

The Game Wide Commitments

We as a game are committing to a 5-point plan, with 12 tangible actions, that will help create a culture to eliminate discrimination. Our aim is to make cricket the most open and inclusive sport in the country. We will:

(A) Listen, care and educate ourselves

- 1. Whistleblowing:** To set up and adopt a standardised approach to reporting, investigating, and responding to complaints, allegations, and whistleblowing across the game, within three months. To review, learn from and take action based on findings.
- 2. Engage with ICEC:** To fully promote the aims of the Independent Commission for Equity in Cricket (ICEC), proactively engage with its investigations and recommendations (published Summer 2022).
- 3. Continuous Education:** All those who work in cricket will be provided with ongoing EDI training. This will cover all staff, volunteers, recreational club officials, umpires, directors, and coaches.

(B) Address dressing room culture

- 4. Review Dressing Room culture:** We commit to working with the ECB and PCA to undertake a full review of dressing room culture in all international and domestic teams. Findings will be published and used to inform future training.
- 5. Player & Coach Education:** Reassess player and coach education. Work alongside the PCA to redesign the ongoing training programme and address any gaps identified through the dressing room review.

(C) Remove barriers in the talent pathway

- 6. Talent Pathway:** We will remove structural and cultural barriers in our elite talent pathways. We must improve support for people from diverse backgrounds, especially South Asian, Black and less-privileged youngsters. We will identify and remove barriers to progress into our professional teams.

Our insights show that the specific barriers vary across counties. However, these fall into three broad themes: player identification, player support, and coach education and diversity. ECB will work with each County to identify each County's unique challenges before addressing these challenges with partners to support delivery. County plans will cover:

- **Talent identification and scouting:**
 - Expansion of the Community Talent Champions programme, which identifies talent from non-traditional and diverse backgrounds (subject to pilot in 2021)
- **Education & Diversity of Coaches:**
 - Take positive action towards reaching a minimum 20% gender diversity and appropriate level of ethnic diversity (% will vary by each county's demographic) for professional and recreational coaching staff & pathway coaches by 2025.
 - Continuous education and training for all coaches (as above)
 - Reaffirm our commitment to the Rooney Rule for all coaching appointments
- **Player support:**
 - Create a mentoring programme to support players from diverse or underprivileged backgrounds
 - Ensure the delivery of individualised programmes for academy players

(D) Create welcoming environments for all

Prior to the 2022 season, each County will address:

- 7. Crowd behaviour:** Conduct full-scale review into the detection, enforcement, and sanctions against discriminatory and abusive crowd behaviour in each of our professional cricket grounds.

8. **Welcoming stadia:** To immediately begin delivering against enhanced EDI criteria when hosting international and major matches. All 18 FCCs and MCC will create plans tailored to local communities to ensure venues are welcoming to all. These will include, but not limited to; accessible seating, food and beverage provision that caters to all faiths and cultures and the availability of appropriate facilities that are inclusive for all (multi-faith rooms, alcohol-free zones etc)
9. **Recreational Cricket:** Upgrade education, training, and ongoing campaigns in recreational cricket to ensure all players, volunteers and coaches through the recreational game understand and champion inclusion and diversity in the game.

(E) Publish localised EDI Action Plan within 6 months

The ECB will shortly publish its 2021-2023 equity, diversity, and inclusion (EDI) Action Plan with clear actions and targets. The ECB will then work with The MCC any County that does not have an EDI plan in place to create their own localised version within six months*.

These actions will be specific to each County but will all incorporate the following:

10. **Best practice governance:** A commitment to best practice governance. Included in this, each organisation will deliver Board diversity (30% female, representative ethnicity) by April 2022. Compliance will be subject to a “comply or explain” provision to ensure Counties can respect their own governance processes in making the required change. Each county will also develop plans to create greater organisational diversity – with a specific focus on gender and localised ethnicity representation.
11. **Fairer recruitment:** To immediately adopt anonymised recruitment tools for all senior roles. To run an open process for all roles and ensure each interview process is assessed by a balanced and diverse multiple-person panel.
12. **Leadership accountability:** From 2022, every senior executive employed across the game will have personal EDI objectives as part of their annual performance targets.

**Note: Some Counties already have an existing EDI Action Plan, in which case this will be a review of the plan*