

EDI Committee Minutes

Minutes of the online meeting held on Thursday 21st September commencing at 6.00pm

Those attending: Birgit Meldal, Jim Hill, Matt Warren, Ricardo Arbelaez, Ryan Kay (Football Development Officer- Inclusion .) and Zoe Harvey.

1.0 Apologies for absence

Andy Alvarez, Concetta DeMartino, Dave Matthew-Jones, Izzy King (Youth Development Group Chair, Jenny Hays, Jo Knox (CEO), Nather Al-Khatib, Nasser Ameen, Nimesh Patel (The FA), Owen Baker, Rebecca Sawiuk, Richard Rose, Roger De Ste Croix, Stephen Morley, Stuart Nunn and Vicky Neal,

2.0 Safeguarding

2.1 No fresh concerns.

2.2 Play Safe Weekend. This initiative is scheduled for the weekend of the 30/09 and 01/10 and it is hoped that clubs and leagues will participate by promoting the prime importance of safeguarding all in football at their games.

3.0 Respect

3.1 No fresh concerns.

3.2 Let Us Play Campaign. Updates supporting the Campaign and providing insight into the positive impact it provides to promote inclusivity and respect have been made available to clubs.

4.0 EDI Key Focuses and Questions

4.1 Those present considered that all areas of the game in our County required development in terms of EDI, but suggested we focus our effort in the following areas:

4.1.1 Walking Football, initially mapping location of current provision and the communities participating.

4.1.2 Vets Female Football, exploring locations with potential interest.

4.1.3 Youth Disability Festivals, again, exploring locations with potential interest.

4.2 Grassroots Engagement:

4.2.1 There is a need to improve our understanding of the barriers that people face to participate within the family of organised football. We are aware that "Pop up" recreational football is played and enjoyed across the county at a number of sights and if we are to bring these participants into the "Football Family" then we need to understand the perceived barriers.



- 4.2.2 Cost may well be one barrier, location and timing maybe others, so we need to gain access to diverse communities and explore an insight into the obstacles they encounter.

4.3 Diversity in Leadership:

- 4.3.1 To better understand the barriers to grassroots engagement, and bring Pop Up football into the Football Family we need to encourage those from our diverse communities into the County Organisation Structure, as staff, council members and board members.
- 4.3.2 Suggested that we consider reaching out and meeting community organisations with a view of marketing the opportunities within the Football Family. Ricardo's North Cambridge Community Partnership is a useful example, although here, Ricardo was aware of the County FA from earlier experience and Ricardo reached out to us. Suggested we now identify a similar partnership and reach out to them, as a pilot project, with perhaps Ricardo acting as the contact point.
- 4.3.3 And to network more closely with Ricardo's organisation, then consider linking to Just Play provision.

Action: The meeting closed at 8.00pm with the next meeting to explore further the ideas arising in item 4.00 with a view to developing these into an action plan.

Ryan closed the meeting by thanking all for joining the meeting and for their contribution.

Date of next meeting: Thursday 16th November 2023 commencing at 6.00pm

Jim & Ryan
Jim Hill & Ryan Kay