



Welcome to the Hustle Hive Inclusivity Guide for Event Promoters

Let's work together to grow cycling into a more inclusive, supportive and fun environment for ALL! In this guide, you will find 6 easy steps to get started, an inclusivity statement you can cut and paste and an addendum with common questions, terms and additional resource links.

We acknowledge that this is not an exhaustive guide to inclusivity and should be used as a starting point

SIX STEPS TO MAKE YOUR EVENT MORE INCLUSIVE:

1. Post the provided Inclusivity Statement on your event website and registration page notes.
2. Confirm that your registration platform includes the option to fill in pronouns when signing up for an event.
3. Provide at least one Non-Binary category at your event OR a Non-Binary category in each field. These do not need to be separate start times but should be scored as a separate category and/or podium.
4. Offer free or reduced entry to all beginners and/or sliding scale pricing to address economic barriers to entry.
5. Include a Land Acknowledgement on your website/Reg page to honor the native land where your event is held. Contact your local Indigenous Peoples for guidance.
6. Use social media, flyers, and community outreach to advertise your event outside of the dominant group of participants.

INCLUSIVITY STATEMENT:

We believe that all attendees should have an equal opportunity to participate in our event regardless of their race, color, religion, disability, age, gender identity, sexual orientation, socioeconomic status or national origin. We acknowledge both conceptual and practical barriers of entry into cycling for folks outside of the dominant group of participants. Part of our work is to understand how social structures create or enforce long established patterns of exclusivity in cycling. We hope to create a safe and welcoming space for athletes, staff, and spectators from different backgrounds, identities, and abilities at our event. We do not tolerate harassment or intimidation and anyone doing so will be asked to leave the event and will be reported to race officials and the governing body, USA Cycling. We look forward to growing the cycling community with you.

ADDENDUM AND ADDITIONAL RESOURCES:

Non-Binary: *A person whose gender identity does not conform to the gender binary, which is the erroneous idea that only two distinct and opposite genders exist, male and female. In reality, many genders exist (see also Gender Expansive, Genderqueer, Gender Nonconforming). Some nonbinary people identify with more than one gender, while others don't identify with any. There are many ways to be nonbinary, and everyone's experience with gender is different.*¹

<https://itgetsbetter.org/glossary/nonbinary/>

Offering a Non-Binary category creates space for more athletes to participate. In addition to allowing non-binary people to choose a race category that aligns with their identity, offering the Non-Binary category broadcasts the welcoming of trans people in your race. Trans people should be welcome to self-select the category that best aligns with their identity and feels safe to them; that could include the Women's, Men's, or Non-Binary category.

Pronoun: *A word used in place of a name to refer to someone, often in relation to their gender. Gendered pronouns include she/her/hers and he/him/his. (For example, "She marched in the Pride Parade.") Gender-neutral pronouns include they/them/theirs, used in the singular. (For example, "They are a member of the GSA.") There are also neopronouns that include ze/zir/zirs, ey/em/eirs, and per/per/pers, as well as many others.*²

<https://itgetsbetter.org/glossary/pronouns-neopronouns-gi-ge/>

How do I know what pronouns someone uses? They may tell you or you can ask them! It can be as simple as asking "What pronouns do you use?" or "What are your pronouns?" See above for an example of pronouns that people use. It's also great to introduce yourself with your own pronouns.

Here is an example of an introduction.

"Hi, I'm Mo. My pronouns are she/they. What's your name and what pronouns do you use?"

Using the correct pronoun creates safer and more inclusive spaces for people to be themselves knowing that others are going to respect their identity. While it may seem obvious to you what someone's pronouns are, you can never know what pronouns someone uses by just looking at them.

What if I make a mistake? *We all make mistakes. Apologize genuinely, correct yourself and move on. If you only stay in apology mode, you are making the situation about you, and that's not ok. Acknowledge the mistake and adjust your language.*³ <https://www.masstpc.org/>

Why is Indigenous Land Acknowledgement important?

"It is important to understand the longstanding history that has brought you to reside on the land, and to seek to understand your place within that history. Land acknowledgements do not exist in a past tense, or historical context: colonialism is a current ongoing process, and we need to build our mindfulness of our present participation." Land acknowledgments shouldn't be grim. They should function as living celebrations of Indigenous communities. Ask yourself, "How am I leaving Indigenous people in a stronger, more empowered place because of this land acknowledgment?" Focus on the positivity of who Indigenous people are today. Starting somewhere is better than not trying at all. We need to share in Indigenous peoples' discomfort. They've been uncomfortable for a long time. Dr. Kate Beane (Flandreau Santee Dakota and Muskogee Creek) says, "We have to try. Starting out with good intentions and a good heart is what matters most."⁴

<https://nativegov.org/news/a-guide-to-indigenous-land-acknowledgment/>

¹ <https://itgetsbetter.org/glossary/nonbinary/>

² <https://itgetsbetter.org/glossary/pronouns-neopronouns-gi-ge/>

³ Masstpc, <https://www.masstpc.org/pronouns/>

⁴ Native Governance Center, <https://nativegov.org/>