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| **Meeting** | Lincolnshire FA Inclusion Advisory Group | |
| **Date** | 19th April 2023, 6pm-8pm | |
| **Venue** | Lincolnshire FA Office, Microsoft Team | |
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| **Present** | Jordan Mason, Charlotte, Shan, Jennie, Angela (online), Dr. Hanya Pielichaty (guest, online) | |
| **Apologies** | Zack, Naomi, Emma | |
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| **Agenda Item** | **Description** | **Action** |
| 1. **Minutes of last meeting.** | All actions covered in Agenda |  |
| 1. **Guest Speaker** | Dr. Hanya Pielichaty from the University of Lincoln introduced herself. She has a PHD in Sports Sociology, specifically Football Identity, Family and Gender. She is an Associate Professor in Sports Business Management. Hanya outlined her passion for football, stating that she played from aged 9 for 22 years. She played for Lincoln and West Bromwich girls/women and football at grassroots level.  Hanya presented on her research. This was a Lincolnshire-based study in 2021 across grassroots women and girls football.  She talked about football gender and Justice ensuring equity - saying that there had been inequalities in women and girls football for 50 years.  She also talked about what football means to individuals? Where does it fit? Is it different for girls and women? She talked about family members and particularly the father/daughter bond and how does grassroots football survive with a backdrop of severe inequality.  She then discussed her findings and how football is self-continuum - meaning it is not just a hobby, but an identity. She said how life transitions affect football identity, for example secondary school, new job and family pressures.  She talked about inequities and the only way to affect cultural change is to look at all bodies and encourage a holistic change. She found that banter and unfair treatment is still not challenged and therefore accepted.  It has been a given that men and boys play football but not women and girls. We need to create an inclusive landscape for everyone. She talked about language that is used for example ‘tomboy’, and that she found female players are often critical of players wearing make up for femininity and that is often characterised by poor football ability. Is there a need to understand how feminine identities interweaves into the male dominated sport?  She then talked about family relationships and the importance of parents as well as pressure from all parents. She mentioned the father/daughter bond and mothers who upskilled to support their daughters. Also, siblings can face gender-based teasing when some brothers help sisters in football.  She said there is almost a need to start again with the vision of football and there are five areas - language, reflection, ethos, communities and education.  We then had the opportunity to question our guest speaker:-  Angela talked about the success of the Lionesses and how it has hopefully changed the perception of women’s football adding that glamour shots can detract and create bias.  Angela said what one thing can we think about now to make football more inclusive?  It was suggested we should look at people who have been minoritised - Who is accessing football or not? Hanya also talked about the importance of going into schools and finding and utilising people who have a voice in informal spaces. She said we should create advocates or facilitators of change.  We need to consider the statistics of the area - what does inclusive practice mean for us in Lincolnshire? We need to look at educating and tackling how football is encouraged throughout the county. Do coaches use evidence from minority groups?  Charlotte then mentioned her own dissertation research and questioned the invisibility of women within football, which Hanya found interesting.  Angela thanked Hanya and we then had a discussion:  What actions and follow-ups?  Charlotte will follow up with Hanya and introduce her to Cissy and get her more involved.  Shan said the appointment of a new chair of the LFA board will help support the image of the County FA and support is making meaningful change. | **Charlotte to connect Hanya and Cissy** |
| 1. **Discrimination Support** | Jordan introduced this item by outlining that off the back of the last meeting, there is appetite from the County FA to support this. Neither Chris nor Alistair were available for this meeting, but will attend the next one when the IAG have a better picture of their proposal.  There followed discussion of the support from the IAG when there are cases of discrimination. It was questioned what cases are we looking to support? It was pointed out that training is needed.  Shan said the FA have come up with a ‘discrimination complaint form’ supported by two organisations namely ‘sporting chance’ and ‘kick it out’ both of which offered support. Jordan said this support is not being used, and as such more can be done for victims of abuse. Charlotte said that support is often too late and that emotional support is needed whether proven or not. IAG could potentially bridge this gap.  Jennie queried the confidentiality of this process.  Shan and Jennie said we have to be careful with offering support. Shan gave examples of discrimination problems in a case. Jordan outlined that the IAG will not be responsible for counselling or dealing with sensitive topics. They can act as an intermediary between the victim and the County FA – providing a personal interaction that the CFA often is not able to provide. This is due to capacity and also due to conflict of interest (I.e., the discipline officer offering support is also often the investigator for each case).  This initiative could also see the IAG gain a greater understanding of current issues in local football.  Charlotte talked about support given for homophobic remarks in football.  Angela and Jordan said we need to do more and be there for people who may not report incidents. What can we do to help? We are not counsellors but must listen and advise possible next steps.  Jordan suggested Angela should find out what the Norfolk FA do in this respect. | **Jordan to invite Alistair or Chris to next meeting.**  **Angela to pick up with Norfolk FA** |
| 1. **Equality Standard Update** | Outcome 4 (Recruitment Practices and Policies) had been signed off and approved following the IAG’s review.  The LFA Equality Policy has also been signed off following review. It will be reviewed annually.  Jordan said that coach data is holding us back – this is due to the data collection being in The FA’s hands. 24.5% of coaches have responded – out of a target 50%.  There then followed a discussion about surveys and how people can ignore them even when they are anonymous.  Jordan is sending out an internal ‘diversity audit’ tomorrow and encouraged all to do complete.  Charlotte talked about the survey from the youth council and how they had a high percentage of response. | **All – to complete diversity survey.** |
| 1. **DIAP** | The group reviewed the document, commenting at various points:- we talked about the underrepresentation in eastern European groups, transgender groups and disabled players.  Angela and Jordan talked about the age factor and that we need younger representatives on the board, for example youth Council members. Jordan mentioned the Youth Council’s Diversity Lead, Suzy, who would be ideal to join the IAG. The group agreed she should join.  Charlotte said we should have a youth Council voice on the board and she mentioned Suffolk with 16 to 24-year-olds. We are already ahead in having a youth Council and the University might provide the diversity we need.  Angela said getting a younger voice on the board is a good strategy.  We looked at whether we should have targets for disabilities and ethnicities.  Jordan discussed diversity at board and governance being a key objective for the DIAP. Due to Lincolnshire’s demographics, the group agreed to set tangible targets for underrepresented groups at board level, instead focusing on diversity of age.  We then went through the DIAP and discussed changes and action was looking at all five objectives. The group discussed and agreed on the content.  Charlotte said EDI and media can be tokenistic and we must ensure EDI sections underpin the strategy.  Jordan will update the DIAP. The Development team will now feed in to support the agreed objectives with new programmes and initiatives. | **Jordan to invite Suzy to the IAG**  **Jordan to liaise with Zack to ensure EDI underpins strategy** |
| 1. **Inclusive County FA Document** | Angela suggested we should move this to the next meeting as we have had such a packed agenda. She also suggested that we should all pick out ideas would like to discuss next meeting | **All – review document ready to discuss at next meeting** |
| 1. **AOB** | Jordan updated that Zaheer has left the group. He asked the group to share the recruitment information that will go live tomorrow (Thursday 20th).  Jordan proposed the next meeting including a review of the Terms of Reference as the group has now been formed for a year. The group agreed. | **All – share IAG recruitment information**  **Jordan to share Terms of Reference with group for review.** |
| **Next meeting date** | June 7th 2023, 6pm-8:30pm, In-person and LFA offices | |