



'How-To' Foster a SafeR Space Within Your Recreational Cycling Club

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Research, concept creation, community out reach and engagement, interviews, recommendations (policy and programming), writing, and project management was completed by Sarah Giacomantonio (RPP, MCIP, M.Pl., M.ENVS., ENVS) as an inaugural resource under their on-going Safer Spaces Mobility project series.



'How-To' foster a SafeR Space within your recreational cycling club

Purpose of this work

The goal of this resource is to support Ontario Cycling (OC) recreational cycling clubs in creating a safeR and more inclusive environment for all cyclists. This is with the ultimate hope of increasing club membership diversity. In collaboration with recreational cycling clubs registered with OC and non-member clubs across North America, this guide was created for clubs to begin and/or continue working towards making their events, rides, and overall club culture more welcoming.

These recommendations are general and do not claim to support specific **equity deserving communities**. This guide should be used as a stepping stone for cycling clubs to learn how to foster an environment where respect, safety and open dialogue is encouraged, leading to the creation of SafeR Spaces for all.

1

Guiding Principles

Research and resulting recommendations center the concept of supporting an individual's **intersectional identity**

Supports must be tailored to individuals, not communities as a whole. **Equity-deserving** groups like **2SLGBTQIA+, BIPOC**, and people living with disabilities are not monolithic. A queer black trans woman will face different systemic barriers than a white cis woman in a wheelchair. That's why it's essential to recognize the unique, intersecting identities and lived experiences of individuals. The recommendations in this resource should be adapted to fit the specific context and needs of those involved.

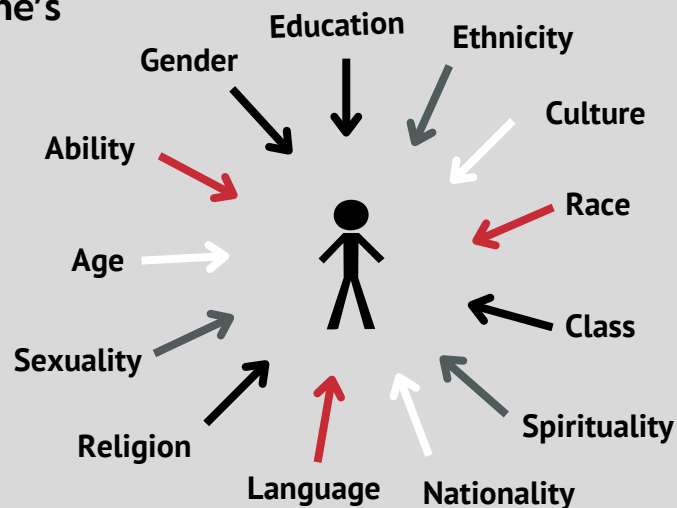
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The purpose of using the term SafeR Spaces is to acknowledge the fact that safe spaces cannot be guaranteed and clubs should not advertise themselves as such. Claiming a space is safe assumes you can fully predict and understand everyone's behaviors and lived experiences—which isn't possible. Instead, clubs should commit to the ongoing, often uncomfortable work of addressing privilege and identity, and strive to create environments that are continually becoming safer for all.

Let's start, together - How **not** to use this resource

This document is not meant to be a checklist that if adhered to will create SafeR Spaces for all. This document is meant to be a starting place for your club and its members to begin working towards fostering a culture centered around continuous care and curiosity. Grounded in what you as a leader and member can begin to do to support this shift.

What makes up someone's intersectional identity?



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'How-To' foster a SafeR Space within your recreational cycling club

What is a SafeR Space?

There are many definitions for what a SafeR Space is, including:

"a place or environment in which a person or category of people can feel confident that they will not be exposed to discrimination, criticism, harassment or any other emotional or physical harm." (Oxford Dictionary).

"a space meant to both to safeguard **marginalized communities** against **epistemic oppression** and **injustice** and promote recognition of situated knowledge or lived experience" (Anderson, D., 2021).

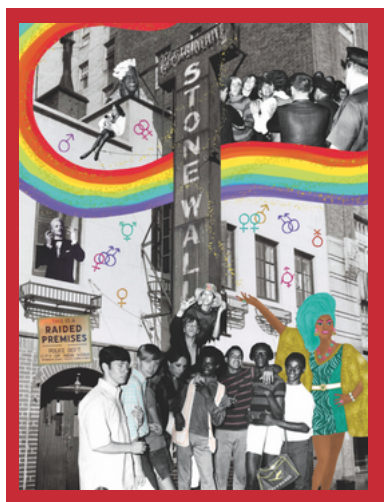
IN THE CONTEXT OF YOUR CYCLING CLUB, this can be interpreted as having club culture, as exhibited and practiced by its leaders and members, that centers supporting someone's expression to exist but also affirming them without repercussion or without the pressure or expectation to educate others (Safer Spaces Project, 2017).

History of SafeR Spaces

SafeR Spaces have historically originated from activism, supporting the specific community that created the space. Their meaning varies across communities, but the creation of SafeR Spaces historically enabled political, cultural, and social participation for marginalized groups. For example, the 2SLGBTQIA+ community began creating SafeR Spaces even before the **1969 Stonewall riots**, offering places where people could express their identities with less fear of legal or social backlash.

While these spaces often center on one marginalized group—such as 2SLGBTQIA+ or BIPOC communities—it's important that those who haven't faced systemic exclusion take responsibility for creating inclusive environments in broader society.

So, what makes a space truly SafeR?



The Stonewall Riot was an uprising by 2SLGBTQ+ individuals against a police raid at the Stonewall Inn in New York City on June 28, 1969, which became a catalyst for the modern 2SLGBTQ+ rights movement

This artwork (to the left) was created for the 50th anniversary of the Stonewall Riots showing Marsha P. Johnson, Sylvia Rivera, and Stormé DeLarverie—three activists who helped spark the movement.

