

YCBA Diversity, Inclusion, Equality & Equal Opportunities Policy - A Preliminary Note.

Introduction

The policy has to be a living structure that can be adjusted in the light of

- Changes in the Law
- Changes in the EBU regulations
- Experience and important events within bridge and its clubs
- Significant changes in popular culture.

Our policy will have several functions which are

- a statement of the policy
- Guidance for the activities of the YCBA itself
- Coherence with a model policy for clubs

The Policy Mechanisms

The EBU is developing its own Diversity policy but it is fair to say that the YCBA is ahead in this work. Nevertheless the EBU has created three key components that form the foundations for defining and applying any bridge diversity policy.

a) Best Behaviour at Bridge

This short document sets the standard for how people should behave. Though not originally intended for diversity it is effectively the key to such a policy.

The relevant wording is this...

“The EBU is committed to the principle of equality of opportunity. It

considers it a fundamental principle that anyone wishing to participate in duplicate bridge, whether as player, official or in any other capacity, should be able to do so in a safe and welcoming environment, and not be subject to less favourable treatment on the grounds of gender, age, race, disability, ethnic origin, sexual orientation, religious or political belief or social class than any other person.”

The full document is here

<https://www.ebu.co.uk/documents/official-documents/Bye-Laws.pdf>

1. EBU Bye Laws - APPENDIX A - DISCIPLINARY RULES

These Bye Laws apply to the EBU and, as far as and when they are applicable, to all counties and clubs affiliated to the EBU.

The following extracts are of important...

b) & c)

1 DEFINITIONS

(ii) "away from the bridge table" in Rule 3.2 shall mean at any location and includes any act or comment in any medium including social media.

AND THIS..

3.2 (ii) a breach of the regulations laid down by the Board or any of its Standing or other Committees, or any Conditions of Contest or other regulations; including any breach of the fundamental principle set out in the EBU's "Best Behaviour at Bridge" policy (my hi-lighting)

The full doc can be seen here

<https://www.ebu.co.uk/documents/official-documents/Bye-Laws.pdf>)

These 3 elements taken together are powerful tools in laying boundaries for defining a diversity policy and dealing with any infringement of it.

Although the EBU does not have a full and coherent Diversity Policy yet, it has made various statements of good intent (previously circulated). In particular it has taken detailed action on how those who suffer from a disability are to be treated when playing bridge. This can be seen in the White Book at section 2.1, Accommodating Disabled Players.

This is important in two ways..

a) It sets robust and very detailed procedures on redressing the balance in favour of someone with a disability.

b) The tone and detail set a bench mark as to how other diversity matters are to be tackled including disability "away from the bridge table".

The White Book can be seen here

<https://www.ebu.co.uk/documents/laws-and-ethics/white-book/white-book.pdf#page18>

As all counties and affiliated clubs are governed by the documents referred to above their should be incorporated and referenced in the YCBA Diversity Policy.

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