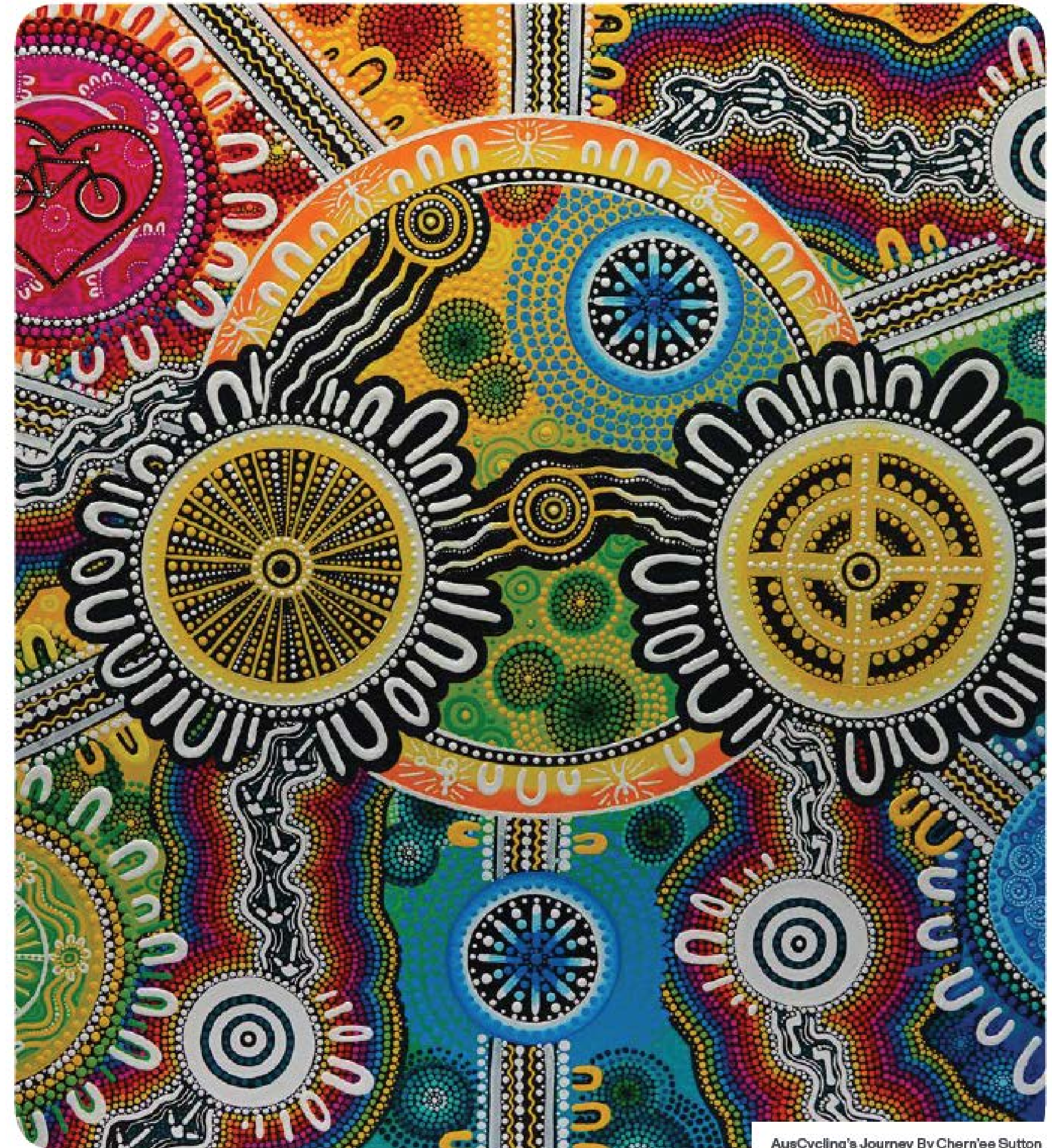


Inclusion and Diversity Strategy

Acknowledgement of Country

We ride on Aboriginal land.

AusCycling acknowledges the Traditional Custodians of country throughout Australia and their ongoing connection to the land and waters. We pay our respects to their culture and Elders past and present and acknowledge the value that First Nations people make to Australian sport and society.





