



## 2006/2007 – 2009/2010 Inclusion Action Plan

### STATEMENT OF COMMITMENT

#### **Cycling Australia**

As an active sport that is constantly reviewing its operations and particularly the way it fits within the community Cycling Australia is pleased to be part of the Australian Sports Commission's Sports Connect. Cycling is committed to creating an environment in which every single person is welcome and encouraged to participate in any level of cycling they wish to pursue.

The Inclusion Action Plan is an enterprise that assists in developing and underpinning the cycling community as a whole. By establishing and enhancing existing pathways, the review of practices, programs and resources the sport aims to ensure that inclusion of all individuals is everyday practice and automatic.

Through the use of coach, officials and administrator education, development programs, research, partnerships and promotion, the Inclusion Action Plan for cycling in Australia will change the nature of the sport for the long term, a prospect that Cycling Australia is committed to. Almost every Australian household has at least one bicycle, our aim as a sport is to ensure that the community and the association of Cycling is without boundaries and accessible to all.

I am pleased to pledge Cycling Australia's commitment to the Inclusion Action Plan via Sports Connect.

**Graham Fredericks**  
Chief Executive Officer  
Cycling Australia

3<sup>rd</sup> November 2008

**Bronze level - Year 1 - 2006/2007, Year 2 – 2007/2008**

Key Result Area	Performance Measures (KPIs)	Timeline	Responsibility	Achievement			NSO Comment
				Yes	No	In progress	
<b>1. Policy</b>							
1.1 Establish a National Steering Committee to advise, monitor and evaluate the progress of the IAP	National Steering Committee established and meeting as required by the Committee	June 2007	Paracycling Development Coordinator	Yes			
1.2 Undertake an audit of the CA stakeholders (CA & State Federation Board Members; State Federations; Affiliated Bodies - MTBA, BMXA, AVCC; Clubs; Members) SIS/SAS to determine current provisions, identify barriers to the involvement of people with a disability in cycling, and establish what needs to happen to create more opportunities for people with a disability in cycling. Use the audit findings to inform the IAP.	Audit conducted and report outlining findings produced. Findings used to inform the IAP.	June 2007	Paracycling Development Coordinator	Yes			The audit report is available from CA (National Paracycling Development Coordinator)
<b>2. Education</b>							
2.1 Inform State Federations regarding CA's involvement in Sports CONNECT, outline what it is and isn't	Presentation regarding Sports CONNECT delivered to State Cycling Federation Development Officers at the State Development Officer Workshop in Sydney	June 2007	Paracycling Development Coordinator	Yes			Part payment of National Administrators Conference expenses.
<b>3. Partnerships</b>							
3.1 Start establishing relationships with relevant national and state recognised Disability Sport Organisations.	Establish dialogue with key representatives from each of the NSODs. NSOD representatives attend State Development Officer Workshop to meet CA and State Federation representatives	Ongoing from June 2007	National Paracycling Program Manager	Yes			NSOD representatives invited to State Development Officer Workshop in Sydney
3.2 Formalise relationships with relevant national and state recognised Disability and Disability Sport Organisations and Venue Managers, recognising that not all disability organisations operate under a sporting charter.	Memorandums of Understanding/Partnership Agreements established with identified Disability and Disability Sport Organisations and Venue Managers	Ongoing from June 2007	National Paracycling Program Manager			Ongoing with numerous groups	Australian Athletes with a Disability. AUSRAPID. Deaf Sports Australia, Australian Paralympic Committee. Bankstown Sports Club (Sydney)
<b>4. Communications</b>							
4.1 Develop and distribute a monthly e-newsletter to all interested stakeholders (riders, coaches, organisations) outlining ways to get involved in cycling and state, national and international competition opportunities	Monthly e-newsletters distributed to interested stakeholders (riders, coaches, organisations)	Ongoing	National Paracycling Program Manager			In progress	The monthly newsletter is proving to be a very good communication tool.
4.2 Include information regarding events and competition results for riders with a disability in the calendar of events and competition results sections of the CA website	Include information regarding events and competition results for riders with a disability in the calendar of events and competition results sections of the CA	Ongoing	National Paracycling Program Manager			In progress	CA new Website has been launched and material updates and added on a weekly basis, this includes

