

EDI Update CUSG 22nd January 2024

EFL Code of Practice on EDI – EFL to announce the outcome of Code of Practice on Monday 22nd January.

I am really pleased to announce that Carlisle United has achieved the Bronze Standard in the EFL's Code of Practice on EDI & Mental Health! We now move on to the Silver Standard where a significant amount of additional work, effort, time and resource will be required to achieve this by 2026.

EDI & MH Working Group

The next meeting of the Equality, Diversity and Inclusion/Mental Health Working Group will be in February 2023. Date tbc.

We are looking to add a Mental Health external organisation to the group and have been having discussions with the NHS about this. More to follow.

These group meetings, all feed into the EFL's code of practice assessment and help us develop the EDI, MH & Disability across the club.

Ongoing projects

Tullie House - see SLO update

Neurodiversity – This project is ongoing, and EDI recently did some training for approx. 20 EFL clubs as part of the EFL's Together Strategy training modules. This was well received and prompted many questions. The plan is now to take this further in the community – more to follow...

Due to an incident that occurred at the home game versus Port Vale recently, EDI has organised for 'AFC Autism' to undertake some training for the stewards ahead of the Cambridge United game on 17/2. This will also be designated our Autistic Spectator game and a range of people and organisations will be invited to the game to network and share experiences.

We recently successfully hosted autistic supporter Tom Monaghan and his father Tony at the home game versus Oxford United. Tom suffered a bad experience at the play off second leg against Bradford City and stated that he wouldn't return to the club he loves. On 13th January Tom not only came back, but he enjoyed being the guest of the club, experiencing the boardroom and watching the game from the Director's Box. I met with Tony Monaghan again this week and we are working on a plan to cater for Tom's needs as he plans to return to the Andrew Jenkins Stand for the home game against Cambridge on 17/2.

Community Heroes – I was honoured to be asked to be part of the Community Heroes celebration at the club before the home game versus Oxford United on 13th January, along

with others around the CUSG table and beyond. Recent addition to the Disability Team, Ross Mattinson was also part of the celebrations along with Simon Clarkson and others.

Neurodivergent Space – to be discussed on 30th January

EDI calendar:

Wheelchair accessible area – ongoing as part of the refurbishment plans.

Disabled Supporter's Group – We have now appointed 2 Disability Reps and 5 team members to help us drive forward the Disability Agenda for CUFC. We have held an initial meeting and are reconvening on 30th January to consider projects for the team to look at going forward. We will also have the LGBT+ Rep Gary Wylie, POC Rep Emmanuel Boateng and Women & Girls Rep Nataly Mason joining us. Communications will come out to all shortly after this meeting.

The new Reps and Team are as follows:

- Rep Charlotte Crosbie – MENCAP Carlisle Manager
- Rep Shelley Harrison – Cumbria Deaf
- Team David Gale – Muscular Dystrophy Volunteer
- Team David Little – Parkinson's UK Volunteer
- Team Ross Mattinson – Autism campaigner/Football Referee
- Team Kate Rowley – CUSAT Lead/Disability campaigner
- Team Rebecca Kiggins – Cumbria Deaf

Match Days/Stewarding - EDI continuing to attend Steward Supervisor Briefings. Very interesting and informative and I will be feeding in from an EDI perspective going forward this season. Training will be delivered to Carlisle based Stewards on 17/2 Cambridge Utd

Women's and Girls EDI Rep - Nataly Mason and I have been working on the W&GSG. We will be sending out an email mailshot very soon in conjunction with the Disability, People of Colour and LGBT+ groups with some new and exciting developments – more to follow... Also working on a collaboration with Woman Up and more will follow on this shortly. Main aim of the group is working towards International Women's Day in March 2024.

Nataly is now also a fully fledged member of the #HerGameToo network and is acting as Carlisle United Ambassador. Look out for more from her on this soon.

Presence in the Fan Zone – Soon the EDI team will have a match day presence in the Fan Zone. Here we will be able to engage with supporters and discuss all things EDI, Mental Health and Disability

Coming up!

Mental Health Hub – Ongoing - We are currently in discussions with the NHS Community Mental Health Team about providing a 'Drop In Hub' at Brunton Park. More to follow shortly...

Dementia Group – Ongoing - I have been in discussions with Alzheimer's UK on both national and local levels about setting up a Dementia Group. I've spoken with the local group recently and we are planning to bring this together and possibly include the Tullie House Exhibition from a memorabilia perspective. For anyone who would like to be involved in this group or knows somebody suffering from Dementia who would benefit from being part of a group discussing all things CUFC please get in touch.

Walk to the Match 2023/24 #4 – the home game with Portsmouth will be our 4th Walk to the Match of the season. Starting from the city centre we will once again have the pleasure of Craig Milne leading the walk supporting Talk Hub, the men's mental health awareness group. More details on times and routes to follow shortly.

Cumberland Council Collaboration – EDI has been working closely on a range of projects with Cumberland Council Communities & Culture Officer Stephen Dunn. Recent new links have been made with Botcherby Community Centre and 'Man v Fat' as well as strengthening the links with Hilltop United FC who have now merged with Border City Greens FC to create a truly diverse football club in the city.

Other projects – All the potential EDI Projects will be discussed at the meeting on 30th January and as a result a development plan will be formulated for the club to consider going forward.

Nigel Davidson

EDI Officer