

## EDI Update

**MCMS** will be with us soon, starting online at the club, then Tullie House 18 images and online, then main exhibit at BP in the East Stand and a few additional images in the Pinc shop in English Street. Will liaise with Media Team in the coming days. Final bits of editing being down then off to printers.

**#HerGameToo** will be the next partnership, we are working with them to agree a date for launch and flags, boards etc. Hoping to have some of the founder women to attend the game when chosen.

**EDI Community** - Janett Walker, the CEO of Anti Racist Cumbria (ARC) and Trustee Jess Butler, attended the home game against Walsall on Saturday on the back of the recent partnership with ARC, along with Jane-Ann Clark and Karyn Wood Chair and Treasurer of Cumbria Pride. Jane-Ann and Karyn will be back with us for LGBT History Month in February where Cumbria Pride will be a ball sponsor for the day, but they were on Saturday because of the Rainbow Laces game. All four guests really enjoyed their day and are very keen to come back to the next home game.

Also, on Saturday we had 39 children with some parents from the Black and Brown community who thoroughly enjoyed the day (thank goodness for that last minute goal!). So many of them were so excited to come back and the club have given them tickets to the home game against Bradford City in December. Looks like we got ourselves another @40 supporters there because of that developing relationship. Many thanks to Nigel Clibbens and the club for this.

**AFC Autism** – I have attended the third meeting of this great initiative. Something we can look at down the line with the club, but the initiative is growing fast and I have contacted a few existing autistic supporters at the club also. Will keep you posted as this develops.

**Taking the knee** – I was having a discussion at the Fans For Diversity Guidance Group a few weeks ago in London. The discussion was around TTK and what we needed to do next. It seems that it has run its course and we need to move forward. Initiatives like the partnership with ARC is one practical way we are doing that here. I would like to suggest that we consider a different approach on the field though. Maybe with a general Anti-Discrimination banner in the centre circle that the players could stand around before kick off and have badges of ARC, Cumbria Pride etc on that banner. We would need to speak to the players about their thoughts as well as we know their passion for this. Also, having spoken with John Ireland at length, I know this idea would make him much happier and also may bring him back to CUSG meetings.

**CUSG Reps for EDI groups** – I've had a few conversations with people regarding representation for specific EDI groups within CUSG. We recently had Gary Wylie join and he has some other links now with Cumbria Pride and is able to report back to them and bring issues to the CUSG table. It would be good to have the same for the Black & Brown community, especially with the additional supporters coming on Saturday and the further community work we will be doing. There are options there and if anyone knows of anyone who may be interested, please get them to contact me?

Also, I have been seeking a Women's Rep and having some discussions with people who may be interested. Again, if anyone knows of anyone who may be interested, please get them to contact me?

**EFL Diversity Standards** – As Nigel C has mentioned the EFL Diversity Standards, so I will be looking at those to see where else we can and need to be looking at doing some pieces of work.