'How-To' foster a SafeR Space within your recreational cycling club

A SafeR Space is created when participants are:

- Judgement-free and non-discriminatory
- Supportive and inclusive
- Responsive rather than reactive (e.g. acting with thought and intention vs acting on impulse or emotion)
- Respectful of boundaries
- Accepting
- Accountable: Not expecting others to educate them

SafeR Spaces provide both psychological safety and physical safety

The dual nature of SafeR Spaces looks to ensure that people feel both physically protected and psychologically supported, fostering a sense of belonging and well-being. Often tools and practices that support physiological safety also support physical safety and vice versa.



IN THE CONTEXT OF YOUR CYCLING CLUB, this can be interpreted as the club itself existing as a physical space, not bound by walls but by policies, guidelines and protocols prioritizing members emotional, intellectual and physical safety.

'How-To' foster a SafeR Space within your recreational cycling club

SafeR Spaces lead to Braver Spaces

As outlined by Robin Lacambra's SafeR Spaces Project, Braver spaces are a result of the creation of SafeR Spaces. A braver space moves beyond the conventional SafeR Space concept, which aims to offer refuge from discrimination and harm. Instead, it looks to promote courageous dialogue, address biases, and constructively challenge viewpoints. By cultivating dialogue, acknowledging differences, and holding everyone accountable for sharing their experiences, braver spaces can foster new insights. Although this can be uncomfortable, it can lead to significant progress towards **inclusivity** and personal growth.

Inclusion means making sure everyone feels welcomed, respected, and valued, no matter their background or differences. It's about creating an environment where people can be themselves and participate fully, without feeling left out or discriminated against



IN THE CONTEXT OF YOUR CYCLING CLUB, this means creating a space that helps identify when harm occurs and distinguishing between healthy conflict and toxic behavior. It involves engaging in conflict resolution that understands both sides of the issue.

‘How-To’ foster a SafeR Space within your recreational cycling club

Why do we as a cycling community need to prioritize creating SafeR Spaces in our clubs?

Cycling has a history of exclusion based on race, gender, body size, and class. In the 1800s, Black cyclists were banned from races by the League of American Wheelmen. Today, trans and non-binary athletes face exclusion from UCI events due to discriminatory policies. Recreational cycling shows similar gaps—Canadian men are 17% more likely to cycle weekly than women, and media rarely represents larger bodies or cyclists living with disabilities. The sport remains dominated by young, cisgender, higher-income men.

Still, progress is being made:

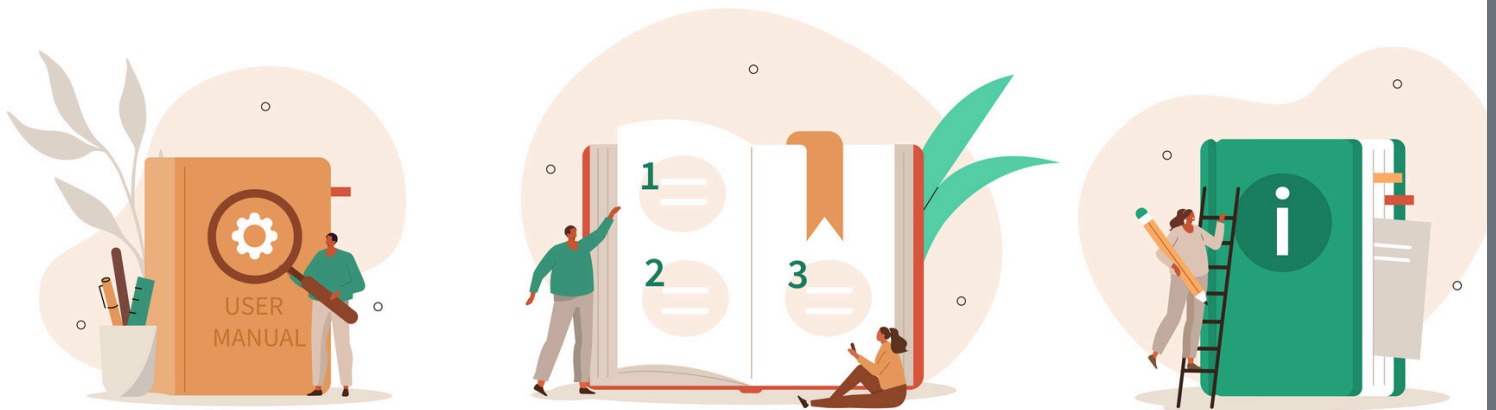
- Major Taylor became the first African American world cycling champion in 1899, breaking racial barriers in a segregated sport.
- Kate Weatherly, a trans mountain biker, continues to race domestically in New Zealand despite being excluded from international competition.
- In 2024, Geoff Pickin became the first hand-cyclist to compete in the British National Hill Climb Championships.
- All Bodies on Bikes, founded in 2021 by Kaily Kronhauser and Marley Blonsky, is a movement and film that promotes body size inclusivity in cycling by challenging stereotypes, reclaiming the word “fat,” and celebrating joyful movement for all riders
- Ontario Cycling (OC) has taken steps by supporting women’s cycling clubs and introducing open gender categories in racing events.
- Cycling clubs should reflect the full diversity of riders—not just those seen in traditional media.



Marine Cabirou, Nina Hoffmann, Tracey Hannah, Kate Weatherly, Veronika Widmann on the podium at the UCI DH World Cup in Leogang, Austria on June 9th, 2019. When transgender women were permitted to compete in the elite women’s category.

