

DIVERSITY AND INCLUSION

LGBTIQA+

Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, Asexual, Other

Another common term is "The Community".
Queer or Trans are often used as an umbrella term.

It's important to use the full acronym to show respect and recognition to those in the community.

ALLY:

Noun: Advocates for people from underrepresented or marginalized groups. An ally takes action to support people outside of their own group.



PRONOUNS

What?

She/Her	(Identifies as female)
He/Him	(Identifies as male)
They/Them	(gender neutral)
Xe/Xir or Ze/Zir	Others

Who?

Anyone can use pronouns! Become an Ally to those visible in the community but more importantly those not visible, for example people who are unsure of their gender or sexuality.

Where?

Add to email signatures. A simple and selfless action goes a long way towards making others feel at ease in the workplace. By no means is it compulsory.

SEXUALITY VS SEX VS GENDER

What's the difference?

Sexuality/sexual orientation refers to a person's romantic/sexual attraction.

Sex is related to the physical characteristics of a person's body; doctors assign male or female at birth but there is also Intersex people who physically have both characteristics of male and female.

Gender refers to the way the person views themselves and presents themselves.



AND LASTLY...

When greeting others, Avoid using...

Guys Gents Ladies Girls

Consider using instead...

Everyone Team Crew Friends

HELPFUL LINKS

- <https://www.outforaustralia.org/>
- <https://www.minus18.org.au/>
- <https://www.wearitpurple.org/>

