**Lincolnshire FA Inclusion Advisory Group**

**Lincolnshire FA Office, 6pm-8pm, 22nd February 2023**

1. Apologies

Present in person: Jordan, Zach and Jennie. Online: Angela, Naomi, Emma and Marc.

Apologies from Shan, Charlotte and Steve.

1. Minutes of the last meeting were discussed and actions are as follows:-

The County FA is now using a tool on the website for accessibility. This is a free tool that offers many of the same features as other, much more expensive accessibility tools.

All in the group have been asked to continue to like and share good news stories.

Lots has been going on in February e.g Football v Homophobia event. There is an Awards evening on Friday 24th February for Football v Homophobia.

JM reminded the group to send their pronouns if they wanted these on their profile on the website, if not already actioned.

1. County FA ED&I Networking Event.

AW outlined this was the first ED&I networking event for the Eastern region with nine county FAs represented there.

The FA gave an overview of their priorities, which included:

* A transgender policy review
* The evolution of FLDC (Originally developed for pro clubs, now adapted for grassroots clubs, starting with Statement of intent)
* Disability and para football
* Refereeing
* Fan behaviour
* Asian inclusion plan
* Mental health
* Sanction framework

Slides from the FA will hopefully be shared with the group.

A representative from ‘Kick It Out’ talked about reporting mechanisms and ways of reporting discrimination, commenting there is still a lot of discrimination issues.

53% of women and girls don’t report problems and 52% of ethnic minorities also don’t report. 27% experience discrimination and 35% witnessed discrimination. This research should be shared in due course and someone from Kick It Out will probably attend a future meeting.

Jordan mentioned the need to increase the numbers of people who report discrimination.

AW talked about the session on IAGs and all county FAs attending talked about theirs. Angela concluded in saying that we are doing well!

JM favours mandating one or two in-person meetings per year. Also booking dates for a season in advance. Using Teams or WhatsApp group for sharing information. We should also review our terms of reference and check on group membership.

The group approved of this. The final meeting of the season (June) will be an in-person meeting.

Angela said that some fantastic examples of excellent IAGs will hopefully be shared with us. She talked about the idea that people discriminated against could get support from members of the IAG. Emma said we could act as intermediaries.

Jennie commented that we would need training. Jordan will talk to Nick and Alistair regarding training and he mentioned that Norfolk FA are doing this. He also said that one group had developed a glossary of EDI terms.

Members concluded that it was a good day and there would hopefully be future sessions.

1. Equality Standard Update.

The updated action plan is not completed as yet but should be ready for the next meeting.

We need to improve data - external and internal. It should be no more than 12 months old and a new survey is to go out to all groups involved and to look at census data.

DIAP - A three year strategy - of which a lot is already in place and it will be in the IAG document.

Training - looking at the ‘JUST Lincolnshire’ report we need a training record and plan.

The FA can provide learning resources, workshops internally and a recruitment policy.

AW said that even though we’ve achieved foundation level we need to go back and review and refresh - our EDI statement and equality policy should be reviewed every 24 months.

JM will share the equality policy and EDI statement with the group and invite comments.

1. Just Lincolnshire Workshops

JM Reported back on the results of this training - see report.

Jordan discussed liaising with Kick It Out to ‘plug the gaps’ uncovered by the JUST Lincolnshire workshops, and organising a Trans Inclusion workshop. Naomi volunteered a Trans friend of hers to come in for an event.

JM Will send the JUST Lincolnshire Report out again.

1. DIAP

Will be more for next meeting.

JM has been overwhelmed with data etc and he said we are ahead of most county FAs and progress is slow but we are ahead of schedule.

1. Campaigns and Initiatives.

Angela talked about the amazing event on Sunday -‘football versus homophobia’.

On behalf of the group we said well done to Zack and Jordan and everyone involved.

JM thanked Zack for his support of the event and he also talked about the LGBTQ+ Inclusion workshops, which have now had over 50 attendees.

Angela said we should share positive stories and photos where possible. The university did in fact video the panel footage on Sunday.

Zach said there will be photos etc to share plus the monthly newsletter from the county FA. He also talked about the panel members and how good the event on Sunday was.

The Football v Homophobia awards night on Friday was also discussed, with the nomination of Lincolnshire FA for an award.

Emma talked about Lincoln City not having an LGBTQ+ supporters group. JM outlined that we can support this and we should involve people from Lincoln city to action this, off the back of the successful Football v Homophobia Event.

Zack talked about space for this - we should be exploring this in Lincolnshire. He also talked about the National league of gay football supporters network. He said we need to find out the demand for this in our county.

Finally, Angela mentioned the International women’s day event. Jordan mentioned that over 40 people have already signed up.

1. AOB.

Jordan talked about a lady called Hanya who is keen to meet with the IAG With reference to EDI within sport and women and girls inclusion. Angela said it would be good to get an external speaker, and will invite her to the next meeting.

Date of the next meeting is to be confirmed.