



**CRICKET
IRELAND**

Equality, Diversity and Inclusion (EDI) Recommendations for Irish Cricket

Commissioned by Cricket Ireland
the National Governing Body

Consultation Period:
Q1 2022 to Q1 2023

Findings & Recommendations
by the Irish Centre for Diversity (ICFD)

**IRISH CENTRE
FOR DI>ERSITY**

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Foreword

As the national governing body for cricket in Ireland, our primary aim - and core to our overall strategy - is to create a 'cricket island' - to be a sport built on sustainable and solid foundations. We recognise that achieving this requires a focus on grassroots participation and embracing a wide-reaching audience, which means ensuring diversity, inclusivity and a welcoming environment are prioritised.

Cricket participation has grown significantly in the past 15 years and much of the credit for this goes to the great work being done in schools, clubs and across grassroots cricket nationwide. Mindful of the cultural issues and challenges that have recently been highlighted within the wider global game, and given the growth of the Irish game in recent times, we proactively sought to gain a clear understanding of the experiences and perceptions of diverse groups involved in cricket.

To establish both a snapshot of the current environment and baseline data to help future measurement, we commissioned a review of equality, diversity and inclusion (EDI) within Irish cricket at all levels. We partnered with the Irish Centre for Diversity (ICFD) - which is recognised as the leading provider of EDI services in Ireland - to conduct a review of staff, volunteer and club member experiences and perceptions of EDI matters day-to-day, both at work and in clubs across the country. The purpose of this consultation was to understand any EDI gaps and challenges, as well as positive aspects, of EDI culture within Irish cricket generally.

We are one of the first sporting bodies in Ireland to take such an holistic approach to EDI in this manner, and the EDI findings in this report mark an important step forward in our journey towards achieving a more inclusive and diverse cricketing environment across all levels.

Across the five provincial unions supporting over 120 clubs around Ireland, it is evident that we have an abundance of passionate people who love the game and who are working hard to build a welcoming environment. Data findings from the survey highlight that many within the sport experience a welcoming, inclusive environment – however the purpose of this review was to elevate voices of diverse groups, ensuring everyone had an opportunity to contribute, and be heard.

As a result of this, 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. We must continue to work collaboratively with the provincial unions, to support clubs and grassroots, to enhance engagement with culturally diverse communities, and to grow the women's and girls' game ensuring diversity, inclusivity and a welcoming environment are prioritised.

Since the initial consultation phase concluded, important steps have already been taken towards implementing a number of recommendations. Working in consultation with our staff, and the provincial unions on behalf of clubs nationwide, we are developing a dedicated EDI Strategy and Action Plan to address the gaps and challenges identified in this EDI report. Our intention is to deliver a strategic approach to EDI both internally for staff and game-wide for members and all involved in our sport nationally, and to embed EDI principles at the heart of our new Strategic Plan.

What follows in this EDI Recommendations Report is an overview of key recommendations and priorities for building a more inclusive, diverse and welcoming sport. The report provides detail on the methodology used and the key findings and insights gathered during the review phase.

We recognise the significant commitment needed to realise our ambition and are determined to proactively lead the way. We are very grateful to everyone who participated in this review right across the game - your contributions are important and we sincerely thank you for your honest feedback. Working together, with Cricket Ireland staff, provincial unions, club members and everyone across the game, we are confident that we are moving in the right direction to build greater inclusion, diversity and equality 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.

Brian MacNeice, Chair, Cricket Ireland
Warren Deutrom, CEO, Cricket Ireland

Introduction from Irish Centre for Diversity

In 2022, Cricket Ireland, the National Governing Body, set out a consultation process working with the Irish Centre for Diversity to conduct both an internal and external review of perceptions of equality, diversity and inclusion across the game.

The process conducted both internally with staff and externally with members has resulted in Cricket Ireland gathering a range of quantitative and qualitative data in respect to people experiences within the sport. Following on from EDI surveys, further areas were explored through listening sessions and focus groups. The combined findings resulted in key themes to be addressed across the game which have been included in this report.

The findings in this report provide a huge opportunity to ensure cricket is reaching diverse audiences and providing inclusive and fair opportunities. There is a clear passion and latent demand from diverse communities to engage with the sport. There is a desire for Cricket Ireland to proactively commit to leading on EDI and to set the direction to support the game widely.

Those from diverse backgrounds are finding it challenging to make progress or become more involved within the official structure of clubs. Barriers to inclusion must be addressed in order to enhance diversity and representation in cricket.

Collaboration and partnerships are key to EDI engagement as well as adequately resourcing opportunities in areas with high diversity of ethnic communities.

To maintain the confidentiality of the process, the findings are included as trends, themes and lived experiences rather than citing individuals. Cricket Ireland has stated its commitment to the diversity and inclusion journey, part of which will be the development and implementation of strategy and action plan.

Caroline Cummins
Managing Director, Irish Centre for Diversity

The EDI Consultation Journey

Cricket Ireland's EDI Consultation Journey to date has been:

- Q2 2022:** Phase 1 - Staff surveyed at Cricket Ireland and Provincial Unions
- Q3 - Q4 2022:** Phase 2 - Survey of members in provinces/clubs followed by focus groups.
- Q1 2023:** Gamewide Report finalised, with thematic findings.
- Q2- Q3 2023:** Consultation with key stakeholders on findings.

In the coming months Cricket Ireland will:

- Q3 2023:** Publish EDI Recommendations Report
- Q3 - Q4 2023:** Consult with key stakeholders on EDI strategy and Action Plan
- Q1/2 2024:** Launch EDI Strategy and Action plan for Irish cricket

Overview

Context

The purpose of this review phase was to gain a clear picture of equality, diversity and inclusion (EDI) experiences and perceptions across Irish cricket. The review assessed experiences and perceptions of diverse groups and minority voices including those of different ethnicity, race, religious belief, gender, sexual orientation, disability and socioeconomic background. In addition to survey data, important qualitative (focus groups, interviews) feedback from diverse groups and minority voices was weighted within the thematic findings to ensure important experiences were accurately captured to inform EDI understanding and progress.

Summary of EDI Findings

Overall, the findings reveal a clear need to enhance EDI across Irish cricket – both for staff in Cricket Ireland and provincial unions and across the club network. The game has experienced strong growth in the past 15 years and there are clearly many passionate people who are working hard to build participation and inclusion.

However, it is evident that those from diverse backgrounds, in particular different ethnicities, are finding it difficult to either progress in the sport or get more involved in the official structures of the clubs. In addition, there is more to do to support the women's game, at all levels, as findings show they are experiencing unequal access compared to men.

More diversity is needed across the workforce to reflect the communities in which cricket is played and the groups that are playing. To foster a more inclusive environment within the cricket community, focused efforts are needed in key areas outlined throughout this report.

Five EDI Thematic Findings

Five EDI areas of focus emerged based on recurring themes captured throughout the consultation process encompassing Phases 1 and 2. They relate to perceptions and experiences of the EDI work environment for staff, as well as more widely for members and participants in clubs and on the field. What follows are recommendations based on the thematic findings after which the report shares deeper insights about each of these five thematic findings, and what needs to be done to build a more inclusive game.



Recommendations: 14 Steps to improve EDI

Based on the findings, the ICFD has outlined 14 recommended steps for Cricket Ireland to enhance EDI across Irish cricket. The '14 Steps' will inform a future EDI Strategy and Action Plan.

THE RECOMMENDATIONS	
EDI Culture	
1	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.
2	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.
3	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.
EDI Leadership & Strategic EDI Focus	
4	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.
5	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 clubs.
EDI Policy & Practice	
6	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.
7	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.
Diversity	
8	The sport's official structures must become more reflective and inclusive of the playing population and wider community.
9	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.
10	A mechanism is needed to capture diversity data of applicants throughout the recruitment process in order to annually benchmark progress.
EDI Education & Engagement	
11	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.
12	Introduce dedicated EDI education programmes and campaigns to build knowledge, maintain momentum and encourage two-way discussion on EDI topics.
13	Introduce an EDI Commitment Charter for all clubs to sign and be part of, with annual reporting against this.
14	Embed EDI into communications and marketing to elevate it as a priority, keep it on the agenda and ensure it is discussed more regularly.

Methodology

Approach

Phase 1: An EDI survey questionnaire was issued to all staff in Cricket Ireland and provincial unions. Run by the Irish Centre for Diversity (ICFD), using their best-in-class Investors in Diversity Silver Survey EDI framework, the questions covered aspects of workplace inclusion such as perceptions and experiences of fairness, respect, equality, diversity and inclusion.

Some face-to-face interviews and focus groups also took place to gain deeper insights. Phase 1 survey data encompassed a small group of staff from across Cricket Ireland and the provincial unions. As such, outside of some diversity demographic detail (Appendix 2), individual data from Phase 1 are not being shared in this game-wide report to protect confidentiality and preserve anonymity. However key findings are included as trends/themes, supported by insights and comments from focus groups and interviews post survey. Where findings specifically relate to phase 1 the word 'staff' is used to represent and highlight the context.

Phase 2: A game-wide consultation took place in two parts:

- a) An EDI survey questionnaire aimed at current members who are involved in Irish cricket through clubs across the Provincial Unions. The purpose was to gain insights into experiences and perceptions covering similar EDI themes as Phase 1. This survey was designed in partnership with ICFD in consultation with an EDI Working Group made up of members from Cricket Ireland and the provincial unions. The survey was open for 6 weeks over summer 2022. 269 members completed the survey from across the Provincial Unions. A breakdown of findings and demographics are included in Appendices 1 and 3.
- b) Following on from the EDI survey for members, and based on insights and findings, further areas were explored through listening sessions and focus groups. 20 members participated in three focus groups which were run both virtually and in person in locations over two months across Ireland. Findings are wrapped into overall EDI thematic insights in this report which references 'member' where findings specifically relate to the game-wide EDI survey.

Validity & Confidentiality

Each Phase was overseen by the ICFD to ensure objectivity and validity of the methodology. Analysis was conducted by the highly experienced ICFD team. Key to the process was ensuring the anonymity and confidentiality of respondent feedback.