Key Result Area	Performance Measures (KPIs)	Timeline	Responsibility		Achievement			NSO Comment
	website							the pages for Australian Para-cycling.
<b>5. Classification</b>								
5.1 Develop a cycling-specific classifier and retain their services for the long term	Cycling-specific classifier completed initial training with the view to contracting services to CA	Aug/Sept 2007	Paracycling Development Coordinator and National Paracycling Head Coach		Yes			Anouska Edwards expenses paid to travel to Bordeaux, France for education and tutoring during the UCI Para-cycling World Championships.
<b>6. Pathways</b>								
6.1 Identify the existing competitions and/or opportunities for people with disabilities to participate in Cycling at Club, State, National and International level.	Detail and report all competitions and opportunities on the CA website	Ongoing	Paracycling Development Coordinator		Yes			
6.2 Identify gaps in the existing competition pathways. If required, assess the viability of establishing modified competition opportunities (either within existing events – preferably – or as separate events)	Review competition regulations and amend as required to allow riders from all classes to participate. Implement any required modified cycling competition opportunities.	Ongoing	Paracycling Development Coordinator, National Technical Official Coordinator		Yes			
<b>7. Equipment</b>								
Suitable cycling equipment allowing those with specific disabilities to participate.	Modified or new bicycles and equipment	Ongoing	Paracycling Development Coordinator and State Cycling Federations				In progress	This area will always be on going. Individuals may supply their own equipment for modification or it may come from CA and be used as pool bikes.
<b>8. Rules and Regulations</b>								
8.1. Review existing technical regulations to identify any barriers to the inclusion of riders with a disability in open races	Technical regulations reviewed, barriers and possible solutions identified	Ongoing	National Technical Official Coordinator, Paracycling Development Coordinator				In progress	As technical regulations evolve this process will always be present.
<b>9. Administration</b>								
9.1 Continue to update the CA Membership Database to collect details of members with a disability, where the member consents to this information being collected	Cycling Australia Membership Database reviewed and updated to identify existing and new members with a disability, where the member consents for this information to be collected.	Ongoing	Paracycling Development Coordinator CA Administrative Staff		Yes			Not all members with a disability will want to: compete in disability-specific events; or have their disability recognised or details regarding their disability recorded. This should be recognised and respected. Amendments and rationalisation of the CA

Key Result Area	Performance Measures (KPIs)	Timeline	Responsibility		Achievement			NSO Comment
								Database is an evolutionary process.

**Silver level - Year 1 - 2008/2009**

Key Result Area	Performance Measures (KPIs)	Timeline	Responsibility	Achievement			NSO Comment
				Yes	No	In progress	
<b>1. Policy</b>							
1.1 Endorsement of Inclusion Action Plan by Senior Management and Board	IAP developed and endorsed IAP registered with HREOC Discussions and strategies for inclusion into CA Strategic and Operational Plans initiated	August 2009	Paracycling Development Coordinator CEO Cycling Australia	Yes			Moved from October 2009 as only partly completed. Approvals by CA Board and Senior Management completed. HREOC registration not completed.
1.2 Establish a new National Paracycling Commission to advise, monitor and evaluate the progress of the IAP.	New National Paracycling Commission established meeting as determined by the Commission	Endorsed August 2008 First meeting of National Paracycling Commission - March 2009	Paracycling Development Coordinator CEO Cycling Australia	Yes			This Commission replaces the Steering Committee. The Paracycling Commission will advise the Cycling Australia Board/other Commissions within the CA Management structure re para-cycling issues. The initial members of the Commission are: <ul style="list-style-type: none"> <li>• Chairman, Geoff Rynne, CA Board member.</li> <li>• James Victor, National Paracycling Head Coach and Paracycling Program Manager.</li> <li>• Tom Skulander, National Paracycling Development Coordinator.</li> <li>• Jared Keely, Wheelchair Sports Victoria.</li> <li>• Michael Hartung, APC.</li> <li>• Chris Nunn, APC High Performance Manager.</li> <li>• Lindy Hou, Paralympian.</li> <li>• Chris Scott, Paralympian.</li> </ul> At the first Commission meeting it was proposed that Greg Vincent be invited to join the Commission as the Technical Advisor.
1.3 Review and revise Cycling Australia's Member Protection Policy to ensure that it is actively inclusive.	CA Member Protection Policy revised to be actively inclusive	June 30th, 2009	Chief Executive Officer Cycling Australia			In progress	The current version of the Cycling Australia Member Protection Policy was published in 2006.
<b>2. Education</b>							
2.1 Review existing CA NCAS coach accreditation program curriculums, support resources to determine need for additional	Existing CA NCAS coach accreditation programs - CycleSkills, Level 1 & 2 - reviewed and any additional inclusive	Ongoing	National Coaching Director and appointed			In progress	Process underway and ongoing across multi-disciplines.

