



Boulder Mountainbike Alliance
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EQUITY, DIVERSITY AND INCLUSION IN BOULDER MOUNTAINBIKE ALLIANCE

General Statement

BMA celebrates equity, diversity, and inclusiveness. We embrace these pillars of excellence as crucial to healthy people and healthy communities.

Value Statements

BMA believes that:

- Its core values are strengthened when all members have voice and are encouraged to contribute.
- Every member of our mountain biking community has a contribution to make to the whole. It is our duty to encourage and promote that contribution.
- Equity, diversity, and inclusion are an active process that requires continuous commitment to promote healthy people, healthy communities and the overall success of our organization and our members.

Action Statements

Our values are realized through or by:

- Fostering a culture of open-mindedness, compassion, and inclusiveness among our leadership and members.
- Actively building a community whose members have diverse cultures, backgrounds, and life experiences.
- Providing effective leadership in the development, coordination, implementation and assessment of a comprehensive array of programs and services to promote diversity and understanding of differences within our organization and the mountain biking community as a whole.
- Creating and maintaining opportunities for engagement, education, and discourse related to issues of equity, diversity, and inclusion.
- Identifying competencies that are essential to creating environments enriched with diverse views and people.
- Providing educational opportunities toward the development of socially responsible leaders who are willing to engage in the discourse and decision-making that can lead to transformational change toward learning, achievement, healthy people and healthy communities.
- Honoring freedom of expression, ideals of citizenry, and civility of discourse as fundamental to personal, professional, and organizational growth.
- Reaching beyond our organization to establish beneficial relationships with individuals and partners who share mutual goals and interests.