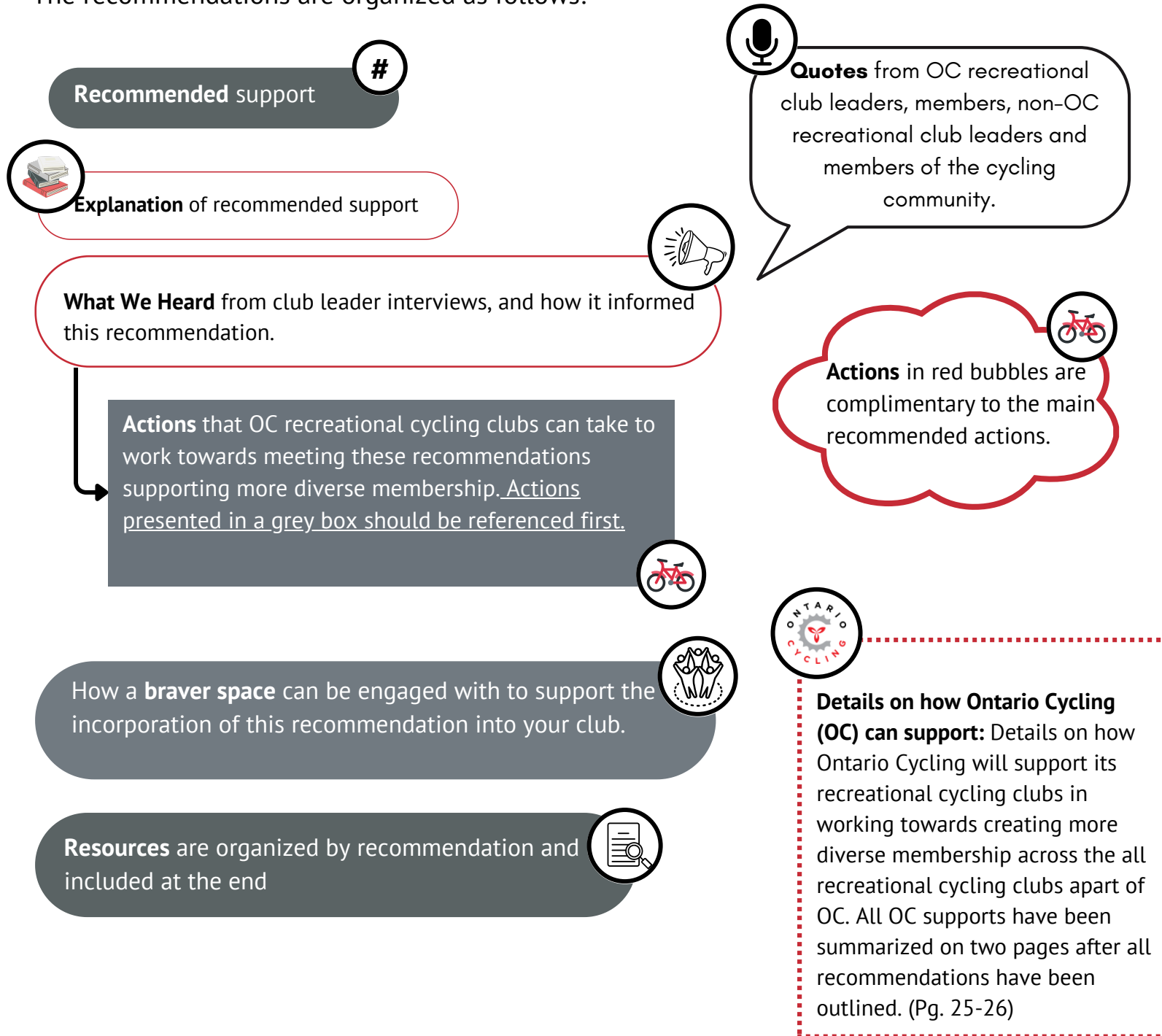
'How-To' use this resource

The following pages provide insight into how your cycling club can start and or continue to build upon making your club environment a SafeR Space, ultimately working towards having more diverse membership.



'How-to' use this resource

The recommendations are organized as follows:



*see definitions page when text is red or underlined - indicates that this word is included in the definitions page, #29-31

Recommended Support #1 - Understand Capacity

Capacity is the maximum amount something or someone can handle or produce. For organizations such as cycling clubs, organizational capacity refers to how much they can achieve with their current resources. It includes four main types:

1 **Human Capacity:** Improving the skills and abilities of employees.

2 **Operational Capacity:** How efficient and effective the processes and systems are.

3 **Financial Capacity:** Having enough money to support operations and growth.

4 **Technological Capacity:** The ability of technology and infrastructure to support activities.

What We Heard is that a club's capacity directly affects its ability to support more diverse membership. To do so effectively, clubs must assess their current capacity and needs, and also understand what additional capacities are required to support members from equity-deserving communities.



As defined by the SafeR Spaces Project, "A care team is a diverse group of individuals that value compassion, understanding, the wisdom of lived experience and the uncomfortable process of being solution oriented in a full-spectrum way."



The Care Team Lead should review the Internal Culture Guide created by the Safer Space Project, and understand:

- What a care team entails (pg 10-11),
- Trainings they should take on incident management (pg 14)
- Group facilitation & leadership (pg 12).

Human Capacity



Introduce/formalize an EDI Care Team Lead

- Establish an EDI Care Team Lead within your club's leadership to guide equity, diversity, and inclusion efforts.
 - This person will help create supportive resources like membership guidelines and a resource library.
 - They'll also be a contact for EDI concerns and help manage conflicts, using tools like the SafeR Spaces protocol.
- Start with one person if needed, and grow the team over time. The long-term goal is to build a network of EDI Leads across Ontario Cycling clubs for shared learning and support.



Internal Culture Guide by the Safer Space Project



EDI Care Team members should reflect the diversity within the club and aim to represent the communities the club wants to support.

Operational Capacity

Create specific membership supportive guidelines (Operational Capacity)

Employ and adapt guidelines on how to support adaptive cyclists, 2SLGBTQIA+ cyclists (specifically gender diverse and trans folks) and BIPOC cyclists.



"Collaboration between OC clubs is critical, we have to work together. "We would be happy to support with training (ex: do a basic information session about how to support adaptive cyclists at events and riding)."

