

Interview with Mo

Manager of Equality, Diversity and Inclusion Mo gives his take on racism and abuse in sports and everyday life!

Yorkshire County Cricket Club's manager of Equality, Diversity and Inclusion Mo very kindly gave up some of his time to talk us through what his job involves and the responsibilities it comes with and his take on how as a society we can change certain stereotypes and also how we can be more diverse and inclusive of people of different ethnicities, backgrounds and lifestyles.

When asked about what his job role involves, Mo replied " I started this role about 2 years ago and I started to try understand and learn about the historic culture of what the organisation was and I felt that I wanted to embed certain principles such as culture reviews and training of staff, etc, and also that policies of safeguarding are followed in order to allow people who may have disabilities, different cultures to feel comfortable when attending community events and gatherings. Also by rearranging matches for cultural events such as Eid, etc. My main aim is to ensure people have a voice to speak up, access facilities where they feel safe, comfortable and valued."

Mo also spoke about his experiences of discrimination in his life and how it affected his life and how other peoples experiences affect their lives: "ICEC, The Independent Commission for Equity in Cricket across all county cricket asked communities and players about their experiences of discrimination and there were quite stark findings and a high percentage of South Asian/Black Caribbean communities that have had racist abuse or discrimination targeted at them. I have also experienced this in my life; Think more towards bias, clubs that aren't as diverse. As a junior I had struggles with getting chosen for the team as my dad wouldn't go for a drink with the chairman."

When asking Mo about the progression needed to eradicate discrimination from cricket and other sports he said "we are in a good, positive phase at the moment, but there is a lot of work to be done." Mo said we need to eradicate discrimination from society as a whole, with the first steps being to have conversations, ask questions, inform the next generation and confront discrimination when you see it. Mo also says "The more conversations we have, the more responsibility we hold as individuals, we have policies and laws that we follow but they're only as strong as the people who follow them, there is a long way to go, but I am hopeful that we can have more of these conversations".

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Yorkshire County Cricket Club

Joe Chapman & Alex Staples