

Equity, Diversity and Inclusion Commission Meeting

25 May 2021 - Virtual Zoom Meeting

20210525_EDI Commission_Meeting Minutes_summary

Present:

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

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

Staff liaison: Laura Blackwell

Apologies: Justin Park (KOR), Edwige Ngassam (CAM), Karen Araujo (TTO)

Minutes: Laura Blackwell

Agenda:

1. Greetings and apologies
2. [Approval of previous minutes](#)
3. EDI Sub Groups
4. Other business

NOTES	ACTION ITEMS
Greetings and Apologies <ul style="list-style-type: none"> • BH apologized for his absence of late. • BS enquired about bringing more people into the sub groups • BH will check with Oceania President Michelle on another member being added 	
Approval of minutes <ul style="list-style-type: none"> • N/A 	Approve 2 months on July 13th
EDI Sub Groups <p>The group discussed the need to have more people reviewing policy documents and helping brainstorm. All the documents have a different wording and approach.</p> <p>Policy comes ahead of metrics. The members agreed it makes sense to fuse metrics and policy groups together to get policy done and embedded as the foundation for everything else. This will be the focus for the next two months.</p> <p>BH has reached out to the IOC, but hasn't heard back.</p>	

<p>The metrics sub-group has meetings lined up with a member from the Asia soccer confederation and a contact from World athletics. They have reviewed which IF's have good diversity metrics.</p> <p>Commission chair suggested allocating a 90 min meeting for a working session (8th of June) after having reviewed the newly uploaded policy documents.</p> <p>BH wants to keep the working group on interventions ticking on. There are short/simple implementations the commission can recommend ie. prayer room example (inexpensive, token of acceptance). There was a short discussion on whether prayer and pride rooms could make those groups a target. The overall consensus was that it has worked well in known implementations and does not need to single out individuals, The physical presence of these spaces is emboldening.</p> <p>The target of the meeting related to policies is to determine the architecture, framework for policies within the IF and to solidify what we have today, where we need to be and how we prioritize our activities.</p> <p>There was a short discussion about reaching out to NZL or a smaller country to gain a member from Oceania with a diverse viewpoint.</p> <p>There was an additional comment on implementations that support for athletes from developing countries should be considered an important piece of the commission's work.</p> <p>Bringing an EDI expert from outside and when it would be appropriate was contemplated. The commission chair wants to receive info. from the IOC first and continue work on the policies, but all members agree the support and expertise will be necessary at some point.</p> <p>The end goal is to have a toolkit for NF's, but this will be 2 years down the road. For now the commission wants to provide some good model documents on policy and procedure.</p>	
<p>Any other business:</p> <ul style="list-style-type: none"> • N/a 	<p>Everyone will read the relevant material ahead of the brainstorming session on policy.</p>