**IAG Meeting Minutes**

Monday 14th June, 2021, 7:30 pm via Conference Call Dial-In.

**Present/On the call:** Riz Rehman (Chair), Sally Lockyer (SFA CEO), Andrew Dickinson, Victor Olisa, Soye Briggs, Cigdem Turkan, Marcus Tyler.

**Apologies**: Mac Alonge, Emma O’Connor, Kate Budd, John Wallis (Sec.), Josie Jones, Graham Keable.

**Previous actions:**

-RR reminded that we need to go over language refresh document to look at use of EDI terminology

-AD updated on recruitment and stated that the involvement of IAG in recruitment process has been valuable- interviews were on Friday- 6 candidates were shortlisted, however, 3 will be invited to a second round interview

-SB has been on the interview panel

-All need to get back to SL about her questions regarding where we should be as SFA by 2030

-Regarding the operational plan matrix- all to get back to AD and team about areas of interest

**Exec update:**

-Ahead of Boris Johnson’s update, SFA took the executive decision last week to delay the opening of the office until 1st September -this will serve as a ‘not before date’ and will be subject to other variants etc.

**Governance update:**

-Articles went to the board last Thursday, and will be shared more widely as part of AGM papers over the weekend

-Will quote the articles on 25th July (AGM day)- highlighting the good governance and standard we are trying to achieve

-SB question- whether presentation was going to be shared for the special resolutions, as shared with country members as part of consultation- AD to pick that up

**People update:**

-Chloe and Mel are leaving/left. Mel left part time role for full time role, Chloe is leaving to CFC St Mary’s role

-Will be recruiting for their roles- chance to revisit football development plan and strategy

-Still in the application phase for head of marketing and partnerships - AD asked for all to share with networks

**Comms update:**

-Pride month we have been sharing SFA content and others’ content for wider reach and impact

-29th/30th event for referees and LGBTQ+ related issues- panel style like BHM, Cecil will be hosting this

-Better 5 aside tournament SFA are entering a team

-RR asked about taking a knee statement- AD stated SFA are aligning to FA central statement

-Marcus- stated SFA reshared FA, England, Gareth Southgate and kick it out content

-RR asked whether we can we do more? Discussion included highlight black IAG or staff members? VO would be Happy to Support this, Marcus to pick up with VO

**Strategy:**

-Will be sent to FA for final sign off

-Third party company worked with LTA on past

-Values, behaviour, safeguarding and equality embedded within the strategy as per previous discussions

**AOB**

-SB and SL attended Tooting and Mitcham, they reported that academy players seemed discontent about experiences- they don’t feel that issues and information is being disseminated well enough- they reported that there is an incident each week at each level, with players experiencing discriminative issues

-Punitive discipline attached to discriminative issues

-Academy players feel that it’s now a part of tactics that managers and supporters are using to ruffle them to get sanctioned by ref, sent off etc. Feel it’s across the game and not much is being done in way of change and feel they would face sanctions if abandoned a game at county level. Understandably they are really angry.

- A couple of things should be considered to build bridges and formulate solutions- don’t know if real info is getting down to players at grassroots level- could change with player registrations and ability to communicate directly with players

-How can their coaches get on to UEFA A and B license courses? We should consider ensuring that when the opportunities come about these clubs are able to access the opportunities

-They have something called 4 corners each week, where coaches gather and discuss updates- asked SB to attend

-SB asked Marcus if SFA can film lived experiences of the players and coaches

 -EDI piece on how the issues are affecting people’s mental health. Capturing what is going on over one month and see what this looks like - not reporting every incident as don’t believe anything is being done, so we don't have a statistical picture of the issues

-Discussion with referees in the county about the approach- is there a need to deliver awareness training? Sanctions for abandonment should be discussed and agreed

-VO- should we review disciplinary sanctions? AD- with all discrimination related issues, we notify FA directly - where we struggle is on evidence to sanction or charge people

-Sands UK charity- working with families, specifically Dad’s who experience still births. Sands United FC in Gilford - putting out a team manager role- Marcus to share on county connect page