

Derby Cycling Group: Diversity and Inclusion Policy

Derby Cycling Group's mission is to make it easier for everyone in Derby to ride a bike.

There are many factors that stop people from riding a bike but one of them is discrimination. This discrimination impacts on the lived experience of many people who want to ride a bike in Derby. It is also structural in the way that facilities are designed and support offered. This includes cycle campaign groups. Often this discrimination is unconscious, in that people are unaware of their own bias.

Discrimination and specifically systematic discrimination is the lack of acknowledgement that discrimination has a direct and major impact on the way people live their lives. Structural discrimination and unconscious bias are real.

The committee and members of Derby Cycling Group need to understand the issues around diversity and inclusion and that action needs to follow.

We commit to build team spirit and improve relationships. To make people feel welcome through positive charring, encouraging people to contribute if they do not feel confident.

All chairs of the group will be briefed and trained in this policy and should receive training in positive charring.

We commit to educate ourselves as to the impact of discrimination on ourselves and others. To support active members to better understand the issues around diversity and micro aggression.

All committee members should be offered training on the issue of diversity and inclusion. To become aware of micro-aggressions and the effects they have on people.

We commit to create a cycle campaign group that aims to represent and champion all those who want to ride a bike around Derby.

There should be a specific post on Derby Cycling Group's committee to take action to improve the diversity of the group's membership.

The committee should look favourably on calls for action and funding from the committee's diversity officer.

The officer should consider how this policy might be improved.