

# RESOURCES FOR AN INCLUSIVE TRAIL SECTOR

Creating more meaningfully inclusive spaces and programs, and a more welcoming trail sector for all



TRANS CANADA TRAIL  
SENTIER TRANSCANADIEN TM&C

# INTRODUCTION

# TABLE OF CONTENTS

This document contains a curated list of online resources on diversity and inclusion in the trail sector. It provides links to websites, articles, videos and other media that offer a variety of perspectives – from personal accounts to ideas, guidelines, and case studies of inclusion initiatives undertaken by trail groups.



This collection of resources was designed to accompany Trans Canada Trail’s **Inclusive Trail Self-Assessment Tool** and is divided into six sections. Most sections include a variety of resources (articles, videos, podcasts, etc.). In some cases, resources may be found under more than one section where they apply to more than one subject.

If you know of a resource that should be added or if there is a link here that no longer works, please let us know at [inclusion@tctrail.ca](mailto:inclusion@tctrail.ca).

Glossary of Terms:

<https://equity.ubc.ca/resources/equity-inclusion-glossary-of-terms/>

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## a TRAIL ATTRIBUTES

This section contains information about existing inequities and barriers associated with trails, trail use, trail planning and implementation. Additionally, it includes suggestions and guidelines that can be put into practice to reduce obstacles associated with trail attributes. Links also include real-life examples of projects undertaken by trail groups.



Photo Credit: Ben Tripp

### Themes

Best practices to remove barriers on trails

Ideas and standards on accessible trails

### Websites

- [All Persons Trails Guidelines](#) (Trans Canada Trail)
- [Creating More Inclusive Trails](#) (Trans Canada Trail)
- [Equitable Practices in Trail Planning](#) (Rails to Trails Conservancy)
- [Accessibility Hub](#) (American Trails)
- [Trails for All](#) (North Shore Mountain Bike Association)
- [Accessible Trails Manual and Information](#) (Mass Audubon)
- [How Parks Can Help Address Social Exclusion](#) (Park People)
- [Accessible Recreational Trails in Ontario](#) (Accessibility for Ontarians with Disabilities Act)
- [Adaptive Mountain Bike Trail Standards](#) (Kootenay Adaptive Sport Association)
- [Autism Nature Trail](#) (Letchworth State Park)
- [Accessible Trails](#) (Parks Canada)

### Videos

- [International Trails Symposium: Charles Thomas](#) (American Trails)
- [Windows to the Wild: All Persons Trail](#) (PBS and the Nature Conservancy)
- [Connecting Angelenos to Nature](#) (Nature for All)

## **b** MARKETING & COMMUNITY ENGAGEMENT

This section provides a comprehensive overview of groups dedicated to enhancing diversity among trail users. The resources below cover strategies for involving underrepresented communities and underscore the significance of improving trail accessibility. Additionally, they offer suggestions for ensuring that outreach efforts are inclusive.



### Themes

Marketing  
through an  
inclusion lens

Community  
consultations on  
trail design

Local  
community  
engagement

Engagement with  
underrepresented  
groups



## 📍 Websites

- [Trails for All](#) (North Shore Mountain Bike Association)
- [How Parks Can Help Address Social Exclusion](#) (Park People)
- [Interview with Judith Kasiama](#) (BC Parks Blog)
- [Community Groups Across Canada Encourage BIPOC Inclusion in Outdoor Recreation](#) (Capital Current)
- [BIPOC Youth Face Barriers to Accessing Nature](#) (Nature Canada)
- [Indigenous Women Outdoors](#)
- [Outdoors Lacks Diversity](#) (Shape)
- [Accessibility Statistics](#) (Statistics Canada)
- [Trips for the Queer and Transgender Community](#) (The Venture Out Project)
- [Colour the Trails](#)
- [Outdoor Adventure and Recreation for the BIPOC Community](#) (Brown Girl Outdoor World)
- [Canoeing Workshops for Women](#) (Paddle Like a Girl)
- [We All Belong in Nature](#) (BIPOC Outdoor Gear Library)
- [Adventures for Individuals with Disabilities](#) (Rocky Mountain Adaptive)
- [Inclusive Marketing](#) (Texthelp)
- [Accessibility Checker](#) (Microsoft)
- [UBC Inclusive Links](#) (University of British Columbia)
- [UBC Pronouns](#) (University of British Columbia)
- [Clear Print Accessibility Guidelines](#) (CNIB)
- [Canadian Outdoor Groups Promoting Inclusive Events](#) (Shake Up the Establishment)

## 🔊 Podcasts

- [Inclusive Outdoors Project: Improving Access to the Outdoors](#) (Be Outdoors)
- [Towards a More Inclusive Outdoors](#) (She Explores)

## ▶ Videos

- [Advocating Outdoor Diversity and Inclusivity](#) (Trans Canada Trail)
- [Demiesha Dennis Brown Girl Outdoors](#) (CBC)



Photo Credit: Alexa Fernando

# G PROCUREMENT

An inclusive procurement process ensures that suppliers do not face unnecessary barriers during your procurement process and broadens your exposure to the range of goods and services available. The links below provide information on the value of an inclusive procurement policy and how to incorporate it into your existing process.



