

Minutes of Diversity, Inclusion and Equality Committee (DIEC) Meeting held on Thursday, 15th May 2025

1) Attendees / Apologies:

In attendance - Ron Millet (Chair), Robin Jepson and Vanessa Jervis, Ruth Kerr (Minutes).
Apologies - None (all members in attendance)

2) Minutes and Actions from previous meeting held on 03/04/25:

The minutes of the previous meeting held on 03/04/25 had previously been agreed by email correspondence.

A meeting paper containing a progress update against actions from the meeting held on 03/04/25 was noted; details of which can be found at the end of these minutes.

The following actions were carried forward:-

Disability Access Scoping Exercise – RM to arrange a further meeting with the Senior Diversity Officer at Leeds City Council, Geoffrey Turnball to discuss the results of our Disability Access scoping exercise and other matters (Action Point 1).

Diversity, Inclusion & Equality Training for DIEC Members and other stakeholders - VJ with the support of RK to look to source or develop a more targeted Diversity, Inclusion & Equality Training package which can be delivered to key stakeholders in YCBA affiliated clubs in 2025 (Action Point 2). It had been agreed at the DIEC meeting held on 03/04/25 that the work on sourcing or developing a training package would be carried out over the Summer with a view to rolling out training thereafter. RK and VJ agreed to diary some dates to meet to start to take this piece of work forward.

The remaining actions were discussed under the relevant agenda items.

3) Priority items for discussion

3.1) Development of a YCBA Diversity Inclusion and Equality Policy

Further discussion took place regarding the finalisation of the YCBA Diversity Inclusion and Equality Policy and associated proposed amendments to the YCBA Constitution.

It was agreed that proposed amendments to Clause 3 and Clause 8 of the YCBA Constitution could now be put forward to the YCBA MB for ratification at the MB meeting on 21/05/25 prior to these being passed as a resolution to the AGM on 28/06/25.

It was also agreed to that further work should be taken forward in relation to the matter of Complaints of Maladministration (Proposed New Clause 9) which would take the form of the DIEC producing an issues and options paper for the YCBA MB's consideration.

The following action points were agreed:-

VJ to update and circulate the Final Version of the working draft of the YCBA Diversity,

Inclusion & Equality Policy (Action Point 3).

RK to update and circulate the proposed amendments to the YCBA Constitution (Action Point 4).

Final version of the YCBA Diversity, Inclusion & Equality Policy and proposed amendments to the Clause 3 and Clause 8 of the YCBA Constitution to be circulated to YCBA Management Board members in advance of the next YCBA Management Board Meeting on 21/05/25 for ratification ahead of the AGM on 28/06/25 (Action Point 5).

DIEC members to use the next scheduled meeting on 10/07/25 to progress the production of an issues and options paper regarding the matter of Complaints of Maladministration (Proposed New Clause 9) for the YCBA MB's consideration (Action Point 6).

3.2) Development of a model Diversity Inclusion and Equality Policy for Clubs

It had been agreed at the DIEC meeting held on 03/04/25 that this area of activity would be taken forward once the YCBA Diversity, Inclusion and Equality Policy is finalised.

RK had established via engagement with DS that there are no plans for the EBU to take forward any work in this area at present, but that DS thought that it was a great idea as clubs most probably won't have the resource to develop their own policy and so would find a template very helpful.

The following action point was carried over:-

RK to communicate with clubs to establish whether any of them already have a Diversity, Inclusion and Equality Policy (or equivalent) so that these can be considered as part of our work in this area (Action Point 7).

3.3) Review of YCBA processes for diversity

It was noted that DS thought the draft documents we have produced look sensible and that she liked the idea of the supported self-assessment approach which concurs with her view that EDI should be driven 'bottom up'.

RM indicated that carrying out the planned supported self-assessment progressing work should help strengthen procedures and thereby minimise the risk of maladministration.

The following action points were agreed / carried over:-

RJ to forward the proposed methodology for the review of YCBA processes for diversity and the draft Supported Self-Assessment template to the YLC ahead of their meeting on 27/05/25 (Action Point 8).

RJ to provide feedback to the DIEC following the YLC meeting on 27/05/25 to enable next steps to be agreed (Action Point 9).

VJ to adapt the draft organisational health checklist to make it of more relevance to the YCBA Management Board (Action Point 10).

RM to contact the Senior Diversity Officer at Leeds City Council, Geoffrey Turnball, and/or other appropriate external individuals for support with the Supported Self-Assessment of the Diversity, Inclusion & Equality Committee (Action Point 11).

