Equity, Diversity and Inclusion strategy

2025 - 2027





Our Vision...

At Middlesex County Cricket Club we aspire to be the most inclusive and diverse club in the UK. We believe in a club where diversity and inclusion is sewn in to the framework of the organisation, to create a sense of belonging for everyone linked to the club. This isn't because we have a responsibility to do so, but because we want to be the best club.

Our aspiration...

We want people to want to be a part of Middlesex.

We want Middlesex to radiate a sense of belonging, we want to be reflective of our communities and we take inclusion seriously.

We promise to always be an inclusive and diverse club.

Middlesex for the people

responsibility

Executive summary

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	Balla trust with our communities
Our EDI goals	Reflect our demographics
	Transform our pathway process
	Changing our culture to be more diverse and inclusive
	EDI training for all our staff to educate and promote a sense of belonging to Middlesex.
How are we going to achieve it?	Increase representation of our communities through the pathways.
	Engagement with our communities to make Middlesex a viable career option.
	Measuring our progress and review of our KPIs to monitor our development.
	EDI competency framework to be enforced within the functions of Middlesex.
	Leadership signed commitment pledge.
	Recognise and celebrate our communities.
	Middlesex wants to be at the heart of our communities
	To maximise our growth from a husiness and financial outlook

Why do we need to achieve it?

Middlesex wants to be at the heart of our communities

To maximise our growth from a business and financial outlook

Expand and develop our EDI foundation within Middlesex

We want people to WANT to be a part of Our Middlesex

Build trust with our communities





Middlesex for the people

Our People

Middlesex are focused on ensuring that our workplace is reflective of our communities

Our Talent

Middlesex want our professional teams to reflect our demographic

Our communities

Middlesex want to invest in the diverse communities and bring them together in playing cricket

Our governance

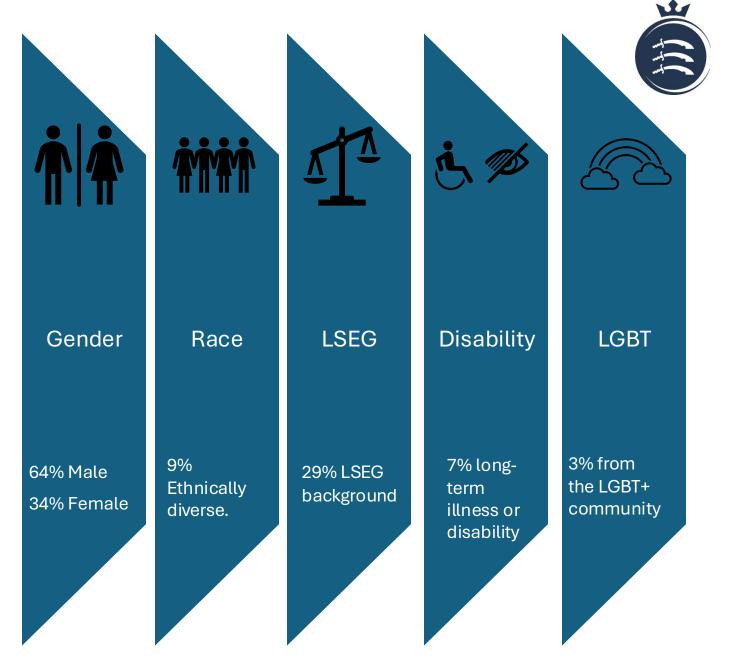
Middlesex guarantee to have overall governance which is seen through an EDI lens

EDI DASHBOARD



Ethnically diverse	2022: 13%
	2023: 15%
	2024: 28%
Female	2022: 38%
remaie	
	2023: 32%
	2024: 31%
Under 30 years of age	2022: 34%
	2023: 37%
	2024: 30%
Over 50 years of age	2022: 22%
	2023: 20%
	2024: 24%
Disability	2022: 6%
	2023: 7%
	2024: 7%
Private School	2022: 28%
	2023: 17%
	2024: 26%
LSEG	2022: 14%
	2023:11%
	2024: 14%

EDI DASHBOARD Pro-games



Pathway Men's data



In 2025, 29% of our professional men's squad will be from a diverse community. 49% of our population is from an ethnically diverse background.