Introducing AusCycling's inaugural Inclusion and Diversity Strategy

To reflect our commitment to pursue a truly inclusive and diverse riding community for everyone that calls Australia home, we are proud to collaborate with stakeholders to activate our Inclusion and Diversity Strategy.

We see the pursuit of an inclusive and diverse riding community as a moral imperative. Riding a bike can transform us individually, connect us as a community, inspire us as a nation and create a healthier Australia. These benefits should be available to everyone that calls Australia home regardless of who they are and how or where they choose to ride.

With millions of people riding in metropolitan, regional and rural Australia, we believe that together we can create riding communities where every body can be recognised, heard and valued.

This strategy outlines our ambition to achieve an inclusive and diverse riding community and identifies the work we need to do to remove barriers and progress this agenda. Striving for equity across our riding communities will require a team effort, and we look forward to working with our clubs, riding groups, members and other delivery partners to address the structural inequities that impact our sport and communities.

Marne Fechner
Chief Executive Officer, AusCycling

Craig Bingham
Chair, AusCycling



AusCycling exists to “unleash the unbound potential in every body”

Conscious decisions have been made on the language we have used.

The decision to depict ‘every body’ as two words is deliberate. It recognises AusCycling’s commitment and intent to value the individuality and diversity of all people who ride bikes and the communities they form.

Throughout this strategy, we have chosen to use the term ‘riding’ to capture the many different ways that Australians engage with a bike - riding for sport and competition, riding for recreation, social contact and fun, riding for health and fitness, and riding for transport.

We have deliberately used the naming convention that places ‘inclusion’ before ‘diversity’. While both are essential, we recognise that the more inclusive riding is - including our clubs, programs, events and communities - the more diverse we will become. Every body will not only join and engage with their riding community; they will choose to stay.

We also recognise diversity in all its forms including gender, ethnicity, age, ability, socio-economic status, and individual’s values and beliefs. Where possible, the strategy minimises referencing particular sub-groups to ensure others are not excluded, as well as to embrace intersectionality- that is, people can have multiple intersecting identities that impact their inclusion in a community. Consistent with this approach, the term ‘safety’ is applied broadly to encompass both the psychological and physical safety of every body who rides.



We recognise our Inclusion and Diversity Strategy is not the end goal, but the first step in creating a better riding community for everyone that calls Australia home. Thank you to all those that have been thought partners and collaborators in creating this strategy. Your respectful contributions – including challenging our ideas and biases - generosity of spirit, and belief that change is possible, have profoundly influenced our ambitions and the creation of this strategy. In particular, we would like to thank the AusCycling Inclusion and Diversity Advisory Group:

Professor Clare Hanlon Co-Chair, women in sport researcher, advisor and advocate

Jenni McLeod Co-Chair, mountain biker and AusCycling board member

Carol Cooke AM PLY Multi world and Paralympic champion

Gracie Elvin Olympian, LGBTQI+ community member, and founding board member of the independent International Women's Cycling Union

Adam Phelan Proud Barrungam man and former professional cyclist

Chyloe Kurdas Belonging, inclusion and Organisational Development Specialist

Kirk Mitchell Passionate Inclusion & Diversity Advocate and Australian Age-Group Triathlon Champion

Shahrazad Shahniah Former LivCycling Australia ambassador



Inclusion and Diversity Aspirations 2032

How we
describe
success

Friendship,
connection
and belonging
come first

- Every body is connected to bike riding communities and can ride free of judgement.
- Every body can pick and mix their bike riding journey and adventures.
- It is easy to access information to start riding, join a club, or participate in an event.
- Self-creating diverse bike riding communities that feel valued in their connection with AusCycling.

Every body
has a safe riding
environment
and culture

- Communities, pathways and events engage every body to participate and compete.
- The AusCycling delivery network has the support needed to deliver inclusive experiences.
- AusCycling embraces all riders.
- It is easy to move between all forms of riding.

Every body is
reflected in the
riding community
and media

- Every body has access to a bike and a safe place to ride.
- Accessibility and support provide opportunities for every body to participate.
- Facilities and environments are inclusive, diverse and accessible.
- A larger, diverse community is entering performance pathways, competing, and attracting media to inspire the next generation of participants.

