

* *Each League to provide an outline plan to improve Inclusion & Diversity on their Main Committees.*

Above is as required by ECB Premier League Committee

There are many definitions of Inclusion and Diversity. I have adopted the following as a starting point for our Plan (to be changed as appropriate)

**Inclusion is an organisational effort and practices in which different groups or individuals having different backgrounds are culturally and socially accepted and welcomed, and equally treated.**

**Diversity can be described as differences among groups of people and individuals based on ethnicity, race, socioeconomic status, gender, exceptionalities, language, religion, sexual orientation, and geographical area.**

**Diversity and inclusion are two interconnected concepts—but they are far from interchangeable. Diversity is about representation or the make-up of an entity. Inclusion is about how well the contributions, presence and perspectives of different groups of people are valued and integrated into an environment.**

Liverpool and District Cricket Competition Main Committees.

Executive Management Committee

Junior League Sub-Committee

Women’s and Girls Sub-Committee

3rd X1 Sub-Committee

Cup Competitions Sub-Committee.

Disciplinary Sub-Committee

Restart Group (currently ad hoc)

MCUA Committee (Not managed by League but included in plan)

BARRIERS

* Embedded practices - tradition
* Lack of opportunity
* Tokenism
* Demography and low pool of ethnic minority players in teams and small number of cultural teams
* Cultural differences
* Communication
* Low pool – but rapidly increasing – of Women players

ADVANTAGES

* Breaks down barriers
* Promotes creativity and innovation
* Increases understanding
* New opportunities
* Unique perspectives
* Culture of respect
* Teamwork

OUTLINE PLAN ( as a starter)

1. Female representation on Executive Management Committee

Elizabeth (Liz) Sinker to be installed as Chair of Women’s and Girl’s Sub- Committee. Becomes member of Executive Management Committee. (PB is W+G Officer, works with Chair of Sub Committee and retains access to Executive Management Committee as associate member similar to Safeguarding officer) – Agreed in Committee to be notified at EOS Meeting and formalised at AGM.

1. Need for the League to make a commitment to Inclusion and Diversity with an agreed “Statement of intent”
2. Suggested actions………………………………….

John W 28 Sept 2021