3.4) Development of DIEC webpage to include relevant information and resources

Discussion took place regarding the future requirements of the DIEC webpage in order to make best use of the assistance offered by MJ. The importance of keeping the resources on the webpage to a manageable level was agreed. The importance of involving Jim Edwards in this area of work was also recognised.

The following action point was agreed:-

RK to take the lead on engaging with MJ and JE re future requirements and to keep other DIEC members updated (Action Point 12).

3.5) Promotion of bridge amongst underrepresented groups

The importance of making further progress in this area ahead of the AGM on 28/06/25 was agreed.

The following action points were carried forward / agreed:-

RM to speak to the Chair of the Bridge Development Committee regarding the feasibility of holding a suitable bridge event in collaboration with Refugee Action in Bradford (Action Point 13)

RM to arrange for the DIEC Committee and Business Development Committee to meet to discuss future collaboration on this matter – both generally and in relation to the specific suggestion raise at the YCBA Members Meeting on 23/11/24 regarding engaging with Refugee Action in Bradford (Action Point 14).

3.7) Action Points from meeting held between the YLC and the DIEC on 25/03/25

The action points from the meeting held between the YLC and the DIEC on 25/03/25 were noted.

The following action point was agreed:-

RK to include the Action Points from meeting held between the YLC and the DIEC on 25/03/25 on the agenda of the future DIEC meetings to enable progress to be monitored (Action Point 15).

4) YCBA Disabled Persons' Club Improvement Grant

RK advised DG that the DIEC felt that it would be helpful for the DIEC to be notified of applications received and grants made in this area.

DG had indicated that to date aside from the grant made to Huddersfield Bridge Club that the only other grant in the pipeline was in relation to Wetherby BC who have indicated an

interest in setting up a hearing loop in their Club. If this goes ahead and a grant is appropriate, then it will make a good publicity and an indicator for other clubs.

The following action point was agreed:-

RK to engage with David Guild ahead of future DIEC meetings for any further updates in relation to this Standing Agenda Item (Action Point 16).

5) Review and update of action plan

The priority areas of the action plan had been discussed during the above agenda items. Due to time limitations, it was not possible to review the rest of the action plan

The following action points were carried forward / agreed:-

RK to update the action plan and arrange for it to be uploaded to the DIEC webpage (Action Point 17).

VJ to give further consideration to possibility of altering the existing format of the action plan to include a dashboard and/or timeline and circulate suggestions (Action Point 18).

6) Review of any other diversity issues

RK provided feedback from her first attendance at the North Yorkshire Equality and Inclusion Partnership Meeting on 09/04/25 following VJ having attended the previous meeting on 15/01/25. It was agreed that a DIEC member would attend these quarterly meetings wherever possible moving forward.

7) Any other business No matter raised or discussed.

8) Date of next meeting: Thursday 10th July at 10.00 via Zoom.

Meeting paper containing progress update against actions from the meeting held on 03/04/25

AP1 - Disability Access Scoping Exercise – RM to arrange a further meeting with the Senior Diversity Officer at Leeds City Council, Geoffrey Turnball to discuss the results of our Disability Access scoping exercise and other matters. Action Ongoing – To be further discussed under Agenda Item 2.

AP2 - Diversity, Inclusion & Equality Training for DIEC Members and other stakeholders - VJ with the support of RK to look to source or develop a more targeted Diversity, Inclusion & Equality Training package which can be delivered to key stakeholders in YCBA affiliated clubs in 2025. Action Ongoing - It was agreed at the DIEC meeting held on 03/04/25 that the work on sourcing or developing a training package would be carried out over the Summer with a view to rolling out training thereafter.

AP3 - Development of a YCBA Diversity Inclusion and Equality Policy
VJ to update and circulate an amended version of the working draft of the YCBA Diversity, Inclusion & Equality Policy. Action Completed – To be further discussed under Agenda Item

3.1.

AP4 - Development of a YCBA Diversity Inclusion and Equality Policy - RJ and RM to draft and circulate proposed amendments to the YCBA Constitution. Action Completed – To be further discussed under Agenda Item 3.1.

AP5 - Development of a YCBA Diversity Inclusion and Equality Policy - Final working draft of the YCBA Diversity, Inclusion & Equality Policy and proposed amendments to the YCBA Constitution to be circulated to YCBA Management Board members in advance of the next YCBA Management Board Meeting on 21/05/25 for ratification ahead of the AGM on 28/06/25. Action Ongoing – To be further discussed under Agenda Item 3.1.

