



**We champion the ongoing interests  
of professional cricketers in England and Wales**



# Racism in professional cricket survey

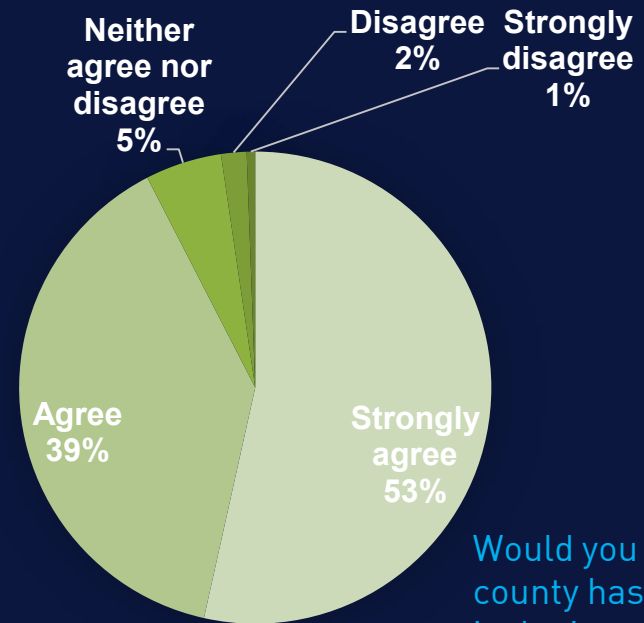
- Research started in June through PDMs one-on-one conversations with membership
- This led to official survey which was distributed in August and closed at the start of September
- Survey sent to all current male and female players in the professional game as well as academy players involved in professional setups and players who had left the game within the last two years
- A total of 173 completed survey responses
  - Of those, 24 respondents identified as Black, Asian and Minority Ethnic, while 3 did not answer the question

# Counties are inclusive and supportive

Overall, **92%** of respondents felt their county created an environment where all cricketers could flourish.

Only one respondent strongly disagreed with the statement.

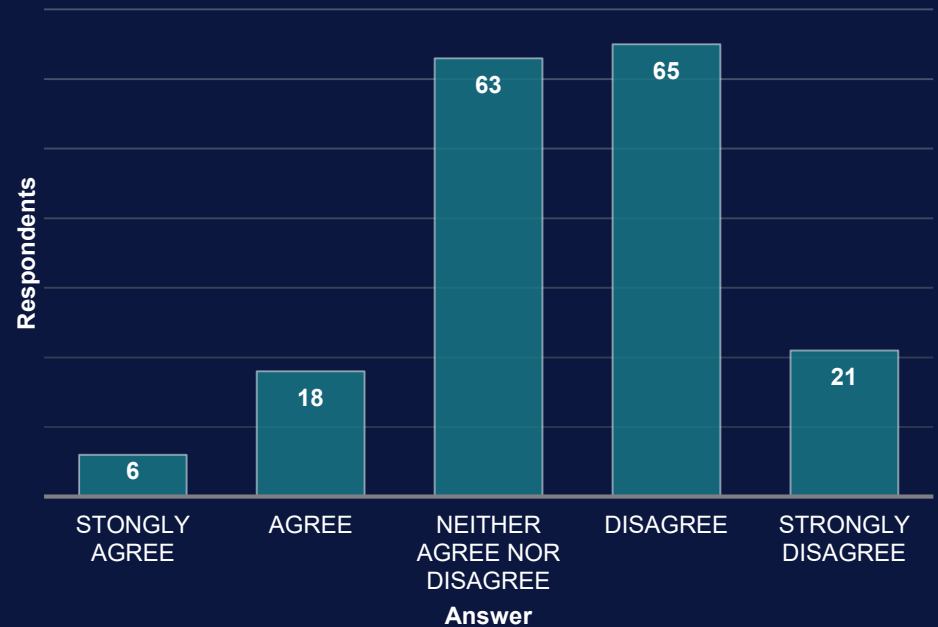
This was also representative (**88%**) of respondents from Black, Asian and Minority Ethnic players.



Would you say your county has an inclusive and supportive environment where players from all ethnicities can flourish as cricketers and as people?

# Is racism an issue?

Although 50% disagreed with the statement that there is an issue with racism in the professional game, 36% were uncertain.