Key Result Area	Performance Measures (KPIs)	Timeline	Responsibility	Achievement			NSO Comment
inclusive coaching content, resources	coaching content/supporting resource needs identified.		consultant				
2.2 Modify existing CA NCAS coach accreditation program curriculums and support resources to meet identified inclusive coaching needs.	Required inclusive coaching content and support resources developed	Ongoing	National Coaching Director and appointed consultant.			In progress	Process underway and ongoing.
2.3 Review existing CA NOAS courses and support resources to determine need for additional inclusive officiating content, resources	Existing CA NOAS commissaire accreditation programs reviewed and any additional inclusive officiating content/supporting resource needs identified	Ongoing	National Technical Official Coordinator, Paracycling Development Coordinator			In progress	Note, as a function of the National Paracycling Commission this and other Education components of the IAP will fall under regular view.
2.4 Modify existing CA NOAS commissaire accreditation curriculums and support resources to meet identified inclusive officiating needs.	Required inclusive officiating content and support resources developed	Ongoing	National Technical Official Coordinator and appointed consultant.			In progress	
2.5 Increase inclusive officiating competence of existing (currently accredited) officials	Inclusive officiating program delivered to existing officials	Ongoing	National Technical Official Coordinator and appointed consultant.			In progress	
2.6 Develop and distribute inclusive club practices material to assist clubs to include people with a disability	Publish inclusive club practices information, including best practice examples, on the CA website.	August 31st 2009	National Coaching & Development Coordinator				Completion date revised (extended) as staff unavailable to meet prior previously proposed date.
<b>3. Partnerships</b>							
3.1 Continue to formalise relationships with relevant national and state recognised Disability and Disability Sport Organisations and Venue Managers, recognising that not all disability organisations operate under a sporting charter.	Memorandums of Understanding/Partnership Agreements established with identified Disability and Disability Sport Organisations and Venue Managers	Ongoing	National Paracycling Program Manager			In progress	MOUs have been established with Deaf Sports Australia and AUSRAPID. Working relationships established with Sporting Wheelies Qld and Wheelchair Sports Vic and NSWDSR
<b>4. Communications</b>							
4.1 Continue to distribute a monthly e-newsletter to all interested stakeholders (riders, coaches, organisations) outlining ways to get involved in cycling and state, national and international competition opportunities	Monthly e-newsletters distributed to interested stakeholders (riders, coaches, organisations)	Ongoing	National Paracycling Program Manager	Yes			
4.2 Improve provision of Paracycling information on the CA website	CA website upgraded and provision of information regarding Paracycling improved	Ongoing	CA Administrative Staff	Yes		In progress	CA new Website has been launched and material updates and added on a weekly basis, this includes the pages for Australian Paracycling. The updates to the website are done by CA Administrative Staff
4.3 Initiate discussions regarding marketing and communication strategies to promote	Communications strategy developed and implemented and included in CA	Ongoing	National Paracycling			In progress	As a result of the first National Paracycling

