

Equity, Diversity and Inclusion Commission Meeting

06 October 2022 - Virtual Zoom Meeting

20221006_EDI Commission_Meeting Minutes_summary

Present:

Members: Bernard Hanratty (IRL), Megan Ritch (USA), Liz Gosper (AUS)

EB liaison:

Staff liaison: Laura Blackwell

Apologies: Karen Araujo (TTO), Edwige Ngassam (CAM), Lena Polchenkova (KGZ), Gabriela Gallegos (USA), Antonio Arimany (ESP), Shin Otsuka (JPN)

Minutes: Laura Blackwell

Agenda:

1. Greetings and apologies
2. Report to Congress 2022
3. Review of the 2022-2025 strategic plan and how EDI is incorporated
4. EDI statement & manual for NF's
5. Other business

NOTES	ACTION ITEMS
Greetings and Apologies <ul style="list-style-type: none">• Intro• Lena may join and still expressed interest in being part of the commission	
Report to Congress 2022 <ul style="list-style-type: none">• It was agreed that the draft Congress Report circulated in advance of our meeting of Monday, 3rd October, would be presented for inclusion in the Congress Pack subject to some minor changes. It was noted that the Presentation to Congress was a more important document and that there was time to progress a number of matters in advance of that presentation being finalised.	Complete drafting of the Congress Report and submit it for inclusion in the Congress Pack - BH

Review of the 2022-2025 strategic plan and how EDI is incorporated

The 2025 Strategic Plan was reviewed to identify opportunities for the EDI Commission to contribute to the success of that plan, and to identify opportunities for collaboration with other TRI Committees / Commissions.

The overall take away from the strategic plan was sustainability, and the imperative that equity, diversity and inclusion is foundational for the sustainability of the sport. The key elements of the plan that we considered were the following sections:

- Values - Be leaders, Be inclusive
- Events and Experience -
 - Key Strategy: “Emerging Markets - expand accessibility to the sport and ensure equity in events”
 - Measure: “introduce new events in underrepresented countries”.
 - measure: “grow the number of NF’s with an active Elite Para Triathlon program by 20%”
- Governance and Integrity - embraces diversity, inclusivity and equity
 - Social Advocacy (toolkit, rollout etc.) - sustainability, inclusivity, diversity and equity
 - measures: “include engagement questions in the annual NF survey” (questions to NF about the diversity within)
- Sport sustainability - environmental, social and organisational responsibility and long-term sustainability for the sport
 - measure: environmental guidelines in all WTCS events by 2025
- Member Development - professional services and support
 - NF effectiveness - “guidance on best practices to strengthen org. effectiveness...”
 - continental confederation relations - “NF engagements and development”
 - Strategic Support - “ TRI strategic focus for advancing the sport
 - measure: increase number of stakeholders who develop strategic plans, that align with TRI’s
 - measure: increase overall NF satisfaction.

We need measure for EDI to review success of our efforts - “if you can’t measure you can’t manage”. Correlation between sustainability and inclusion - congress presentation should draw on that.

Discussion of para and intellectual impairment - missing data and measurement in most NFs.

<p>Congress Reports</p> <ul style="list-style-type: none"> ● Congress package due on October 10th ● Congress PPT due in a few weeks time for actual congress presentation by BH ● propose collaborations - para ● Laura to look at bid document timing (invite list of events, point of which there is a rebid) ● cultural differences and nuance behaviour in different countries <p>Actions: LG and BH to forge collaboration with para - speak to chair and staff liaison of the Para Triathlon Committee</p> <p>LB and MR to work on Abu Dhabi survival guide - LB to build contacts within the LOC and ADCS. MR to begin proposal. Possibly involve the AG Commission.</p>	<p>Reach out to Para Committee Chair and Staff Liaison re collaboration - BH</p> <p>Identify LOC contacts for development of a survival guide - LB</p> <p>Commence collation of data for Survival Guide - MR</p> <p>Prepare a schedule of race bids based on current contract - LB</p> <p>Review and prepare final EDI statement for the EB approval - KA</p> <p>Contact Olalla re EDI Communications Plan - BH</p>
<p>Any other business:</p> <ul style="list-style-type: none"> ● Meeting closed ● Next meeting: Monday 17th 1:00pm PST, Tuesday 7am Australia ● Congress AV setup for remote attendance ● Collaborations in Abu Dhabi - BH 	