## Themes

Inclusion-related considerations  
when selecting suppliers

## Websites

- [Supplier Diversity Handbook](#) (Canadian Chamber of Commerce)
- [Procurement Revamp Can Create Greater Access for Historically Marginalized Communities](#) (WBE Canada)
- [Inclusive Procurement Guide](#) (Canada's 2SLGBTQI+ Chamber of Commerce)

## Podcast

- [Supplier Diversity: Connecting Entrepreneurs to Economic Opportunity](#) (The New Mainstream Podcast)



## d HUMAN RESOURCES POLICIES, PRACTICES & EMPLOYEE ENGAGEMENT

This section includes links on the significant benefits of diversity within organizations and the importance of cultivating inclusive workplace cultures. The resources provided present a thorough overview of best practices observed both in Canada and globally.

### Themes

Recruitment and hiring process

Diversity of your organization

Workplace culture

Staff accommodations

Prevent/respond to discrimination

Staff awareness, education and training

### Websites

- [Inclusion in the Workplace](#) (The Conference Board of Canada)
- [Opportunity for All](#) (The Conference Board of Canada)
- [DEI Hiring: How to Create Inclusive Job Descriptions](#) (Inclusion Hub)
- [5 Strategies to Create Accessible Communications](#) (The Canadian Association for Supported Employment)
- [Universal Design at Work](#) (The Canadian Association for Supported Employment)
- [HR Inclusive Policy Toolkit](#) (The Canadian Association for Supported Employment)
- [Hiring Someone with Sight Loss](#) (CNIB)
- [Pride at Work Canada](#)
- [How to Grow \(and Measure\) Inclusion in the Workplace](#) (Big Think +)
- [Adapting Your Interview Process to be More Accessible](#) (Randstad)
- [Online Training in Psychological Health & Safety](#) (Mental Health Commission of Canada)
- [Educational and Inclusion Guides](#) (Canadian Centre for Diversity and Inclusion)

### Videos

- [Creating Inclusive Workplaces for Everyone](#) (Catarina Rivera | TEDxRolandPark)
- [When More People Speak Up, More People Listen](#) (RBC)

## e INDIGENOUS RECONCILIATION

These resources offer valuable insights into why it is crucial to reflect on the history of colonization and its impact on Indigenous Peoples, and on the importance of relationship-building. The resources provide compelling examples of truth and reconciliation efforts, such as reclaiming Indigenous place names and other reconciliation initiatives.



### Themes

Reclaiming  
Indigenous place  
names

Reconciliation  
best-practices in  
the workplace

Indigenous  
perspectives  
and voices

### 📍 Websites

- [Commitment to Reconciliation](#) (Trans Canada Trail)
- [Indigenous Territories Map](#) (Native Land)
- [Best Practice Guide](#) (Outdoor Recreation Council of BC)
- [Secwepemc Landmarks Project](#) (Shuswap Trails)
- [Reconciliation in Workplaces Participant Handbook](#) (Indspire)
- [Guidance Toolkit for Engagement with Indigenous Communities](#) (Outdoor Recreation Council of BC)
- [Events That Strengthen Ties Between Park Groups and Indigenous Groups](#) (Park People)
- [Indigenous Corporate Training Inc.](#)
- [Indigenous Mountain Names](#) (Gripped)

### ▶ Videos

- [Sen. Murray Sinclair: How Can Canadians Work Toward Reconciliation](#) (CBC News)
- [Namwayut: We Are All One. Truth and Reconciliation in Canada](#) (CBC)
- [Cultural Safety Education as the Blueprint for Reconciliation](#) (Len Pierre | TEDxSFU)

### 💻 Continuing Education

- [Indigenous Canada](#) (University of Alberta)
- [4 Seasons of Reconciliation](#) (First Nations University of Canada)



## f PLANNING, IMPLEMENTATION & COMMITMENT OF RESOURCES

Inclusion requires intentional planning and implementation. The resources below offer valuable insights into inclusion practices both in Canada and internationally. These materials encompass indicators and strategies for fostering an inclusive workplace that caters to the needs of all.



