

3<sup>rd</sup> February 2023

Annwyl Gydweithwyr

Further to the meeting of the Culture, Communications, Welsh Language, Sport and International Relations Committee meeting yesterday, 2<sup>nd</sup> February 2023, and in particular the comment of Mr Jason Thomas regarding the need for all sports to ensure that they are reflecting on the issues being actively discussed in the Senedd and the media currently, I wanted to take the opportunity to write to you to detail Cricket Wales' position, which I hope you will find valuable.

I would also like to contemporaneously extend an open invitation to meet with you, at your convenience should you wish to, to discuss any matters pertaining to our Governance and our commitment to positive culture and values, and creating the best environment, in our organisation and our wider sport, in order for **everyone** to flourish.

I am, and remain, both professionally and personally committed to inclusive culture and equity of opportunity; Recent reports and evidence of sporting bodies' unacceptable treatment of, and insufficient service to, under-represented, diverse and/or minority groups have affected me deeply.

Cricket Wales itself, I am proud to say, can evidence a long-standing to commitment to Diversity and Inclusion, numerous accreditations, action plans and positive interventions, which we have endeavoured to summarise on our website; [Equity Diversity Inclusion| Cricket Wales](#).

In addition to complying with Sport Wales' Governance & Leadership Framework, as a condition of our funding contract with the England & Wales Cricket Board (ECB), we must also comply with a detailed 'County Governance framework'. This is scrutinised by the ECB annually, alongside several other key corporate and cricket standards. Our next review with the ECB is scheduled for 21<sup>st</sup> February 2023 and I would be more than happy to share their report on us with you when it is returned.

You may well also be aware that the ECB voluntarily set up the [Independent Commission for Equity in Cricket](#) in 2021, to examine issues of race, gender and class and make a series of recommendations on how cricket can become the most inclusive sport possible. The Commission is due to report its findings shortly.

There will, no doubt, be a number of learnings in the report for the whole of cricket across England & Wales, and the constituent bodies and participants who make up our game. I will ensure you receive a copy of the report and Cricket Wales' response to it, in the most timely manner possible, once the report is published.

My own position is very clear; while I am proud of the positive progress and interventions we have made, including significantly [diversifying our playing base](#), and implementing a balanced [Board](#), with independent representation and a mix of backgrounds, experiences and lenses, Cricket Wales' work to ensure the highest standards of governance are embedded throughout our game continues apace, and *will never be complete*. We will always seek to identify and implement best practice and principles and learn from others in respect of where we can go further, faster.

I remain at your absolute disposal at any time, to meet and discuss any detail you might require regarding our approach, activities and ongoing endeavours to lead and continually improve in this area.

Yours sincerely

*Leshia C S Hawkins*

Leshia Hawkins  
Prif Weithredwr / Chief Executive Officer  
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