

## NSW Police Force GLLO (LGBTIQ Liaison Officer) Training

#### Inclusive Language









#### Learning outcomes:

## Participants will review their knowledge and understanding of:

- What does Inclusive Language mean
- Why do NSWPF employees need to use inclusive language
- What are key NSWPF policy and guideline documents relating to inclusive language
- What are the likely impacts of non-inclusive communications on people.



### What is Inclusive Languge?

Inclusive language is a way of acknowledging and respecting the diversity of bodies, genders and relationships. People express their gender and sexuality in different ways. People can have different biological sex characteristics. Inclusive language ensures we don't leave people out of our conversations or our work. This includes both when we are communicating directly with someone, and when describing someone who isn't present. Inclusive language acknowledges the diversity of people we work with and serve.

<u>Source:</u> <u>https://www.vic.gov.au/inclusive-language-</u> <u>guide</u>



### Why use inclusive language?

Inclusive language demonstrates acknowledgment and respect for ALL people. It enables us to include - and support - everyone in an organisation or community to participate and contribute. It helps to make people feel they BELONG.





#### MISGENDERING

http://intranet.police.nsw.gov.au/ data/assets/file/0009/71674 2/Transgender Day poster 2017 Electronic.pdf



RANSGENDER is an umbrella term used by many people whose gender identity or expression is not in line with the sex assigned to them at birth. There are many terms people use to describe their gender identity including Trans\*, Trans man, Trans woman, just man or woman and non-binary identities like Gender Fluid and Gender Queer, to mention a few. TRANSPHOBIA describes discrimination, harassment, abuse violence and disrespectful treatment of a person based on their gender identity or expression.

REPORTING TO POLICE is extremely challenging for many fransgender and gender diverse people. Some may have had negative experiences in the past, or they may be anxious about identifying themselves to police, or may feel they will not be believed or that the support offered to them will not be inclusive

Avoid assumptions and gendered terminology -such as guys, bro, ladles, girls, mate, buddy, pal.

NEVER underestimate the importance of language. Names In great order teamor in employment on inguige, and and preson, see important ways to respectfully engage with a person, lise the person's preferred name and prenoun. A pronoun is used to refer to the person such as the, the or they, but the cornect prenoun to use can be more complex when odd-easing a transgender or gender diverse person. Always ask the person have they would like to be addressed. If unsure, use gender neutral pronouns such as they, them or their, or you, or the person's name. If you make a mistake, apploase and correct it pramptly. Do NOT make I warse by making a big drama out of your mistake and further embarrossing the person.

SAFTY concerns can include fear of being identified as transgender, embarrassment, violence or misheatment. Many transgender and gender diverse people have experienced risks to their sofety use to visibility and may choose to present in a way that minimises this risk. If you are required to search a transgender/gender diverse person, ensure they can request the gender of the officer conducting the search (Cade of Practice for Crime).

GENDER IDENTITY and GENDER DIVERSITY are different things, identity is a highly personal and subjective sense of self. Gender expression is the way a person expresses their gender -1 is what the world can see. This may vary for each person, or not line up with society's expectations. Misgendering someone is when you accidentally – or deliberately – get it wrong when referring to someone in gendered language.



NEVER ask anything that is not relevant to the interaction. Usestions about whether someone has had surgery or is on hormones are not usually warranted and may be inappropriated offering the control of the control of

DISCRIMINATION and abuse should not be underestimated. psychological, verbal or physical abuse, put this community at an increased risk of mental health issues, including trauma, anxiety, depression, and suicidality.

Many transgender and gender diverse people experience abuse perpetuated by primary caregivers, families, social services and authorities. This can present as a banter to asking for help or engaging with authorities and support services.

ENGAGE with colleagues and community members about ways to work in a cultratily respect of way with ironspender and gender diverse people. This can include challenging common myths and stereotypes and seeking out further education for your workplace.

REFER people to appropriate support services: The Gender Centre: www.gendercentre.org.au (02) 9569 2366 or 1800 069 115

The TAVP (Transgender Anti-Molence Project): v

Twentyl 0 (youth) and GLCS: www.twentyllo.org.gu (02) 8594 9550 or 1800 65 2010

Safe Relationships Project: www.idc.org.au/srp (02) 9332 1966 or 1800 244 481.

(02) \$939 455 or 1800 65 2010
Watch the graph on support 8 web chapt: 1800 18 Watch the video on Minus 18 website:

Watch the control of the

http://www.minus18.org.au/resources/vide/

o:-guide-to-pronouns









### How to use inclusive language?

- Use the correct pronoun for someone. Some pronouns, eg. she and he, imply someone's gender. Others don't eg. you and they.
- Respect a person's wishes regarding the use of pronouns and names

   ask privately, whenever possible, what pronoun/name they prefer to
   use in order to minimise any discomfort for the individual.
- If you do make a mistake, apologise and don't make a fuss. Just move on.

Pick a badge





#### **Activity**

Scenario 1: A new team member starts today and you are the person introducing them. They have told you they identify as non-binary. How do you introduce them to your colleagues at the first team meeting?

Scenario 2: You are providing support to a victim of an assault who identifies as a transgender woman. You have built rapport with this person and have been careful about language used. Just as she is about to leave, you refer to her as 'mate' and she becomes hostile. How do you respond?

Scenario 3: Your Commander always addresses groups by welcoming 'ladies and gents'. How can you respectfully correct them / suggest other forms of greeting?

#### **NSWPF Inclusion & Diversity**







 https://intranet.police.nsw. gov.au/ data/assets/pdf file/0003/830253/NSWPF Inclusion and Diversity Strategy 2020-2023.pdf



#### **NSWPF Inclusive Language Guidelines**

https://intranet.police.nsw.
gov.au/ data/assets/pdf
file/0010/844165/NSWPF
Inclusive Language Gui
delines A Practical Guide Feb
2021.pdf



**NSW Police Force**Inclusive Language Guidelines:
A Practical Guide

BUILDING AN INCLUSIVE WORKPLACE CULTURE WHERE OUR PEOPLE FEEL A SENSE OF BELONGING AND CONNECTION.



**NSW Police Force** 

#### Inclusive language Guides:



# There are some great Inclusive Language Guides available online:

- National LGBTI Health Alliance Inclusive Language Guide
- LGBTIQ Inclusive Language Guide (Victoria Public Service)
- A range of publications and guides on the Pride Inclusion Programs site
- A summary guide on LGBTIQ inclusive language for NSWPF <u>here</u>.
- Police Force Strategy on Sexuality,

  Gender Diversity and Intersex (pages 610)

#### Questions, comments?



