

EDI Update CUSG 11th December 023

EFL Code of Practice on EDI – EFL to announce the outcome of Code of Practice on Wednesday 13th December.

EDI & MH Working Group

The latest meeting of the Equality, Diversity and Inclusion/Mental Health Working Group was held on 30/11/23. The next will be in the New Year.

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

Wellbeing Through Football – The Project has become 'Show & Tell' and we are working with Cumberland Council project continues. The first event of the Show and Tell project will take place on 17th December at Petteril Bank Community Centre from 1-4pm

As mentioned at the last meeting we recently held games featuring Hilltop United FC. Unfortunately, due to Home Office policy, the two full teams that were Hilltop United FC have been decimated and now amount to 14 players, as many have been moved on away from Carlisle due to the imminent closure of the Hilltop Hotel as an Asylum Seeker/Refugee hotel. Some of the players have been moved into houses within the city and will continue to play for the team. The same is happening at the Cumbria Park Hotel which has been housing the women. CRAG and others are doing their best to keep as many in Carlisle as possible, but unfortunately there is NO housing set aside for women asylum seekers/refugees in the city. This is such a shame because the integration that both the men and women have made into Carlisle society has been amazing. We hope that they are able to stay in the city and continue to support CUFC EDI and vice versa.



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...

EDI calendar:

Wheelchair accessible area - ongoing.

Disabled Supporter's Group – We have now appointed 2 Disability Reps and 4 team members to help us drive forward the Disability Agenda for CUFC.

All will be joining the meeting this evening and I will introduce them at the appropriate time.

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

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.

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...

Blind & Partially Sighted Supporters – We recently underwent a stadium audit by partially sighter supporter Jon Attenborough. Jon's audit report has now been received and we are looking to implement his suggestions. The major takeaway from this report was the requirement for 'Audio Descriptive Commentary' which is something we would like to implement at the ground.



Home game 11th November - Celebrated Remembrance Sunday and we had our second 'Walk to the Match' ahead of kick off, led by Carlisle supporter Craig Milne. We also laid a wreath at the cenotaph in Rickerby Park on the way to the ground.



Home game 25th November – We recognised 'Day for the Elimination of Violence Against Women' and 'White Ribbon Day'. We held a really successful seminar in the Study Centre. There were various speakers including Lee McDermott from the University of Cumbria, Lee Sherriff from 'Behind the Mask', Ros Jones, author of 'When I was a Girl', Det Inspector Matt Belshaw from Cumbria Police (VAWG Project), Joy Sayers from the Well Communities and Springfield Domestic Abuse Support. It was also the first day for the new majority shareholders to take their place in the ground and we were blessed with a visit from Tom and Patty Piatak with Nigel Clibbens.



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 #3 – the home game with Cheltenham will be our third 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.

Nigel Davidson

EDI Officer