

## To Participants and their Families

- **Scholarships and Bursaries:** to cover camp costs for 200 plus participants each year.
- **Inclusion Policies:** to welcome children of many abilities either with or without care aids. We adapt our program to suit the needs of the participants wherever possible.
- **An Environment of Respect.** Pedalheads promotes an atmosphere of kindness, inclusion and encouragement so everyone will feel physically and emotionally safe. There is no tolerance for bullying or discrimination of any kind.

## To Employees

- **EDI and/or anti-oppression training** for full and P/T employees.
- **EDI Policies and Procedures** are integrated into our Human Resources materials and practices.
- **A healthy and respectful workplace and culture** at all locations and touchpoints of our business. We have a safe and confidential reporting and resolution process for anyone who feels their have witnessed or experienced instances that violate our policies.
- **Financial or in-kind support** for staff members who may be unable to accept or fulfill positions due to financial hardship. This could include financial aid for transportation, application fees for first air courses or back checks, all or partial costs for bikes, helmets or other associated costs.
- **Ongoing consultation and professional development** utilising external EDI experts to develop training programs that address anti-oppression, micro-aggressions, implicit bias, respectful and inclusive language as well as strategies to combat bullying and harassment.
- **Surveys and Feedback.** We are "Great Places to Work" certified and we regularly seek employee feedback with surveys and interviews.
- **Our new EDI Advisory Committee** will review and make recommendations for EDI policies and initiatives.

## Hiring Practices

- **Interviews and Hiring Standards** for hiring coordinators to ensure all are considered for roles. Methods to identify implicit bias in all stages of the recruitment, hiring and training have been implemented and are continually updated.
- **Extensive Recruitment:** to ensure that we reach those who may not know of our positions or who may perceive there are barriers to enter to gain a Pedalheads position.

**OUR COMMITMENT TO  
EQUITY, DIVERSITY,  
+ INCLUSION**