

Inclusive Language in Practice

In the resources sector, each of us bears the responsibility to recognise and honour the diversity within our community, ensuring inclusivity towards all members, whether during casual conversations, in meetings, or formal presentations. It's crucial to avoid any language that could be perceived as discriminatory, sexist, racist, homophobic, or otherwise offensive. Discriminatory or offensive language is unacceptable in our sector. To promote inclusive language in the resources sector, consider the following practices:

- Ensure that all professional materials, such as case studies and training modules, reflect the diversity of your audience and the broader society.
- Avoid focusing solely on the diversity aspect of individuals in examples or scenarios.
- Make all professional activities and materials, including presentations, website content, and meeting arrangements accessible to a diverse audience, paying attention to the inclusiveness of language and delivery methods.
- Educate yourself about cultural differences to prevent offensive communication in cross-cultural contexts.
- Proactively address and correct stereotypes or inappropriate language in any setting, including informal discussions and professional meetings.
- Adopt a positive, educational approach to correct others if they use inappropriate language, explaining why it's offensive and suggesting alternative, inclusive language.

Adhering to these guidelines helps foster an environment of respect and understanding in the resources sector, underscoring the importance of inclusivity in all forms of communication.

Inclusive Language Examples

The guide emphasises the importance of using inclusive language across various contexts, highlighting the need to respect and acknowledge diversity in areas such as Aboriginal and Torres Strait Islander peoples, gender, culture, disability, sexuality, and age. Key practices include:

- **Aboriginal and Torres Strait Islander Peoples:** Acknowledge the diversity and historical context of these communities. Use respectful terminology, consult with Traditional Owners, and avoid abbreviations or derogatory terms. Recognise their unique experiences without isolating or trivialising their culture.
- **Gender:** Use gendered language appropriately, and only where necessary. Ask for and respect preferred pronouns and use gender-neutral terms to avoid assumptions or demeaning references.
- **Culture:** Reference cultural backgrounds only when relevant, using people-centric language. Educate yourself on cultural differences, avoid emphasising differences unnecessarily, and be specific about ethnicities instead of using umbrella terms.
- **Disability:** Focus on the individual rather than the disability, using people-centric and strength-based language. Ensure accessibility in communication and avoid derogatory or trivialising terms.
- **Sexuality:** Use inclusive language like 'partner' and be mindful of the diverse ways people refer to their relationships and identities. Avoid derogatory use of terms and making assumptions about someone's sexuality.
- **Age:** Mention age only when necessary, using respectful language, and avoid stereotypes related to age.

The overarching message is to use language that respects and values the diversity of individuals, avoiding assumptions, stereotypes, and derogatory terms. This approach promotes inclusivity and respect in all interactions.