

An Inclusive Alternative

Turn Walking Meetings into Strolling Meetings

Wellness experts tout “walking meetings,” in which participants walk while they talk. Movement brings health benefits and can catalyze creative thinking, offset boredom, and even help foster connections among participants. But not everyone has the same level of physical ability. The Nonprofit Technology Education Network (NTEN) encourages “strolling meetings,” welcoming walkers at all mobility levels and wheelchair users. Here’s a guide to inclusion in strolling meetings.

Choose a type of meeting that can work well in this format. Large groups don’t lend themselves well to strolling meetings, nor do gatherings where tech devices will be used. One-on-one check-ins are often ideal for strolling meetings. So can meetings with 3-4 participants.

Pick the right route. Make sure the path you plan to stroll is accessible throughout for people with differing abilities. If you’re not sure, ask! Choose a route with a smooth, firm surface that doesn’t include any steep slopes. The route should have no obstacles within the travel paths, and should include curb cuts at all crossing points. Seek routes without high levels of ambient noise.

Schedule the meeting in advance. This allows employees the opportunity to bring anything that might make a stroll more accessible for them, like a change of footwear or an assistive device.

Keep it brief. To help make strolling meetings accessible for everyone, limit the length to 30 minutes or less. Ask participants how long they can be mobile or stand, and adapt your meeting accordingly.

Change the pace. Always move at the pace of the slowest member of the group.

Express your commitment to inclusion. Ensure that your meeting invitation includes a statement inviting people to request any accommodations that would allow them to participate fully.

Modify your meeting. To make strolling meetings inclusive for all:

- ▶ Find opportunities for rest breaks at locations with seating.
- ▶ Take time to stop during your walk to ask questions and hear responses.
- ▶ Default to a standard office or virtual meeting if other options don’t work. “**No**” should always be an acceptable answer when you ask someone if they can join a strolling meeting.



Helpful Resources.

[The Nonprofit’s Guide to Inclusive Walking Meetings: Strolling Meetings - NTEN](#)

[Inclusive Walking Meetings - The National Center on Health, Physical Activity, and Disability](#)

[How to Host a Walking Meeting - Iowa State University](#)

[Sidewalk Accessibility Assessment Form - U.S. Department of Transportation Federal Highway Administration](#)