- Roger (he/him) and Fernando (he/him), Hand Cycling Club of Canada



Financial Capacity

Build up resource sharing libraries (financial and technological capacity)

Begin building a resource library by collecting both physical and educational tools. This could include items like handheld GPS devices, basic bike maintenance tools (e.g., multi-tools, tire levers), and information on accessing adaptive bikes. At the same time, create written guides to help members better support riders of all backgrounds and abilities. Grow the library in step with your club's financial and technological capacity.



Technological Capacity



"I want to be called in, I want to be told if I'm doing this appropriately. We are always reacting to things, that is how we have become who we are in terms of diversity and inclusion. I want to go beyond this and be more than reactionary and get ahead things (proactive)."

- Michael Cranwell (he/him), LapDogs Cycling Club



By understanding what's needed to support all members, clubs can turn inclusion goals into practical actions. Identifying areas with limited capacity helps focus efforts and question how resources are prioritized.

This approach recognizes that different members need different supports to feel safer and more able to participate fully.



Recommended Support #2 - Have Diverse Representation



Diverse representation includes individuals with different backgrounds, identities, and perspectives. When these different voices are heard, a **culture** that supports more inclusive approaches, practices, and standards with cycling clubs can exist.



Culture includes the shared behaviors, values, and practices that shape how people interact. For cycling clubs to welcome more diverse members, their culture must be rooted in inclusion and encouragement.



What We Heard is seeing yourself in a club's membership and leadership matters. People are more likely to join if they see themselves represented. Trust is built through shared lived experiences, shaped by identity and presentation. It's not enough to have policies; representation must be seen and felt in practice.



Support clubs that are already doing the work



Support clubs—both OC and non-OC—that are already creating inclusive spaces for equity-deserving communities such as **BIPOC, 2SLGBTQIA+**, and people with disabilities. Even if a club doesn't focus on a specific group, it can still act as an ally by learning from these clubs and partnering on inclusive rides, events, and educational opportunities for members.

Reduce barriers to entry

Waving or reducing club fees is a way to support diverse membership and prioritize equity over equality. Historically, equity deserving communities are disproportionality impacted by financial barriers.



By welcoming diverse members, new perspectives and lived experiences are brought into the club, helping create a space for everyone—not just a few. This work requires humility and openness, especially from those in positions of power, to ensure growth without **tokenizing** members or avoiding necessary change.



Diversify club events

Organize monthly rides specifically for equity-deserving members. Ensure events have categories for adaptive and gender-diverse cyclists/riders and are equipped to support these communities. For example, consider if bathroom stops have gender-neutral facilities for 2SLGBTQIA+ rides, and provide a buddy system if needed.



It may not always be possible to meet all accessibility or inclusion needs, but this should be clearly communicated in event promotions. Be transparent and open to feedback— for example, note if a route lacks accessibility features or gender-neutral bathrooms, and invite participants to share needs that could be accommodated.

EQUALITY



EQUITY



Diversify leadership

A group's diversity is only meaningful if it's reflected in its leadership. Leaders must recognize the limits of their own experiences, make space for new voices, and ensure diverse leaders aren't left carrying the full burden of change.



"If you're creating a cycling team you wouldn't hire 8 people that all have the same skills. You wouldn't hire 8 sprinters. You hire a sprinter, climbers, breakaway riders, domestiques, and experienced riders that might not be as fast but can mentor the younger riders, etc. You're going to hire people with different experiences, skills and backgrounds so that you can have the best leadership team."

-Ry Shissler (ze/zir/zem), Executive Director, TheyCycle



Recommended Support #3 -Provide Education, Partake in Education



Education helps break down hidden cultural norms shaped by assumptions and privilege. Those who benefit from the status quo may unknowingly uphold these norms, but clear communication and greater awareness can empower more people to participate in cycling spaces.

Culture includes social behaviors, norms, shared attitudes, practices, and valued achievements. For cycling clubs to support diverse membership, their culture must focus on inclusion and encouragement



"We (MTB Exchange) provide ride leaders "Coles notes" (safety talk and specifics on the ride). We try to keep them the same every time. Then members know exactly what to expect every time no matter where you are riding. The host leader gets to give their speech, here there is an opportunity to include an inclusion statement, like a stance from the club."

- Manda Freyman (she/her), MTB Exchange



What We heard is that cycling can feel exclusive and intimidating, especially for those who don't match the typical image of a cyclist. To make clubs more welcoming, we need to demystify cycling culture through open communication and education. Addressing unspoken rules helps new riders feel more confident and included.

Provide a simple guide to group riding



This can be hosted on your club's website and OC used during "Try-out" Days, covering tips for different ride types (road, MTB, handcycling), skill levels, and required gear. Be sure to include which bike types are best suited for each ride.



Raise your awareness



Demystifying cycling involves understanding the historical systems of oppression that limit diversity in cycling culture and clubs. Learn about racism, anti-racism, homophobia/transphobia, disability justice, and allyship within your club. See pages 25-27 for resources



Sign-up for OC "Try-out" Club Days

Utilize the already existing "Try-out" club day program to facilitate 4-8 OC "Try-out" Club Days each season. This should include education for new riders on riding in a group generally and riding with your group specifically.

"Having (greater promotion of the already existing) try-out days (that) focus on recreational cyclists would be great"

- Roger (he/him) and Fernando (he/him), Hand Cycling Canda



Barrie Cycling Club Women's Month Club Try-Out Ride



Example of General Group Riding Guidance

By naming the unspoken rules and norms in your club, you make cycling more accessible and open to questions. This creates space to reflect on and improve practices that may not have been built with inclusion in mind.



Recommended Support #4 - Prioritize Inclusive Communication



Culture is directly shaped by language and includes social behaviors, norms, shared attitudes, practices, and valued achievements. For cycling clubs to support diverse membership, their culture must focus on inclusion and encouragement, with language playing a key role.



Language is what shapes how we interact and perceive the world. It can reinforce biases and stereotypes or it can actively work towards dismantling them by centering an individual's humanity and lived experience.



How language and content is presented must be considered. If your online or physical resources are not accessible for all users, the humanizing intent of incorporating more inclusive language is lost.