To maintain the confidentiality and ensure the validity of the process, findings are grouped and presented thematically supported by data from Phase 2, and qualitative insights from Phases 1 and 2, which combined, provide a deeper understanding of equality, diversity and inclusion across Irish Cricket. Some key diversity data, not considered to compromise identity is shared from Cricket Ireland survey in Phase 1 to highlight the diversity of staff structure. Where comments and references are used, they have been anonymised to preserve confidentiality.

Demographics & Diversity

Demographics and Diversity - Survey Respondents

In this section, the diversity of survey respondents was examined across both the Cricket Ireland staff, as well as game-wide members who contributed to the second phase survey. Qualitative data (focus groups and interviews) has been weighted in terms of the findings and recommendations, where ICFD deemed it appropriate based on feedback from diverse groups.

Phase 1 - Internal Staff

Based on breakdown from Phase 1 survey, when it comes to gender of staff, the respondents were 46.4% male and 35.7% female. 78.6% of staff within Cricket Ireland, are White Irish, White European or White Other and no respondents from the survey reported being from any different ethnicity or race. Perceptions of diversity at different levels highlights there is more to do to broaden representation at senior levels. See Appendix 2 for breakdown.

Phase 2 Survey - Gamewide Members

In terms of the diversity of survey respondents, most indicated that they were married (65%), heterosexual (83%), male (76%), and had no physical or mental health condition or disability/special educational need (87%). There was wider representation in terms of age, with responses from almost all age groups, with the exception of those 85 or older.

Although just over half were White Irish (46%), a significant number indicated that they were Asian or Asian Irish (14%) or white Other/European (20%). A full breakdown of the demographics of game-wide respondents from Phase 2 is provided in Appendix 1. It is important to note that 120 respondents did not answer the demographic questions.

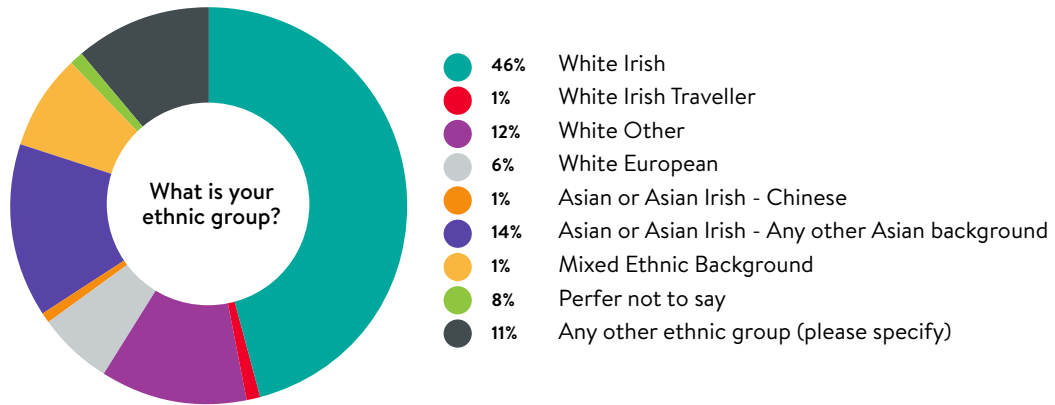
Balanced Insights

The survey respondents (Phase 2 game wide members) identified here were those who completed the online survey as opposed to an official census of a breakdown of players across the game. Cricket Ireland and Provincial Unions hold some of this demographic data which reveals higher numbers of people from different ethnicities are playing across Ireland. For example, Cricket Leinster report 70% of participants are from non-Irish origin [Cricket Ireland Strategy, 2021-2023]. Given a smaller number of respondents reported being from different ethnicities (14%), it was important to get balanced insight through the qualitative aspect of the review. Focus groups included a strong representation of members from different ethnicities and gender.

In analysis and presentation of key thematic findings, care was taken to balance the quantitative and qualitative insights, with appropriate weighting placed on feedback, perceptions and experiences of diverse groups and minority voices. Below outlines a snapshot of respondents with additional information in Appendix 1.

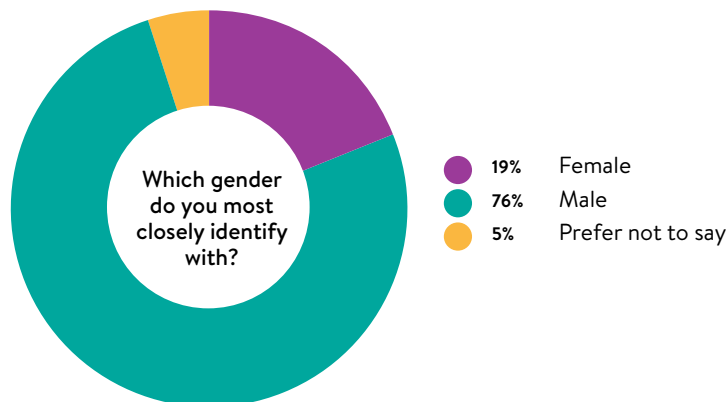
Ethnicity

The majority of survey respondents are White Irish (46%) or White Other/European (20%) with Asian or Asian Irish the next biggest group (14%). As noted above, care was taken in analysis to ensure that findings were balanced and draw from the focus groups where there was a more representative sample of people from different ethnicities.



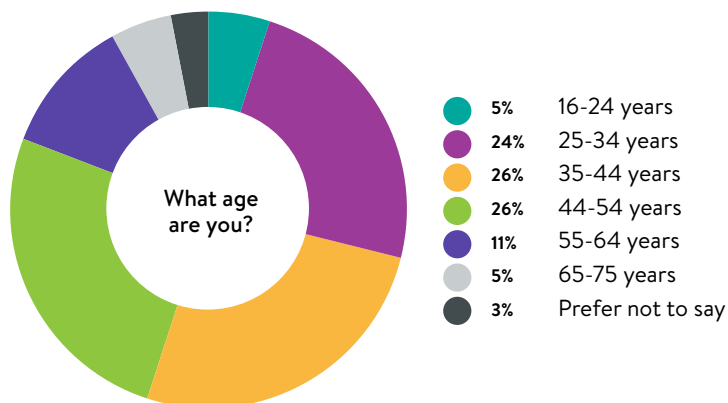
Gender

Men (76%) make up the majority of respondents compared to women (19%).



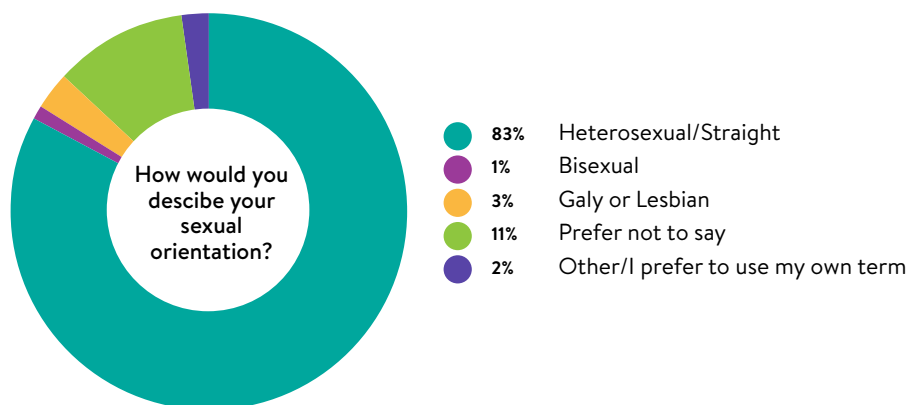
Age

The majority of respondents are between the ages of 25 to 54.



Sexual Orientation

83% are heterosexual, 11% prefer not to say, 3% are gay or lesbian. With over one in ten not reporting on sexual orientation it may indicate there is more to do to be welcoming, inclusive and supportive of people from the LGBTQIA+ community.



EDI Findings & Recommendations

THEME 1: EDI Culture

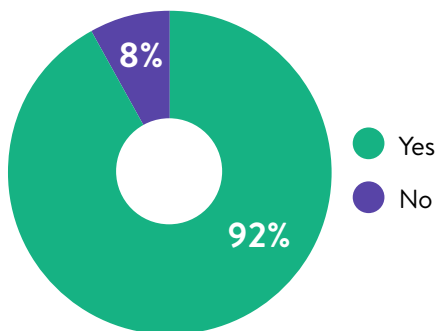
Findings indicate a more inclusive culture should be fostered to build greater EDI across aspects of Irish cricket – both in terms of staff and member experiences and perceptions. This is particularly important for diverse backgrounds encompassing different race, ethnicity, gender, sexual orientation, socioeconomic status and disability. The following gaps are highlighted.

Cultural awareness and inclusion:

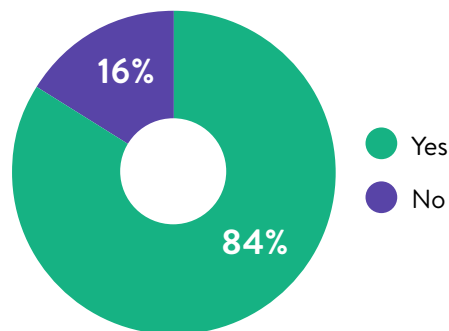
A high proportion (84%) of those surveyed feel workforce/coaches at their club understand cultural sensitivities and cater to these when delivering sessions or games. In addition, 92% of respondents feel the Volunteer committee/team management show dignity and respect for people irrespective of their background.

“I always feel listened to and my opinion is valued”

Do you feel the Volunteer committee/team management at your club shows dignity and respect for people no matter who they are or what their background is?

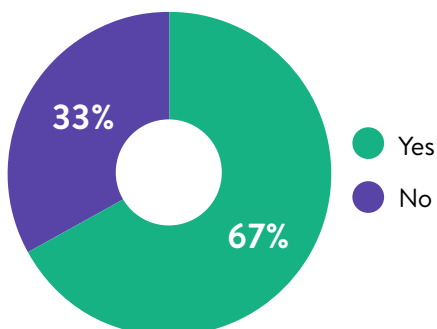


Do you feel the workforce/coaches at your club understand your cultural sensitivities and cater to these when delivering sessions and putting on games?