# Experienced v Witnessed racism

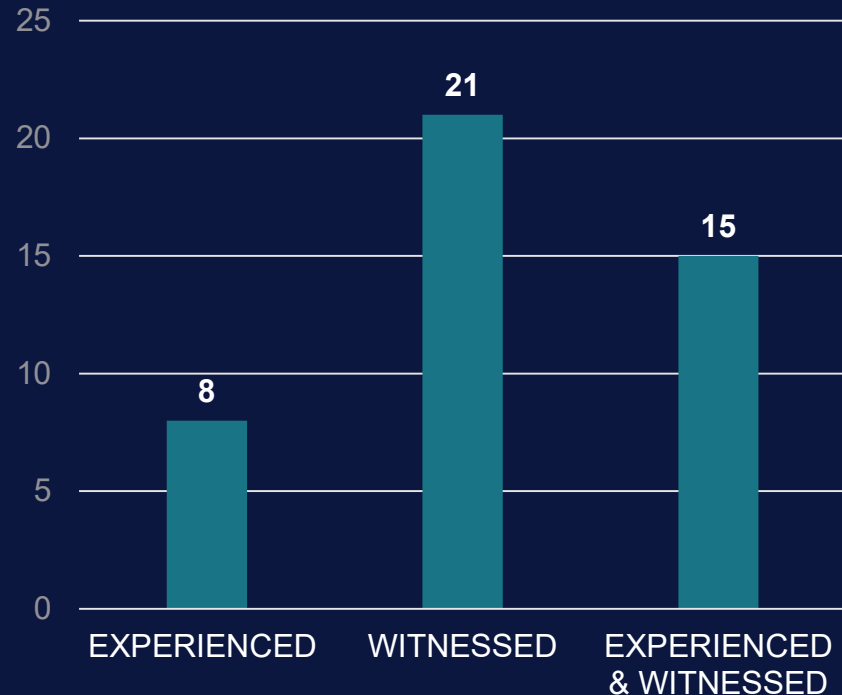
The survey sought to ascertain how many players had witnessed and experienced racism.

Of B.A.M.E respondents, 9 had both experienced and witnessed racism, 3 experienced it and 2 witnessed it.

Of respondents who identified as white, 6 had both experienced and witnessed racism, 5 had experienced racism whilst 18 players had witnessed it.

(1 witness ethnicity unknown)

RACISM EXPERIENCED AND WITNESSED



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# Incidents of racism

Of the **11** B.A.M.E players who said they believed there was an issue of racism in the professional game:

**8** are current pros (which equates to approx. **31%** of B.A.M.E. players in the professional game)



Of the **23** players who said they had experienced racism:

**12** are B.A.M.E. of which **10** are current pros (which equates to approx. **38%** of B.A.M.E. players in the professional game)

**11** identified as white or Caucasian of which **8** are current pros.

# Where are instances of racism coming from?

Between those who had experienced and/or witnessed racism in the professional game, the results were consistent.

Another player, fans and social media appear to be the main source.

The fact that other groups are included shows the importance of rolling out Diversity and Inclusion education across the whole game.

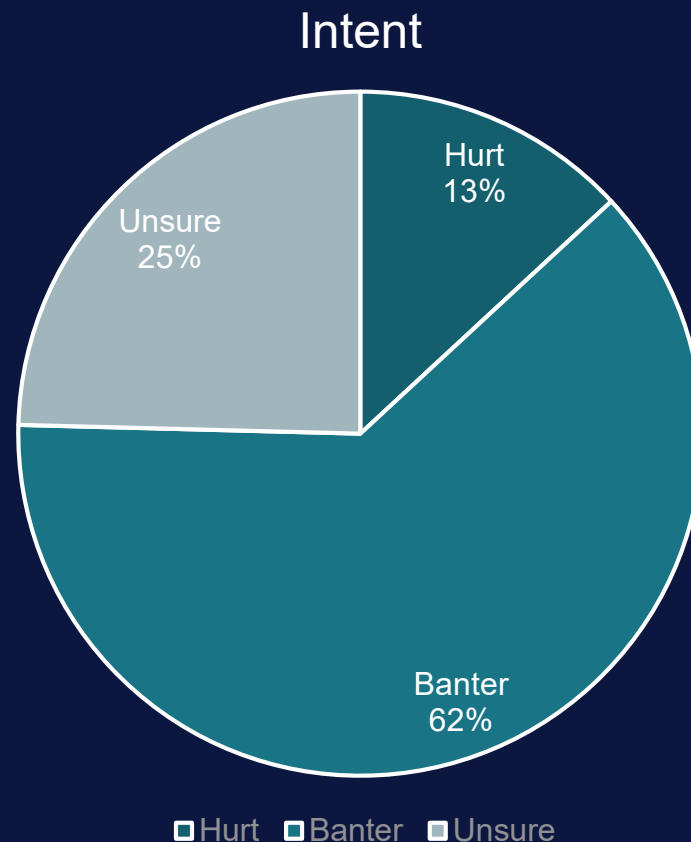
## WHERE RACISM CAME FROM (EXPERIENCED AND WITNESSED)



# What is the intent?

For those who witnessed or experienced racism, the majority perceived it to be disguised as banter.

