

# 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***

# Executive summary



**Build trust with our communities**

**Reflect our demographics**

**Transform our pathway process**

**Changing our culture to be more diverse and inclusive**

**Our EDI goals**

**EDI training for all our staff to educate and promote a sense of belonging to Middlesex.**

**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.**

**How are we going 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**

**Why do we need to achieve it?**





# Our Principles

*Middlesex for the people*

## **Our People**

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

## **Our communities**

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

## **Our Talent**

Middlesex want our professional teams to reflect our demographic

## **Our governance**

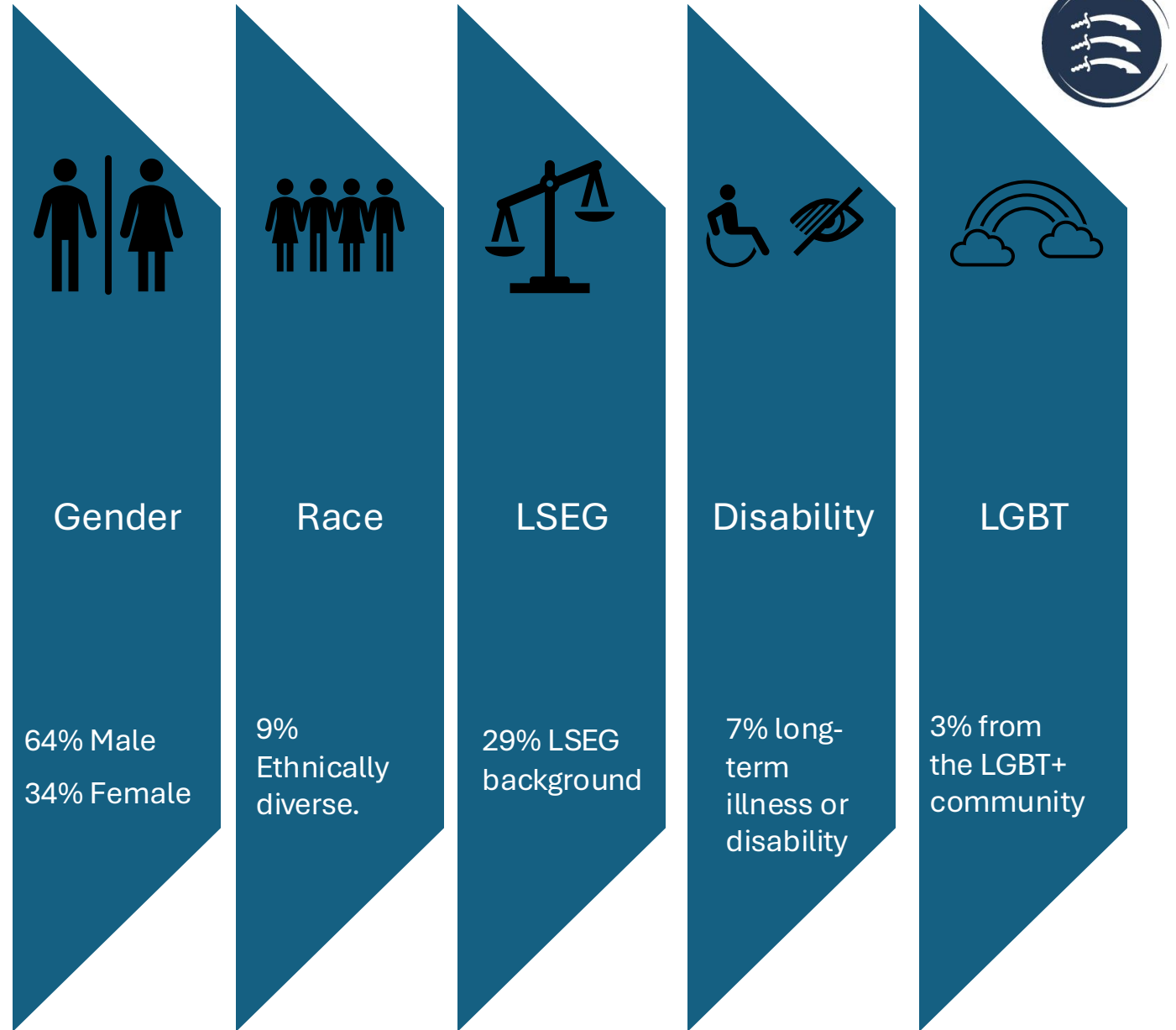
Middlesex guarantee to have overall governance which is seen through an EDI lens

# EDI DASHBOARD



Ethnically diverse	2022: 13% 2023: 15% 2024: 28%
Female	2022: 38% 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.





# 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*

<b>RACE</b>	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.
<b>WOMEN</b>	Middlesex will focus on increasing representation by 15% in 2026 and then in total increase representation by in total 30% in 2027.
<b>DISABILITY</b>	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 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.