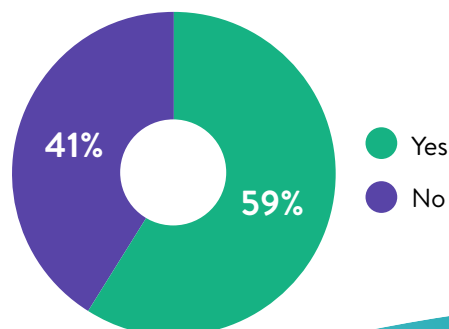


However, the experience is not the same for everyone. Challenges are evident when moving through the findings which show a third (33%) of those surveyed do not feel their cultural needs are accommodated when visiting other clubs for games. Additionally, 41% report there being no social space that is inclusive of various cultural needs. It is important to remember that of those who responded to the survey, the majority were White, Irish or White European and as such, qualitative insights are relevant here for additional context.

Do other clubs take into consideration and do you feel they accommodate your cultural needs when you are visiting for games?



Does your club have a social space which is inclusive of various cultures - e.g. Alcohol/ non-alcoholic drinking areas, Halal and Kosher food etc.?



Importantly, insights and feedback from qualitative focus groups and survey comments reveal there is a lack of understanding of the needs of people with different cultural backgrounds and how to cater for these within Irish cricket in clubs. This leads to people from diverse backgrounds (ethnicity, religion, gender, socioeconomic background, race and sexual orientation) feeling excluded.

As a result, diverse groups often feel less welcome, particularly where they perceive a reluctance to accommodate, for example, religious or dietary needs. In the survey, when individuals were asked about their understanding of different cultures, over 90% said they understand or have some understanding of cultures. However, it is clear from findings and feedback – with more context provided in the qualitative aspect of the study - that there is education needed to build out greater understanding.

RECOMMENDATION:

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.

There is a need to enhance awareness and knowledge of cultural sensitivities particularly as it relates to people from different ethnicities and religion. It is important that Cricket Ireland supports and guides cricket and clubs to become more inclusive. Moreover, engaging and working with culturally diverse communities can provide valuable insights and feedback on building inclusion in cricket.

Women's Game

Based on focus group findings, and qualitative comments in the survey, insights were gleaned about perceptions of inclusion relating to gender. The men's game is seen to have more opportunities, pathways and diversity of structure when compared to the women's game, as well as facilities being more accessible for men than women. Specific concerns around promotion pathways and visibility of senior women role models in the sport.

When asked if they feel that there are sufficient playing opportunities / formats of the game for them to take part in cricket, members' comments highlight the inequality between men and women's formats of play. They referenced the need for more opportunities for women to play various formats. Suggestions also included shorter games, however these need to be easy to access with travel distance and timing taken into consideration.

The comments made within the survey give mixed reviews with regards to progression to higher playing standard teams. While many are positive about individual members' experience (for themselves / their family member and others in their club) progression for women does need to be considered as there is a reported drop off around the age of 12+ due to the reduced number of teams that female players can play in beyond that age. It is important moving forward that work is undertaken to ensure that the pathways are equal for all, both in theory and in fact.

“Social female players are not prioritised in any way for playing time - and the feeling I get is the men's teams take priority over the women's teams.”

It is noted that there have been positive strides within Women's Cricket in Ireland with the development of Women's and Girls' Cricket Action Plan 2021-2023 which aims to increase investment in and grow this aspect of game. It sets out a longer-term vision to become the fastest growing sport for women and girls in Ireland. The findings in the report pinpoint areas where there is more to do to make progress on this ambition.

RECOMMENDATION:

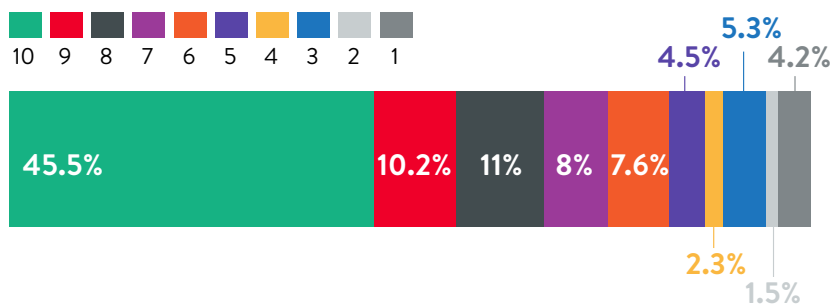
A focus is needed on examining ways to build out more inclusive pathways in the women’s game at all levels with consideration of different playing formats, enhancing visibility of women role models and resources for facilities.

Facilities & Access

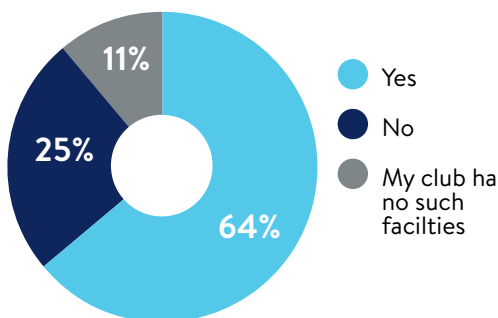
87% of respondents report that their club tries to meet individual needs which is positive. Examining findings more deeply reveals there is still work to be done in removing barriers to inclusion due to the physical environment, playing facilities and cost of playing - specifically for people from different ethnicities, religions and gender as outlined above in EDI Culture. Some findings outlined below highlight challenges as it relates to accessibility with 25% reporting that clubs are not accessible for diverse needs.

In terms of socioeconomic background, reference was made to the barriers that exist in terms of cost of engaging in cricket, with equipment as well as fees being difficult for some to afford. Participants referenced the need to do more to outreach to all socioeconomic groups. Suggestions on how this might be achieved included reduced rates, equipment to lessen physical/monetary barriers and providing access to ‘gently used’ kit through a donation/request programme.

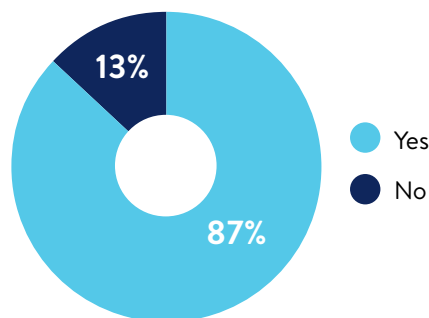
*How comfortable are you using your clubs changing facilities?
(1 being not comfortable at all, 10 being very comfortable)*



Do you feel your clubs building and facilities are accessible to people whatever their disability, background, gender, social status, age, ethnicity or religion?



Do you feel your club tries to meet any individual and/or specific needs you have?



RECOMMENDATION:

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. (e.g.: women only changing facilities / disability access, non-alcoholic spaces, affordability)

THEME 2: EDI Leadership & Strategic EDI Focus

Findings reveal significant opportunities for leaders in Cricket Ireland and provincial unions, to demonstrate more visible commitment to EDI both in terms of role modelling inclusive behaviour, strategic planning and communication. The following gaps are highlighted based on findings.

EDI Strategic Planning

The absence of a dedicated EDI strategy and action plan is evident in the findings overall which reveal inconsistent experiences for different groups of people across gender, ethnicity, sexual orientation, race, socio economic status and disability right across the game. The overall Cricket Ireland Strategy (2021-2023) references D&I actions that it commits to, demonstrating the importance of this for the growth of the game, but there has been no specific EDI Strategy and Action Plan dedicated to charting a clear path to embedding a culture of EDI across Irish cricket.

RECOMMENDATION:

Cricket Ireland Leadership are accountable and responsible for delivering 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.

There has been an absence of EDI as a visible strategic priority and Cricket Ireland Leadership must take steps to address this. For this to be effective, it requires clear lines of accountability with goals set for leadership, as well as resources allocated to deliver. It is important that once there is a strategic approach, that staff and volunteers are briefed of what actions are being taken across Provinces and clubs to ensure they are welcoming and inclusive. There should be consultation on approaches being considered, meetings to introduce approaches and reviews of impact to embed approaches.

EDI Knowledge & Progress:

There is work to be done to enhance awareness and understanding of EDI across Irish cricket at leadership level. People's experiences indicate there is more to do to foster a culture of fairness and respect where people, from every background, are treated in a manner that is consistent.

“If I didn't love the sport so much, I wouldn't put up with half the things I have experienced.”

RECOMMENDATION:

To build EDI capacity and set the tone from the top, all leaders within Cricket Ireland and the Provincial Unions should undertake an inclusive leadership training programme as a priority.

There has been an absence of training or focused learning at all levels on EDI – including at leadership level - and it is an evident gap that requires attention. Leaders set the tone from the top in daily interactions, behaviours and communication styles. They also are instrumental in setting the agenda and must prioritise EDI.

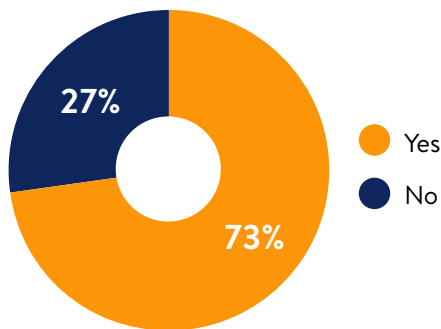
THEME 3: EDI Policy & Practice

Findings reveal that there is work to do to ensure EDI policies are in place that foster a fair, transparent, inclusive, thriving environment to be more effective when it comes to EDI matters and providing clear lines of accountability. The following gaps are highlighted:

Inclusive policies and processes

Findings reveal a need to enhance EDI policies and reporting mechanisms to create greater transparency and consistency of experience. Almost three out of four members have never felt disadvantaged in clubs, however 27% of those surveyed have felt disadvantaged at their club or another club. Within the focus groups, there are perceptions of favouritism and a perceived lack of accountability in how decisions relating to recruitment and player pathways are made. More work needs to be done to ensure that processes and practices relating to recruitment and talent are supported by equitable, inclusive policies which are effectively communicated more widely through the sport. In addition, while Cricket Ireland has a dedicated EDI Policy for staff, it was not perceived to be effectively communicated internally by staff, nor at a game wide level.

Have you ever felt disadvantaged at your club or other clubs?



