

## Supporting Students in their WIL Journey: Inclusive Considerations

### Prospective Students:

To attract diverse WIL students to your programs consider the following:

- Website: navigation is clear, finding help or where to ask questions is clear
- Marketing: diverse people, plain language, step by step instructions on application
- Support: specialized supports are also clear such as Indigenous student supports, International students supports, students with disabilities supports and accommodations
- Flexibility around G.P.A. and fees

### PREPARATORY STAGE

- Ensure preparatory curriculum applies Universal Design for Learning principles and accessible language for English as Additional Language students
- Approach diversity as an asset for the workplace, never a deficit
- Give extra supports to students who identify as people who experience marginalization. This might be more advising or feedback on their work search documents
- Take time to vet employers or community partners to ensure they are creating inclusive work environments

### PLACEMENT STAGE

- Check-in, let the student know they have you as a support person for their learning experience.. You may also wish to check in with employers on what they might be learning in the relationship with the student. Too often the power of the employer is left at their own discretion.
- Site visits are a good time for WIL practitioners to reflect on their own learning too.
  - What are you learning about working with students? Are there challenges, if so, what are they? What kinds of successes are you seeing? What might be an anonymized scenario you could take to work out with your colleagues? Quality WIL means that we are all constantly learning and improving, and sometimes this is best done in community when you are facing a complicated situation.

### RETURN TO SCHOOL STAGE

- A student assessment of the workplace should reflect how inclusive and equitable employers and community partners are to ensure quality for potential future students
- Share student success stories. Celebrate diverse excellence within your institutions and to your community partners and employers
- Take time to support students who might need help bridging workplace experiences to their academic studies