

SafeR Spaces Executive Summary

Ontario Cycling's *DIB Resources: How-To Foster a SafeR Space Within Your Recreational Cycling Club* is a comprehensive guide designed to support cycling clubs in cultivating more inclusive, welcoming, and psychologically safe environments for all members. Rooted in equity, diversity, and inclusion (EDI) principles, the resource provides both conceptual framing and practical actions to help clubs grow diverse membership and embrace the full spectrum of cyclist identities and experiences.

Purpose

The guide aims to help clubs move beyond superficial inclusion efforts by embedding intentional practices that recognize intersecting identities, address historical exclusion in cycling, and build cultures of belonging and accountability. It introduces the concept of **SafeR Spaces**—recognizing that absolute safety cannot be guaranteed, but continuous care, curiosity, and collective responsibility can foster safer environments for all.

Core Themes

- **Intersectionality:** Encouraging clubs to see individuals, not just groups, and to tailor support based on lived experiences.
- **SafeR → Braver Spaces:** Transitioning from protection-focused inclusion to spaces that also support courageous dialogue and growth.
- **Capacity Building:** Emphasizing the need for internal resources, care teams, and leadership to drive cultural transformation.

Key Recommendations

The document presents seven interrelated recommendations:

1. **Understand Capacity** – Evaluate internal resources and build infrastructure (e.g., EDI leads, resource libraries).
2. **Have Diverse Representation** – Prioritize representation in leadership and programming.
3. **Provide Education** – Normalize inclusive practices and unlearn cultural norms that may create barriers.
4. **Prioritize Inclusive Communication** – Use respectful, affirming language and shared definitions.
5. **Use Visual Supports** – Visibly and authentically signal inclusion through branding and messaging.
6. **Create/Adopt Supportive Codes** – Develop clear codes of conduct grounded in shared values.

7. **Adopt Supportive Policy** – Align with OC’s Equity, Diversity, and Inclusion policy as a foundation for club policy development.

Support from Ontario Cycling

OC is committed to empowering clubs through:

- Resource development and policy templates
- EDI Care Team support networks
- Education and Try-Out Day programming
- Accessibility audits and grants support
- Annual policy and code of conduct reviews

Intended Use

This is not a checklist or a one-time solution. It is a living framework meant to initiate and guide ongoing learning, reflection, and evolution. Clubs are encouraged to approach this work with humility, accountability, and a commitment to long-term cultural change.