

Equity, Diversity and Inclusion Commission Meeting

27 April 2021 - Virtual Zoom Meeting

20210427_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. EDI Sub Groups
4. Discussion on IOC AG Commission Recommendations for Rule 50
5. Other business.

NOTES	ACTION ITEMS
Greetings and Apologies <ul style="list-style-type: none"> ● Introduction ● Reach out to Edwige in effort to have her more involve 	BH to contact Edwige
Approval of minutes <ul style="list-style-type: none"> ● No minutes to approve - Drive file folder was moved 1 day prior to meeting and no one had access. ● New access will be provided today ● Members to focus on summary minutes as they will be published 	
EDI Sub Groups <ul style="list-style-type: none"> ● Intervention/activities <ul style="list-style-type: none"> ○ Karen ○ Edwige ○ Gabriela 	Each working group prepare document for reading

<p>Case Study subgroup discussed some of the case studies they have reviewed along with some of the common themes seen throughout. Some examples were provided including work done by the Commonwealth group around Commonwealth games time and work being done by the Skiing IF.</p> <p>Commission chair suggested a written inventory of tools employed/interventions that have been tested should be developed in order to decide what is most efficient and effective for TRI.</p> <hr/> <p>SO shared work of the Japanese Olympic committee who is publishing documents on diversity for Japanese coaches and TO's. The document focused on gender identity and sexuality.</p> <ul style="list-style-type: none"> ● Metrics <ul style="list-style-type: none"> ○ Lena ○ Shin ○ Antonio <p>Subgroups have not been able to get together yet, but they will review what metrics are being used to measure diversity.</p> <ul style="list-style-type: none"> ● Policy <ul style="list-style-type: none"> ○ Barry ○ Justin <p>The order for this subgroup is to look at other organisations such as IF's and review their policies and procedures. The members have reviewed several IF's and sports organizations who have very educational documentation paired with detailed and clear metrics and measurements.</p> <p>The Commission Chair suggested looking at the skeleton of these documents which can be built on in later phases of work. Recommendation to take note of what is common and what diversions have been taken.</p> <p>Commissions chair will reach out to Sandra at the IOC (responsible for gender and inclusion) to speak about some metrics they are collecting.</p> <p><u>Target for members is to share a prepared document with findings from each sub group a week in advance of each meeting so that all members can review it.</u></p>	
<p>Discussion - IOC Athlete Commission Recommendation on Rule 50</p> <ul style="list-style-type: none"> ● Assess the IOC AG Commission report :Rule 50 ● A brief summary of the document and work was presented 	

<ul style="list-style-type: none"> ● The commission will review which recommendations are currently in practice within TRI and which are not. ● AA noted that Tamas Toth, Athlete representative and TRI Board Member, has been a part of this work. There is a group now working to spread these values which is parallel to the work being done by the commission. TRI will need to be able to adapt the constitution for some of the recommendations. ● AA will introduce Tamas to the chair via email who will work with Tamas to get some more information and provide the commission's support. 	
<p>Any other business:</p> <ul style="list-style-type: none"> ● Good work underway and happy with the cadence of work being done ● BS will share commentary on Rule 50 that came out today. ● No comments from other members ● Meeting closed 	