



Cricket Ireland proactively commissioned a review of equality, diversity and inclusion (EDI) across the game last year. The review, conducted by the Irish Centre for Diversity (ICFD), involved surveys both to staff and members, with further areas explored through listening sessions and focus groups.

The purpose of the review was to evaluate how welcoming and inclusive the game is for everyone.

PROCESS



FINDINGS

The report identified five thematic areas of focus and 14 key recommendations for Cricket Ireland. The findings show there are an abundance of passionate people who love the game and who are working hard to build a welcoming environment. However, it is clear that - as a sport - there is much more to do and many aspects of EDI that must be addressed in order to ensure that every person feels welcomed, supported and can thrive.



RECOMMENDATIONS

1 EDI Culture

- Cricket Ireland must lead and guide the wider game to elevate EDI as a priority across Irish cricket, specifically as it relates to engaging and working with culturally diverse communities to create welcoming environments for all.
- A focus is needed on examining ways to build out more inclusive pathways in the women’s game at all levels with consideration of different playing formats, enhancing visibility of women role models and resources for facilities.
- To support diverse groups it is advised that a minimum operating standards framework is developed that clubs can use as a guide to improve and enhance inclusion as it relates to access and facilities.

2 EDI Leadership and Strategic EDI Focus

- To build EDI capacity and set the tone from the top, all leaders within Cricket Ireland and the provincial unions should undertake a programme of learning as a priority.
- Cricket Ireland Leadership are accountable and responsible for delivering on EDI progress. A focused EDI Strategy and Action Plan is needed to address the findings of this review. A period of consultation is advised to ensure it is backed by the Board and senior management in Cricket Ireland and across Provincial Unions and clubs.

3 EDI Policy & Practice

- Cricket Ireland should review and audit policies with an inclusive lens, conducting an EDI policy gap analysis committing to steps and a timeline to enhance current policies, develop additional policies if needed and/or adapt policies for effective implementation in clubs.
- Processes for reporting concerns and issues relating to EDI must be clear and communicated widely, ensuring a transparent process both within the workplace, and game-wide.

4 Diversity

- The sport’s official structures must become more reflective and inclusive of the playing population and wider community.
- Transparent inclusive progression pathways are needed both on and off the field of play which are merit-based and equitable for all to access. Ensure panels for selection on pathways are diverse and designed in a way where unintended bias is addressed.
- A mechanism is needed to capture diversity data of applicants throughout the recruitment process withing Cricket Ireland and Provincial Unions in order to annually benchmark progress.

5 Knowledge & Education

- Ensure there is a minimum standard of EDI training prioritised and resourced right across Irish cricket for staff and members to evolve EDI thinking and drive inclusion from grassroots to elite level.
- Introduce dedicated EDI education programmes and campaigns to build knowledge, maintain momentum and encourage two-way discussion on EDI topics.
- Introduce an EDI Commitment Charter for all clubs to sign and be part of, with annual reporting against this.
- Embed EDI into communications and marketing to elevate it as a priority, keep it on the agenda and ensure it is discussed more regularly.



TAKING ACTION

Building an inclusive, fair, respectful and welcoming sport is a top priority for Cricket Ireland. We are committed to addressing the gaps and we are working collaboratively with Provincial Unions to ensure the right approach is taken for clubs and members. Since the consultation concluded, important steps have already been taken towards implementing key recommendations.

- ✓ **EDI Strategy for Irish Cricket:** In development and will be launched in early 2024.
- ✓ **EDI Learning & Knowledge:** EDI training has begun to deepen understanding of key EDI concepts and behaviours.
- ✓ **Inclusive Policies:** A review of policies is underway to enhance the approach to equality, fairness and inclusion.
- ✓ **EDI Engagement:** EDI prioritised in communication and outreach more regularly, sharing progress and ensuring there are opportunities to continue to listen and engage.
- ✓ **Inclusive Culture:** An EDI charter is being developed to guide and ensure accountability across the game.
- ✓ **Accountability:** An EDI Steering Committee has been established, with a governance process now being developed.
- ✓ **Reporting Process:** A robust reporting process, to be developed and implemented across the game.

CONCLUSION

Working together, we are confident that we are moving in the right direction to build greater equality, diversity and inclusion in Irish cricket.

Change takes time but we are ready to focus efforts and make strides in ensuring Irish cricket is a sport that truly belongs to all.

