



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 Language?

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.

Source:

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



NSW Police Force

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.



NSW Police Force

MISGENDERING

http://intranet.police.nsw.gov.au/_data/assets/file/0009/716742/Transgender_Day_poster_2017_Electronic.pdf



TRANSGENDER and Gender Diversity

TRANSGENDER 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 transgender 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.

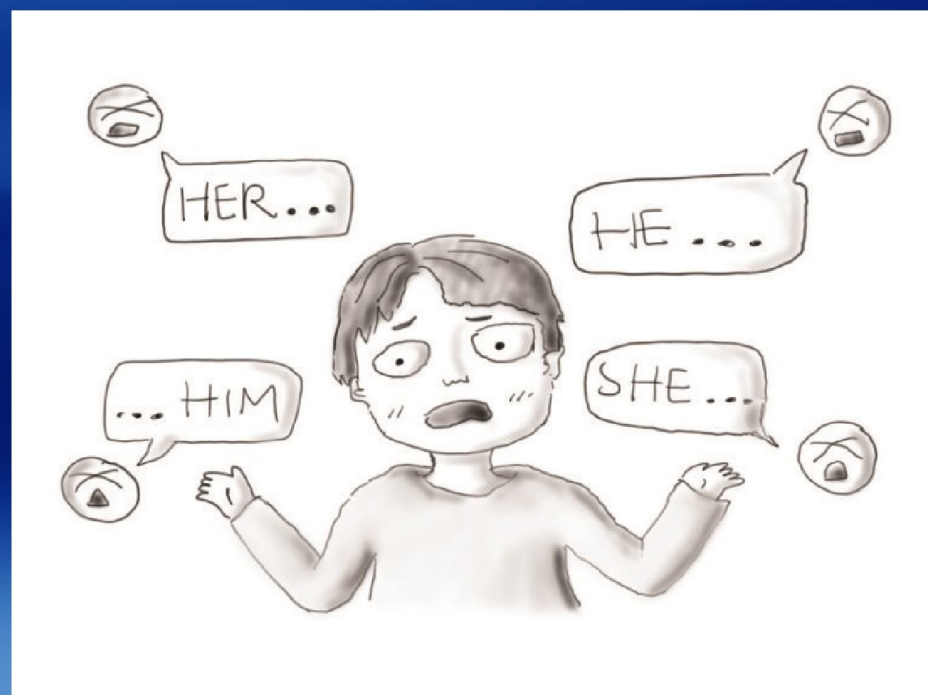
AVOID ASSUMPTIONS AND GENDERED TERMINOLOGY – such as guys, blo, babes, girls, mate, buddy, pal.

NEVER underestimate the importance of language. Names and pronouns are important ways to respectfully engage with a person. Use the person's preferred name and pronoun. A pronoun is used to refer to the person such as he, she or they, but the correct pronoun to use can be more complex when addressing a transgender or gender diverse person. Always ask the person how 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, apologise and correct it promptly. **DO NOT** make it worse by making a big drama out of your mistake and further embarrassing the person.

SAFETY concerns can include fear of being identified as transgender, embarrassment, violence or mistreatment. Many transgender and gender diverse people have experienced risks to their safety due 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. Code 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 – it 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.





Watch the video on Minus 18 website:
<https://www.minus18.org.au/resources/video:-guide-to-pronouns>



