

## Bike Norfolk's Values

**Mission Statement:** Bike Norfolk promotes a bicycle-friendly city through awareness and education, improved infrastructure, and a strong cycling community that embraces people who cycle for fun, fitness, well-being, and as a mode of transportation.

**Diversity, Equity, Inclusion, Access Statement:** Bike Norfolk promotes a diverse, equitable, inclusive, and access-oriented environment by opening our membership and board opportunities to everyone in the community. We encourage conversation and promote activities for minority groups as well as fight for equity in bicycling as a means of transportation. At the moment, our board is all volunteer with no paid positions, and we pride ourselves in being a diverse group of individuals and will continue to foster diversity in our board representation.

At the core of Bike Norfolk's mission is the commitment to all people and their access to safe bicycling facilities, to shared spaces with all road users, to inclusive public engagement, to equitable transportation and bicycling gear, and to supportive activities and bicycle rides. We actively build and promote events and projects that lift up marginalized groups and strive to be a steppingstone for equity.

**Anti-Discrimination Statement:** No individual or group will be discriminated against because of race, color, nationality, religion, gender, gender expression, age, sexual orientation, or physical or mental disability.

**Anti-Racist Statement:** We stand in solidarity with all groups and disavow all racism, hate speech, and actions that attempt to silence, threaten, or marginalize groups or individuals. We condemn any racist act or conversation and strive to educate the community about equity in general and equity related to bikes and bicycling for transportation.

*These policies apply to all board members, volunteers, members of our social media community, riders, and vendors. Reporting discrimination, racism, or non-compliance with these policies on any grounds is welcomed and encouraged.*