



CHAPTER 9

HOW TO BE INCLUSIVE

Clubs must not encourage or tolerate bigoted, hateful, or discriminatory behaviour. Discrimination on the grounds of race, colour, sex, sexual orientation, age, physical or mental disability, marital status, family or carer's responsibilities, pregnancy, religion, political opinion, national extraction, or social origin will not be tolerated.

a. What is discrimination?

In Australia, it is unlawful to treat someone unfairly based on protected attributes including age, disability, race, sex, intersex status, gender identity, sexual orientation, ethnic or ethno-religious background and political conviction. This applies to certain areas of public life, including in the context of university life and Clubs events. Australia's federal anti-discrimination laws are contained in the following legislation:

- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984

b. Types of Discrimination

Direct discrimination is when someone is treated unfavourably because of a characteristic (refer to first paragraph) compared to someone who does not have that characteristic, in the same or similar circumstance. For example, it is direct discrimination to prohibit someone to join a Cultural Club on the basis that they are not of that culture.

Indirect discrimination is when a requirement or rule is applied equally to everyone but in effect disadvantages certain individuals over others. An example of this would be hosting an event in a public building that is only accessible by a set of stairs because people who use wheelchairs would be unable to enter.

c. Why should Club's be inclusive?

1. Diverse teams are more efficient – wouldn't life be boring if we were all the same?



2. Access to greater degrees of perspectives. Learn to listen, you may learn something new!
3. Allows people to feel included and valued, which will help achieve most Club's objectives
4. A greater mix of people = greater mix of ideas, experience, and skills

d. How can I make events more inclusive?

Here are a few simple ways you can increase inclusion within your Club:

1. Acknowledge the Traditional Custodians of the lands at the beginning of meetings and events
2. Ensure events do not clash with cultural holidays which would exclude people from attending.
3. Consider accessibility within your Club. For example: Do our events have wheelchair accessibility options? Can we provide transport options to and from events? What special considerations are available for those with reading impairments who apply for a Club Executive position?
4. Provide special consideration for individuals with English as a Second Language who submit a written application to become a Club Executive.
5. Use clear language and avoid slang that may be difficult to understand by all students.

Spend 2 minutes brainstorming with your Executives about ways you can promote diversity and be inclusive of everyone.

For example, your Club is planning on holding a lunch time social where members can socialise over food. You later find out that it is the Ramadan months, and many of your Muslim members are fasting. You might consider changing the event to include but not revolve around food, or simply change it to dinner instead.

Another example might be that your Club is deciding between two locations to hold your annual ball. The first venue has wheelchair access from the car park to the function hall, while the second venue will need to investigate alternative options that are currently unavailable. To ensure that all your members will be able to attend the ball, your Club can book the first venue instead.



e. What should I do if someone reports discriminatory behaviour at a Club event?

Please see Chapter 10 – Clubs Complaints Section.