Key Result Area	Performance Measures (KPIs)	Timeline	Responsibility	Achievement			NSO Comment
inclusive messages and approaches throughout the cycling community.	publications.		Program Manager				Commission meeting it was minuted and recommended to the CA Board that equality be sought in marketing and journalistic statements
4.4 Promote partnerships with identified Disability, Disability Sport Organisations and Venue Managers.	Calendar of cycling events for riders with a disability and reciprocal links with Disability, Disability Sport Organisations and Venue Managers included on CA website	Ongoing	National Paracycling Program Manager			In progress	This item changed to ongoing as new relationships need to be made as well as maintained when staff changes occur.
4.5 High profile public announcement of CA's commitment to inclusive cycling initiatives.	Public announcement held and promoted through a variety of media.	June 30 <sup>th</sup> , 2009	National Paracycling Program Manager CEO Cycling Australia			In progress	Extended and CEO of CA included following discussions with him.
<b>5. Classification</b>							
5.1 Ensure that Cycling maintains sufficient Classifiers for the sport's needs.	Support existing Classifiers and ensure that appropriate education and relevant timing is maintained. Have a recognised (valid) classification process in place at all times within Australia.	Ongoing	National Paracycling Program Manager			In progress	CA has contracted Anouska Edwards for 4 years following her completion of training as a Cycling International Classifier.
5.2 Ensure that information regarding the various cycling classification categories/levels; classification procedures; and where to go/who to contact for further information are available to all Members, Clubs and Disability Sport Organisations.	Publish this information on the CA website	June 30 <sup>th</sup> , 2009	National Paracycling Program Manager CA International Classifier				CA's new website has been launched and material updates and added on a weekly basis, this includes the pages for Australian Paracycling. Classification information still to be added. International Classifier to prepare information.
5.3 Contribute the ongoing international review of the appropriateness of classifications/ classification combinations in competition.	Report and document the current status of classification for cycling, e.g., Classification categories/levels and classification procedures relevant to cycling. Distribute through CA website and web download. Minute notes from international meetings.	June 1 <sup>st</sup> , 2009 New date to be determined (refer to comment at right)	National Paracycling International Classifier			In progress	CA contributed strongly to discussions in Beijing on this subject at a forum held by the UCI. Note. The UCI has released a draft of the new FUNCTIONAL Classification System. This is due for integration after the World Track Championships in November, 2009. The system essentially will combine all CP and LC Athletes into 5 Divisions (5 each for Men and Women). Australia's International Classifier has been asked to make comment and add to the review.
<b>6. Pathways</b>							

Key Result Area	Performance Measures (KPIs)	Timeline	Responsibility	Achievement			NSO Comment
6.1 Identify the existing competitions and/or opportunities for people with disabilities to participate in Cycling at Club, State, National and International level.	Detail and report all competitions and opportunities.	Ongoing	Paracycling Development Coordinator			In progress	
6.2 Identify gaps in the existing competition pathways. If required, assess the viability of establishing modified competition opportunities.	Review competition regulations and amend as required to allow riders from all classes to participate. Implement any required modified cycling competition opportunities.	Ongoing	Paracycling Development Coordinator, National Technical Official Coordinator			In progress	
6.3 Identify and recruit talented new riders	Identify and fast track talented new riders into the National Paracycling Program through talent transfer from other sports and talent identification	December 1st, 2008/ Ongoing (Refer note at right)	Paracycling Development Coordinator			In progress	This underpinning process has great urgency. The development of international standard cycling athletes is essential over the next two years through till June, 2010. Talent ID will be an ongoing process, however over 30 new athletes have been introduced to Paracycling by March 2008.
6.4 Develop state based coaching resources to enhance athlete pathways	Initial development of coaching and coordination staff in Victoria and New South Wales	December 1st, 2008	Paracycling Development Coordinator	Yes			The other states will follow post this time. This process is essential for the pathway success of athletes through both talent transfer and identification. The first phase of this item has been completed in Victoria.
6.5 Establish the viability of and implement a pilot participation and competition program for riders with a disability (all classes, but particularly those who are not adequately catered for in existing participation and competition opportunities)	Work with the Sydney Olympic Park Authority (SOPA) and other relevant bodies to assess needs of an all access "cycling" centre. Provide guidance to the local cycling club for the establishment and ongoing maintenance of the program.	Ongoing	Paracycling Development Coordinator, APC, SOPA, Cycling NSW and Club Officials			In progress	Note: This Program will be open to any rider who requires a closed environment in order to develop their bike handling and racing skills. This includes, for example, junior riders who are ablebodied. The Club has been approved and is now being realised. This will take time, as does the development of all Cycling Clubs.
<b>7. Equipment</b>							
7.1 Establish, maintain and publish a database of prosthetists who can develop cycling – specific prostheses and bike shops/mechanics who can modify cycles to meet the needs of riders with a disability and UCI/IPC cycling rules	Up-to-date database published on the CA website for access by existing and new cyclists, coaches, clubs and programs.	June 30 <sup>th</sup> , 2009	Paracycling Development Coordinator			In progress	Note. The UCI has released a draft of the new FUNCTIONAL Classification System. This is due for integration after the World Track Championships in November, 2009. The system essentially will combine all