Invite communities into the space

By naming them and your explicit support for them in policies, codes and guidelines (ex. EDI policy, code of conduct, accessibility policy, event guidelines).

Guiding Principles

1. Trust Intent, Acknowledge Impact
2. Respect Indigenous Stewardship of Land
3. Practice Consent
4. Honor Language an Individual Chooses for Themselves
5. Don't Assume, Let People Share, Or Ask When Appropriate
6. Avoid Harmful Language
7. Do Not Shame
8. Work Towards Collective Understanding
9. Recognize Wholeness
10. Make Space and Step Back

WTF Bike Explorers Guiding Principles

Source: <https://radicaladventureriders.com/guiding-principles>

What We Heard is that language matters - both the words used and how they are presented. Having a collective understanding of inclusive language and how to present it can help create a welcoming culture and invites riders from all communities to feel seen and valued.





Have Clear Definitions

Create a collectively agreed upon living directory of inclusive terms, definitions and concepts. See the resource list of definitions on [page #29-31](#) as a start. This list should be continuously updated by your EDI representative (see page 7-8 for description).

Avoid using cycling vocabulary that refers to ablesim, such as "inexperienced", and "beginners", replacing with "new rider" and "those with fundamental skills".



"I like this term (SafeR Spaces)- I feel like having language like this can be helpful to provide feedback to those who are perhaps not making a space as safe as they could with their language etc."
- Sequoia (they/them), Leader for RAR Champlain Valley Chapter



Review all resources for accessibility. See resources list on page(s) 27-28 for recommendations of online accessibility checker tools.



Use pronouns

Use and share your pronouns both in writing and when speaking, such as during introductions or when leading rides. Never assume someone's pronouns. When a mistake happens, kindly correct it or apologize and move on; see pages 19–20 for guidance and definitions.



By building a shared understanding of inclusive language, members gain the tools and confidence to speak more thoughtfully. When mistakes happen, they can be **called in** with care—corrected, apologize, and used as a chance to grow.



Language is always evolving, and it's natural to feel discomfort or defensiveness when you make a mistake. Rather than centering that discomfort, approach yourself and others with empathy and curiosity. Especially if you're in a position of privilege, focus on learning and using the language communities choose for themselves.



Recommended Support #5 - Use Visual Supports



Visual support —like displaying flags, emblems, or inclusive phrases—shows public solidarity with specific groups. These symbols help challenge discrimination, promote equity, and create welcoming, culturally aware spaces for everyone



Lapdogs 2025 cycling Jerseys (in pink) meant to represent inclusion, diversity, advocacy and passion. A pride flag is included below their team logo to represent their support for the 2SLGBTQIA+ community.



What We Heard is the importance of not only showing support for equity deserving club members, but also celebrating them. Publicly celebrating your community is a simple yet powerful way to intentionally prioritize safer physical and psychological space within a club.

Relying only on visual displays to show support for equity deserving groups can come across as **tokenism** if not backed by meaningful action. True inclusion requires ongoing engagement, policy, and practices that reflect the needs and voices of those communities.

By visually or verbally showing support for equity-deserving groups, your club is publicly acknowledging a standard of and commitment to inclusion. This helps create a space where discrimination is not tolerated and tough conversations can happen when needed.



Written statement(s) of support

Post clear statements on your club's platforms showing support for equity-deserving groups—like adaptive cyclists or trans women in sport. Include specific actions your club is taking to back these commitments.



Celebrate your members

Celebrate members who support inclusion— whether by welcoming newcomers or acting as allies. Use shout-outs, social media, or awards, but always get their permission first.

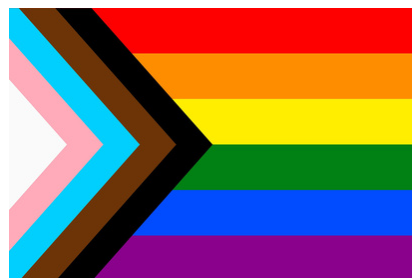


Endorse equity deserving communities

Incorporate symbolic supports of equity deserving communities to indicate your support for the community within your cycling club. For example, putting the most up to date 2SLGBTQIA+ flag on your club jersey and website.



Black Lives Matter
Symbol and Statement



Inclusive Pride Flag



Disability Flag



Recommended Support #6 - Create/Adopt Supportive Codes

Policies and **codes** are critical starting points for reinforcing an organization's culture and values, and promoting positive and ethical environments.



A **code of conduct** outlines the expected behaviors and ethical standards for individuals within an organization, focusing on guiding personal actions and interactions. They are often created collectively by members so a sense of ownership and responsibility can be fostered.



What We Heard is that it's important to clearly explain the rules and expectations for behaviour when someone first joins a club. This helps everyone understand what is acceptable and gives a clear standard to refer back to if needed.

Create a club specific code of conduct

that all members must sign to provide acknowledgement of its content



Officially adapt OC Code of Conduct and Ethics Policy

on your clubs website/social media



DIVERSITY

Multiple identities represented in an organization

EQUITY

Constantly and consistently recognizing and redistributing power

INCLUSION

Thoughts, ideas and perspectives of all individuals matter



"Codes of conduct are the very first step you can take when figuring out what kind of club environment you want to support."

- Michael Cranwell, Lap Dogs Cycling

By **each club agreeing** on their own code of conduct tailored to their goals and values, members better understand how to treat each other and recognize harmful behaviour.



Recommended Support #7 - Adopt Supportive Policy



Policies and codes are critical starting points for reinforcing an organization's culture and values, promoting positive and ethical environments.



Policy provides specific rules and procedures that ensure consistency in decision-making for organizations. **An Equality, Diversity, and Inclusion (EDI) policy is a framework** that ensures fair treatment and full participation of all individuals, particularly those apart of equity-deserving groups.



What We Heard is clubs want a shared EDI policy. Having one adopted by all clubs would create a clear and consistent understanding of Equity, Diversity, and Inclusion across Ontario Cycling.

