

Disability Inclusion is a Team Sport:

Collaborative Approaches to Municipal Recreation

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Who we are



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Two organizations. Complementary expertise. One shared challenge.

What tends to make disability inclusion difficult in recreation and physical activity services?

- Resources
- Facilities
- Knowledge & confidence
- Getting people on board
- Knowing where to start

Think of what you see in your own organization or community.

Disability Inclusion is a Team Sport



No single person, department, organization, or resource can solve every disability inclusion challenge.

These are inter-sectoral and intersecting challenges — so the solutions need to be collaborative

A Simple Implementation Story

KNOW → **WORK TOGETHER** → **BUILD CHANGE**

Municipal Guide

Listen → Connect → Act → Learn

Compass

What should we consider? → **How do we work through it together?** → **How do we build the path forward?**

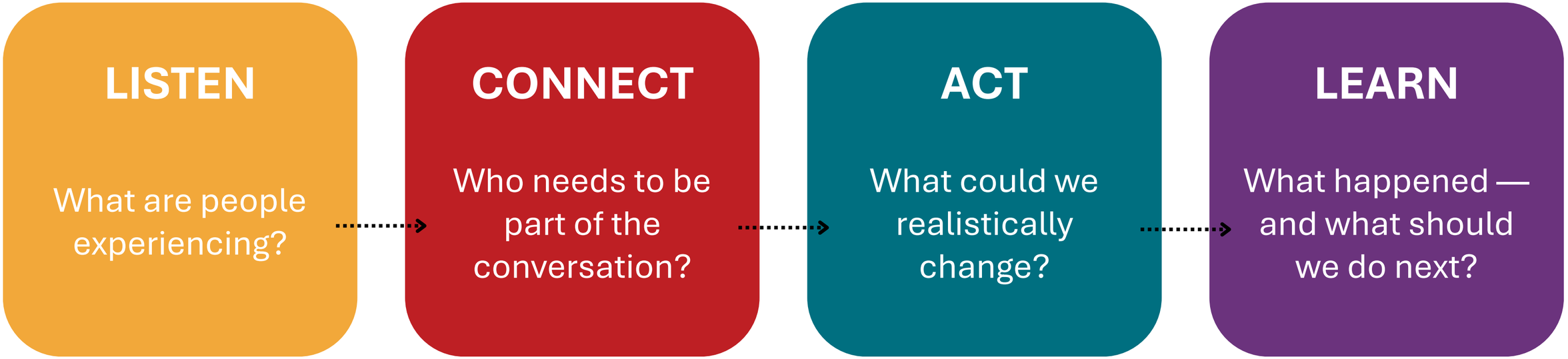
Municipal Guide for Disability Inclusion in Recreation & Physical Activity

The Guide helps municipalities identify barriers, opportunities, and practical strategies for disability inclusion in recreation and physical activity services.

- Programming
- Built Environment
- Workplace Culture
- Communication
- Partnerships
- Staff Training
- Evaluation
- Persuading Decision-Makers

It gives us a place to start — not a one-size-fits-all answer.

Work through the challenge *TOGETHER*



Collaboration is not an extra step.
It is *how* we make better decisions.

Recreation Scenario Challenge

YOUR CHALLENGE

A recreation program, service, or space is creating accessibility barriers for some community members.

**Your municipality knows something needs to change —
but there is no obvious single solution.**

**Don’t try to solve the whole problem.
Identify one promising *next* step.**

What is Your Next Step?

1

Identify the Challenge

Where might the Municipal Guide help us?

2

LISTEN

What do we need to understand?

3

CONNECT

Who needs to be involved?

4

ACT + LEARN

What could we try, and how would we know whether it helped?

What did we notice?

How did you approach the problem?

One person	→	**Shared responsibility**
Reactive fixes	→	**Proactive planning**
Assumptions	→	**Lived experience**
Perfect solutions	→	**Test • Learn • Improve**
Separate initiative	→	**Everyday practice**



NOW...

What does this look like in your organization?

Your 30-Day Action Conversation

Bring the learning back to your own organization.

What do I want to change?

Who do I need to involve?

What is one thing I can do in the next 30 days?

Where could the Municipal Guide help me?

Pair up: What would make this next step more realistic or more useful?

Leave with a *next* conversation or *next* action — not a perfect solution.

Zooming Out: Compass

You've identified one thing you can do. But what happens next?



Compass helps organizations understand where they are, decide where they want to go, and build a practical pathway for ongoing accessibility and inclusion.

The action is part of a larger organizational journey.

Different Supports. One Journey.



And the process is ongoing:

We Learn. We Reassess. We Begin Again.

Three things to take with you

1

Start with people, not solutions.

2

Make disability inclusion a team sport.

3

Start somewhere — and keep learning.

The Municipal Guide gives you a place to start.
You don’t have to do it alone.
What are your next steps?

Start somewhere. Work together.
Learn from what happens. Keep moving forward.

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