

DIVERSITY – NOTES FOR THE AGM 28/06/25

The Diversity Committee, or to give the full name the Diversity Inclusion & Equality Committee has now been going for just over one year. It has been very active and all 3 of my colleagues have made skilled, positive and continuing contributions to its work... particularly Ruth Kerr

Our website page says our remit is “.. to investigate and establish what is considered best practice in managing issues of diversity, inclusion and equality. Its work will include the collection of information and the offers of advice, guidance, and support both for YCBA activities and to the management of its affiliated clubs.”

By this we mean as far as is possible, making Bridge – how and where it is played - an equally pleasant and enjoyable game for everyone. To quote from Best Behaviour at Bridge the areas that we are concerned with are matters of “..gender, age, race, disability, ethnic origin, sexual orientation, religious or political belief or social class”

Your Committee has been particularly active in 3 areas

1) We worked hard to define what we are about, what our objectives are and how we should start to achieve them. The resulting Policy Document is on the YCBA website. I encourage everyone to read it. It is a living document so we are ready to adjust it over time as situations, attitudes and the relevant laws change.

2) As a starting point, we decided to focus on matters of disability and asked every club for details of how they assess and handle this issue. The number of clubs replying was the best the YCBA has ever had to a survey. The results varied from almost nothing to one or two who were actually ahead us in the game! Can we thank all those clubs who replied ...and encourage the few silent ones to get involved.

As you would expect it became clear that our work would be a two way activity with skills being learnt or reinforced in both directions. I remind everyone that there are grants available for clubs needing to improve their facilities to make things more comfortable for any members or visitors who have a disability.

3) We focused on the activities of the YCBA itself and how its various activities are, or should be fit for Diversity purposes. We have made a start with the The Yorkshire League Committee and how they manage this range of issues across the County events.

In line with our policy of “advice and guidance”, rather than attempting to tell colleagues what to do ... a technique of self assesement is being applied. In a sense our Committee was and is mentoring the Yorkshire League Committee but they do the work and take the decisions.

Here I have to thank Mike Jackson. He has been most helpful in making this part of our work useful both for the role of the YLC itself and as a future template for other parts of the YCBA. He has also helped by formating our presentation and documents on the YCBA website.

A final word on all this. Consideration of Diversity is backed and, as an extreme, enforced by the 2010 Equality Act. In short, everyone has to acknowledge and take reasonable action to allow for diversity. This applies to every single member of the YCBA as well as their clubs.

Ofcourse we will offer advice and guidance but the final responsibilty lies with the YCBA and its membership.