

TART Trails Commitment to Equity and Inclusion

TART Trails cannot fulfill our mission to provide and promote a trail network that enriches people and communities throughout the greater Traverse region unless we stand against racism and bigotry. Our vision of happy, active people making connections through a world-class trail network can only be truly realized through the empowerment of disenfranchised populations, to ensure everyone can enjoy equal access to community resources.

TART Trails' core values of health, sustainability, access, connection and collaboration align clearly with voices of the many who are calling for justice and an active stance against systemic racism in our country. Our organization, led by staff and board, is committing to acting in alliance with Black, Indigenous and People of Color (BIPOC) individuals and communities. We stand with all of our community partners who are engaging in impactful ways to educate and foster greater opportunities for inclusion.

We realize that our commitment to anti-racism must be accompanied with meaningful action. We acknowledge that all of the trails that make up the TART Trails network, now and in the future, exist on the ancestral lands of the Anishinaabe people who are today represented by the nations of the Grand Traverse Band of Ottawa and Chippewa Indians and the Little Traverse Bay Bands of Odawa Indians. We will speak out against and take action against racism or bigotry within our organization and on our trails.

As a first course of action, we will begin by pursuing opportunities for education and training for the board and staff to better understand implicit bias and to better understand the culture and history of our region through a BIPOC perspective. We will also revise and work to ensure our promotional materials, staff and Board composition, and volunteer opportunities reflect the inclusive and diverse communities in our region.

As we grow and learn as an organization, we will continue to revisit and clarify our commitments to ensuring diversity, equity and inclusion remain guiding elements in our work. We will address diversity, equity and inclusion holistically throughout policies, practices, and all organizational operations.