



## Cricket East – EDI Aspirations and High Level Action Plan.

At Cricket East, we recognise that Diversity and Inclusion are not negotiable. We value people for who they are and what they bring to the sport. As individuals, we all carry a range of identities. For example, a person could be a mother, a daughter, a sister, an aunt, a niece, a partner, and trans as well as being a cricketer, volunteer, umpire, etc.

At Cricket East we aspire to be the most inclusive organisation in UK cricket. We are fully committed to creating an ethos where each individual is valued for being their authentic self and to respecting their multiple identities, some of which, historically, may have been subjected to blatant or institutional discrimination<sup>1</sup>, creating disadvantage(s) and barriers to individuals achieving their full potential.

Such identities include, but are not limited to:

- Age
- Disability
- Ethnicity & Nationality
- Gender & Gender Identity
- Religion or Belief
- Sex
- Sexuality

We aim to build inclusion into all aspects of cricket in Bedfordshire and Huntingdonshire, with Leagues, Clubs, Officials, Players, Volunteers and Supporters, involved in all forms of cricket. Further, we are striving to ensure we reflect the communities we serve at every level across the game, by making cricket safe, welcoming, and enjoyable for all involved. We also recognise the powerful role cricket has as a vehicle to bring people from all walks of life together to enjoy this game which we all love.

We understand that the racism evidenced in Cricket, reported nationally in 2021, then becoming subject to an inquiry by the House of Commons Digital, Culture, Media and Sport Committee, was a wake-up call to all the cricketing community. Equally, we know that culture change takes time, so we plan to take a clear and steady approach. To achieve our aim of making inclusion the golden thread running through all cricketing activities in Bedfordshire and Huntingdonshire we will work in partnership with Bedfordshire CCC and Huntingdonshire CCC respectfully, the ECB, and other relevant bodies.

We have already achieved great success in the recent past through various initiatives in some of our diverse communities across the two Counties such as Luton and Peterborough – and we aim to build on this success in these areas and further afield. These include Bedford, Huntingdon, and some of our more rural areas too.

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<sup>1</sup> Institutional Discrimination is a term adapted from the definition of 'Institutional Racism', originally coined by Stokely Carmichael, the American civil rights organizer, in 1967. Lord Macpherson then used the phrase when he submitted his report into the murder of Stephen Lawrence in 1999.



To build on our progress, tackle racism, develop greater diversity, and create a culture of inclusion at all levels of cricket, we will undertake the following:

**1. Lead from the top**

We will establish a core Committee, led by a Board Director, and a wider working party to oversee our EDI implementation work and to advise of key areas for intervention

**2. Embed EDI into our strategic planning**

As we mentioned, culture change takes time, we will therefore organise an annual strategic planning day. In the first instance we will consider how inclusion sits across our current 3-5 year plan.

Thereafter, EDI will underpin all Cricket East Strategic planning and operational implementation.

Throughout all this work we will:

- Keep our Vision, Mission and Values at the forefront of our thinking and activities
- Identify and develop strong bonds with key stakeholder communities
- Identify Success Measures which adhere to the SMART principle
- Ensure effective use financial and people resources for maximum impact
- Create a timeline to achieve our goals
- Develop a communications plan to keep relevant parties informed of progress

**3. Define the Cricket East EDI Base line**

We recognise that we need to understand our starting point. We will, therefore, undertake an analysis of where we are currently in terms of Inclusion. This will enable us to set future plans, measure progress and adapt as required.

**4. Build EDI Capability**

To create a platform for success, we recognise that everyone at Cricket East needs and wishes to be more consciously inclusive. We will deliver Inclusive Leadership Training for our:

- Board
- Senior officers
- Other paid officers and volunteers

Such training will be refreshed at least annually to ensure consistency in our approach to culture change.



## **5. Formalise Inclusion Assessment**

We will review all our policies, procedures, and practices to assess for unintended adverse impacts and to be in line with the Public Sector Equality duty to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Promote good relations between those who share and those who don't share one or more Protected Characteristics<sup>2</sup>

## **6. Undertake research activities**

We recognise that we do not have all the answers and that those with lived experiences can help us to become more inclusive. We will, therefore, undertake surveys and/or listening exercises to understand:

- The lived experiences of our stakeholders
- Identify barriers to inclusion
- Next steps to further build diversity and inclusion

## **7. Share best practice**

Knowing that we can learn from and share good practice with other County Boards in England and Wales, we will lead on establishing a community of practice nationwide.

Timeframes for our action plan will be determined during our EDI Strategic Planning Day, scheduled for September 2022.

Cricket East strives to be one of the most inclusive cricketing communities in the UK, creating integrated communities for cricket, through building an EDI-rich culture. This is a priority for us and we are proud of the ongoing tremendous support demonstrated across local cricket in championing an environment where each one of us can feel safe, happy and, ultimately, ourselves.

Cricket East

6th June 2022

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<sup>2</sup> The Equality Act 2010 recognises 9 Protected Characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.