

**1) Identify a YCBA Board Member with responsibility for the interests of disabled players.** This is in addition to YCBA Board Members with responsibility for women's interest and with responsibility for the interests of ethnic minorities.

**2) YCBA Diversity Champion Board Members for disabled players, women and ethnic minority players to develop their own role briefs in conjunction with YCBA members from these specific groups.** It was suggested that we look at other groups to see what they had done and also as a guide of creating the job descriptions for these positions.

**3) RK to revisit the draft engagement letter to clubs re DDA and draft two separate letters for review by the Diversity Inclusion & Equality Committee (DIEC) on 27/06/24.**

The two letters to comprise:-

a) An introductory letter to be sent to all members via Pianola outlining the newly created Diversity, Inclusion & Equality Committee, the three YCBA Diversity Champion Board Members, inviting input from the membership and advising them that regular updates will be published on the YCBA website.

b) A letter to Club Secretaries regarding the DDA scoping exercise.

This work could be the introduction to regular mailings (monthly or bi-monthly) as a campaign to get clubs and members thinking "diversity".

**4) DIEC to progress the request for a reasonable adjustment that YCBA affiliated club has made to the Yorkshire League Secretary.** This request being that where a regarding a Yorkshire League Club is unable to accommodate full wheelchair access that the match is held at an alternative or club so that exclusion is avoided.

**5) DIEC to consider how the YCBA's own website and Club's websites can be made more accessible to people.** This includes those with impaired vision, motor difficulties, cognitive impairments, learning disabilities and deafness or impairment hearing as well as those people for whom English is not their first language.

**6) DIEC to consider how we might engage with relevant organisations that have experience in removing the barriers for disabled people in similar contexts as ours.**

E.g. One such organisation in the context of music venues is called Attitude is Everything - <https://attitudeiseverything.org.uk/>

**7) DIEC to consider wider access arrangements including those with Neurodiversity (including Autism & Asperger's).** This could include, for example, the provision of quiet areas at larger events. There is a charity dealing with neurodiversity that could be useful in dealing with this aspect.

**8) DIEC to commence the Diversity review of all YCBA processes by:-**

**a) compiling a list of all processes to be reviewed.**

**b) completing a review of the Conduct & Discipline Committee and their policies, processes and procedures.** This in turn will inform the methodology for subsequent reviews of other processes.

c) considering the concept of a "diversity assessor" to sit with groups or committees where there could be a possible diversity element in the subject matter or processes they were dealing with.

**9) RM to liaise with Gordon Rainsford for further details regarding any EBU policies that are relevant to the work that we are taking forward.**

**10) Using any existing good practice DIEC to develop:-**

**a) a YCBA Equal Opportunities Policy**

**b) a model Equal Opportunities Policy for Clubs to help inform the development of their own policy document where they do not already have one.**

It was noted that York BC had well developed policies and procedures stated on their website which would be a useful starting point for our work (see attached).

**11) RM to arrange for the DIEC to meet Geoffrey again when we have the results of our disability access scoping exercise.**

**12) Enforcement and implementation would be largely a matter of persuasion rather than penalties. Arising from this:-**

a) GT advised strongly that in designing our policies we should engage with individuals who had the relevant aspect of diversity to understand and apply their perspective in our work. Working groups with peer assessment should be the way forward. The existing experience of other groups (chess?) would be useful for this.

b) Our Constitution should have a policy statement on diversity (viz York BC in 10 above).