



OUR EQUITY, DIVERSITY AND INCLUSION STRATEGIC PLAN

2022 - 2024

OUR VISION

Cricket capturing the imagination of Wales.

OUR MISSION

Transform cricket in Wales into a place where everyone feels they are respected, belong and are treated fairly.

OUR 3 OBJECTIVES

EMPOWER PEOPLE TO MAKE POSITIVE CHANGE FOR CRICKET IN WALES

WE WILL

- Provide education and training for directors, employees, players, coaches and casual members of staff
- Promote and publicise the outcomes of the ICEC report
- Continue to listen and evolve our equality, diversity and inclusion plans
- Engage with our stakeholders to support our diversity practices throughout our supply chain
- Achieve/retain independent EDI accreditation for Glamorgan and Cricket Wales and exceed standards placed upon us by Funders or ourselves

SO THAT

- We understand protected characteristics, conscious and unconscious bias and are able to share learning and best practice
- We contribute and learn from lived experiences and implement recommendations from the ICEC report and adhere to the ECB Anti-Discrimination code
- We constantly update and improve our EDI practices and policies
- We develop stronger relationships with our partners in delivering our EDI targets and goals
- We have independent verification of our EDI progress at Glamorgan CCC and Cricket Wales

BUILD DIVERSE TEAMS THAT REFLECT THE COMMUNITIES THEY REPRESENT

WE WILL

- Improve the diversity of our pathway coaches and support staff
- Improve our scouting network amongst women and girls and diverse communities
- Understand and remove barriers to create a fair and equal pathway journey
- Increase diversity of participation (in all forms and environments, including non-traditional clubs) in Welsh cricket to grow the game and underpin the talent pathway in Wales
- Improve diversity in leadership and governance positions.
- Strengthen approach to fair recruitment

SO THAT

- We have a network of qualified coaches to support our communities.
- We identify, select and develop cricketers from the widest possible talent pool in Wales
- We provide a clear, fair and equitable opportunity for all talented cricketers in Wales to reach their potential
- We optimise the number of children from all communities playing the game and sharing their passion for cricket.
- Our Directors and senior staff members reflect the diversity of the communities they represent
- We provide open, transparent and equitable opportunities for people wishing to work in cricket in Wales

DEVELOP INCLUSIVE ENVIRONMENTS WHERE EVERYONE FEELS WELCOME AND SAFE

WE WILL

- Conduct full review of HR policies.
- Create facilities at our venues which supports the needs of women and girls, people with disabilities and diverse communities
- ECB High Profile Match bids reflect our offerings to women's and girls', people with disabilities and diverse communities
- Open the doors of Sophia Gardens to spiritual and cultural events
- Listen, learn, develop and lead a workforce and volunteer network which further drives a positive cultural change for cricket in Wales

SO THAT

- We have open, transparent and robust policies and processes in place to support the fair and equitable engagement of all our employees and casual staff.
- We provide the warmest possible welcome to diverse communities and provide them with the services and facilities they require to make Glamorgan CCC their home
- Our ECB High Profile Match bids provide great customer experiences for women's and girls', people with disabilities and diverse communities
- We promote the availability of our facilities to diverse communities and encourage them to host their events at Sophia Gardens
- We continue to improve equality, inclusion and diversity of cricket in Wales for us to become a game for everyone