

# EQUALITY, DIVERSITY & INCLUSION STRATEGY

For the game of cricket in Ireland, 2024-27



## CRICKET FOR ALL

Cricket Ireland, in collaboration with the EDI Working Group representing each of the Provincial Unions, has developed a strategy to enhance inclusivity and diversity within the sport. This strategy is informed by the personal experiences of our members and is designed to broaden participation, ensure fair access, and create equal opportunities for all.



## MEET THE EDI WORKING GROUP

A big **thank you to our EDI Strategy Working Group**. Their valuable insights and constructive discussions have been crucial in shaping an impactful EDI strategy for cricket.



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## THE STRATEGY

### 1 INCLUSIVE & DIVERSE CRICKET COMMUNITIES

Build more inclusive practices across our cricketing communities enabling everyone to be welcomed and have equitable opportunities irrespective of background or culture.

#### ACTION

- 1 Create an inclusive practice framework to equip clubs to build inclusive, welcoming environments for all.
- 2 Enhance diversity within Cricket Ireland, provincial and club leadership and decision-making committees to reflect the broader cricketing community.
- 3 Balance opportunity, equality and accessibility of resources and facilities to ensure fair access and treatment for women and girls.
- 4 Prioritise building more equitable progression pathways in selection processes, so all people have the same opportunities, irrespective of background or culture.

### 2 EDUCATION, TRAINING & COMMUNICATION

Enhance people's knowledge, understanding and awareness of inclusion and diversity to foster respectful, welcoming behaviours at all levels.

#### ACTION

- 1 Enhance EDI knowledge and learning via mandatory training which is prioritised at all levels and adapted to be suitable for different audiences.
- 2 Elevate and prioritise EDI information, awareness and discussion across cricket.

### 3 POLICY, PRACTICE, REPORTING & ACCOUNTABILITY

Prioritise best practice by ensuring transparent and inclusive policies, processes and reporting mechanisms are in place to make sure cricket is safe and fair for all.

#### ACTION

- 1 Enhance policy and practice to be more inclusive, establishing an Anti-Discrimination Code of Conduct and practice guide as a priority.
- 2 Monitor and regularly share updates around building an inclusive and diverse sport.
- 3 Ensure accountability for implementation and delivery of the EDI strategy at leadership level within official structures.

PLAY YOUR PART. **LIVE OUR VALUES.**  
BUILD AN INCLUSIVE CRICKET COMMUNITY.

- |                             |                                |                                |
|-----------------------------|--------------------------------|--------------------------------|
| <b>1</b> WORKING AS A TEAM  | <b>2</b> BRINGING OUR BEST     | <b>3</b> ACTING WITH INTEGRITY |
| <b>4</b> WELCOMING EVERYONE | <b>5</b> RESPECTING EACH OTHER |                                |

## HOW CAN I GET INVOLVED?

Start by taking part in the **EDI E-Learning Course** this November!

## WHAT TO EXPECT?

**EDI E-Learning Course**  
Launching for all clubs in November 2024

**Anti-Discrimination Campaign**  
Rolling out in early 2025

**Inclusive Practice Toolkit (IPT)**  
To support clubs will be piloted and launched in 2025

**Anti-Discrimination Practicing Guide**  
In development to support disciplinary committees