“There’s information but it’s not widely circulated. The exception is new staff, who do get a good induction.”

“There have been some decisions taken around D&I, but there is not always a policy on those.”

RECOMMENDATION:

Cricket Ireland should review and audit policies with an inclusive lens, conducting an EDI policy gap analysis for both the staff and more widely across clubs. They should set out steps and a timeline to enhance current policies, develop additional policies if needed, while adapting policies for effective implementation in clubs.

Effective communication around dissemination of policies is important and should be factored into the process when sharing with Provincial Unions, with support for sharing into clubs more widely.

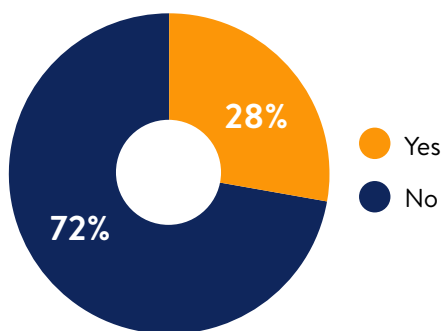
Reporting and raising EDI concerns

Findings across EDI surveys, focus groups and one to ones reveal there is more to do to enhance mechanisms and processes to ensure people are comfortable raising EDI concerns. 28% of those surveyed have experienced or witnessed discrimination when visiting other clubs, however. 25% are not aware of who to contact with issues or concerns.

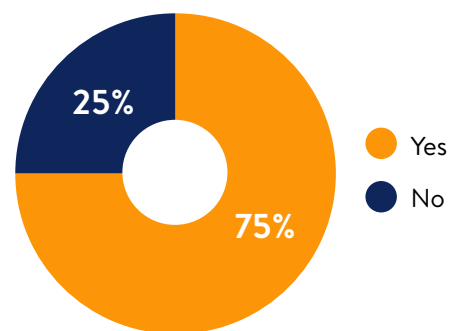
Qualitative insights reveal both staff and members, particularly from different ethnicities, and women, often do not feel confident raising concerns specifically relating to discrimination, inequality, and racism. Where some people do try to raise EDI concerns, they have sometimes been dismissed or ignored, with issues and concerns not taken further. This has resulted in some people losing trust and confidence in the reporting system.

“Tried to challenge the behaviour but it wasn’t dealt with at all. It was all dismissed or ignored.”

Have you ever experienced or witnessed any discrimination when visiting other clubs?



Are you aware of your clubs’ complaints policy/who to contact if you have any issues or concerns?



RECOMMENDATION:

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.

People need to feel comfortable to raise their EDI concerns. There should be zero tolerance for inappropriate behaviour with policies and clear disciplinary actions for any breaches. Education and learning is also important for fostering inclusive, welcoming spaces where people are comfortable speaking up. See more in Thematic finding EDI Education & Learning.

THEME 4: Diversity

More diversity is needed both in terms of staff and the workforce involved in clubs. If those who have lived experiences of challenges and barriers to accessing cricket (in terms of ethnicity, gender, race, disability, socio economic status and sexual orientation) are represented and included through the sport at all levels it will deepen awareness and understanding. The following gaps are highlighted based on findings.

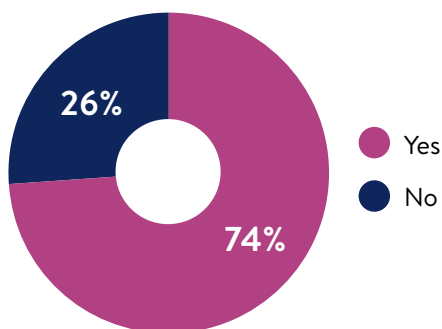
Enhance Diversity

Across the game a focus is needed to enhance diversity within the official structures such as the workforce, across levels and in clubs and on the field in terms of coaches and match officials. There was some qualitative feedback to indicate there are pockets where more diversity is visible in official structure.

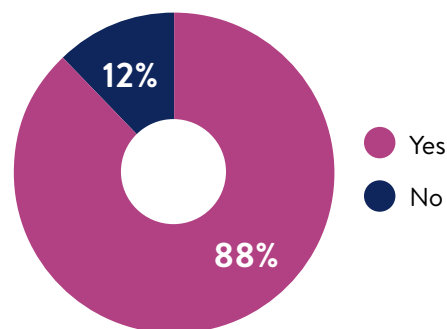
However, there is a desire among participants to see top talent nourished - regardless of background or colour, which is not necessarily the current experience – in all locations. A lack of diversity at senior level is also of concern, not only in terms of gender, but also other aspects such as ethnicity and disability.

Feedback from qualitative focus groups highlight that given the low number of female coaches, managers and officers, there are very few role models for women and girls in cricket, resulting in the loss of gender representation coming into the sport, due to the lack of nurturing in cricket.

Are you given opportunities to play representational cricket through selection opportunities for your club?



Are there opportunities for players to progress in your club to higher playing standard teams?



RECOMMENDATION:

1. The sport's workforce and official structures must become more reflective and inclusive of the playing population and wider community.
2. 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.
3. A mechanism is needed to capture diversity data of applicants throughout the official structures recruitment process in order to annually benchmark progress.

THEME 5: EDI Education & Knowledge

EDI education is fundamental to building knowledge of inclusive behaviours across Irish cricket at all levels. An opportunity exists to grow awareness and foster a culture of EDI learning both within the work environment and more widely across the game. The following gaps are highlighted based on findings.

EDI Training

A lack of EDI training across Irish cricket means there is a gap to bridge in terms of levels of understanding, knowledge and awareness to be inclusive of diverse communities and create more inclusive behaviours, interactions and decision making. This results in a lack of consistency as it relates to experiences for different groups. This is evident in EDI findings game-wide which indicate that more inclusive, equal approach to decision-making and interactions must be fostered.

RECOMMENDATION:

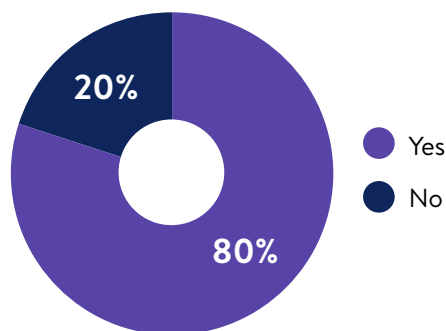
Ensure there is a minimum standard of EDI training prioritised and resourced right across Irish cricket for staff and members to evolve EDI thinking and drive inclusion from grassroots to elite level.

Training needs to be both formal and informal in order to understand lived experiences and create environments which open dialogue and debate leading to better understanding. Training in place across staff with workshops/e-learning to the club network. In addition, leadership requires a dedicated and focused inclusive leadership programme to lead out on and role model more inclusive practices.

EDI Education & Engagement

More education and focus on key EDI topics is needed day to day across the game. There is a gap in how the organisation is engaging and communicating with staff and the club network on EDI specific information -such as celebrating diversity and implementing campaigns around calendar dates that celebrate culture, LGBTQIA+, religious festivals, etc. There is room to create more space for EDI conversations and discussion.

Do you feel comfortable in providing recommendations to the club staff on how they can develop the club when it comes to being more diverse and inclusive?



RECOMMENDATION:

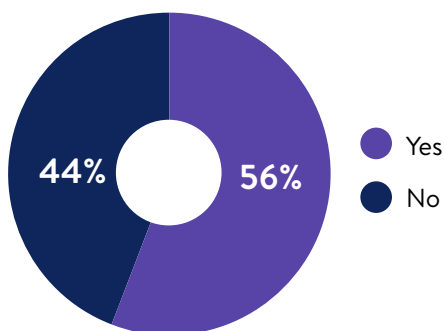
Introduce dedicated EDI education programmes and campaigns to build knowledge, maintain momentum and encourage two-way discussion on EDI topics.

Consider creating and delivering campaigns throughout the year to ensure the message is clear on the impact of racism, inequality and discrimination and how everyone can be better allies to each other. Also explore the introduction of a Charter for all clubs to sign and be part of, with annual reporting against this.

EDI Communication

While over half of respondents feel informed on EDI, 44% of respondents do not feel informed on club matters around EDI. There is an opportunity for focused EDI messaging to now be included across communications from leaders and more generally across the game.

Does your club keep you informed on club matters around Equality, Diversity and Inclusion?



“Until recently, there have been very few conversations about diversity or inclusion.”

RECOMMENDATION:

Embed EDI into communications and marketing to elevate it as a priority, keep it on the agenda and ensure it is discussed more regularly.

EDI Priorities & Next Steps

The EDI consultation and review have determined that based on the thematic findings outlined, there are five strategic EDI priorities that Cricket Ireland needs to address as part of its EDI journey. It is proposed that these five priorities form the basis of a new 2023-2027 EDI Strategy and Action Plan for Irish cricket and are based on recommendations given throughout this report.

Five EDI Strategic Priorities

 <p>Diversify the workforce</p>	 <p>EDI Policy & Practice</p>	 <p>Inclusive Culture</p>	 <p>EDI Education, Learning & Development</p>	 <p>EDI Engagement</p>
<p>Recruit, retain and develop diverse talent and be more reflective of our communities.</p> <p>We will be more reflective of the communities we work in.</p>	<p>Ensure policies, processes and practices are inclusive, followed and accessible with effective monitoring and reporting.</p> <p>We will lead from the front.</p>	<p>Create inclusive environments where everyone feels welcomed, safe and a sense of belonging.</p> <p>Create a game for all through deeper cultural understanding.</p>	<p>Empower everyone to drive inclusion from grassroots to elite level.</p> <p>We will empower individuals.</p>	<p>Elevate the inclusivity of cricket for all, from grassroots to elite level, reaching a diverse audience.</p> <p>Champion the game for all with visible leadership.</p>

Next Steps have begun...

As part of its proactive approach to this project, Cricket Ireland has already begun taking steps to address many of the EDI findings and strategic priorities to build a more inclusive cricket for all.

