



At Experiences Canada, we are committed to helping open young people's minds and involve them in a broader world. We do this by providing opportunities to explore the diversity of language, culture, and lived experiences within our country.

The brutal killing of American George Floyd has sparked a global movement to reflect deeply on the historic injustices, violence, and discrimination experienced by Black communities around the globe as well as the ongoing challenges and impacts of systemic barriers that still remain and need to be removed. This is an issue our youth volunteers have encouraged us to think more deeply about and join with others in being more intentional about our role in advancing change. We know Canada is not immune to these challenges as evidenced by the recent and disturbing killings of Regis Korchinski-Paquette and Chantal Moore by police attending to wellness checks, or the fact that Black people in Toronto are 20 times more likely to be shot by police.. We acknowledge our responsibility to improve our organization and as Canadians, to listen more carefully, and to act more deliberately.

While we are motivated to raise awareness specifically around the current and urgent issue of violence and brutality experienced by Black Canadians, we know that these systems of discrimination and oppression have negatively affected Indigenous and other marginalized communities within this country and therefore want to take this opportunity to ensure that our actions do not stop here, but contribute to a broader awareness and discussion of racism in all its forms.

Combatting systemic racism begins at the earliest age, through education and cross-cultural exchanges that encourage mutual understanding and respect through direct opportunities to amplify missing or marginalized voices and to learn from one another. We aspire for our programming to make further impacts in the areas of diversity and inclusion and to sustain an organization that keeps itself accountable and demonstrates progress in eliminating bias and continuing to serve under-represented communities.

Our commitment to putting these words into action includes:

- Expansion of our community and educational networks to involve more Black, Indigenous, and racialized historians, educators, and community-based organizers to guide us in developing our programming and ensuring greater awareness and access to our programming.
- The development of "Anti-Racism Conversations": a free, bilingual online forum series and learning resources to be presented during the 2020-21 school year
- The creation of a new thematic Reciprocal Exchange program that focuses on exploring African-Canadian history, Black Arts, culture and communities across Canada
- A renewed effort to ensuring a representative balance of Canada's diversity in our governance structures, staffing and volunteer recruitment and hiring practices through the addition of a diversity rider to ensure equity.

A handwritten signature in black ink, appearing to read "Judith Sullivan-Corney".

**Judith Sullivan-Corney**  
Chair

A handwritten signature in black ink, appearing to read "Deborah Morrison".

**Deborah Morrison**  
President and CEO

[View our anti racism resources](#)