

Equity, Diversity and Inclusion Commission Meeting

13 July 2021 - Virtual Zoom Meeting

20210713_EDI Commission_Meeting Minutes_summary

Present:

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

EB liaison: Gabriela Gallegos (USA)

Staff liaison: Laura Blackwell

Apologies: Justin Park (KOR), Shin Otsuka (JPN)

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"> ● Member Introductions for Liz Gosper ● History of work completed <ul style="list-style-type: none"> ○ explained 3 sub groups and intentions around them ● Liz Gosper Self-introduction 	
Approval of minutes <ul style="list-style-type: none"> ● Pending 	
EDI Sub Groups - Example of Metrics <ul style="list-style-type: none"> ● Discussion of documents circulated last week (IOC, World Athletics, USAT) ● World Athletics with the most structured document. Contains 6 pillars (4 of which apply to us). Then 6 levels of actions that apply to the pillars. All the EDI work is wrapped into sustainability. 	

<ul style="list-style-type: none"> ● EDI commission wants to lay a framework for work to be conducted over the next couple of years. but also get some quick wins. ● Commission to focus on metrics to have a baseline to set targets. ● USAT document review: 4 pillars (colour, gender, disability, veterans) <ul style="list-style-type: none"> ○ subcategories are: coaches, TO's, athletes, Executives etc. - this has been consistent with what TRI has done as well ○ Good model for how metrics can be used. ● TRI need to work with CC's to set metrics based targets ● USAT document is a good model for metrics ● Liz explained her metric to measure success of the programs for athletes with intellectual disability is by measuring the number of participants only (not classified by disability). Covers intellectual (below 75 IQ in behaviour test and high functioning autism +75 IQ), some physical challenges. For the National Championships they did have a classification. (VIRTUS within paralympic pathway) ● At the last congress, TRI created a working group for intellectual disability related to special olympics. Currently in the research phase. ● Liz explained VIRTUS - intellectual classifications/categories https://www.virtus.sport/ ● BS suggested a further look into VIRTUS by the new special olympics working group. ● BH asked Edwige how to distinguish between different sub-groups, specifically socio-economic and the challenge of access to a bicycle. EN explained....Went to the people who have a bike within the cycling federation to gain participants. (relay and duathlon). Start with Aquathlon for those who don't have a bike. work with french nf to get bikes. ● BH commented that this is a good reminder for the committee that some parts of the world are very different from others. an EDI can mean very different things 	
<p>World Athletics EDI document</p> <ul style="list-style-type: none"> ● BH shared the World Athletics Documents and went through different sub-categories/groupings. Commission should reflect on this and think on if it's something we should adopt ● more tactical for particular countries than something that would be adopted an international governing body ● BS feels EDI is an add-on to sustainability overall. Feeling it lacked some depth. Speaks to differences between confederations/regions. (ie. US sensitive to people of colour 	

<p>while other regions may not be). EDI themes and challenges are per region meaning policies should be driven regionally.</p> <ul style="list-style-type: none"> ● BH responds: Gender is a consistent issue and this framework has been passed down to CC's and NF's. We need to do the same thing with the EDI framework so everyone is speaking the same language. ● Other members agreed on the EDI issues being regional and provided some examples. ● GG: suggested stepping back and defining what EDI means at a World Scale. AA agreed that the commission should review the definition of EDI and define the goals of the commission based on that. ● BS agrees we need to take a step back and review. ● GG thinks there is a general agreement, but there are different degrees which vary per region. KA agreed. 	
<p>Any other business:</p> <ul style="list-style-type: none"> ● Each member looks at 2-3 organizations and how they define EDI and consolidate the definitions. BH to follow up with an email. ● Meeting closed 	