Inspire · Purpose · Service · Opportunity

Inclusive Language

Inclusive language strives to create a culturally safe environment, that allows expression of self and culture without fear.

Inclusive Language is:

- Positive and empowering
- Affirming and builds on existing strengths.
- Focuses on a positive outlook for future aspirations
- Promoting equality and equity.

Inclusive Language Looks Like:

- A workplace that celebrates diversity
- All staff being Included
- A team that supports one another
- Transparent and positive relationships created between staff, clients, and stakeholders

Inclusive Language Feels Like:

- A culturally safe environment
- Being accepted for who you are
- There's no fear of being judged
- A trusting space
- Freedom of self-expression

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(08) 9721 7057

Inclusive Language

Self-Expression

Freedom of self-expression allows people:

- From ALL diversity groups to express themselves, cultures and beliefs.
- To feel important and heard.
- To affirm their own identity
- To feel acceptance within their environment.

Strength-based Language

Strength-based Language gives the opportunity to:

- Empower diversity groups rather than confining them into stereotypes.
- Celebrate difference and strength within Diversity.
- Encourage self expression, and a culturally safe environment.
- Include everyone in the conversation.

Cultural Safety

Inclusive Language in the workforce creates:

- A safe space for staff to feel involved and seen
- A safe space for staff to raise concerns and ask questions
- Safety in a social setting but also within daily duties e.g., having Pronouns on business cards, sharing the cultural load when planning cultural events (NAIDOC, Pride week, Ramadan).

Self-Determination

Self Determination means:

- Having a choice in determining how our lives are governed
- Participating in decisions that affect our lives
- Having control over our lives and future including our economic, social and cultural development.

- Human Rights Commission