In 2025, 27% of our players are home grown from diverse communities, therefore reflective of our communities.

53% of our boys emerging player group are from diverse communities.

County age group – 75% are from diverse communities.

66% of our regional squad are from diverse communities.

KPI trends



Inclusion

• 70% agree that the organisation is inclusive. This is -18% since 2021.

Belonging

• 66% feel welcome, included and like they belong. This is -24% since 2021

EDI commitment

• 66% think leadership is committed to action not just words with EDI. This is -22% since 2021.

Education

• 62% have an improved understanding of EDI from training. This is -7% since 2021.

MIGUIESEX EDI CETISUS - Jan ZUZZ



Key focus areas

Future aspirations

The below areas will be the key focus areas for the action plan, and this will run alongside the four EDI goals:

- Build trust with our communities
- Reflect our demographics
- Transform our pathway process
- Changing our culture to be more diverse and inclusive

RACE	Middlesex will focus on driving race representation at all levels of the organisation, our focus area is to aspire to increase our representation by 10% by 2026 and then increase in total by 10% in 2027.
WOMEN	Middlesex will focus on increasing representation by 15% in 2026 and then in total increase representation by in total 30% in 2027.
DISABILITY	Middlesex will focus on representation of disability within the organisation and at all levels. Aspirations will be of 10% by 2026 and a total increase of 10% by 2027.



Where are we now?

Existing initiatives

- → Strategic focus on Gender, disability and Race.
- → Community engagement within MiTC engagement.
- → Schools and Talent pathway transformation.
- → Fairer recruitment processes.
- → Anti-discrimination commitment and education.

Quick wins

- Translations for all communications to target our diverse communities.
- Focus groups with Middlesex communities for EDI voices.
- Celebrate the inclusion calendar.
- EDI survey for a culture health check and collection of EDI data.

New EDI initiatives

- EDI strategy focusing on ALL protected characteristics. Including Neurodiversity and intersectionality.
- Quarterly EDI educational training for all staff made mandatory.
- Regular reporting and measuring on collections of EDI data from pathways and organisation.
- EDI strategy aligned with organisational strategy.
- Implementation of the EDI competency framework within all departments.

EDI ACTION PLAN Timeline



Activity		Q1		Q2			Q3		Q4	
		APR -		JUL- SEPT			OCT - DEC		JAN- MAR	
Review of club communications with an EDI lens to ensure we are using diverse and inclusive language										
Membership options that target diverse communities										
Kit drives to support community activities, clubs and other initiatives.										
Board structure review (Governance & Ethics Committee) to diversify board										
Review of recruitment and coaching at CAG / Borough / Region (selection and succession planning)										
Appoint/ supplement Transition coaches to support ALL players from CAG-> Academy - > pro-squads (Alan Coleman)										
Equal Pay review and strategy.										
Mandatory EDI training integrate for all new starters and annual refresh.										
Training for coaches and participation team to deal with different faiths, communities and languages.										
Talent ID and EDI Database for talent pathway strategy for MCCC										
Increase community engagement with objective of promoting Cricket/Middlesex as a 'career' option										
Embedding engagement activities as part of BAU – contribute to alternate pathways										
Annual campaign based around a limited edition playing kit and events, fundraising through retail										
Define alternate pathways for juniors / young adults; promote and integrate into Community Engagement										
Cultural review and health checks										
Cultural awareness sessions for all staff, coaches and players										
Create personal development plans for staff / expand the appraisal process										

EDI competencies framework

This framework will form a Middlesex standard approach to all business processes. All departments will have to ensure the following:

- Commitment & accountability: Each department leader will have to sign an EDI commitment and ensure that they are accountable for the department functions to uphold our EDI values.
- Education: Mandatory training for EDI for the organisation will be in place in 2025 and each department will ensure development in learning is a continuous function.
- ❖ Goal setting: Each department will have goals set to develop their approach to EDI and these will feed into the EDI working group.
- Empower: Department heads will ensure that staff have a safe space to report discrimination and feedback on EDI matters.
- Belonging: Department heads will be responsible for creating psychological safety in the workplace.