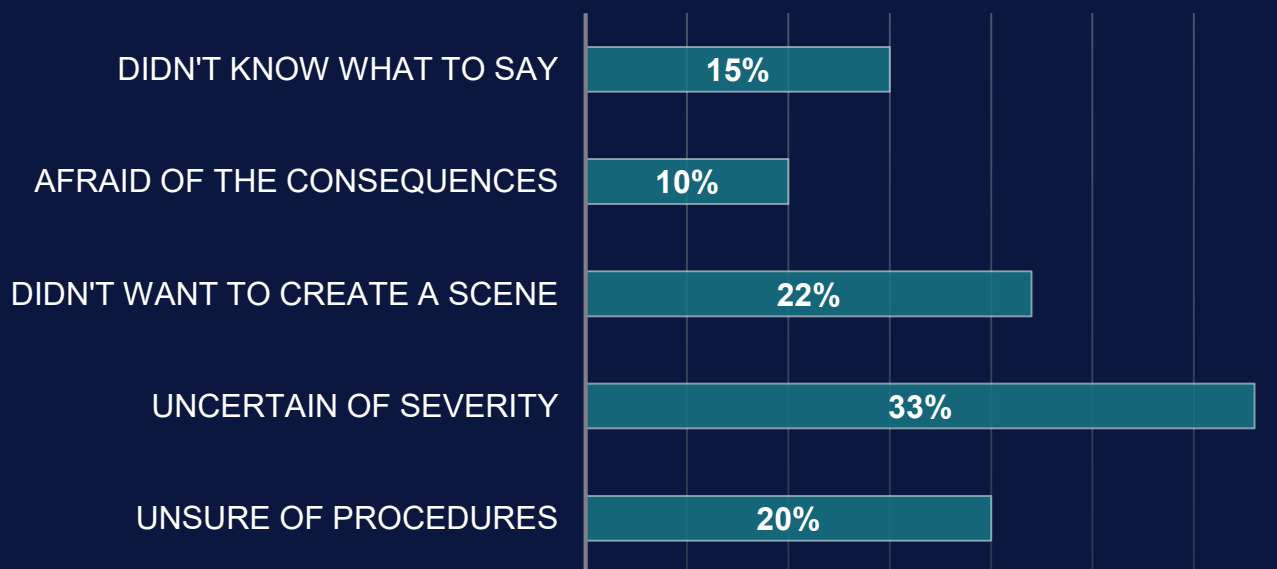
Furthermore 1 in 4 were unsure, which suggests more needs to be done on educating members on what racism is.





# Reporting experienced and observed incidents

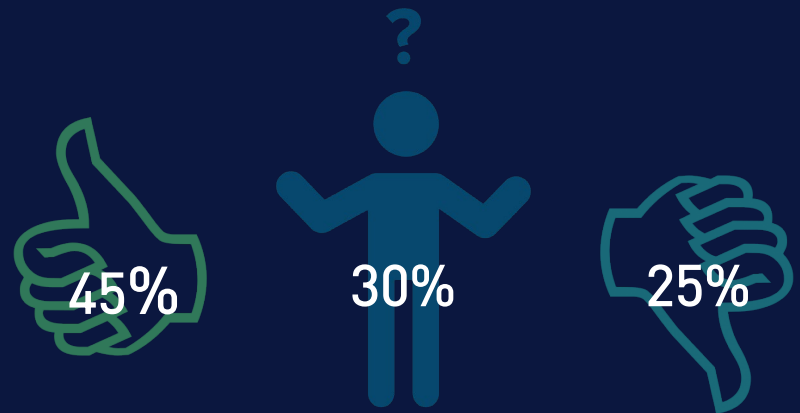
## WHY EXPERIENCES OF RACISM WERE NOT REPORTED BY %



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# More education required

121 members (70%) feel that an education programme would have a positive impact on players' attitudes towards diversity and inclusion within the professional game.



With 55% unclear about the correct mechanism for reporting racism on and off the field, more needs to be done so players know where to turn. For 15 members, this was a reality as they didn't know how to report what they experienced or witnessed.

# EW Group appointed education provider

## Mercedes-AMG Petronas Formula One Team

Inclusive leadership  
programme for all  
managers, diversity &  
inclusion training for all  
staff.



Inclusive Cultures training  
sessions for all staff, including  
Exec Committee

## EW · GROUP

Specialists in diversity, unconscious bias,  
and inclusive leadership for over 28  
years.



Inclusive leadership training  
programme for 1,200 senior  
managers

## A Premier League Football Club

Unconscious bias training for  
internal club managers &  
staff.



Inclusive leadership programme  
for all managers at UK and South  
Europe HQs

# Overall Programme Aim

The anti-racism programme will raise awareness of cultural differences and unconscious bias specifically in the context of racism in professional cricket, and address issues such as workplace banter and inappropriate non-verbal behaviour.





# Education Key Objectives

1. Increase cultural awareness and understanding of how behaviour can be interpreted differently.
2. Address a wide range of themes including ethnicity, gender, 'in' and 'out' groups and micro behaviours.
3. Raise awareness of what unconscious bias is and how it operates for both individuals and organisations, so participants can identify possible bias in themselves and others and learn how to manage the inappropriate behaviours that those biased attitudes can create.
4. Enable people to implement practical strategies to remain aware of, challenge and deal with subtle and unconscious bias in all aspects of the game.
5. Encourage people to challenge non-inclusive behaviours.

# Education Core Delivery Phases





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