Area	Action	Status
Communicate, Engage, Consult	We are now sharing the EDI findings, following a consultation across Irish cricket. We welcome continued feedback and conversation around this important area.	Commenced
Develop an EDI Strategy & Action Plan	We have started developing a comprehensive EDI Strategy in consultation with key stakeholders to ensure it is fit for purpose and will be impactful. The strategy will address the EDI gaps, challenges and priorities. Our aim is to launch this in Q1/Q2 2024.	Commenced
EDI Training & Education	The ICFD recommended that as a priority, we start implementing training across the workforce. Senior leaders from Cricket Ireland and PU's have started a bespoke Inclusive Leadership Programme since early summer with training being rolled out more widely to staff in the coming weeks.	Commenced
Accountability for EDI	An Inclusion Steering Group was formed during the consultation process on recommendation of the ICFD. This includes a Board representative, Brian MacNeice (Chair), Chief Executive, Warren Deutrom and a Senior Management representative, Elaine Nolan who are working with ManCom and the Grassroots Committee to ensure the implementation of an EDI Strategy and Action Plan. An Edi Working Group has also been established within Cricket Ireland to support the implementation of EDI actions.	Commenced

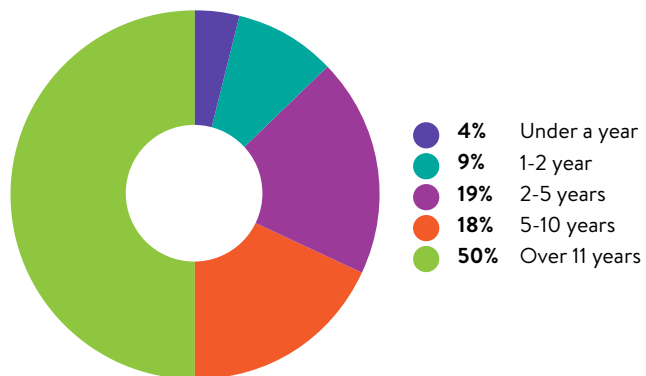
Conclusion from Cricket Ireland

We want to become the most welcoming sport in Ireland, and through this process we believe we can achieve that and grow our game successfully over the coming years. As this EDI Recommendations Report identifies, we have much work to do.

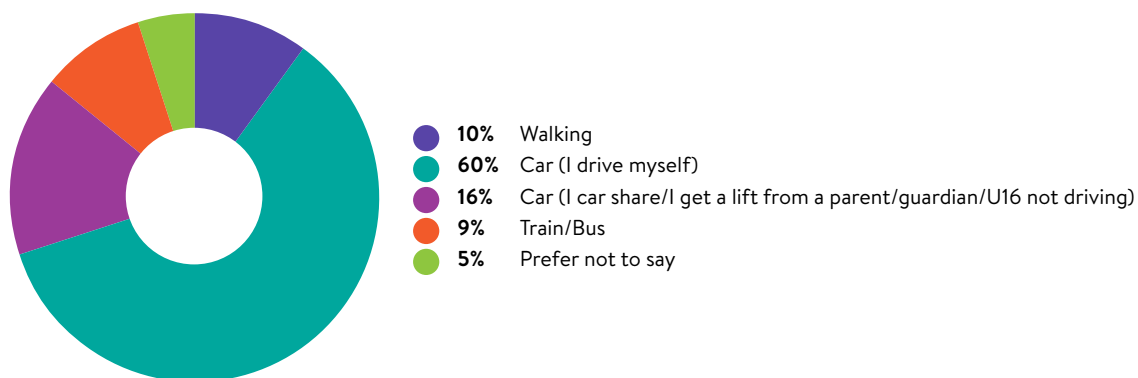
Our forthcoming EDI Strategy and Action Plan will just be the first step in an ongoing journey – but we believe we have the commitment and resolve to succeed in this endeavour.

Appendix 1 – Gamewide Survey Findings (Phase 2)

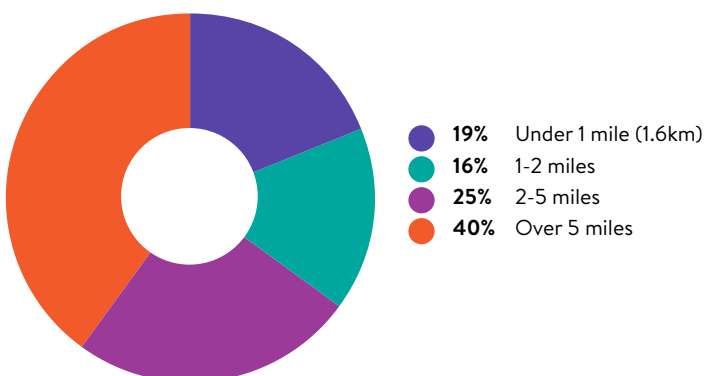
How long have you been a member of your cricket club?



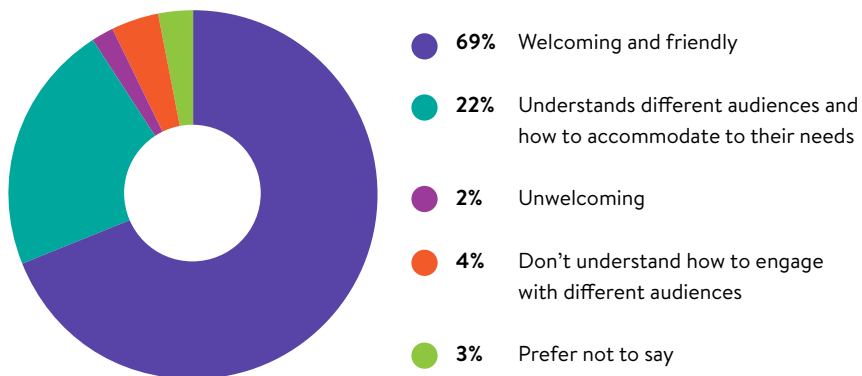
What mode of travel do you use to get to the games?



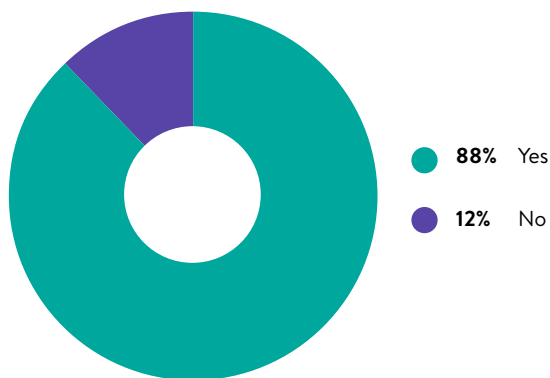
On average, what distance does it take to travel from your home to your club?



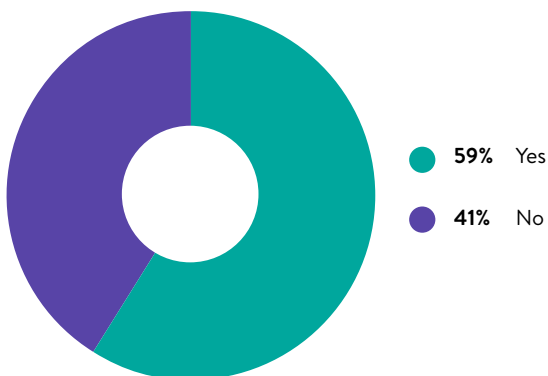
What are your initial thoughts when entering your club?



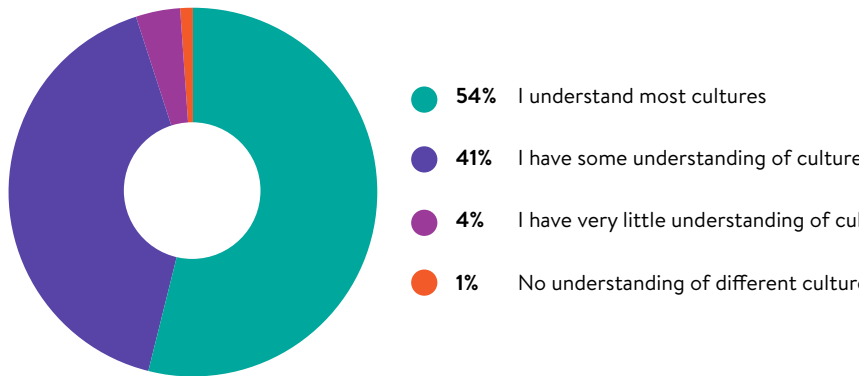
Would you consider your club to be a welcoming environment for all to access e.g. family friendly, disability access?



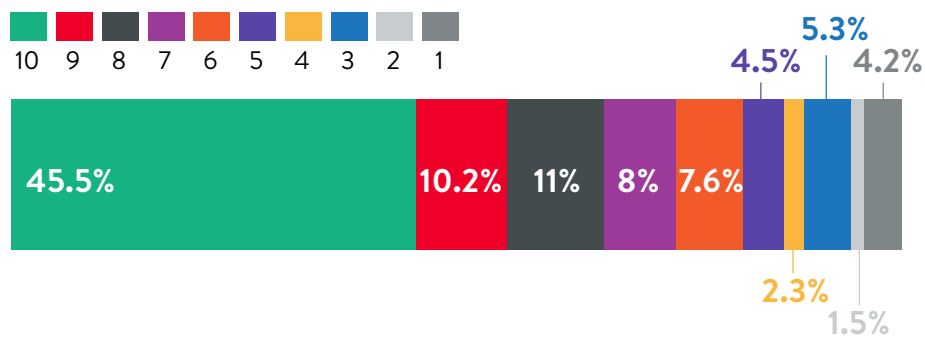
Does your club have a social space which is inclusive of various cultures e.g. Alcohol/non-alcoholic drinking areas, Halal and Kosher food?



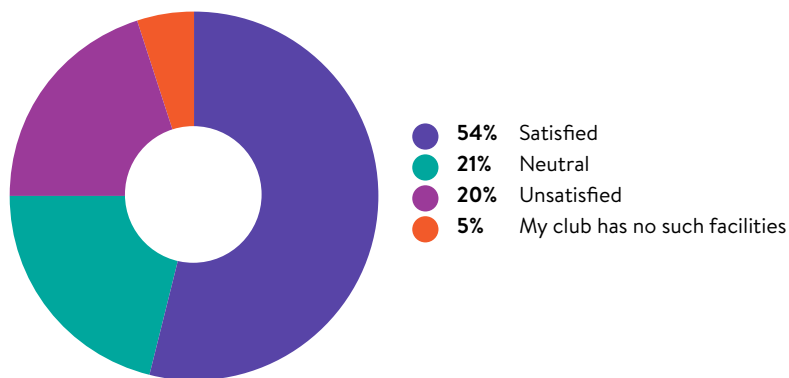
What is your level of understanding on the different cultures within your club?