Key Result Area	Performance Measures (KPIs)	Timeline	Responsibility	Achievement			NSO Comment
							CP and LC Athletes into 5 Divisions (5 each for Men and Women). Australia's International Classifier has been asked to make comment and add to the review. Of particular note is that this new system may effect what equipment can be used in certain functional levels.
7.2 Establish, maintain and publish a database of specialist bicycle equipment designers and manufacturers.	Up-to-date database published on the CA website for access by existing and new cyclists, coaches, clubs and programs.	June 30 <sup>th</sup> , 2009	Paracycling Development Coordinator			In progress	This process may only be a recommendation and at this time there are no specialist manufacturers other than those of Handcycles in Europe.
7.3 Suitable cycling equipment allowing those with specific disabilities to participate.	Modified or new bicycles and equipment	Ongoing	Paracycling Development Coordinator and State Cycling Federations			In progress	This area will always be ongoing.
<b>8. Rules and Regulations</b>							
8.1 Continue to explore the general development of the sport, particularly regarding the suitability of equipment and competition nature vs physical ability (e.g., suitability of trikes vs a variation of a recumbent bike (2 front wheels, one back) for CP Div 1 and 2 riders.	Make representation to the APC, UCI and IPC re the suitability of both equipment and competition events.	Ongoing	Paracycling Development Coordinator, NSO Coaching Staff, National Technical Coordinator			In progress	The bicycle (including all forms of machines within the regulations) should not be the final determinant of an athlete's success in his or her category. As an example currently the most disabled (CP Div 1 and 2) athletes compete on what is arguably the most difficult cycle to ride and race, i.e., a tricycle.
<b>9. Administration</b>							
9.1 Continue to update the CA Membership Database to collect details of members with a disability, where the member consents to this information being collected	Cycling Australia Membership Database reviewed and updated to identify existing and new members with a disability, where the member consents for this information to be collected.	Ongoing	Paracycling Development Coordinator			In progress	Not all members with a disability will want to: compete in disability-specific events; or have their disability recognised or details regarding their disability recorded. This should be recognised and respected. The information that is collected is available to State Federation Offices through secure logon to the National Database.
9.2 Establish a central database of new riders	Central database of potential new riders	Ongoing	Paracycling			In	This database will continue to

Key Result Area	Performance Measures (KPIs)	Timeline	Responsibility	Achievement			NSO Comment
who have made enquiries regarding getting involved in cycling	established		Development Coordinator			progress	change as people are identified and processed. The data will not form part of the National Database until the person joins CA.
9.3 VIP CA License available to identified athletes.	Free competition license and insurance for the first year of membership to CA.	Ongoing	Paracycling Development Coordinator National CA Office Administrator			In progress	40 Licenses will be made available per year at a cost to CA of \$150 each plus administration fees.