NSW Police Force

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



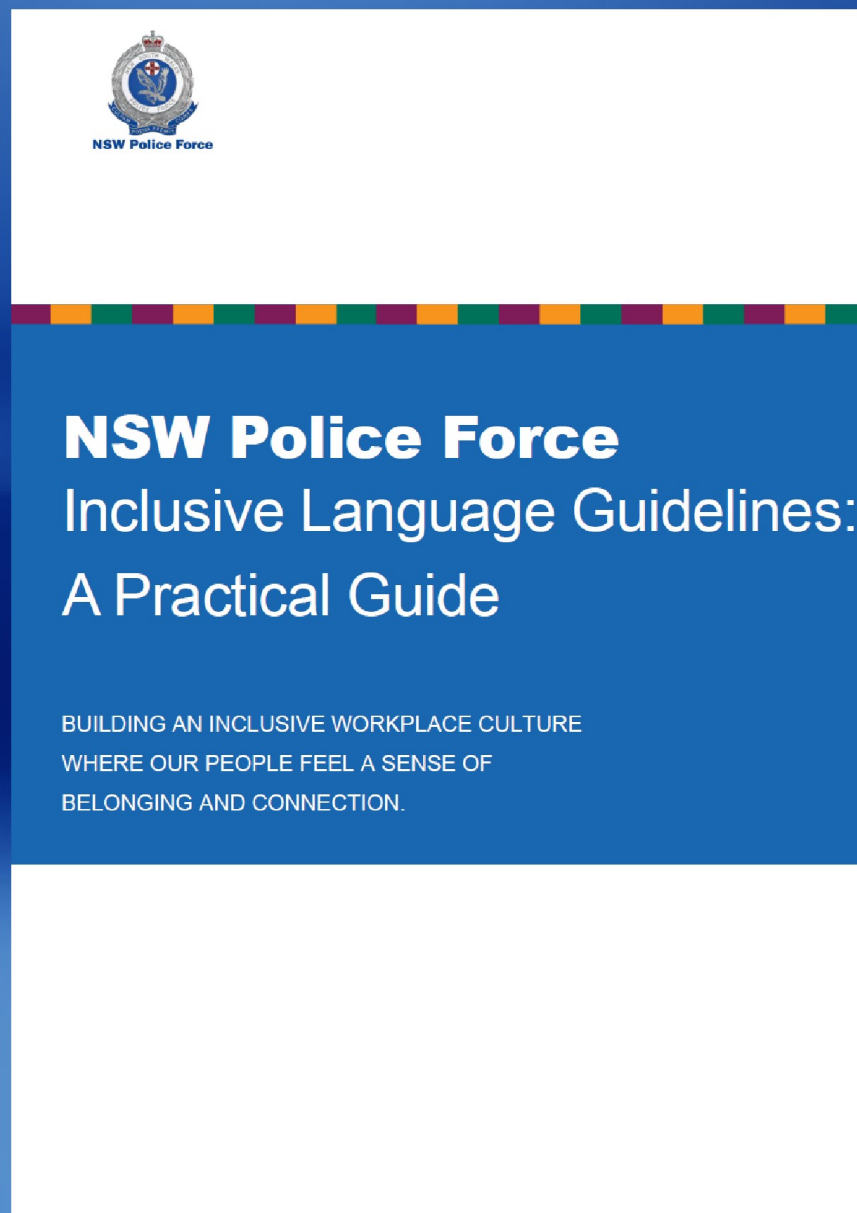
- https://intranet.police.nsw.gov.au/data/assets/pdf_file/0003/830253/NSWPF_Inclusion_and_Diversity_Strategy_2020-2023.pdf



NSW Police Force

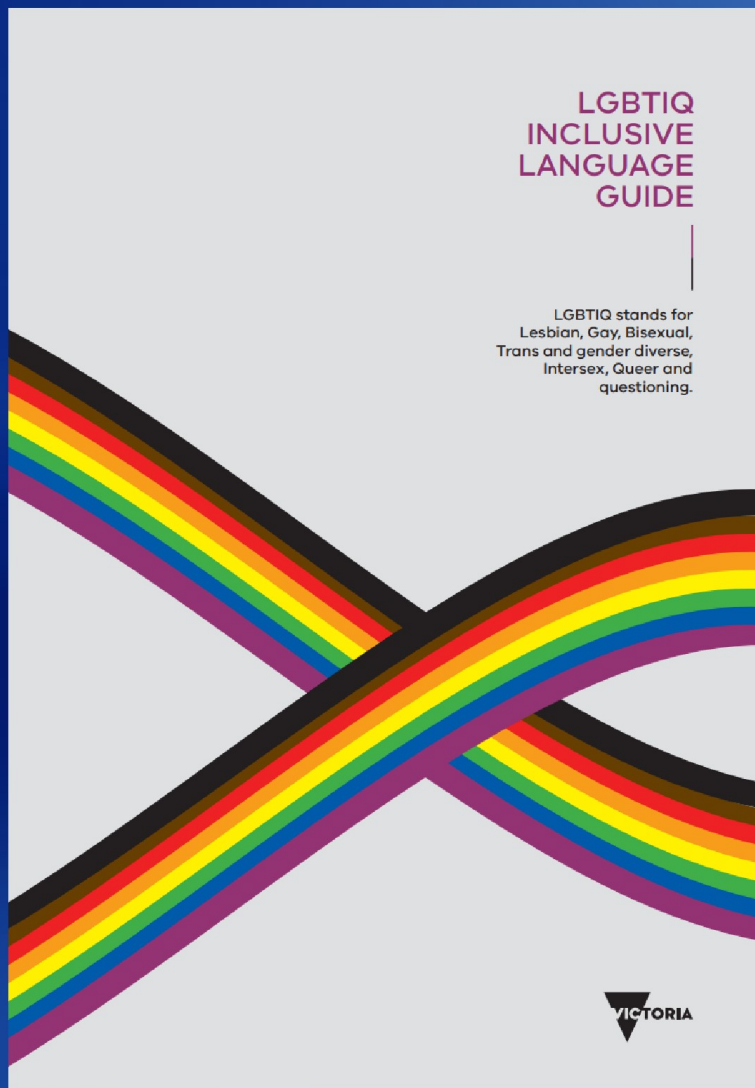
NSWPF Inclusive Language Guidelines

- [https://intranet.police.nsw.gov.au/data/assets/pdf_file/0010/844165/NSWPF_Inclusive_Language_Guidelines - A Practical Guide Feb 2021.pdf](https://intranet.police.nsw.gov.au/data/assets/pdf_file/0010/844165/NSWPF_Inclusive_Language_Guidelines_-_A_Practical_Guide_Feb_2021.pdf)



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 [here](#).
- A useful glossary of terms is in the [NSW Police Force Strategy on Sexuality, Gender Diversity and Intersex](#) (pages 6-10)



Questions, comments?

