



**ESSEX**

# Equity, Diversity & Inclusion (EDI) Action Plan Essex Cricket





# E.A.G.L.E.S

Engaging everyone to be  
excited to be an EAGLE

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**E**quity

**A**ccessibility for everyone

**G**rounding in EDI for all

**L**evel playing field

**E**steem

**S**tay above the line





# EAGLES FRAMEWORK

Based on 3 key focus areas behind one clear mission

## Our Mission

To embed equity, diversity and inclusion (EDI) into all aspects of cricket, the culture, provision, including physical environment, staff and player development & recruitment and community cohesion, really supporting that cricket is a game for ME.

### WELCOMING

All members of the cricket community to feel comfortable, safe and included and supported to be the very best they can be

### DEVELOPING

To support the development, research and awareness around EDI, celebrating that cricket really is a game for ME

### ACHIEVING

To achieve the number one region for cricket.  
To empower ourselves with a diverse governance, staff and playing structure





# 3 Step Key Outcomes

## Excite- Our Players

Increase % of diverse communities in cricket programmes,  
Increase % of women & girls in cricket programmes and % of ability players engaged.

Celebrate and engage with at least 3 festivals and campaign days in a year (IWD, This Girl Can LGBT etc).

% Increase in diverse representation on board roles,  
% Increase in Diversity amongst employees and % Increase in Workforce development.

Staff development and progression.

## Engage- Our Staff

Increased number of participants and stakeholders engaged with.

2 East London Forum meetings  
2 ACE and SA working sub group meetings a year.

4 strategic areas agreed each year evidence of investment into specific areas.

Record of actions taken on the back of staff recommendations.

Develop a cost study and report of work in EDI.

## Enhance- Our Development

Increase in numbers of players representing diverse communities within the pathway.

Increase % of EDI representation in all areas of Cricket and Higher % of clubs and programmes sign up to a EDI action plan.

A minimum of 3 CPD course run a year for staff around EDI.

Enhance our provision of facilities and supporting documents and materials that promotes and support EDI.

Celebrate the development in the game around welcoming environments.