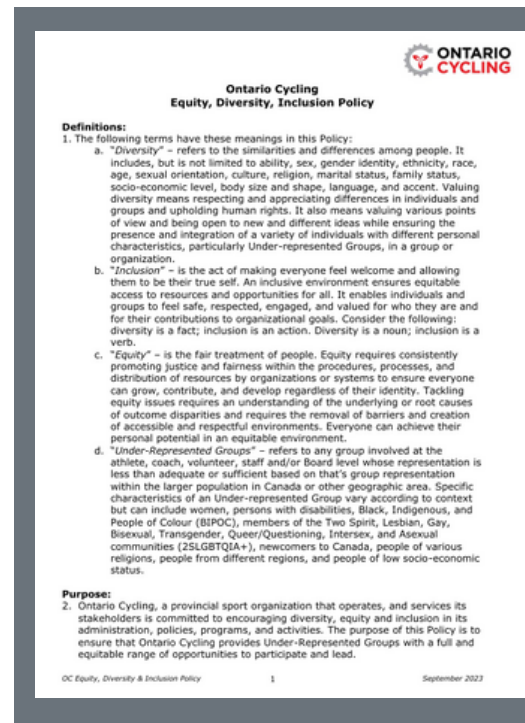


Officially adopt the OC EDI Policy on your clubs website/social media



Have all members sign to provide acknowledgement of its content.

By agreeing on a shared EDI framework, all OC clubs start with the same understanding. This helps make conversations about equity, diversity, and inclusion easier within and between clubs.



Ontario Cycling EDI Policy

Recommendation #1: Understand Capacity

OC understands our recreational clubs have limited capacity and can only do so much. We hope to support the expansion of clubs capacity to work towards creating SafeR Spaces to enhance club diversity.

Some ways in which we will work towards recommendation #1 includes:

- OC will support EDI Care Team Leads by providing a platform for discussions on trainings, resources, and approaches to problem-solving challenging situations and supporting diverse membership.
- OC will create a standardized template for supportive guidelines, including how to support adaptive, 2SLGBTQIA+, and BIPOC cyclists. Clubs will be encouraged to reach out for specific resources and identify needed supports, with collaborative solutions pursued where possible.
- OC will assist clubs in applying for grants by providing letters of endorsement and reviewing applications.



Recommendation #2: Have Diverse Representation

OC acknowledges the lack of diversity in our leadership and membership. We are committed to fostering equity—not just equality—in our recreational cycling spaces.

Some ways in which we will work towards recommendation #2 includes:

- OC will support EDI Care Team Leads in making events more inclusive. For example, we can connect clubs with resources to accommodate adaptive cyclists, such as designing handcycle-friendly routes or ensuring accessible facilities.
- OC will continue to improve the presence of inclusive spaces at all events, specifically prioritizing equity deserving communities.
- OC will consistently work with EDI Care Team Leads to have a modern understanding of what practices are most supportive for different equity deserving communities in sport.
- OC will prioritize equitable EDI processes in hiring and volunteer recruitment.



Recommendation #3: Provide Education, Partake in Education

OC recognizes that many clubs feel there's too much focus on high-performance cycling, which may discourage new riders who aren't aware of recreational options.

Some ways in which we will work towards recommendation #3 includes:

- OC will promote monthly “Try-out” days for clubs that share content showing what their club offers. If needed, OC can help EDI Care Team Leads create these materials, highlighting efforts to build safer spaces.
- OC will work with clubs supporting equity-deserving groups to promote these events and identify needed supports.
- OC will collaborate with EDI Care Team Leads and the EDI Committee to build a resource library focused on inclusion. This will include supporting the creation of a beginner-friendly “how-to” guide for clubs without this resource. It will cover ride style, communication, and etiquette, with a clear focus on creating safer spaces for all riders.



Recommendation #4: Prioritize Inclusive Communication

OC recognizes the power of language and the need for increased understanding in our organization. Some ways in which we will work towards recommendation #4 includes:

- OC will work with all recreational cycling clubs and their EDI Care Team Lead to ensure that these resources living list of terms, concepts and definitions is up to date.
- OC will work towards being aware of and sharing new approaches to language as a method of inclusivity through club's EDI Care Team Lead.
- OC will apply accessibility checker tools to all online resources and material when possible.



Recommendation #5: Use Visual Supports

OC recognizes the power of visual supports, and the increased need for it in our organization. Some ways in which we will work towards recommendation #5 includes:

- OC will collaboratively create a template with the OC's EDI committee on how to prepare a statement of support. This will ultimately be included in the club information package.
- OC will endorse equity-deserving communities on their website's main page with representative flags or visuals. The OC EDI committee will review these endorsements to ensure they are current and supportive.
- OC will create monthly club spotlights on clubs who are actively incorporating inclusive practices.



Recommendation #6: Create/Adopt Supportive Codes

- OC has a Code of Conduct and Ethics Policy that will be reviewed using the Cycling Equity Policy Checklist to keep it current and effective.
- OC will provide an annual virtual Code of Conduct and Ethics Policy review, in which each club is recommended to have at least one representative attend.
- OC recommends that all current and new OC clubs use our Code of Conduct and Ethics Policy to support the creation of your club specific code, once your club has attended our policy review.



Recommendation #7: Adopt Supportive Policy

- OC's has an EDI policy that will be reviewed using the Cycling Equity Policy Checklist to ensure it is up to date and as effective as possible.
- OC will provide an annual virtual EDI policy review, in which each club is recommended to have at least one representative attend to be actively aware of what the code entails.
- OC recommends that all current and new OC clubs adopt our EDI policy once your club has attended our policy review.



Recommendation Resources

A collection of resources that support further understanding and implementation of each recommendation. These resources will be included on the OC EDI webpage once published and updated regularly.

