

Diversity, Inclusion and Equity (DEI) in Mountain Biking

VMBA is encouraging the mountain bike community on inclusive and supportive riding. We are doing so by sharing how a mountain biker is not defined by any stereotype or riding ability. Many of you have already been doing a great job on encouraging new riders with the variety of group rides available. We want to continue to encourage our supportive mountain bike community.

So why focus on DEI in our riding community?

Feeling invited and receiving a little empathy instantly translates into fuel. Openly invited and properly inspired, more people may give riding a try. We've all experienced a few rough crashes; climbed hills that we thought would never end and have pushed ourselves to our limits attempting to keep up with more talented riders. Every one of these experiences matter when we go home or to work – we grind because we've shown ourselves we can.

As a riding community, how do we ensure that everyone that may be interested, has access to these same experiences and their benefits? Or put another way, how do we invite the world to participate in mountain biking?

Food for Thought:

Equity is about having a bike, Diversity is knowing that the group rides and trails are out there, and Inclusion is being invited (and feeling welcomed) to ride

Definitions

Equity:

Equity recognizes that challenges, barriers, and advantages exist in the world and that we all don't start from the same place. It is an approach that works to correct this imbalance to ensure that everyone has the same access to opportunities [5].

Inclusion:

Inclusion is the idea that those with different ideas, understandings, and identities are feeling valued and welcomed in a given setting [5].

Diversity:

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other

DEI Overview

and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual. [1]

Diversity is the presence of of difference within a given setting. [5]

Resources:

- NSMBA Embraces Diversity in Mountain Biking
 - <https://www.pinkbike.com/news/nsmba-embraces-building-diversity-in-mountain-bike-community.html>
- Singletrack Article - Lack of Diversity in Mountain Biking
 - <https://www.singletracks.com/blog/uncategorized/newsflash-the-sport-of-mountain-biking-lacks-diversity/>
- NSMBA Website
 - <https://nsmba.ca/trailsforall/>
- VMBA Blog Post
 - <https://vmba.org/why-does-diversity-in-mtbing-matter/>

References

[1] [Definition of Diversity](#)

[5] [What's the Difference Between Diversity, Inclusion, and Equity?](#)