

Rachel Carson Trails Conservancy | Baker Trail UltraChallenge

Diversity, Equity and Inclusion Guidelines

In August of 2023, the [Baker Trail UltraChallenge](#) (Baker Ultra) accomplished a milestone rare for any 50-mile race: the number of female participants exceeded the number of male runners. This accomplishment is the result of Rachel Carson Trails Conservancy's (RCTC's) commitment (and associated work) to expand female participation with the specific objective of reaching gender parity.

Freestone Endurance Events, host of the High Lonesome 100-mile race, has established a superior framework for equity and inclusion. With explicit permission, we are mirroring their guidelines where possible as a means to 1. maintain gender parity 2. implement additional policies to support and encourage marginalized groups. We are grateful for the work that Freestone Endurance Events has done and continues to do to make trail running an inclusive sport. Special thanks to Kelsey Banaszynski, Director of Operations for Freestone Endurance Events, for her input and guidance.

As of 2024, RCTC's Diversity, Equity and Inclusion (DEI) framework is still growing. DEI efforts are ongoing, staffed entirely by volunteers. If you are interested in contributing to the expansion of our framework or any effort in the DEI space, please visit our [DEI Committee webpage](#) for more information. We welcome all people.

1. New DEI Framework

This document outlines policies related to the following categories:

- A. Registration guidelines to support gender-parity (with respect to participation in our race) ongoing.
- B. Registration policies for transgender and nonbinary athletes.
- C. Pregnancy and adoption deferrals.

2. Gender Equity Guidelines for Registration

Entry spots will be evenly split between male and female genders, creating two "events," each comprised of 50% of our entrant cap.

- A. Entrants will register in their respective genders' event (e.g. "women's 50-mile race" or "men's 50-mile race"). Registration is hosted on UltraSignUp.
- B. If the number of registrants in an event is greater than the number of spots, a waitlist will be available for that event. Prior to the race, if one event is full with a waitlist and the other event has open spots, the spots will be offered up to the waitlist applicants.*
- C. Transgender and nonbinary applicants will apply to the appropriate event as defined by our transgender and nonbinary policies. (See section 3, below)

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D. The 50-mile relay event is not in scope for these guidelines. (Historically, the relay demographics have been well balanced between genders.)

* This policy will be revisited throughout the registration period to ensure that the timeline for “rolling over” unused spots aligns with the spirit of gender equity. We appreciate your patience as 2024 is the first year for implementing these guidelines. This is a learning process for our organization.

Supporting information / suggested reading:

1. Baker Ultra: Making Room for the Women, by Amy Nelson | *UltraRunning Magazine*, 11/1/2023
2. Courage is Contagious: Women and Ultra Running, by Amy Nelson | *UltraRunning Magazine*, 10/11/2022
3. The Gender Gap: Can Race Directors Move the Needle? By Amy Nelson | *UltraRunning Magazine*, 10/11/2021
4. Good for a Girl: A Woman Running in a Man's World, by Lauren Fleshman
5. High Lonesome 100 Community and Equity Policies

3. Transgender and Nonbinary Guidelines for Registration and Awards

- A. A transgender female (male-to-female) may register to compete as a female, provided they have undergone continuous, medically supervised hormone treatment for gender transition for at least one year prior to the race.
- B. A transgender male (female-to-male) may register to compete as a male. Transgender male runners cannot register to compete as a female if they have begun hormone treatment for gender transition, that includes testosterone or any other banned substance (as defined by the World Anti-doping Agency).
- C. Runners may compete in the category of their sex assigned at birth if they have not undergone hormone treatment.
- D. Nonbinary may select the “nonbinary category” as part of the registration process. UltraSignUp, the platform on which we host our registration, has added a nonbinary category. Please reach out to us (info@rachelcarsontrails.org) if you have any questions.

Supporting information / suggested reading:

1. National Center for Transgender Equality
2. High Lonesome 100 Community and Equity Policies

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4. Pregnancy and Adoption

Following the footsteps of the High Lonesome Race, we have expanded the pregnancy policy to cover both partners (regardless of gender) in the case of pregnancy, birth, or adoption. Giving birth (or adopting) affects the entire family and is a team effort, taxing on both partners.

A runner may defer their entry spot from the current year of the race to the following year under the following circumstances:

- A. The runner becomes pregnant after entering the race.
- B. The runner adopts a child under the age of five after entering the race.
- C. The runner's partner becomes pregnant and is expected to give birth within three months of the event.**

Note:

- A runner (or runner's partner) who is pregnant (or adopts) **prior** to registration is not eligible for deferral.
- Deferral requests are due 2 weeks prior to the race / event.

5. Pacers

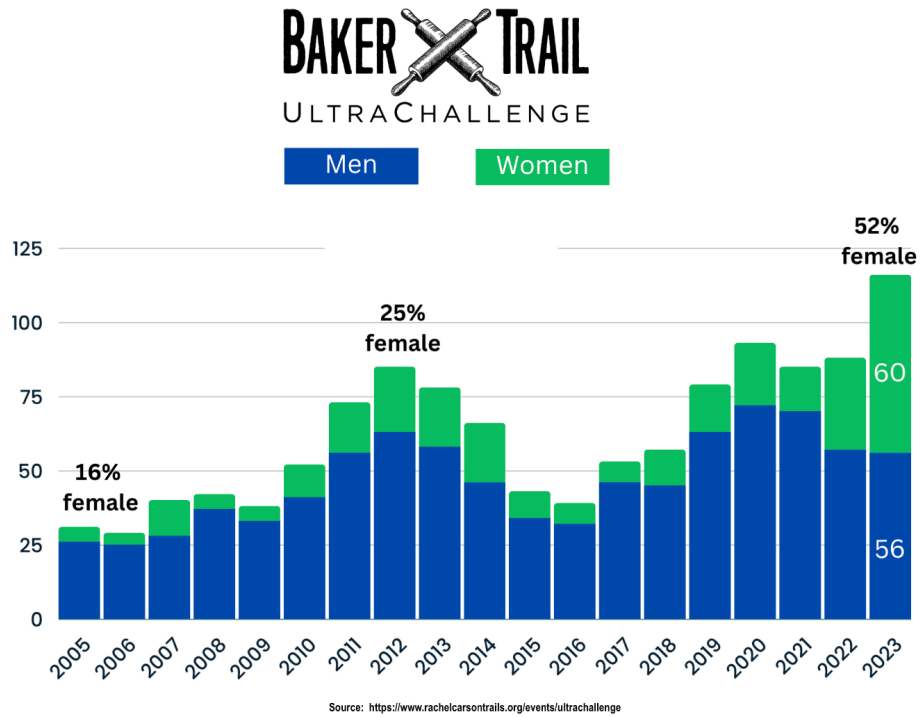
If a runner is 70 years or older, they are entitled to a pacer from the start. Runners under 70 years old may have pacers starting at mile 30.

The Grandmaster Ultras is an example of another race that offers this pacing policy.

Appendix

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Version 4.0 - January 29, 2024

Version 6.0 - August 8, 2025 (Added paternal deferral and pacing guideline adjusted. Sections 4 and 5)