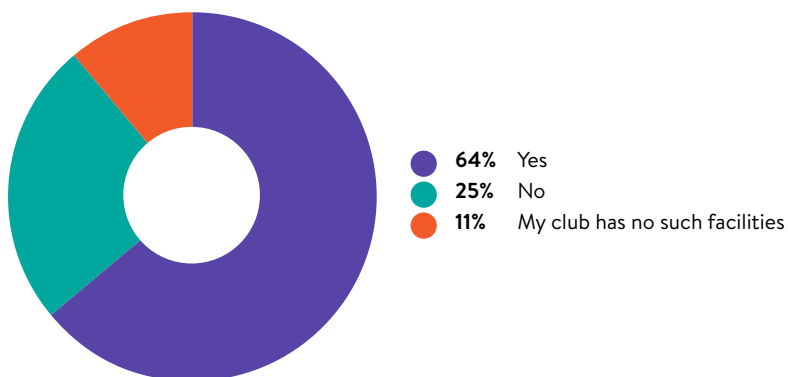
**How comfortable are you using your club's changing facilities?
1 being not comfortable at all, 10 being very comfortable?**



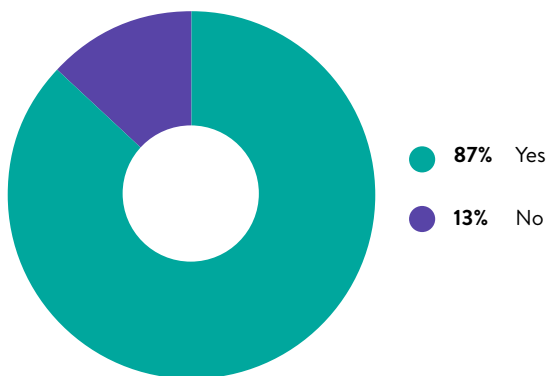
Overall, are you happy with the quality of toilets and changing provision at your club? (if provided)



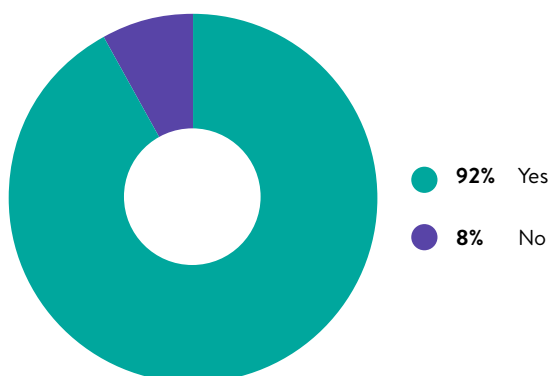
Do you feel your club's building and facilities are accessible to people whatever their disability, background, gender, social status, age, ethnicity or religion?



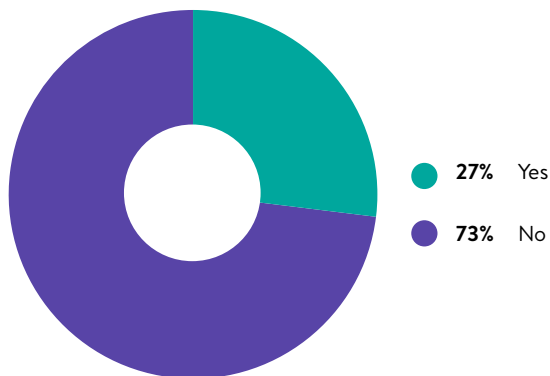
Do you feel your club tried to meet any individual and/or specific needs you have?



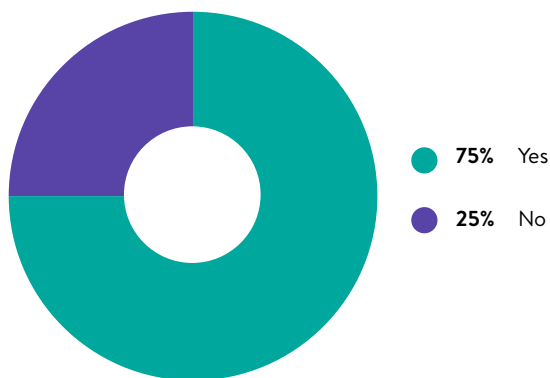
Do you feel the Volunteer committee/team management at your club shows dignity and respect for people no matter who they are or what their background is?



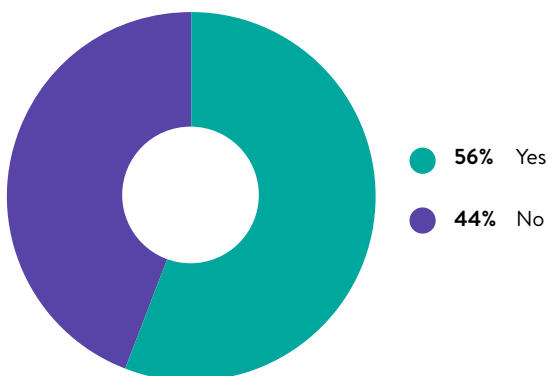
Have you ever felt disadvantaged at your club or other clubs?



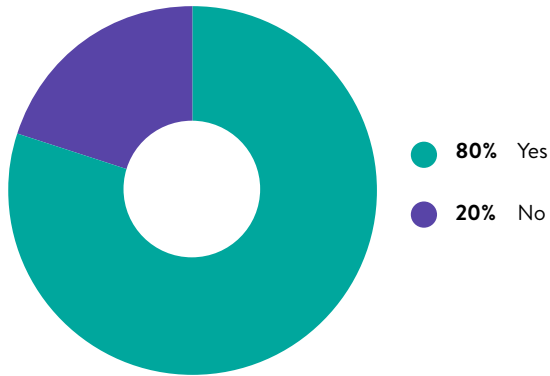
Are you aware of your club's complaints policy/who to contact if you have any issues or concerns?



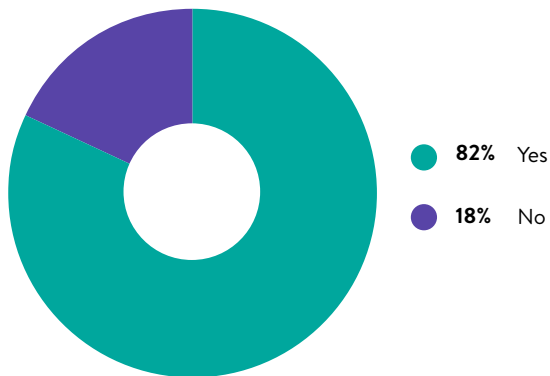
Does your club keep you informed on club matters around Equality, Diversity and Inclusion?



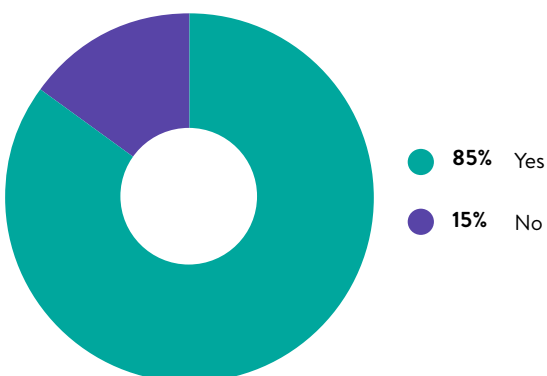
Do you feel comfortable in providing recommendations to the club staff on how they can develop the club when it comes to being more diverse and inclusive?



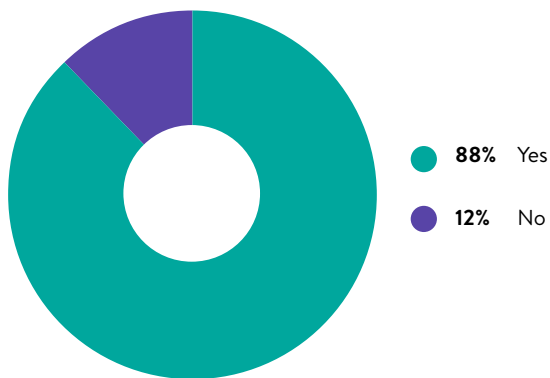
Are the Leaders within your club reflective of the membership of the club?



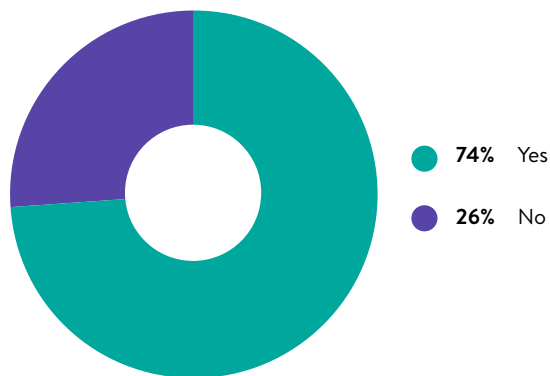
Do you feel the cost of your current membership is value for money?



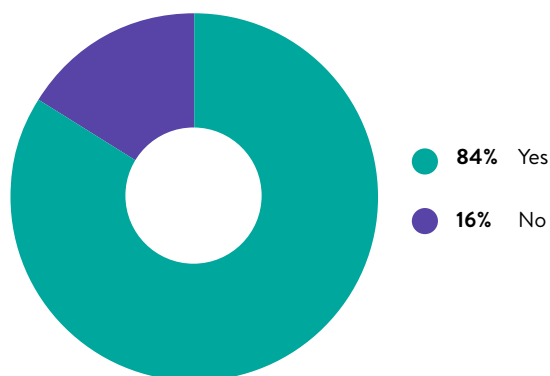
Are there opportunities for players to progress in your club to higher playing standard teams?



