Leading the Way?
Ethnic diversity and inclusion in the senior leadership workforce at 18 sports bodies

Supporting testimonies

Trixie Marchant – Senior Equality, Diversity and Inclusion Advisor at UK Sport

'*The 2021 Tackling Racism and Racial Inequality in Sport (TRARIIS) review highlighted the longstanding issues which have resulted in ethnically diverse communities being consistently disadvantaged within sport in the UK. Since its publication, UK Sport has been driving sector-wide initiatives to significantly increase the number of ethnically diverse people in NGB (National Governing Body) and WCP (World Class Programme) workforces, particularly those in leadership positions. We are starting to see some progress and the new insights in this timely research, including examples of good practice and recommendations for action will help inject new impetus and further accelerate the pace of change.*'

Shimul Haider – Head of Equality at Sport England

'*Sport England is committed to supporting the sports sector to increase the cultural diversity of its workforce and decision- making structures. Our recent Diversity in Sports Leadership survey shows that although we are making progress, there is still more work to do to reach racial parity, particularly in Senior Leadership roles. This research by Loughborough University reinforces this, in particular, informing the development and implementation of positive actions and practices to embed 'race' equity at sports bodies, and supporting the development and career progression of culturally diverse senior leaders.'*

Nik Trivedi – Director of Development, Sporting Equals

'Sporting Equals welcome the "Leading the Way?" report produced by Loughborough University. It provides valuable insights to support sports bodies in their journey towards greater ethnic diversity and inclusion particularly in relation to Board and SLT positions. The report also complements our Charity's ambitions to achieve greater positive impact from our work on the Race Representation Index and LeaderBoard Academy and look forward to continue working in collaboration with Loughborough University to support the drive for change.'

Professor Jo Maher – Pro-Vice Chancellor for Sport, Loughborough University

'Loughborough University is proud to support this research as part of its ongoing institutional commitment to tackle racialised inequities and promote equity, diversity, and inclusion in all aspects of its operations. To see so many of our partners across our worldclass sporting ecosystem working collaboratively and contributing to this important work will help to embed the principles and practices of 'race' equity at senior leadership level across the sector.'

Veronica Moore – Director of Student Equity, Diversity and Inclusion (EDI), Loughborough University

'By holding 'race' equity as a central theme, this research is fully aligned with Loughborough's commitment to establish firm foundations on which to promote the progression of each protected characteristic and marginalised group - 'leaving no group behind'. This is an exciting opportunity to share different perspectives, experiences and expertise, working alongside our sports partners to cultivate a community of best practice in 'race' equity that has the potential to continue after the event to our mutual benefit.'