

# *Educational Travel for All*

WorldStrides Canada is committed to ensuring that all of our experiences are inclusive, equitable, and culturally enriching for every student because we know firsthand the power of educational travel. We've compiled this document to answer common questions we're asked by educators across Canada.

## ***What is WorldStrides Canada's philosophy on representative programming?***

We are honoured to host school tours for diverse groups of students every year, and we want all of our participants to feel equally represented and celebrated during our programs. That's why we are continuously creating content to add to our programs that represents the experience of historically marginalised communities, including the stories of Black, Indigenous, and 2SLGBTQI+ people. This content includes visits to monuments, exploring historical attractions and sites, and interacting with stories and folklore as shared by community members.

WorldStrides Canada believes in a shared duty to be socially and ethically responsible. To that end, we strive to support local businesses whenever possible, especially those owned by Black, Indigenous, People of Colour, 2SLGBTQI+, women, and other underrepresented communities.

## ***What are the educational standards for WorldStrides Canada products that ensure the inclusion of diversity, equity, and inclusion?***

All of our itineraries and programming components must adhere to four standards:

- Our itineraries and programming cannot feature narratives or activities that ignore or deemphasize the contributions and histories of marginalized communities.
- Our tours must be a welcomed benefit to the communities and locations we visit, avoiding disruption, exploitation, and harm.
- Our educational activities must challenge participants to examine their own cultural biases and emphasize postcolonial perspectives and teachings.
- Our programs provide historically-accurate context and framing around all site visits and lessons, including highlighting the contributions of historically marginalized populations.

## ***How does WorldStrides Canada ensure equal representation across the organization?***

WorldStrides has a dedicated Diversity, Equity, and Inclusion Committee to ensure DEI remains top-of-mind across every aspect of our business. Our Head of DEI provides strategy consultations for our programs, tours, vendors, hiring practices, team member training, and, most importantly, our participants' experiences. Our DEI team also supports the WorldStrides Accessibility and Health & Safety teams, to ensure each participant receives a holistic assessment of their accommodation and safety needs. In addition, all of our Tour Directors receive extensive DEI training and all employees enterprise-wide receive quarterly DEI trainings.

## ***How does WorldStrides Canada ensure inclusive education and access?***

WorldStrides Canada believes that no student should be excluded from educational opportunities based on affordability or accessibility. We value individuality and strive to maintain policies and procedures that promote inclusivity for all students, including our Financial Assistance Program and a dedicated Accessibility team. While on tour, our Tour Directors are well-versed in differentiated teaching approaches and ensure the wellbeing of all students through the use of inclusive and accessible language.

## ***Does WorldStrides Canada provide financial support for students with limited financial resources?***

Yes. We provide financial assistance to travellers who have undergone financial hardship, identify as a member of an underrepresented group, or possess a disability through the [WorldStrides Canada Financial Assistance Program](#). We also provide fundraising advice through our teacher-to-teacher mentor program and support students in creating online fundraising campaigns, in addition to offering flexible payment plans. We work with each board individually to ensure any requests and specifications relating to tour costs are respected and alternate options are provided to meet requirements.

## ***What are WorldStrides Canada's policies and procedures that concern providing equality of access to students with special needs?***

As a guiding principle, we believe that all educational providers have a responsibility to remove barriers through collaboration and proactive access to assistance. WorldStrides employs a dedicated Accessibility Team that specializes in working with students with accessibility needs and providing the necessary resources on a case-by-case basis. See our accessibility policy below for more information on our policies and procedures.

## ***Is WorldStrides Canada compliant with the AODA?***

Yes. WorldStrides Canada follows all required regulations as outlined by the Accessibility for Ontarians with Disabilities Act. For more information, please refer to [our official Accessibility Policy](#).

## ***How does WorldStrides Canada incorporate Indigenous education and reconciliation into programming?***

We understand the vital importance of telling Indigenous stories. That's why we make sure to highlight Indigenous perspectives within every aspect of our educational model, including:

- Making land acknowledgements for each of our destinations.
- Highlighting specific Indigenous artifacts and monuments while on tour and discuss Indigenous history and culture.
- Creating travel program itineraries specifically for students to learn more about Indigenous culture in Canada and abroad.
- Providing teacher resources that enhance awareness of Indigenous culture, history, and perspectives.

## ***What are WorldStrides Canada's policies and procedures concerning discrimination and harassment?***

WorldStrides Canada employs a zero-tolerance policy for discrimination, bullying, or harassment based on race, colour, religion, gender, gender identity, sexual orientation, national origin, age, disability, or any other such identity or status. We are committed to providing a safe experience for all participants and providing appropriate accommodations to allow all to participate equally in our programs without being subject to discrimination or harassment. Read our official policy on Gender Identity & Expression [here](#).

**WorldStrides Canada remains committed to ongoing improvement throughout every aspect of our business, including constant evaluation and improvement of DEI practices.**