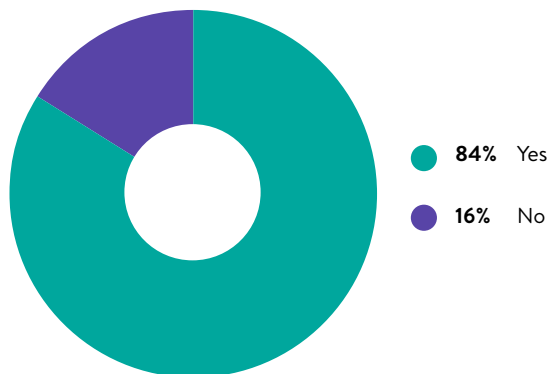
Are you given opportunities to play representational cricket through selection opportunities for your club?



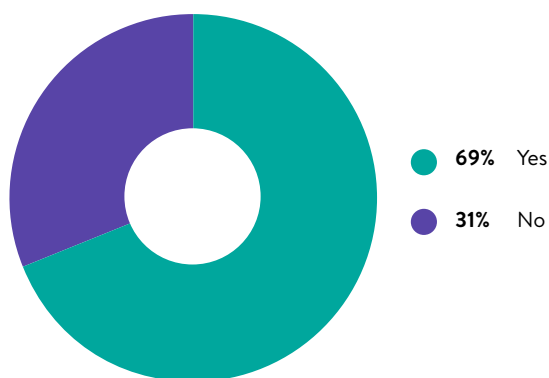
Do you feel there are sufficient playing opportunities/formats of the game for you to take part in cricket?



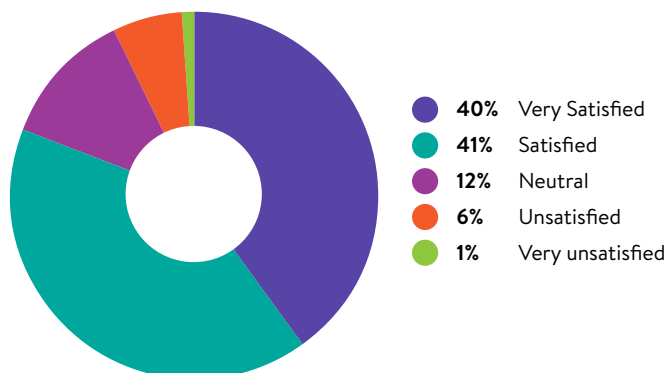
Do you feel the workforce/coaches at your club understand your cultural sensitivities and cater to these when delivering sessions and putting on games?



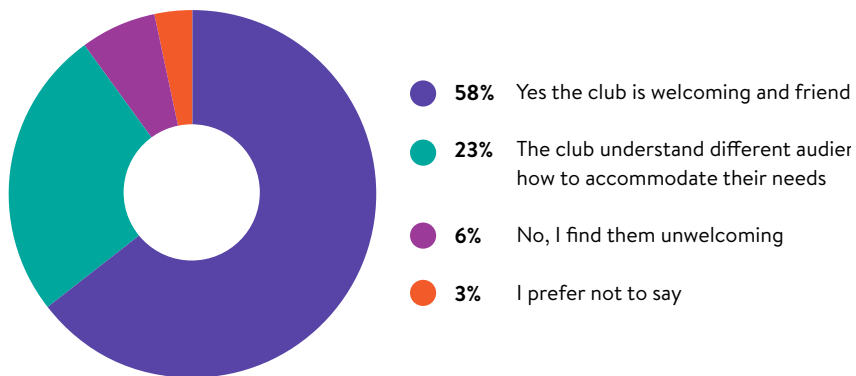
Do you feel the provincial unions understand cultural sensitivities and cater to these when it comes to game timings?



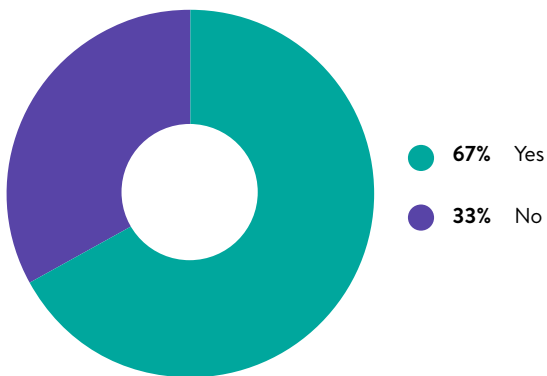
Overall, how satisfied are you with the way the club is run?



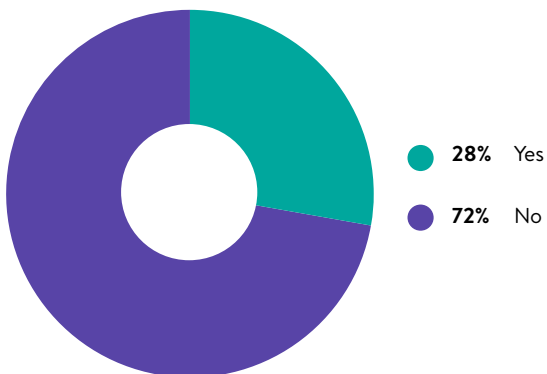
Do you feel welcomed when visiting other clubs to play games?



Do other clubs take into consideration and do you feel they accommodate your cultural needs when you are visiting for games?

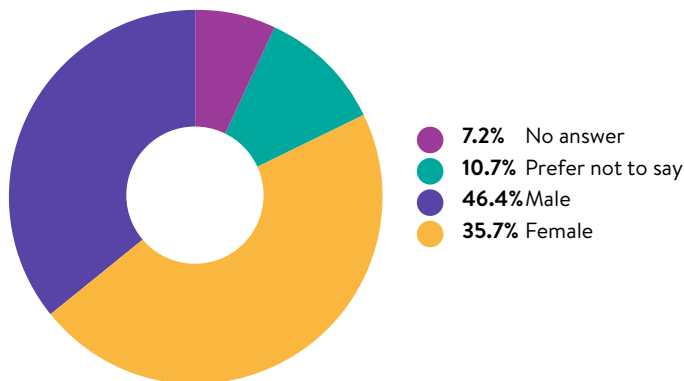


Have you ever experienced or witnessed any discrimination when visiting oher clubs?

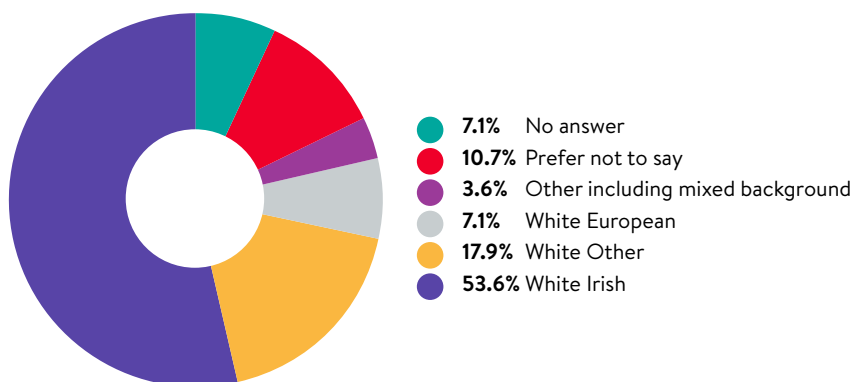


Appendix 2 – Respondent Demographic Data (Staff Cricket Ireland Survey)

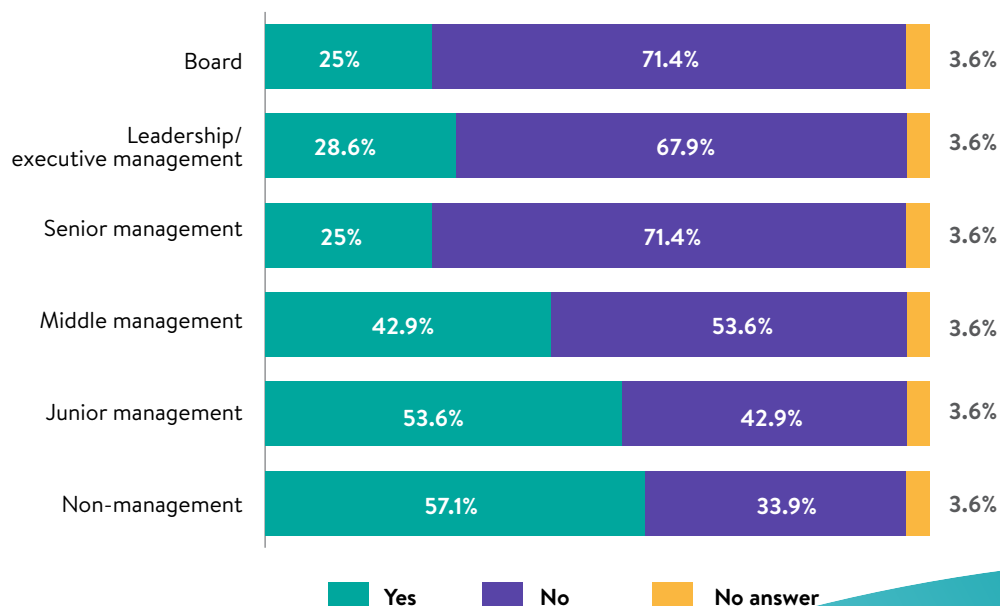
Gender: Which of the following describes how you think of yourself?
(Taken from Stonewall Guidance)



What is your ethnic group? (Taken from Irish Census categories)



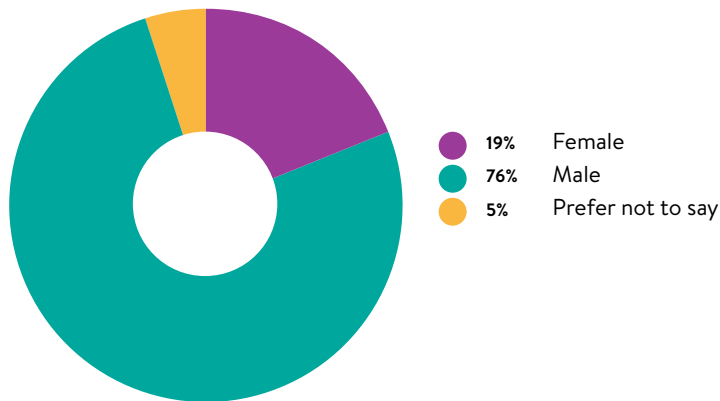
Is diversity appropriately represented at all level of your organisation and reflective of the community and area(s) in which you operate? Is this true at all levels including:



