

## Media FAQs – Cricket's EDI Actions

### Over-arching questions

#### ***Has your County signed up to today's actions from the ECB?***

- Yes. We stand together with the game against discrimination.
- We are united in our commitment to deliver these actions to ensure cricket at all levels is welcoming to everyone.
- These steps are clear and consistent across the game. The cricket network is united behind them to make a strong stand against discrimination and commit to a series of actions that will meaningfully move the game forward.
- We are aware there is more to learn. The work being undertaken by the ICEC and racism inquiries will give us further insight. This response is our immediate and aligned response as a game, but we are conscious we may need to do more.

#### ***How are you going to deliver this?***

- We are all committed to developing our local EDI plans that work to the challenges and opportunities we have in our local communities and organisations.
- Some of the published actions are about building on what we are already doing, or there are mechanisms already in place; some parts are about the counties stepping up what we do.
- Where there are overarching reviews/pieces of work to do in order to deliver the commitments we'll now work through the detail so we can get them started.
- There is funding and resource support available from the ECB which will enable the game's response

#### ***How will you keep a check on progress against these measures?***

- Organisations across the cricket network will take responsibility for the commitments they have made, reporting on them on a regular basis.
- Today's announcement provides consistency across the cricket network, so that we can make a strong stand against discrimination and make meaningful change together.

#### ***Is this just another review and consultation?***

- No. This plan represents tangible action by the whole game to tackle discrimination.
- What we want to achieve is long-term culture change. For this to be sustainable, it is inevitable that some form of reviews and consultation are necessary.
- We have to do this in the right way, whilst always being conscious of the need to act with urgency so that the immediate concerns that we need to address are acted on in the coming weeks and months.

#### ***Does cricket have a racism problem?***

- Cricket clearly has far more to do to tackle racism and discrimination.
- Today's agreed commitments will help drive the necessary change in addition to the work already being done.
- Cricket, and sport in general, is so important in people's lives and we stand with the rest of the game in committing to making cricket inclusive and welcoming at every level.
- There are significant numbers of people and examples within cricket who are already driving inclusivity. These people are the heartbeat of our game, and we are determined to be leaders to ensure all of cricket embraces those same principles of inclusivity.

## **Game-wide Commitments**

### ***How will you ensure your Board meets the diversity targets?***

- We are committed to achieving the targets that we have agreed to alongside the rest of the game. We share this commitment because we understand and embrace the value that a diverse leadership group will bring to our county and cricket at all levels.

### ***How do you currently manage complaints / whistleblowing?***

- We are asking the game to support the work of the Independent Commission for Equity in Cricket (ICEC).
- We encourage everyone who has experienced discrimination in the game to take part in the ICEC's call for evidence. Anyone can complete an anonymous online survey.
- The ICEC has been created as an independent body to evaluate the state of equity in cricket. The evidence gathered will inform a landmark, independent report, set to be published in the summer of 2022, which will include evidence-based recommendations.

*Encouragement for the ICEC process should be made in addition to any whistleblowing process you currently already have in operation at your FCC.*

### ***How will you ensure people on the talent pathway are the best talent and not just filling quotas to hit your targets?***

- This isn't about filling quotas, this is about providing opportunities for everyone to get involved in cricket, no matter their level.
- Everyone must have an equal opportunity to progress through the game as they wish, whether they are a player, umpire, coach, or undertaking any other career in the sport.

### ***Have there been instances of discrimination within the crowd at your venues last year?***

- As part of the CPA all counties have established relationships with their local police and the ECB on a national level to ensure a safe and secure environment at our venues.
- At all international matches we are required to report any breach of the ICC Anti-discrimination code to the ICC and have an ECB Security manager on site.
- In 2021 there were a total of two breaches of the ICC code at international matches. Both were reported to the police and the offenders ejected. We must not be complacent and will continue to maintain a zero-tolerance policy to ensure a welcoming matchday experience.

### ***How are you going to make the matchday experience more inclusive?***

- First Class County and the MCC venues across the game are continuing to expand their offerings to include the introduction of multi-faith rooms, alcohol free seating and the expansion of food and beverage options to better reflect the needs of the community

### ***How will you address issues around dressing-room banter?***

- The experiences we have heard from Azeem Rafiq and other players during their playing careers must not be repeated again.
- We are committed to the full review of dressing room culture in all international and domestic [county] teams.
- We welcome the delivery of a redesigned programme of player and coach education, and then addressing any gaps identified through the dressing room review.