

14<sup>th</sup> February 2022

Dear Member,

This year's AGM is very different as it will be the first one we can hold in person since 2019.

It is also very different as cricket is reacting to the challenges of being at the centre of the allegations surrounding racism in the game. We have not been immune from this, as you will be aware from the issues last summer, which "Syd" Lawrence raised about his experiences in the game, whilst playing for Gloucestershire.

Inclusion has always been important to us, on and off the field. Over many years we have prioritised creating a culture that recognises differences and embraces them. It's really important that we reflect the communities where our club is based and we ensure that throughout Gloucestershire, all recognise that we are **their** club.

I know from my business career that "doing the right thing" is a really important culture to create. If we "do the right thing" rather than just "do things right", it will help us make better decisions as a club. To do this well we need to encourage really diverse views within the organisation. That simply cannot be done by ticking a few boxes, or tokenistic gestures, but has to be done by acting with authenticity and embracing the challenges we face and working collectively to create the future we want for our club. One area with very specific relevance to the AGM is Governance.

Governance is a key plank to ensure that we put proper checks and balances into our structures. This starts with our Board. As a First Class County we have signed a 12 point plan to tackle racism. We have committed to targets for Board diversity of a minimum of 30% of the currently most under represented gender which at the moment is those who identify as women, and locally representative ethnicity by the end of April.

This year the GCB has become a charitable foundation. They currently have representation on our board but have agreed that we are best collaborating in a more agile, informal way. This year we are therefore asking you to approve the conversion of that position into an appointed role in order to give us maximum flexibility. This will leave us with a board of 6 Member voted positions, 5 appointed ones and the CEO.

We currently have only 2 female Members of our Board and only one Member of the Board from a currently underrepresented community. By the end of April on our board of 12 Members we will need 4 Members who identify as female and 2 Members from currently underrepresented communities. Targets can be misinterpreted-we are absolutely committed to a skills based board. The point of this is to give a diversity of view and experience around our board table. By doing this we can ensure we ultimately make better decisions on behalf of the Club. This is not optional, it is a requirement and if we do not achieve this target we could put our ECB funding at risk.

We need to own this ourselves. I want us to be both authentic in the way we behave and restless in our ambition to create that culture which recognises differences and embraces them. Then, all of us at the Club will benefit.

It is for these reasons that we therefore particularly encourage Members from these two groups to consider standing for election this year.

Yours sincerely,

David Jones

**GCCC Chair**