

EDI Update CUSG 6th November 023

EFL Code of Practice on EDI – Work completed on the first phase of the CoP, submission deadline was 25/10/23. We await the outcome towards the end of November. There has been a massive amount of work involved in this and I would like to thank all those who have contributed in one way or another to making it all possible. We eagerly await the outcome!

EDI & MH Working Group

The latest meeting of the Equality, Diversity and Inclusion/Mental Health Working Group was held on 10th October and the next one will take place on 30/11/23. We hope to have the outcome of the CoP evaluation by this time.

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 across the club.

Ongoing projects

Wellbeing Through Football – The Project has become 'Show & Tell' and we are working with Cumberland Council project continues and new events to be announced soon.

Recently we have held games featuring Hilltop United FC v Border City Greens and NHS International FC v Border City Greens. As part of these games, we also held social events where food was provided by Multicultural Cumbria, Cumberland Council and Carlisle Refugee Action Group. These events have helped to cement the relationships with the groups within the city and we look forward to doing more in the future.



Tullie House - see SLO update, but significant involvement from EDI.

Neurodiversity – ongoing. Meeting with all groups again soon.

World Mental Health Day 10th October - On the 14th of October we celebrated World Mental Health Day with guests from 'The Well' in Carlisle. The Well is an organisation that helps people to combat substance abuse issues such as alcoholism. [The Well Communities](#)



Look out for a hard-hitting interview with one of the service users, turned employee, coming up on the website soon.

EDI calendar – We had a huge celebration for Black History Month at the home game on 24/10/23. @115 People of Colour joined us for the game and an article is on the club website now. It was wonderful to see so many people there enjoying the game and being made to feel welcome by Carlisle United supporters. Further interviews with Josh Kayode and Joe Thompson are to follow later this week.



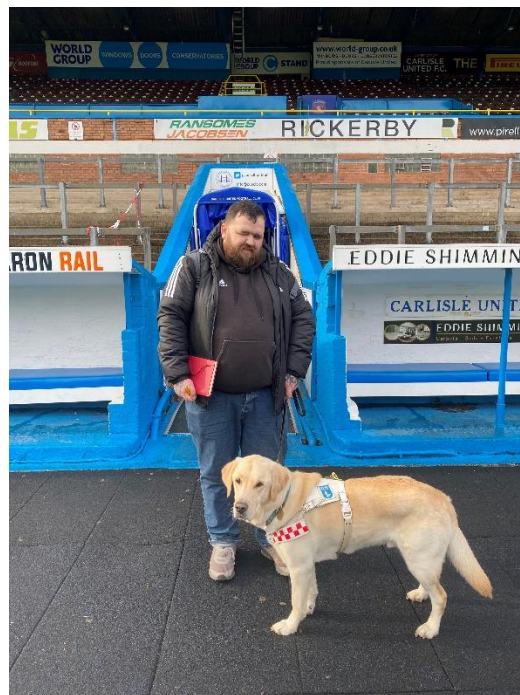
Wheelchair accessible area - ongoing.

Disabled Supporter's Group - Expressions of interest for Disability Rep to go out, delayed due to the Code of Practice work, but now this is completed we will advertise asap.

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 and Nataly will be joining us at an event on 25th to recognise & highlight the problem of Domestic Abuse.

Blind & Partially Sighted Supporters – We recently underwent a stadium audit by partially sighter supporter Jon Attenborough. He and his assistance dog Sam came to Brunton Park for his second visit to give us an idea of what changes we could look to make to ensure blind and partially sighted supporters have a better experience at Carlisle United. I am awaiting Jon's report and once received we will be looking at what we can do to implement his suggestions. This is likely to include a section on 'Audio Descriptive Commentary' which is something I would like to implement at the ground.



Coming up!

Autistic & Neurodiverse Supporters – We will soon also be having an audit undertaken by the Autism Ambassadors from People First in Carlisle. More to follow once this has happened.

Home game 11th November - is celebrating Remembrance Sunday. We will also have our second 'Walk to the Match' ahead of kick off and hope to lay a wreath on the way to the ground. Starting outside the Town Hall and this time led once again by Craig Milne. I will be publicising this week.

Home game 25th November – We are recognising the ‘Day for the Elimination of Violence Against Women’ (Also known as White Ribbon Day). There will be a small seminar in the Study Centre from @12pm with various speakers on the subject, also stands in the Fanzone from Cumbria Police (Talking about the VAWG Project), ‘Behind the Mask’ (Watch this space!) and the University of Cumbria. Anyone interested in coming to the seminar please let me know as numbers are limited due to fire regulations in the study centre.

Mental Health Hub - 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 – 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.

Nigel Davidson

EDI Officer