AP6 - Development of a YCBA Diversity Inclusion and Equality Policy - RK to engage with DS for further details regarding the reference to “sanctions” in the EBU EDI Policy - I.e. How these might arise and what they might entail. Action Completed – DS provided the following advice:-

With regards to the reference in the EBU EDI Policy - *'We will encourage players to report immediately any behaviour they believe to be discrimination, harassment or victimisation to the Tournament Director or other appropriate official. Any such concerns will be investigated and, where proved, will be dealt with via appropriate feedback, training and/or sanctions.'*

We have not developed any specific examples of such bad behaviour beyond what are already outlined in the Disciplinary Panel Manual <https://www.ebu.co.uk/documents/laws-and-ethics/Disciplinary-Panel-Manual.pdf>

Discipline within the EU - EBU

Discipline within the EU August 2024 [6] Finally, Appendix A to the ye laws at section 2 states: 1. These Disciplinary Rules replace all previous editions in their entirety and shall apply to:
www.ebu.co.uk

In this the offence of 'Threats with reference to race, gender, sexual 3+years suspension orientation, religion etc...' is specified and the suggested penalty is quite heavy: 3+ years/4.5+ years suspension depending on whether the threats are verbal or written.

AP7 - Development of a model Diversity Inclusion and Equality Policy for Clubs - RK to engage with DS to see if the EBU is planning to take forward any work in this area. Action Completed – DS indicated that there are no plans for the EBU to do this at present. DS thought that it was a great idea as clubs most probably won't have the resource to develop their own policy and so would find a template very helpful.

AP8 - Development of a model Diversity Inclusion and Equality Policy for Clubs - RK to communicate with clubs to establish whether any of them already have a Diversity, Inclusion and Equality Policy (or equivalent) so that these can be considered as part of our work in this area. Action Ongoing – To be further discussed under Agenda Item 3.2.

AP9 - Review of YCBA processes for diversity - RK to seek any further feedback from the DIEC and incorporate this into the current draft document prior to sending the document to the YLC via RJ in advance of their next meeting in early May. Action Completed – To be

further discussed under Agenda Item 3.3.

AP10 - Review of YCBA processes for diversity - RK to engage with DS to seek feedback from her regarding the work we are doing in this area. Action Completed – DS liked the idea of self-assessment which concurs with her view that EDI should be driven 'bottom up'. She thought the draft documents we have produced looks sensible. She said she would be interested in where they take us when people have completed them.

AP11 - Review of YCBA processes for diversity - VJ to adapt the draft organisational health checklist to make it of more relevance to the YCBA Management Board. Action Ongoing – To be further discussed under Agenda Item 3.3.

AP12 - Review of YCBA processes for diversity - RM to contact the Senior Diversity Officer at Leeds City Council, Geoffrey Turnball, and/or other appropriate external individuals for support with the Supported Self-Assessment of the Diversity, Inclusion & Equality Committee. Action Ongoing – To be further discussed under Agenda Item 3.3.

AP13 - YCBA Disabled Persons' Club Improvement Grant - RK to engage with David Guild to ensure that the DIEC are notified of applications received, and grants made in this area. Action Completed – DG indicated that the only thing re disability support in the pipeline is that Wetherby BC have indicated an interest in setting up a hearing loop in their Club. Lesley Millet is to follow this up with Rebecca Pullan. If this goes ahead and a grant is appropriate, then it will make a good publicity and an indicator for other clubs. To be further discussed under Agenda Item 4.

AP14 - Development of DIEC webpage to include relevant information and resources - DIEC members to give consideration to future requirements ahead of further discussion at the next DIEC meeting in 15/05/25 in order to make best use of the assistance offered by MJ. Action Ongoing – To be further discussed under Agenda Item 3.4.

AP15 - Promotion of bridge amongst underrepresented groups - RM to speak to the Chair of the Bridge Development Committee regarding the feasibility of holding a suitable bridge event in collaboration with Refugee Action in Bradford. Action Ongoing – To be further discussed under Agenda Item 3.5.

AP16 - Promotion of bridge amongst underrepresented groups - RM to arrange for the DIEC Committee and Business Development Committee to meet to discuss future collaboration on this matter – both generally and in relation to the specific suggestion raise at the YCBA Members Meeting on 23/11/24 regarding engaging with Refugee Action in Bradford. Action Ongoing – To be further discussed under Agenda Item 3.5.

AP17 - Review and update of action plan - RK to update the action plan and arrange for it to be uploaded to the DIEC webpage. Ongoing – To be further discussed under Agenda Item 5.

AP18 - Review and update of action plan - VJ to give further consideration to possibility of altering the existing format of the action plan to include a dashboard and/or timeline and circulate suggestions. Action Ongoing – To be further discussed under Agenda Item 5.