about diversity - may be premature, but let's be mindful and get advice on how to subtly get messages about diversity into our feeds.</li> <li>● Chair will set up conversations with each of the sub-commission leaders</li> <li>● Chair was happy with the progress made organizing the sub-committee and work to be done.</li> <li>● AA to be added to the sub-committee once someone from Oceania is added to the commission.</li> </ul>	
<p><b>Any other business:</b></p> <ul style="list-style-type: none"> <li>● Let's keep the videos and info. pieces flowing within the group</li> <li>● Commission admin all in check</li> <li>● BH will provide feedback on what goes on with the Women's Committee and Eboard since it's a good structure to follow</li> <li>● Meeting concluded</li> </ul>	<p>BH will reach out to each of the sub-commission leads</p>