

Equality, Diversity and Inclusivity

—
Our Journey So Far



Lancashire
Cricket

EDI Timeline - 2020

May 2020

International outcry following death of George Floyd, in America.



July 2020

Black Lives Matter campaign reignites conversations around the shape of the Club's EDI response.



The Lancashire players take a knee at New Road

Sept - Dec 2020

Internal Lancashire Cricket Working Group set up to build EDI framework to embed across the Club as a key focus.



Jason Holder and his West Indies team take the knee at Emirates Old Trafford



EDI Timeline - 2021

Jan – April 2021

Board Steering Group set up.

Club meets with EDI specialists and stakeholders to find out their previous experiences at Lancashire Cricket.

Early Day Motion Report (EDM) is released.

Discussions with the ECB to understand what their approach to the report would be.

June 2021

Women's Committee launched at Lancashire Cricket, following meetings with individual players.

Committee improves pay & expenses, increased number of full-time contracts, plans to change away changing room to permanent home for women's squad.



July – Sept 2021

EDI specialists, Inclusive Cultures appointed by Lancashire Cricket to help review policies through EDI lens.

Internal EDI staff survey launched
Yorkshire Cricket report published.

Oct – Dec 2021

Lancashire Cricket and ECB launch surveys.

Former Yorkshire bowler Azeem Rafiq provides evidence to DCMS

ECB launch 12 Point action plan



Lancashire
Cricket

EDI Timeline - 2022

January 2022

Lancashire Cricket create own 10-point action plan (from ECB 12-point plan)

Internal survey results shared with EDI Steering Group & Board.

External stakeholder work commences.

Dressing Room Culture survey

ECB Anti-Discrimination Training starts & EDI workshop for Leadership team.

Signed up to Good Recruitment Charter

April 2022 onwards

Unconscious Bias and Inclusive leadership training planned for staff.

Recreational cricket Focus Groups take place & roll out of 'Call it Out' campaign

Diverse Hiring Strategy rolled out

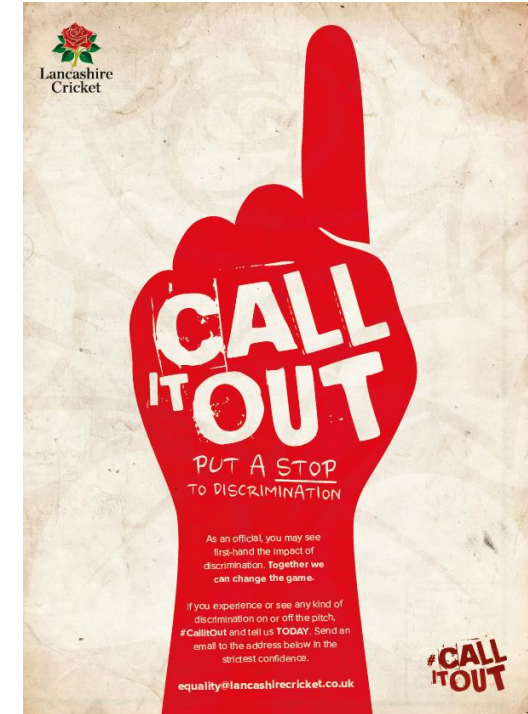
Head of Inclusion & Engagement recruited

Includability Assessment

Inclusive Leadership Training

Cross-departmental collaboration to produce marketing material (kit launch as a recent example)

EDI Long-Term Strategy created based around our 10-point plan



VIDEO: Hassan Ali attends Ramadan Event

Link - https://www.youtube.com/watch?v=amdMjr_e6qU



Vitality Blast – Kit Reveal

Link - <https://www.youtube.com/watch?v=paeaXd4zCzg>



Staff Initiative: RamaDay

Link - <https://www.youtube.com/watch?v=R3ED7e8TccA>

