

Derby Cycling Group: Diversity and Inclusion Policy

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 systemic discrimination is the lack of acknowledgement that discrimination has a direct and major impact on people's lives. Structural discrimination and unconscious biases are real and need to be identified and addressed by the committee.

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

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.

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.

All members should familiarised themselves with issues around diversity and inclusion, guidance can be found on the [Government website](#).

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

Revision 1a

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