



CYCLING CANADA

DIVERSITY, EQUITY, & INCLUSION ACTION PLAN

CYCLING CANADA – DIVERSITY, EQUITY & INCLUSION COMMITTEE

VISION STATEMENT

Cycling Canada cultivates belonging for each person to enjoy and develop in cycling.

MISSION STATEMENT

Cycling Canada takes intentional action each day to remove the barriers to belonging that prevent members of equity-deserving groups from enjoying cycling.

ACTION PLAN

COMMUNITY

Short Term

Goals	Action Items
Have policies and procedures that are inclusive of all.	<ol style="list-style-type: none">1. Revision of the Equity and Access Policy to create a more comprehensive policy approach.2. Develop a Trans Inclusion Policy.
Increase participation from diverse populations.	<ol style="list-style-type: none">1. Integration of diversity and inclusion into Cycling Canada’s communications strategy and plan.
Create a safe environment for all to participate in cycling.	<ol style="list-style-type: none">1. Increase safe sport compliance at all PTSO levels.2. Include diverse gender options for all general memberships in Canada.

Long Term

Goals	Action Items
Diversify community partnerships.	<ol style="list-style-type: none">1. Identify partnerships to enhance and support diversity and inclusion.
Increase participation in para cycling in road and aMTB.	<ol style="list-style-type: none">1. Organize a summit of para-cycling programs, clubs, and groups from across the country to learn best practices, athlete development and education.
Diversify development opportunities offered to aspiring athletes and coaches.	<ol style="list-style-type: none">1. Develop a mentoring program for BIPOC coaches

Events

Short Term

Goals	Action Items
Accessibility for all at every Cycling Canada event.	<ol style="list-style-type: none"> 1. Develop accessibility standards (multi-tier) for all Cycling Canada events.
Improve the relationship of people, Indigenous and non-Indigenous to the land that we work and cycle on.	<ol style="list-style-type: none"> 1. Land acknowledgement process / guidelines. 2. Develop a national ride on September 30 for National Day of Truth and Reconciliation.

Long Term

Goals	Action Items
Promote cycling to equity deserving groups at high profile events.	<ol style="list-style-type: none"> 1. Invite and involve school and community groups to attend elite cycling events – volunteer, attend, participate.

Grassroots

Short Term

Goals	Action Items
Deliver grassroots programs and services to equity-deserving groups and communities.	<ol style="list-style-type: none"> 1. Develop relationships with community groups and organizations to identify instructors in equity-deserving communities. 2. Develop a grant program for service delivery.
Identify and eliminate barriers to participation.	<ol style="list-style-type: none"> 1. Increase financial resources through fundraising to allow programming with little to no costs to participants. 2. Offer equipment support for all abilities.

Long Term

Goals	Action Items
Have sustainable partnerships and financial resources to support the delivery of programs to equity-deserving groups.	<ol style="list-style-type: none"> 1. Create a sustainable program through partnerships and sponsorships to get bikes to kids.
Have cycling programs available to every school and community in Canada.	<ol style="list-style-type: none"> 1. Grow grassroots programming in all Provinces and Territories

Gracious Champions

Short Term

Goals	Action Items
Have supports and systems in place at every level of the athletes' life cycle.	<ol style="list-style-type: none"> 1. Retirement support (mental, physical, financial and equipment) 2. Gracious champions mentoring program to equity deserving groups and athletes.

Long Term

Goals	Action Items
Develop resources on financial supports to guide and aid athletes.	<ol style="list-style-type: none"> 1. Provide overall financial training to athletes. 2. Develop a tool kit for athletes on marketing, communications, and sponsorship.

Operations

Short Term

Goals	Action Items
Develop policies and procedures for working with diverse staff, athletes, and coaches.	<ol style="list-style-type: none"> 1. Accommodation guidelines for same sex couples and transgender athletes. 2. Education to staff on working with athletes with a disability. 3. Professional Development opportunities for staff and coaches to diversify their language skills to delivery services and coaching in both official languages.
Develop HR policies and procedures to support the needs of diverse staff.	<ol style="list-style-type: none"> 1. Parental leave supports. 2. Policy for time off to celebrate religious holidays not yet recognized by Cycling Canada.

Long Term

Goals	Action Items
Gender equity on the Board of Directors and Senior Management Team.	<ol style="list-style-type: none"> 1. Refine the skills matrix in the hiring process and board nomination process with equitable representation and reflection the populations that we serve.