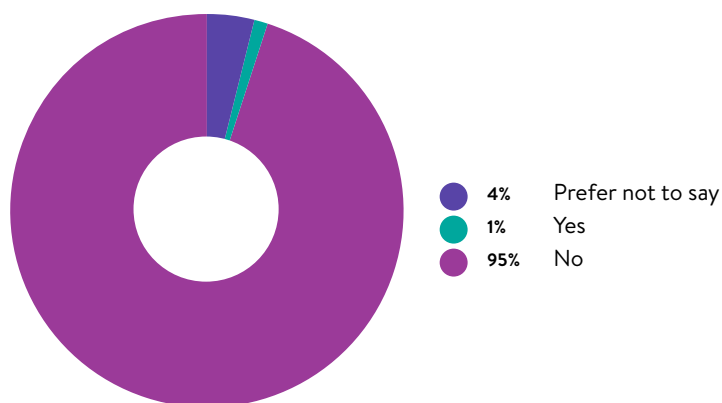
Appendix 3 – Respondent Demographic Data

Diversity demographics of survey respondents

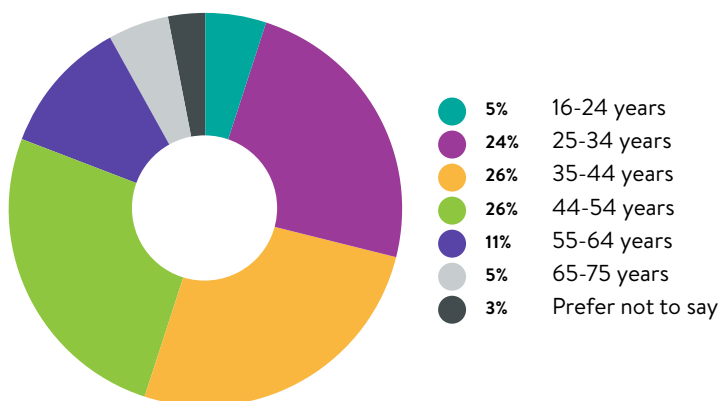
Which gender do you most closely identify with?



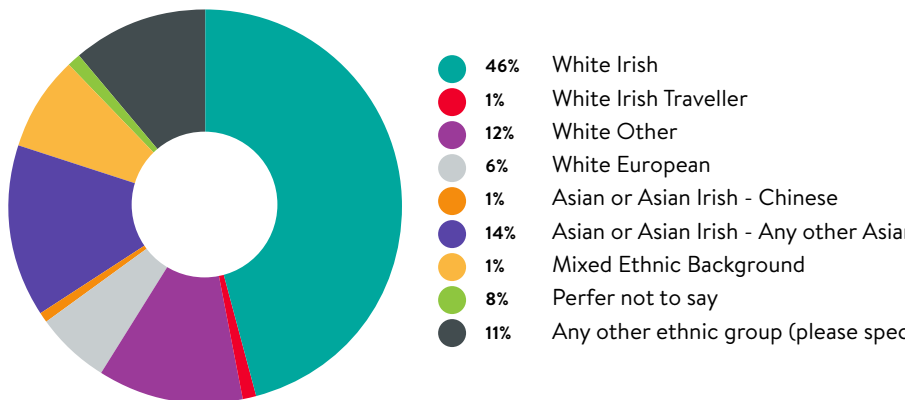
Does your gender differ from your birth sex?



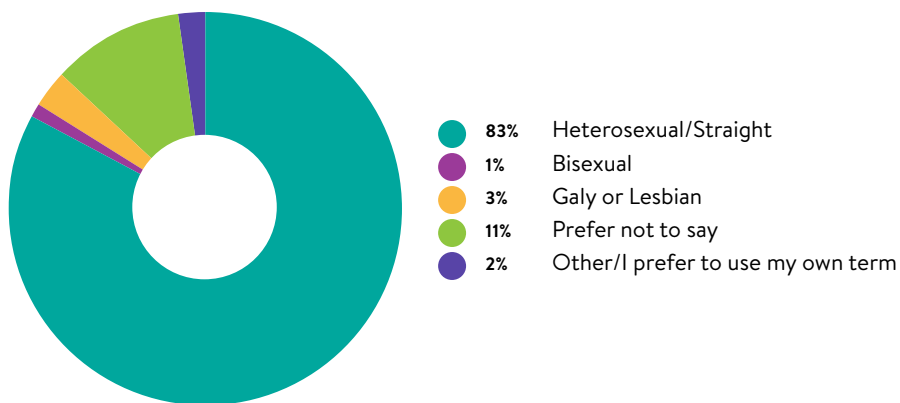
What age are you?



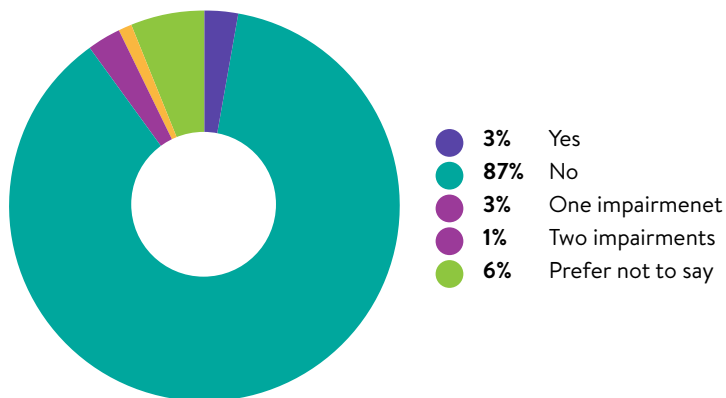
What is your ethnic group?



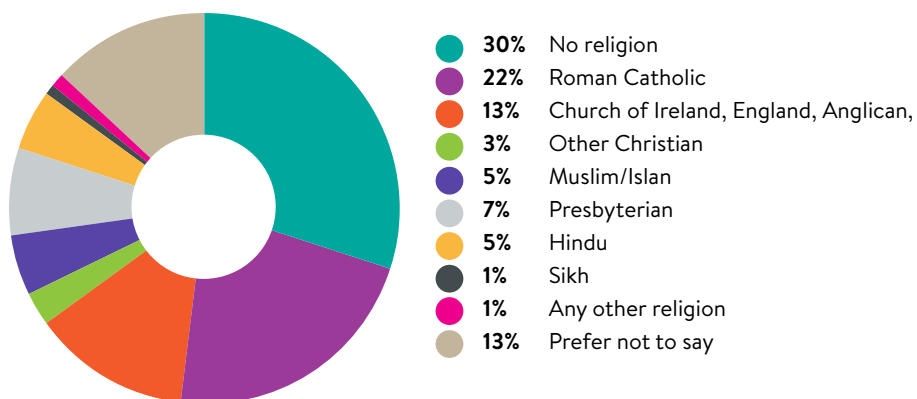
How would you describe your sexual orientation?



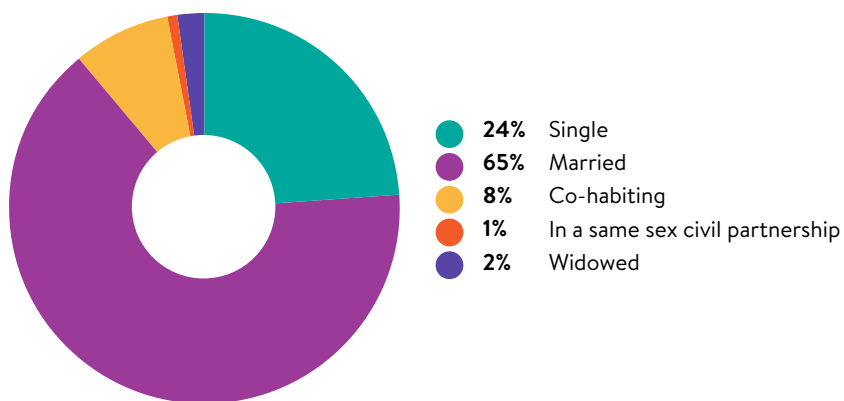
Do you currently have, or have your previously had, a longstanding physical or mental health condition or disability/special educational need?



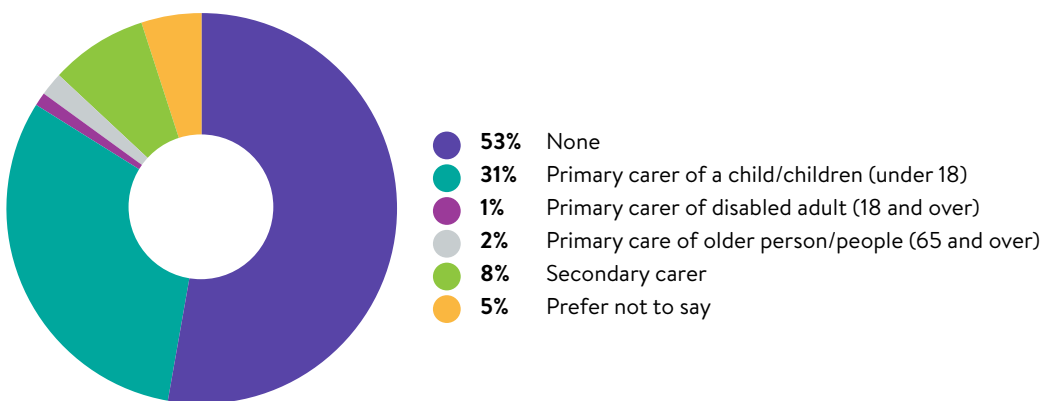
What are your religious beliefs?



Marriage and Civil Partnership



Do you have caring responsibilities?





CRICKET
IRELAND