Silver level - Year 2 - 2009/2010

Key Result Area	Performance Measures (KPIs)	Timeline	Responsibility	Achievement			NSO Comment
				Yes	No	In progress	
<b>1. Policy</b>							
1.1 National Paracycling Commission to advise, monitor and evaluate the progress of the IAP	National Paracycling Commission to meet as required by the Commission	On-going	Paracycling Development Coordinator				Was previously National Steering Committee.
1.2 Cycling Australia's Member Protection Policy promoted to the cycling community	Policy promoted through a variety of means such as CA website, within other CA policy documents, via State and Territory Association communication channels. Review of the timeline for the inclusion of all relevant policies into CA's operational plans and strategies.	August 31 <sup>st</sup> , 2009	Paracycling Development Coordinator CEO Cycling Australia				
1.3 Undertake a further expanded audit (including Disability Sport and Disability Organisations and State/Territory)	Further audit conducted and findings outlined in report Best practice examples identified and included on the CA and	December 31 <sup>st</sup> 2009 *	Paracycling Development Coordinator, Membership and Database Administrators				<b>This item moved from previous year.</b> *This date is subject to Cycling Australia staff availability (this position is currently vacant). Completion date revised (extended) as staff unavailable to meet prior previously proposed date.
<b>2. Education</b>							
2.1 Provide training for CA NCAS and NOAS regional presenters on the revised CA NCAS and NOAS accreditation programs	Revised training resources and Presenter kit available for CA NCAS and NOAS presenters. Training conducted in 2-3 states for identified CA NCAS and NOAS presenters.	October 31 <sup>st</sup> 2009	*See note				Staff restructuring at present. Actual responsibility to be resolved. And noted asap.
2.2 Assess the success of inclusive state and club practices under CA's membership umbrella	Audit of state and clubs inclusion policies conducted	December 1 <sup>st</sup> 2009	Paracycling Development Coordinator & State and Club Administrators				
2.3 Develop and distribute inclusive club practices material to assist clubs to include people with a disability	Publish inclusive club practices information, including best practice examples, on the CA website.	June 30 <sup>st</sup> 2010	National Coaching & Development Coordinator				<b>This item moved from previous year.</b> Completion date revised (extended) as staff unavailable to meet prior previously proposed date.
<b>3. Partnerships</b>							
3.1 Continue to acknowledge formalised relationships with nationally recognised Disability, Disability Sport Organisations and Venue Managers	Recognition status offered to nationally recognised Disability, Disability Sport Organisations and Venue Managers	July 1 <sup>st</sup> , 2009 and ongoing	Paracycling Development Coordinator				
3.2 Work with partners to identify/create potential revenue sources/other means for	CA to identify potential revenue sources/other means for clubs and State Associations to	July 1 <sup>st</sup> , 2009 and	Paracycling Development				

