MISSION
Bike Works promotes the bicycle as a vehicle for change to empower youth and build resilient communities.

VISION
Mobilized people. Thriving communities. Healthy planet.

VALUES

In 2019 and 2020, Beloved Community facilitated conversations with our staff, Board of Directors, Youth Advisory Committee, and Racial Equity Task Force to craft a Strategic Plan for 2021 – 2025 through a racial equity lens. The following Plan was approved by our Board of Directors in the fall of 2020. It is a living document that is flexible to the shifting needs of our community.
COMMITMENT TO RACIAL EQUITY AND ACCOUNTABILITY

At Bike Works, we use the bicycle as a vehicle for change, liberation, freedom, empowerment, community, and connection. We believe that Black Lives Matter. We recognize that we are on the occupied lands of the Coast Salish and Duwamish people. Our actions to fight for equality, justice, and power for Black, Indigenous, and People of Color (BIPOC) will speak louder than any statement, and so we hold anti-racism at the core of our work.

We acknowledge that the history of systemic and cultural oppression throughout Seattle continues to create barriers that limit access to available resources. Today, health disparities, income inequality, the legacy of colonization, red lining and uneven political power are outcomes of this history, even as they continue to shape decisions and affect policies.

These outcomes are unacceptable. We believe we have a responsibility to address them. We wholly commit to taking action to grow as an anti-racist and anti-oppressive organization.

We acknowledge that oppression takes many forms including racism, sexism, ableism, classism, but that in our country, racism hurts every oppressed community. We have chosen to focus specifically on racial equity as a leverage point to work towards justice for all. We will be explicit about who we are serving, who has a seat at the table, where decisions are made, and how our work is accessible to all people in Seattle.

This new Strategic Plan for 2021-2025 builds on the specific metrics outlined in our previous Racial Equity Action Plan for 2017 - 2020. We will track and report on our progress towards the goals outlined in the following pages.
Promote intersectional equity by cultivating a culture at Bike Works of transparency, curiosity, innovation, learning, community, and abundance.

**Shared Power, Fair Compensation, and Constant Improvement**

- Structure our organization to put shared power, anti-racism, and accountability into practice.
- Ensure those we serve are leading our organization.
- Pay a living wage to all employees and involve staff in setting pay rates to ensure transparency and responsiveness to the needs of our staff.
- Embrace change as inevitable. Our staff, curriculum, tools, and facilities must be nimble and prepared to respond to the needs of our community.

**Communal Atmosphere, Community Orientation in a Culture of Abundance and Education**

- Live Bike Works values and mission in our practices.
- Create explicit racial, ethnic, gender diversity and youth development initiatives to better serve and take part in our multicultural community.
- Embody an atmosphere that is intentional about interpersonal relationships. Measure our success by quality of relationships, not by quantity of transactions.
COMMUNITY ENGAGEMENT

Actively engage neighbors and partner organizations to share our resources and build stronger communities.

- Expand our engagement strategy to make our organizational resources accessible to all.
- Establish an outreach strategy for collaborating with South Seattle organizations led by BIPOC involved in similar mission-based work.
- Evaluate our work regularly to track our effectiveness as an anti-racist organization.
- Develop and extend the sense of ownership of Bike Works within our community.
- Establish organizational positions that will focus on our community engagement efforts.
Offer progressive opportunities within the bicycle industry to increase job access for people who come from historically marginalized communities. (BIPOC, women/trans*/non-binary, LGBTQ, people with disabilities)

- Continue offering Job Readiness Training for 16- to 20-year-olds, as well as Job Skills Training for 18- to 24-year-olds.
- Institutionalize youth development across all areas of Bike Works, including interdepartmental apprenticeships.
- Create a Bicycle Mechanic Certification Program.
- Continue work in Bicycle Leadership Program.
Examine our space and facility needs through a racial equity lens so we can better serve the community.

- Create a vision for new space(s) for Bike Works.
- Determine target location(s) for Bike Works to best serve communities of color, low-income communities, and others being displaced and marginalized.
- Conduct feasibility study to determine if and how we should move forward.
- Identify champions for this project and engage supporters in the vision.