



Diversity & Inclusion Policy

1. Introduction

At GapGuru, our programs bring together young people from all walks of life and place them at the heart of communities across the world. That experience only works when every participant, regardless of who they are or where they come from, feels genuinely welcomed, respected, and valued.

We believe that a diverse cohort of participants makes every program richer. Different backgrounds, identities, and perspectives deepen cross-cultural understanding, challenge assumptions, and create the kind of meaningful human connections that define a GapGuru experience.

2. Our Core Principles

Respect & Dignity

Every person connected to GapGuru - participant, staff member, host community partner, or local collaborator - is treated with unconditional respect and dignity. We celebrate difference and recognise that every individual's unique background and experience contributes to our collective strength.

Equitable Access

We are committed to ensuring that a GapGuru experience is accessible to as many young people as possible. We actively work to remove barriers to participation, whether financial, physical, or cultural, and consider individual needs at every stage of the application and program journey.

Belonging

We strive to create an environment where every participant feels they genuinely belong. This means actively cultivating a culture of openness, empathy, and mutual support across all our programs.

Reciprocal Respect

Our programs take place within real communities and cultures. Inclusion extends beyond our own group- it encompasses the deep respect we hold for every host community, local partner, and cultural tradition we encounter. Participants are expected to carry this value with them throughout their time on program.

3. How We Put This Into Practice

Recruitment & Staffing

GapGuru is committed to fair, unbiased recruitment. We actively seek to build a staff and leadership team that reflects the diversity of the young people we serve and the communities we work within. Equal opportunities are provided regardless of background, identity, or ability.



Program Design

Our programs are designed with inclusion in mind from the outset. We integrate diverse cultural perspectives, consider varied participant needs, and build in support mechanisms to ensure everyone can participate fully and meaningfully. Reasonable accommodations are available - see our Essential Eligibility Criteria for details.

Training & Development

All GapGuru staff and in-country partners receive ongoing training in cultural competency, inclusive practice, and anti-discrimination. We hold ourselves and our teams to a high standard of awareness and sensitivity, particularly when working across cultures.

Financial Accessibility

We recognise that cost can be a barrier to participation. We are committed to exploring bursary, scholarship, and funding support options to ensure that a GapGuru program is not only available to those who can easily afford it.

Community Feedback

We actively seek feedback from participants, staff, host community partners, and alumni to continuously improve our approach to inclusion. Every voice matters and every perspective helps us grow.

4. Zero Tolerance for Discrimination

GapGuru operates a zero-tolerance policy towards any form of discrimination, harassment, or exclusion. This applies to race, ethnicity, nationality, gender, gender identity, sexual orientation, disability, religion, socioeconomic background, or any other characteristic.

Any incident of discrimination will be addressed promptly, seriously, and with full confidentiality. Participants found to be in breach of this policy may be subject to disciplinary action or dismissal from the program.

Reporting

We provide clear, accessible, and confidential channels for raising any concern related to diversity, inclusion, or discrimination. No concern is too small. Anyone wishing to raise an issue should contact us at [Hello@gapguru.com](mailto>Hello@gapguru.com) with the subject line *Inclusion Concern*, and can expect a timely and sensitive response.

5. Continuous Improvement

We do not consider our work on diversity and inclusion to be complete. We set clear goals, regularly review our practices, and hold ourselves publicly accountable for progress. This includes gathering participant and community feedback after every program cycle and using it to meaningfully shape how we operate.

We welcome challenge, critique, and collaboration, because becoming a more inclusive organisation is an ongoing journey, not a destination.

6. Our Commitment

GapGuru is for everyone. We are building a community of young people who are curious about the world, open to difference, and ready to grow - and we are committed to ensuring that no one is excluded from that community because of who they are.

