

ANNUAL REVIEW

EQUALITY DIVERSITY INCLUSION

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SUMMARY

The last year has begun our journey into diversifying our sport of triathlon for all people in London. The call for all sports to improve access for people from a diverse population is a key driver. The London region is the first to host an Equality Diversity position within the regional committee.

Introduction

Equality Diversity Inclusion

The position of Diversity within the regions began last year and London is the first region to host this position. Emerick Kaitell is the person to undertake this role and the following is an overview of the activities undertaken within the last twelve months. British Triathlon Federation is following and listening to our experiences with keen interest.

Unconscious Bias

The first piece of action was that we held an unconscious bias workshop through UK coaching for sports coaches. This resulted in 11 people attending and this was funded by the committee with Chris Hall (London Region chair) and Jon Train's (BTF Regional Manager) support, and this was for our coaches and committee members who wish to be introduced to understanding unconscious bias. The result was that on average eight out of 10 indicated the usefulness of the workshop and will aim to host workshops such as this in the future

Coach Workshop

The next phase was to host a workshop for coaches. Jon Train sent out invites to our coaching workforce about the workshop with myself in discussing their understanding of diversity and to identify what they would require to enable them to be able to coach a more diverse population within their clubs moreover it was to identify the barriers or the challenges that they have within their own environment to be able to attract new people from a diverse population into our great sport of triathlon results would be identified later.

Club Workshop

Following on from the coaches workshop we held a club workshop where people representing the clubs were invited. Ten clubs across the London region attended and discussed how or what would be required to enable our sport to be more diversely attractive and to bring in new people. Moreover, we challenged and questioned our current practises to be able to inform a diverse population of the services that we could provide the subsequent results would be presented later in this paper.

Club Priorities

- Each club to identify their own target group
- Each club to share resources and ideas

Coach Priorities

- Coaches to upskill through professional development
- Coaches to assist clubs in processes and procedures

Diversity Opportunities

- Identify a target group within your community.
- Connect with community groups
- Implement representation within the club

Goals for Q2

Clubs

Clubs identified education is key for all involved within the club through attending workshops, training, and community of practice groups. In addition, to establishing activators at sessions, online and through social media.

Each club to identify what they wish to develop over the next year, recognizing that this is a long-term adventure. Equality, Diversity, and Inclusion to be on the club's agenda from now on.

All clubs to undertake a review of their club, using an adapted version of World Triathlon, that was presented to the Chairs by Emerick.

Coaches

Coaches wish to develop their knowledge and skills to provide high quality experiences for existing and new members. The challenge is to improve communication between club and coaches and work together in attracting new diverse population.

Continual professional development is key, and this can be through mentoring, observing other coaches, workshops, online learning, sharing resources and community of practice.

Committee

The London Region Committee to formulate a support programme that meets the needs of clubs and coaches. This can be quarterly catch-up community of practice meetings. UK Coaching Understanding Unconscious Bias workshop, Inclusive Activity Programme workshops are two that were identified.

Clubs to work in collaboration and celebrate differences

WHAT'S NEXT

The London Region is to establish online meetings for clubs and coaches respectively. Identify suitable dates for the workshops.

Clubs to indicate their target for the next year and measuring the impact of their actions.

Coaches to engage with continue development opportunities that meet their needs.

Coaches to reflect and measure their coaching impact upon their athlete's, existing and new.

An audit of the club's demographics from the committee to athletes to assist with monitoring and measuring for the future.

Continue to share our experiences with British Triathlon and other regions when required.