

Minutes of Diversity, Inclusion and Equality Committee (DIEC) Meeting
held on Monday 12th August 2024

1) Attendees / Apologies: In attendance - Ron Millet (Chair), Robin Jepson, Vanessa Jervis and Ruth Kerr (Minute taker). Apologies - None (all Committee Members present).

Ron warmly welcomed Vanessa to the Diversity, Inclusion and Equality Committee (DIEC) and indicated that he was sure that her future contribution, particularly given her background in employment law specialising in discrimination would be invaluable to the DIEC.

2) Actions from previous meeting:

AP1 – DIEC Action Plan - 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.

RK had produced and circulated an action plan to DIEC members which was reviewed at the meeting (see 3 below).

AP2 – Request for reasonable adjustment - RJ to engage with the club and with the Chair of the Yorkshire League Committee and with other clubs where relevant to seek to put in place a reasonable adjustment.

RJ had had engagement with the Chair of the Yorkshire League Committee regarding this matter. The current position in relation to the request for reasonable adjustment was discussed in detail during the meeting.

VJ indicated that the approach that had been taken by the DIEC was in line with the legal position. VJ stated that whilst each club has their own legal responsibilities under the Equality Act, as the organiser of the Yorkshire League, the YCBA also has vicarious responsibilities.

The following actions were agreed: -

AP1 – Request for reasonable adjustment – RK to draft a letter to be sent to all YCBA affiliated clubs to advise all clubs regarding their legal responsibilities in relation to making reasonable adjustments both within their own clubs and when playing in the Yorkshire League. Engagement to take place with the Yorkshire League Committee (YLC) regarding the letter in advance of it being sent either as a joint letter from the DIEC and the YLC or solely by the DIEC.

AP2 - Request for reasonable adjustment – RJ to draft a letter of response from the YLC to the club regarding the request for reasonable adjustment detailing what action had already taken place and future planned action. Engagement to take place with the YLC and the DIEC in advance of it being sent.

AP3 - Request for reasonable adjustment – RJ to arrange a meeting between the YLC and the DIEC to discuss the request for reasonable adjustment and future joint working.

3) Review and update of action plan

The attached action plan was discussed:-



YCBA DIEC Action
Plan v2 2024-07-01.c

It was agreed that it would be helpful to add an explanatory note to the action plan to explain that: -

- a) It is a living document which will be regularly reviewed and updated by the DIEC
- b) It is recognised that the action plan needs to be expanded further to reflect other aspects of diversity and this will be done as the work of the DIEC progresses.

VJ confirmed that she was content to take on the role of specialist member of the DIEC and YCBA Management Board Member to cover the interest of women players.

VJ indicated that Wetherby Bridge Club were developing a Diversity Statement and that she would send a draft of it to the DIEC.

AP4 - Diversity Statement - VJ to send a copy of Wetherby Bridge Club's draft Diversity Statement to the DIEC.

AP5 – DIEC Action Plan – RK to update the Action Plan to enable it to be presented to the next Board meeting of the YCBA which is on 14 August 2024.

4) Other matters for discussion

Extract from EBU White Book regarding Disability –

The attached extract from the EBU White Book regarding Disability was discussed.



WHITE BOOK
EXTRACT Re DISABIL

It was agreed that this information should be highlighted in future Tournament Director courses arranged by the YCBA and cascaded to clubs as part of planned future communication with clubs regarding the findings of the Disability Access Scoping Exercise.

AP6 – Extract from EBU White Book regarding Disability – RJ to engage with Jim Edwards, James Carpenter and Barrie Partridge regarding highlighting this information in future Tournament Director courses arranged by the YCBA.

AP7 – Extract from EBU White Book regarding Disability – RK to include this information in the planned future communication with clubs regarding the findings of the Disability Access Scoping Exercise.

Diversity, Inclusion & Equality Training for DIEC Members and other key stakeholders

Due to time constraints arising from in-depth discussion taking place regarding earlier matters it was agreed that this item be deferred to the next meeting.

5) Any other business: No matters raised or discussed.

6) Date of next meeting: 10.00 Tuesday, 17th September at 10.00hrs