

Minutes of Diversity, Inclusion and Equality Committee Meeting
held on Thursday 27th June 2024

Attended by: Ron Millet (Chair), Robin Jepson and Ruth Kerr (Minutes).

Actions from previous meeting: Progress checked during the meeting.

Matters discussed:

Meeting with Geoffrey Turnbull, Senior Diversity Officer at Leeds City Council, on 21/06/24

The attached identified action points and related notes that had been collated following the meeting with the Senior Diversity Officer at Leeds City Council, Geoffrey Turnbull, on 21/06/24 were discussed.



Meeting with GT -
Identified Actions a

It was noted that the following was more cultural and formed a way of working rather than being an identified action: -

*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.*

DIEC Action Plan

It was agreed that, as there are already many identified actions, it is important to prioritise and pace the work to be taken forward.

It was agreed that it would be helpful to collate the identified actions into an action plan to help manage the work of the DIEC and keep the YCBA Management Board informed.

AP1 – RK to collate identified actions into an action plan to be presented to the next Board meeting of the YCBA which is on 14 August 2024.

Request for reasonable adjustment

A request for reasonable adjustment that had been made by a YCBA Club on behalf of one of their players was discussed.

AP2 – RJ to engage with the club and with the Yorkshire League Secretary and with other clubs where relevant to seek to put in place a reasonable adjustment.

DIEC Budget

It was noted that a budget of £5,000 is likely to be allocated to the Diversity, Inclusion and Equality Committee to support the work that they are taking forward. The budget, which requires ratifying by the YCBA Management Board would need to be spent this financial year.

Date of Next Meeting: Monday, 5th August at 10.00hrs