

Dear Alto Velo Members and Friends,

The topic of diversity, equality, and inclusiveness have been at the forefront of national dialogue in the recent weeks. Despite decades of legislative efforts to ensure a level playing field for all Americans, the results show that many elements of American society do not reflect the diversity of our nation. Our sport of cycling is not immune – the demographic composition of competitive and serious recreational cyclists does not reflect that of our community.

Alto Velo's charter as a club is to promote, educate, and enable cycling and bicycle racing in our community. It is our moral and ethical duty and our legal responsibility as a California Non-Profit Public Benefit Corporation to ensure that our conduct, practices and policies are non-discriminatory and present a welcoming and positive environment for all, especially those who are members of under-represented populations in cycling.

Moreover, participation in amateur competitive cycling, especially road racing, has been on a decline for the past few years. Alto Velo believes we must embrace all who wish to join our sport – the future of cycling and our club depends on welcoming new riders.

To this, Alto Velo prides itself on a history of inclusive club policies:

- Alto Velo has a long-standing policy of not requiring invitations or passing a formal vetting process to participate in our racing programs -- for example, any member is eligible for race reimbursements.
- Unlike many clubs, our group rides are open to members and non-members alike (we do, however, ask that you have the skills to ride safely in a group).
- Our Peet's ride was designed specifically to make Alto Velo relevant to a wider cross-section of the cycling community.
- Our AVRT program has expanded to include a full women's program, which has seen fantastic growth and success over the last several years.

While we hope we are a welcoming and inviting club, we don't know what we don't know. The Board has embarked on a plan of critical self-assessment to ensure that we are truly as inviting and welcoming as we believe. This is where we need your help. We ask that you let us know of instances where you felt that Alto Velo could have done more to create a positive atmosphere. Where have we fallen short? Where have we succeeded?

We do not want to create an environment where your honest opinions are subject to open debate on our Mailing List, so if you choose to do so, please fill out this form (all responses optional) at: <https://forms.gle/U1YsGrZPQjgYaPhN7>. Our sincere intent is to take the feedback received to improve and strengthen our club.

We believe that Alto Velo benefits from having a diverse membership. We support a spirit of inclusiveness and will ensure that we continue to welcome all who share our passion for cycling.

Sincerely,

Alto Velo Racing Club, Inc.