Diverse
people
are our
potential

- Every body is culturally safe and can be their authentic self.
- AusCycling engages the voices of the nation's communities.
- We call out unconscious bias and inequality.
- AusCycling encourages communities to raise ideas, support initiatives and drive solutions.
- AusCycling and the riding community exemplify inclusion, diversity and accessibility.
- Industries seek to learn from, and partner with, AusCycling to accelerate an inclusion and diversity agenda.



Inclusion and diversity design and implementation decision making principles

With every decision made,
AusCycling will consider
inclusion and diversity, and
make a commitment to:

Be thoughtfully
brave



Start with **yes,**
and **how**



Engage
authentically



Strategic Priorities

We recognise structural, systemic and culture change takes time. In the first instance, AusCycling's commitment and resources will drive change in four key areas:

<p>1. Reimagine and enhance the experience of connection with individuals, communities, and clubs</p>	<p>2. Improve AusCycling, clubs and delivery networks to facilitate inclusive communities</p>	<p>3. Drive for equity in all aspects of our sport</p>	<p>4. Build active recreation communities</p>
<p>1.1 Make it easy for individuals and riding communities to have a voice and engage with AusCycling and others within riding communities.</p> <p>1.2 Collaborate with groups and organisations to advance inclusion and diversity.</p>	<p>2.1 Ensure our people and policies reflect and model inclusion and diversity.</p> <p>2.2 Demonstrate the power of inclusion and diversity when sharing success stories that have enhanced clubs.</p> <p>2.3 Create opportunities with volunteers, coaches and officials to influence and lead the inclusion and diversity agenda.</p> <p>2.4 Develop a Reconciliation Action Plan.</p>	<p>3.1 Build inclusive, diverse and transparent governance structures.</p> <p>3.2 Ensure fair and inclusive competition that creates a high-quality experience.</p> <p>3.3 Ensure equitable competition and participation opportunities.</p> <p>3.4 Provide equal rewards and recognition.</p>	<p>4.1 Increase access to different bikes and infrastructure for people of all abilities and socio-economic status.</p> <p>4.2 Grow riding knowledge and ability in communities, especially schools.</p>



Monitoring Progress

AusCycling is committed to applying measures that can meaningfully capture progress toward a more inclusive and diverse riding community. For some elements of the strategy, AusCycling already has access to good measures and data. For others, new indicators and data sources have been identified in order to create richer information about our riding community. In the first stage, objective data on female members and staff have been targeted given the lack of data in this area. New and improved data sources will support additional information on wider demographics and monitoring the intersectionality of our people.

Strategic Priority	What	Measure
1. Reimagine and enhance the experience of connection with individuals, communities, and clubs	<ul style="list-style-type: none"> • Membership survey outcomes • Club Health Check outcomes 	<ul style="list-style-type: none"> • Satisfaction with connection and engagement with respect to advancing inclusion and diversity. • Positive experience of value and influence. • Positively supported in connecting and collaborating with other clubs, groups and organisations.
2. Improve AusCycling, clubs and delivery networks to facilitate inclusive communities	<ul style="list-style-type: none"> • Club Health Check outcomes • Intersectionality of members, officials and coaches 	<ul style="list-style-type: none"> • Satisfaction in education and capability building with respect to inclusion and diversity. • # Member. • # Community Coaches. • # HP National Coaches. • # Officials. • # HP Pathway Coaches.
3. Drive for equity in all aspects of the sport	<ul style="list-style-type: none"> • Gender diversity across governing structures • Membership survey outcomes 	<ul style="list-style-type: none"> • # Female Club Committee Members. • # Female Club Presidents. • Satisfaction with competition and participation experiences. • Positive experience of equitable practices.
4. Build active recreation communities	<ul style="list-style-type: none"> • Equity of member participation across communities of different socio-economic status 	<ul style="list-style-type: none"> • Increase growth in # low socio-economic participants in Come & Try programs. • Increase engagement and support of clubs in low socio-economic areas.
5. Data collection targets	<ul style="list-style-type: none"> • Introduce new data sources, improve collection and reporting of existing sources 	<ul style="list-style-type: none"> • Full demographic breakdown of staff, athletes, club governances, members. • Membership and governance structures to reflect Australian demographics.



Our purpose

AusCycling exists to unleash the
unbound potential in every body.

