

Community Agreement

These guiding principles are designed to help facilitate safer spaces for our diverse communities. These are core tenets that Trailblazers abides by daily. We expect individuals and organizations that we associate with to follow these tenets as well.

1. Trust Intent, Acknowledge Impact

We must trust each other to work together but we may hurt each other along the way. Listen when you have harmed and acknowledge. Own your impact, even if it wasn't your intent.

2. Practice Consent

Ask for consent before touching people, their bikes, or equipment. Example: "May I adjust your brakes?" Also, ask permission before taking photos. In some cases, a photo release may be needed for marketing purposes.

3. Honor the identity an Individual Chooses for Themselves

Normalize the use of pronouns, especially when doing introductions. Lead by example and state your pronouns when introducing yourself. Ask others in the group to do this also.

4. Avoid Implicit Bias

Do not call out people because they may look different than you. For example: "You look Asian, what kind of Asian are you?" Watch: [What Kind of Asian Are You](#).

5. Don't Assume. Let People Share or Ask When Appropriate

Do not make assumptions about gender, race, ability, skill level, or knowledge. Example: Assuming a woman does not understand certain mechanics and going into a detailed explanation. Focus on the conversation, listening, and understanding the person giving you feedback. Look for non-verbal cues.

6. Avoid Harmful Language

Avoid ableist, ageist, racist, and gendered language.

7. Do Not Shame

We come here from a wide variety of experience levels, financial access, and opportunities. No call-outs.

8. Work Towards Collective Understanding

No body or mind can be left behind. Only by moving together can we accomplish our goals. Let go of your ego and the desire to be right.

9. Recognize Human Wholeness

People have inherent worth outside of productivity. As a result, we acknowledge the necessity for rest and self-love. Be gentle and kind with yourself and others.

10. Make Space and Step Back

Make intentional space for marginalized communities which can include but is not limited to People of Color, LGBTQIA+, and People with Disabilities. Affirm, recognize, and acknowledge feelings and the complexity of DEI issues.

11. Respect Indigenous Stewardship of Land

We live, work, and play on stolen land. Learn whose land you are on. Here's a link to use <http://www.native-land.ca> It's also a good idea to cross-check other sources.

This guidance was originally sourced from <https://radicaladventureriders.com/guiding-principles> which was created with consultation and guidance from Mary Ann Thomas and Izzy Sederbaum for Radical Adventure Riders and later adapted by Trailblazers. Portions of this agreement have been modified to fit the framework of Trailblazers.