

HIGH LONESOME 100 GENDER EQUITY POLICY

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Introduction

At High Lonesome, we believe that community is one of our greatest strengths. We value and respect the diversity of our community and believe that all runners should have equal opportunity and access to be a part of our race. To this end, and for us to be an even stronger community, we have implemented this policy which will evenly split our entrants between genders.

Why We Made This Policy

Over the years, we have noticed a large discrepancy between the percentage of female and male participation in ultramarathons. This gap is visible in our race, as well as other endurance events, with the percentage of female runners steadily declining as race distances increase from 50K on up. On average, High Lonesome has only 20-22% female runners and many other 100-mile races have an even lower percentage. We believe that this imbalance has a negative impact on our sport, and specifically our race's community. In order for us to prevent this gender imbalance from becoming embedded in our new lottery, we are taking this step to ensure that runners of both genders have equal access to our race.

Gender Equity Policy

- Entry spots will be evenly split between male and female genders, creating two "pools" each comprised of 50% of our entrant cap (as determined by our permitting agencies). In the event of an odd number of entrant cap, each pool will be rounded down to the lowest whole number.
- Entrants will apply to their respective gender's pool during the lottery application window and the same lottery selection process (yet to be finalized) will apply to both.
- If the number of applicants in a pool is less than the number of the pool's allocated spots, the additional spots will be given to the other pool.
- Should neither pool receive enough applicants to fill their allocated spots, the remaining spots will be opened for general registration with no restrictions on the basis of gender.
- Transgender or non-binary applicants will apply to the appropriate pool as defined by our transgender/non-binary policy.
- Each gender will have their own waitlist, and drops will be filled by the associated waitlist.

How We Made this Policy

One of the guiding principles of the High Lonesome has been to preserve the values and spirit of our sport, while adding to and strengthening them where we felt it was needed. We believe that this is one of those opportunities for us, and we have been working for several years to better understand the issue and to determine what actions we could take.

Our first step was to bring together a group of community members, previous runners, and members of our race team to review the available data and discuss the issue. Over several meetings, it became apparent to us that the simplest and most effective way for us to help with gender equity was to split

our entry spots evenly between men and women. We also identified several other areas that we believed we could act on, such as our pregnancy deferral policy and the addition of a transgender/non-binary entry policy.

Our new gender equality policy was reviewed, discussed, and designed by our Advisory Committee who voted unanimously to implement it. While we recognize that this issue may be controversial for some, we firmly believe that it is our duty and responsibility to be leaders in this area. We have spent significant time and effort into researching, designing, and implementing this policy, and we look forward to seeing our community continue to grow.

To ensure that this policy is well crafted, we will formally review this plan at a minimum of every three years through our Advisory Committee. We welcome your comments.

Additional Resources

<https://ultrarunning.com/featured/ultrarunning-finishes-by-gender/>

<https://www.outsideonline.com/2312071/ultrarunning-has-gender-problem>

<https://www.runnersworld.com/news/a20866349/how-to-get-more-women-into-trail-running/>

<https://ultrarunning.com/featured/number-of-ultrarunning-finishes-over-time/>

<https://runnerclick.com/marathon-finishing-times-study-and-statistics/>