

Equality, Diversity and Inclusivity (EDI) Officer's Report 2018/19



As this is my first year this has been something of a direction-setting year. I have been working with other BKA members and we have achieved some good progress with the following items:

1. We sent senior representatives (1 from each bu) for 2-days of courses including equity in sport training and coaching disabled people. Some of the elements from these courses will be incorporated into our BKA coaching courses.
2. Kendo transgender policy written and nearly finalised pending BKA anti doping rules and agreement from the Bucho.
3. Pathfinding forum was held at an iaido and jodo Intensive Training Session in the West Midlands.
4. An OGSM-T (Objectives, Goals, Strategies, Measures and Targets) development meeting has been held with certain members and we now have an outline Objective and Strategy completed. This will be published on the BKA website when complete for feedback.

Regarding 4. OGSM-T, our draft for this is as follows:

Objectives

To create an Association which is inclusive and embraces the diversity of its members by removing barriers to participation where possible and treating people equitably.

Goals

1. To establish and maintain an understanding of the barriers to participation for our members (particularly for those with protected characteristics).
2. Use this understanding to inform our planning and actions in making participation accessible to all.
3. To remove these barriers in so far as is practicable for an association of the size and scope of the BKA.
4. Use this understanding along with other sources of information to raise the awareness of EDI to every member appropriate to their position in the BKA.

Please contact me by email for advice, feedback and ideas.

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