Recommendation #1: Understand Capacity

- [Boost Your Bike Club's Membership: 16 Strategies](#)
- [Cycling Equity – Co-learning and Action Tool-Kit – Entrenching Equitable Approaches Across Organizational Roles – Executive Directors and Other Roles \(pg 36\); Program team \(pg 37\); Equitable Community Engagement Reflection \(People are Powerful and don't need to be empowered\); Equity Based Communications and Advocacy \(Pg 52\); Equitable Organizational Practice Indicators \(pg 58\)](#)
- [Equity, Diversity and Inclusion Champion's ToolKit – Cycling UK](#)
- [Safer Spaces Project – Internal Culture Guide](#)
- [SafeR Spaces – Develop and employ an incident management and protocol policy \(pg 11\)](#)

Recommendation #3: Provide Education, Partake in Education

- [Are you ready to ride in a group? – Canadian Cycling Magazine](#)
- [Adaptive Cycling Resources – Everyone Rides](#)
- [A guide to inclusive cycling Wheels for Wellbeing.](#)
- [Adaptive Cycling | HUB Cycling: Bike Events, Education, Action in Metro Vancouver](#)
- [Biking While Black: Tackling Racism in Cycling and TOD | GBH](#)
- [Bicycling for mutual aid: centering racialized and 2SLGBTQ+ cyclists in Toronto Coaching Association of Canada | Association canadienne des entraîneurs](#)
- [Cycling in Groups: Etiquette, Pacelines, and Drafting for Beginners – Hincapie Sportswear, Inc.](#)
- [Cycling for beginners](#)
- [Diversity-In-Cycling-Second-Edition.pdf Anti-racism – pg 69-71](#)

Recommendation #2: Have Diverse Representation

- [Cycling Equity – Co-learning and Action Tool-Kit – Entrenching Equitable Approaches Across Organizational Roles – Executive Directors and Other Roles \(pg 36\); Program team \(pg 37\); Equitable Community Engagement Reflection \(People are Powerful and don't need to be empowered\); Equitable Organizational Practice Indicators \(pg 58\)](#)
- [Diversity in Cycling](#)
- [Equity and Anti-Racism Resource – Cycle Toronto](#)
- [Federation of Canadian Municipalities Best Practices Toolkit for inclusion, diversity and accessibility](#)
- [Introduction to Inclusion for cycling groups – Cycling UK](#)
- [Radical Adventure Riders \(RAR\) – an international movement towards gender inclusivity and racial equity in cycling and the outdoors](#)
- [The Black Foxes – international example of group supporting specifically BIPOC cyclists](#)
- [What is Tokenism and how to avoid it](#)
- [Empowering LGBTQ+ Youth Through Bicycling | PeopleForBikes](#)
- [How to cycle in a group | Our top tips for group riding](#)
- [Intercultural Skills in Sport | Coaching Association of Canada | Association canadienne des entraîneurs](#)
- [LGBTQ+ People in Cycling and Sport](#)
- [Ontario Cycling Try Out Club Day Package](#)
- [Resources for Being An Anti-Racist Cyclist – Bike for Good](#)
- [Trans Representation in Sport Cycling: 3 Stories – Bike for Good](#)

Recommendation #4: Prioritize Inclusive Communication

- [A way with words and images: guide for communicating with and about persons with disabilities – Canada.ca](#)
- [An Ally's Guide to Inclusive Language](#)
- [Canadian Centre for Diversity and Inclusion \(2022\)– Glossary of Terms \(Reference tool\)](#)
- [Code of Conduct \(Lap Dogs\)](#)
- [Guiding Principles \(RAR\)](#)
- [Government of Canada Guide on Equity, Diversity and Inclusion Terms](#)
- [IPC GUIDE TO PARA AND IPC TERMINOLOGY](#)
- [List of definitions \(see page 19-20\)](#)
- [LGBTQ+ Vocabulary Glossary of Terms » The Safe Zone Project](#)
- [Pronoun Use 101](#)
- [Ultimate Guide To LGBTQIA+ Terminology And Pronouns – American Diversity Initiative](#)

Recommendation #6: Create/Adopt Supportive Codes

- [Cycling Equity – Co-learning and Action Tool-Kit – Organizational Policy, Roles and Precedents – Cycling Equity Policy Check-list \(pg. 34\)](#)
- [Cycle Canada's Commitment to Safe Sport](#)
- [Digital Accessibility Tool Kit](#)
- [Government of Canada Plain Language, accessibility, and inclusive communications](#)
- [Hemingway App for accessibility and plain language checks](#)
- [Lap Dogs Cycling Club Code of Conduct](#)
- [OC EDI Policy](#)
- [OC Code of Conduct and Ethics Policies](#)

Recommendation #5: Use Visual Supports

- [Bicycling.com, "Colorful, Inclusive Pride Cycling Gear to Help You Show Your Support This Month"](#)
- [Example of Cycling Club's public stance on Standing with LGBTQ+ Cyclists and Against Transphobia](#)
- [History of the raised fist – black lives matter](#)
- [History of the disability flag](#)
- [Pride Flags](#)
- [The Diversity & Inclusion Problem In Cycling](#) example of an open letter of support
- [The LGBTQIA+ Challenges In Cycling](#) example of an open letter of support

Recommendation #7: Adopt Supportive Policy

- [Cycling Equity – Co-learning and Action Tool-Kit – Organizational Policy, Roles and Precedents – Cycling Equity Policy Check-list \(pg. 34\)](#)
- [Cycle Canada's Commitment to Safe Sport](#)
- [Lap Dogs Cycling Club Code of Conduct](#)
- [OC EDI Policy](#)
- [OC Code of Conduct and Ethics Policies](#)

Definitions

*definitions will be updated regularly based on best practices and evolving terminology

Anti-Oppression

refers to actively challenging and dismantling systems, behaviors, and beliefs that perpetuate inequality and discrimination. It involves promoting equity, inclusion, and social justice by addressing and combating various forms of oppression, such as racism, sexism, homophobia, transphobia, ableism, and other discriminatory practices

Call-in

Call-in culture involves addressing problematic behavior or language in a compassionate and constructive manner. Instead of publicly shaming or ostracizing someone, the focus is on having a private, respectful conversation to educate and encourage positive change. This approach aims to foster understanding and growth while maintaining relationships and community cohesion

Epistemic - oppression

Refers to the ways in which certain groups are marginalized or excluded from contributing to knowledge production and dissemination. It involves the devaluation or dismissal of their perspectives, experiences, and ways of knowing, often privileging dominant groups' viewpoints. This can lead to a lack of representation and recognition of diverse knowledge systems and perpetuate inequality

Equity Deserving Community

A group of individuals who encounter obstacles due to systemic discrimination, which hinders their ability to access the same resources and opportunities available to others in society, and which are essential for achieving fair outcomes.