Photo Credit: TA Loeffler

### Themes

Organizational  
approach to inclusion

Inclusion integrated in  
the planning process

Financial resources allocated  
to inclusion work

Staffing resources  
allocated to inclusion work

Inclusion goals determined,  
measured and interpreted

### Websites

- [Trails for All](#) (North Shore Mountain Bike Association)
- [Activating Inclusion Toolkit](#) (University of British Columbia)
- [About the Employment Equity Act](#) (Canadian Human Rights Commission)
- [What Are Common Elements of Good Practice?](#) (Inclusive Planning)
- [Rails to Trails: Equitable Practices in Trail Planning](#) (Rails to Trails Conservancy)
- [Universal Design at Work](#) (The Canadian Association for Supported Employment)
- [How to Measure Inclusion in the Workplace](#) (Harvard Business Review)
- [Inclusive Workplace](#) (Canadian Association for Supported Employment)

## DISCLAIMER

This collection of resources is being made available to the trail sector to improve diversity and inclusion on trails and in the sector in general. It includes websites, articles, videos and other online resources that share a variety of inclusion-related information for organizations and amplify the voices of those less

represented in the trail sector. All resources are intended for educational or capacity-building purposes, and any advanced inclusion work will require further and ongoing effort. Trans Canada Trail, its contractors and other contributors assume no liability for this content or its application.

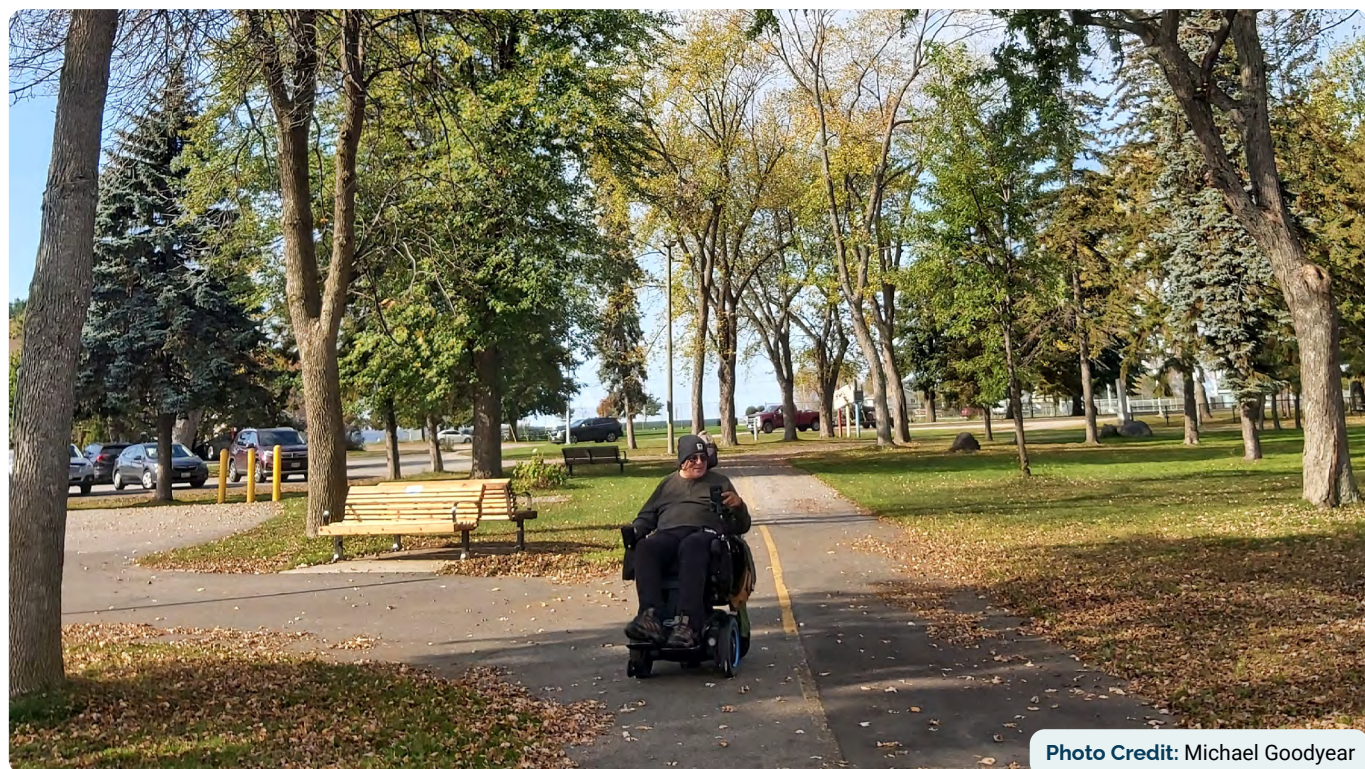


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