**Lincolnshire FA Inclusion Advisory Group**

**Lincolnshire FA Office, 6pm-8pm, 28/09/2022**

1. Apologies were received from Naomi, Charlotte and Zaheer.

The meeting was chaired by Angela, with Shan, Jennie and Jordan attending at the Lincolnshire FA Office. Emma, Zack and Steve joined virtually.

1. The minutes of the last meeting were approved.

The next steps in IAG projects were discussed. We are aware there is a need for accessibility tools. Emma said a web provider can help with accessibility tools, and Jordan will ask if our website provider could help with this.

Emma said we should encourage social media channels using ‘like and share’, as this is a ‘quick win’. Shan said we should encourage the above and that she would speak to Michelle Sacks, our Marketing and Comms Director on the Board as she is very visible on social media. Angela mentioned she has been doing this on LinkedIn – Jordan acknowledged this is great as LinkedIn isn’t a platform that the association has a great presence on.

Jordan talked about legacy and reputation, stating the suggestion at a previous meeting of “giving three words to describe the LFA” is a great method to track the reputation of the Organisation.

After discussions around marketing and communications, Jordan stated that the Association is currently recruiting for a Marketing Intern. Hopefully progress is being shared. It was confirmed that adding pronouns to the website has been done – but if anyone else wants them, please let Jordan know.

1. Jordan updated on the Equality Standard, including the JUST Lincolnshire workshops held in November. Lots of positive feedback was given.

Wes will feedback from the training with a report. Jordan noted some initial findings, which included the observation by Wes that the council are the eyes and ears of the LFA, and it is important they are adequately trained for this in respect to ED&I.

Jordan said he would tackle Trans Inclusion internally as this was a key theme.

Steve talked about stories to tell in football. He proposed we should open up ‘my story’ from people. Jordan suggested using protected characteristics and members finding individuals to share ‘their story’ from that. Some members of the group volunteered to lead on this. Steve mentioned influencers - the right people to bring people together. Jennie mentioned Ethan the youth council member who has a good story.

Jordan discussed the recruitment policy, and requested all final feedback by Wednesday 7th. It was suggested we should come up with our own EDI question for the interview process. Steve suggested, “how would you deal with this scenario”.

1. Diversity and inclusion action plan review.

Jordan then introduced the Diversity and Inclusion Action Plan. This is a document required for the Code of Governance and shares a lot of similarities with the Equality Action Plan required for the Equality Standard for Sport. This document is owned and overseen by the IAG.

Jordan explained that the data that this would be developed on (the FA’s ED&I data as well as the 2021 Census) had only been released the day before. However, the DIAP is a working document. The group agreed they would discuss and sign off the document in its current form, and then reconvene in January to discuss once Jordan reviewed data and written a comprehensive report.

 Six objectives were discussed and unanimously agreed. It was suggested that objective three should be rephrased. Each objective was looked at in more detail and members suggested changes and additions for the final document. This should be finalised by the 7th of December. The group were happy to sign off objectives as discussed. The six objectives are:

Objective 1 – Ensure Equality, Diversity and Inclusion are embedded across our Organisation

Objective 2 – Policy framework

Objective 3 – Use of Research and Data in order to underpin and achieve our objectives

Objective 4 – Develop a Wide Portfolio of Inclusive Playing Opportunities

Objective 3 – Workforce development

Objective 6 – Marketing/PR and Communications

Jordan raised that any findings that come from the report he will produce before the next meeting should align within one of those objectives – giving us the flexibility to adapt as appropriate.

1. LGBTQ+ Ambassador role.

Jordan outlined that following on from the LGBTQ+ webinars for Rainbow Laces week, the Association was keen to engage with Zack further. Discussions had led toward a voluntary LGBTQ+ ambassador role with Lincolnshire FA.

This person will act as a role model for LGBTQ+ Inclusion within grassroots football and sit on the IAG. That person with support identification of stories involving LGBTQ grassroots players. The role will be to raise awareness and understanding of LGBTQ issues.

Zack was welcomed to the IAG team as our official ambassador.

1. Campaigns and initiatives.

Steve updated the group on the Football v Homophobia event that he and Jordan are currently working on. It based on a similar event he participated in at Charlton Athletic.

The event has received approval from the FA for mixed gender dispensation and will take place in February as this is Football v Homophobia month of action.

Jordan and Steve had enquired with Lincoln City FC who have quoted a minimum of £1000 due to health and safety regulations. It was proposed that we should look at other possible venues.

Steve said a Stadium pitch is better and Jordan pointed out that ideally we want a high profile venue for such a high profile event.

Emma mentioned ‘active Lincolnshire‘ funding and said she will email the colleague to explore funding.

Angela said we need the momentum to push it by the New Year.

Jordan then discussed the FA’s ED&I Calendar and guide and stated that Charlotte suggested we should pick out a few key events for the IAG to lead on, for example international women’s day.

1. AOB

Emma is going to forward the name of the lady from Lincoln University, who is working on women in football. Jordan said Charlotte and Cissy would like to connect with this individual for international women’s day in early March.

Shan mentioned Charlotte‘s appointment to the National youth Council as EDI lead. She has made enormous strides in this.

1. Our next meeting is on the 25th of January 2023.

Actions:

* Jordan to discuss website accessibility tools with website manager.
* Group to continue using social media to ‘like and share’ the good news stories coming from the Association.
* Group to send pronouns to Jordan if they hadn’t yet done so.