Key Result Area	Performance Measures (KPIs)	Timeline	Responsibility	Achievement			NSO Comment
clubs/State Federations to access disability-specific cycling equipment, coaching, venues, programs.	access disability-specific cycling equipment, coaching, venues, programs.	ongoing	Coordinator				
<b>4. Communications</b>							
4.1 CA to seek and identify examples of inclusive practices by clubs (case studies) through State and Territory Federations. Formalise and implement marketing and communication strategies to promote inclusive messages and approaches throughout the cycling community	Inclusive club practices/case studies identified and promoted nationally via CA website and publications (e.g., websites). Communications strategy implemented and included in CA publications.	July 1 <sup>st</sup> , 2009 and ongoing	Paracycling Development Coordinator				
4.2 Promote partnerships with identified Disability, Disability Sport Organisations and Venue Managers	Calendar of disability cycling events and reciprocal links with Disability, Disability Sport Organisations and Venue Managers published on CA website.	Ongoing	Paracycling Development Coordinator				
<b>5. Classification</b>							
5.1 Continue to ensure that Cycling maintains sufficient Classifiers for the sport's needs.	Support existing Classifiers and ensure that appropriate education and relevant timing is maintained. Have a recognised classification process in place at all times within Australia.	Ongoing	National Paracycling Program Manager			In progress	
5.2 Ensure that accurate information regarding the various cycling classification categories/levels; classification procedures; and where to go/who to contact for further information are available to all Members, Clubs and Disability Sport Organisations.	Review and update classification information on the CA website as any changes to the classification system or classification process occur.	As required	National Paracycling Program Manager CA International Classifier				Contract of Classifier extended to allow for this responsibility.
5.3 Contribute to the ongoing international review of the appropriateness of classification categories/classification combinations.	Report and document the current status of classification for cycling, eg classification categories/levels and classification procedures relevant to cycling and minute notes from international meetings on CA website.	July 1 <sup>st</sup> , 2009	National Paracycling International Classifier			In progress	
<b>6. Pathways</b>							
6.1 Develop multi-level cycling competition at National, State and Club level.	Structured competition pathway from Club to State, to National and International levels provided for riders with a disability	On-going	Paracycling Development Coordinator				
6.2 Continued development of support structures to enhance talent transfer and identification.	Continued movement of athletes into cycling and away to other sports as appropriate	On-going	Paracycling Development Coordinator				This process is ongoing and after initial work in Qld and NSW will follow in the remaining states and territories.
6.3 Continue to develop participation and competition programs for riders with a disability (all classes, but particularly those who are not adequately catered for in existing participation and competition opportunities)	Accessible cycling development and competition centres (open to both riders with a disability and ablebodied riders) established in Sydney, Melbourne	July 1 <sup>st</sup> , 2009	Paracycling Development Coordinator, APC, State Venue Managers, State Cycling Federations and Club Officials			In progress	
<b>7. Equipment</b>							
7.1 Maintain and publish a database of	Up-to-date database published on the CA	August 1 <sup>st</sup>	Paracycling			In	

Key Result Area	Performance Measures (KPIs)	Timeline	Responsibility	Achievement			NSO Comment
prosthetists who can develop cycling – specific prostheses and bike shops/mechanics who can modify cycles to meet the needs of riders with a disability and UCI/IPC cycling rules	website for access by existing and new cyclists, coaches, clubs and programs.	2009 ongoing	Development Coordinator			progress	
7.2 Maintain and publish a database of specialist bicycle equipment designers and manufacturers.	Up-to-date database published on the CA website for access by existing and new cyclists, coaches, clubs and programs.	August 1 <sup>st</sup> 2009 ongoing	Paracycling Development Coordinator			In progress	
7.3 Explore areas of equipment research funding or projects for the development of disability bicycles and resources	International best practice (plus!) equipment and resources developed/accessed	August 1 <sup>st</sup> 2009 ongoing	Paracycling Development Coordinator				
<b>8. Rules and Regulations</b>							
8.1 Continue to explore the general development of the sport, particularly regarding the suitability of equipment and competition nature versus physical ability.	Continue to make representation to the APC, UCI and IPC re the suitability of both equipment and the nature of a competition.	July 1 <sup>st</sup> , 2009 and ongoing	Paracycling Development Coordinator, NSO Coaching Staff, National Technical Coordinator			In progress	The bicycle (including all forms of machines within the regulations) should not be the final determinate of an athlete's success in his or her category. As an example, currently the most disabled (Div 1 and 2) CP athletes compete on what is arguably the most difficult cycle to ride and race, i.e., a tricycle.
<b>9. Administration</b>							
9.1 CA to continue to take a leadership role in the promotion of cycling for people with a disability internationally	CA to advocate opportunities to cyclists. The involves recreation and competitive areas of cycling.	December 31 <sup>st</sup> , 2009	Paracycling Development Coordinator				
9.2 Review all CA programs to ensure inclusive practice/messages	CA programs updated as required	December 31 <sup>st</sup> , 2009	Paracycling Development Coordinator				