In Canada, groups often recognized as facing equity denial (i.e. equity deserving) include women, Indigenous Peoples, individuals with disabilities, members of 2SLGBTQIA+ communities, religious minorities, and racialized individuals. The specific groups considered equity-denied can vary depending on factors like geography, sociocultural context, or the presence of particular subpopulations.

The term "equity-deserving group" is used here instead of equity denied, as it emphasizes that achieving equity requires systemic, cultural, or societal changes, rather than placing the responsibility on the group itself.

Injustice

Refers to the lack of fairness or equity in treatment, opportunities, or outcomes. It involves actions or conditions that violate the rights of individuals or groups, leading to discrimination, oppression, or harm.

Definitions

*definitions will be updated regularly based on best practices and evolving terminology

Intersectionality

A term coined by Kimberle Crenshaw, a legal scholar, in 1989. Defined as, “social theory, the interaction and cumulative effects of multiple forms of discrimination affecting the daily lives of individuals, particularly women of color (Britannica 2024).” As noted in its definition, It is grounded in black feminist thought, and specifically references systems of oppression (such as sexism, classism, and racism) that intersect to cumulatively create compounded and unique forms of discrimination, which are intensified for black women. It’s about more than just holding multiple identities, as black women have historically been left out of feminist and anti-racist movements, it’s about how those identities are situated within power structures and the resulting experiences of marginalization (Dr. Muna Adbdi, 2024)”. This makes it that much more important to respect the history and true meaning of intersectionality as a framework for black women to address and understand their exclusion.

Intersectional Identity

The term intersectional identity will be used as an all encompassing term instead of intersectionality. Intersecting identities refers to “the various social categories (e.g., race, gender, class, sexuality) that a person occupies. Everyone has intersecting identities, and they shape our experiences in unique ways (Dr. Muna Adbdi, 2024)”. This compared to Intersectionality (see above), which is historically specific to black women.

Encouragement

Encouragement in an inclusive community involves actively supporting and uplifting all members, especially those from marginalized or underrepresented groups. It means creating an environment where everyone feels valued, respected, and motivated to participate.

Oppression

Refers to the systematic and unjust treatment or control of individuals or groups, often based on characteristics such as race, gender, sexuality, or socioeconomic status. It involves the exercise of power in a way that marginalizes, discriminates against, or disenfranchises these groups, leading to inequality and limited access to resources, opportunities, and rights

Marginalized Communities

Are groups of people who experience discrimination, exclusion, or disadvantage due to their social, economic, political, or cultural identities. These communities often face systemic barriers and limited access to resources, opportunities, and decision-making processes. Examples include racial and ethnic minorities, 2SLGBTQ+ individuals, people with disabilities, and low-income populations. Marginalization can lead to reduced quality of life and limited participation in society.

Tokenism

Refers to the practice of making a superficial or symbolic effort to include members of marginalized groups, often to give the appearance of equality and diversity without genuinely addressing systemic issues. This can involve hiring or promoting a small number of individuals from underrepresented groups to meet diversity quotas or to avoid criticism, while not providing them with meaningful opportunities or support. Tokenism can perpetuate stereotypes and fail to create real, inclusive change.

Adaptive Cyclists

In the context of biking, adaptive refers to specially designed bicycles or tricycles that accommodate the needs of individuals living with a disability. These adaptive bikes are tailored to provide support, stability, and accessibility, enabling people with adaptive needs to enjoy cycling. Here are some common types of adaptive bikes:

- **Handcycles:** These are powered by the rider's arms instead of legs.
- **Tandem bikes:** These allow two riders to cycle together, often with one person providing guidance and support for the other.
- **Recumbent bikes:** These have a reclined seating position, offering better balance and comfort.
- **Tricycles:** These provide extra stability with three wheels, making them ideal for riders who need more balance support.

Gender

Refers to the social, cultural, and psychological attributes, behaviors, and roles that a society considers appropriate for men, women, and other gender identities. It is distinct from biological sex, which is based on physical characteristics such as chromosomes, hormones, and reproductive organs. Gender encompasses a wide range of identities and expressions. Some gender identities and expressions include:

Cisgender: When a person's gender identity aligns with the sex they were assigned at birth.

Transgender: When a person's gender identity differs from the sex they were assigned at birth.

Non-binary: When a person's gender identity doesn't fit within the traditional categories of male or female.

Genderqueer: A broad term for gender identities that are not exclusively male or female.

Genderfluid: When a person's gender identity shifts over time.

LGBTQIA+

Stands for Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, and other identities. It is an inclusive term that represents a diverse range of sexual orientations, gender identities, and expressions. The "+" acknowledges that there are many other identities beyond those listed, ensuring inclusivity for all individuals within the community.

BIPOC

Stands for Black, Indigenous, and People of Color. It's a term used to highlight the unique experiences and challenges faced by these groups due to systemic racism and discrimination. The term emphasizes the distinct histories and struggles of Black and Indigenous people, while also including other people of color who face racial injustices. This term is not widely accepted by all communities it refers to.

Inclusion

In simple terms, inclusion means making sure everyone feels welcomed, respected, and valued, no matter their background or differences. It's about creating an environment where people can be themselves and participate fully, without feeling left out or discriminated against.

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