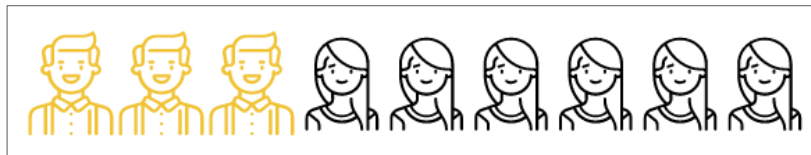


WIC Survey results

A warm welcome to Women In Cycling

A group of enthusiastic women working in the cycling sector took the decision to observe and track what is going on with gender inclusivity in the industry. Is there that balance called gender equality when it comes to accepting new candidates? Do women get to join the squad smoothly or what is the current situation? Exploring these unspoken matters will never happen without asking people from both genders who are already working or concerned with getting into the two-wheels world. The fruit of our decision was to carry out an online survey. So, what kind of questions were there, and what do the answers tell us? Let's explore!

Firstly, we had three hundred and fifty guests visiting our survey. More than sixty per cent of the respondents were women, meaning that they were keen to contribute.



Asking the respondents what kind of organizations they belong to, showed us that more than half of them work at private companies and the rest of the answers were divided almost evenly among the governmental, the non-governmental sector and unspecified organizations. This indicates that the survey was spread widely to reach individuals working at several types of cycling organizations, and how participants with different types of jobs are interested at delving into the topic of women in cycling, as indeed, they have been witnessing or facing certain gaps themselves. The survey was an opportunity to write anonymously about something valuable.

Surprisingly, there was a wide diversity in the backgrounds of the participants of the survey, both in terms of organizations as well as positions within those organizations. Furthermore, it included every type of position that can be found in a cycling business / organization. The project manager reacted, the marketer got interested, the volunteer was excited, and the freelancer stumbled at it. Even some retired cycling staff took that call, maybe in hopes of fixing the past that they did not manage to amend before they left the game.

The delivered answers were from institutions located in various places in the world, but most of them were from the Europeans, then the Americans and with rare responses from Asia and the Middle East.

Here the cycling sector looks so dry and it needs to be better transferred and fundamentally established. This survey was of concern to small-sized businesses and start-ups that consist of a tight number of employees as well as those giant firms with fifty thousand employees. From the survey, there was no clear picture of the percentage of women spotted in the various types of businesses. After these basic questions were answered, came the more detailed part about the position of women in the places where they go to work.



Although nearly half of the participants ensured how diversity policies for gender inclusivity do exist in their hiring systems or organizations' structures, those policies are not put into action according to the respondents. This obviously leads to the absence of an equal representation in the cycling industry. This lack of women in the workplace has indeed been observed and felt by existing cycling bodies and leaders.



Finally, all of our respondents agreed that having an initiative that promotes a better representation of women in the cycling sector is a must to fill the gap, to inspire, to connect, to mentor in order to get those cracks repaired and to have more women shining in the cycling squad. All the survey participants are ready to join and support the initiation of this network. Something amazing is being baked in the kitchen for them to have their voices effectively echo and to have an influence, in favour of gender inclusivity in the cycling sector.