

Inclusion Glossary of Terms

Aboriginal

The terms ‘Indigenous’, ‘Aboriginal’ and ‘Aboriginal and Torres Strait Islander’ are often used interchangeably to refer to the diverse groups of people indigenous to Australia.

Culturally and Linguistically Diverse (CaLD)

The terms ‘Culturally and Linguistically Diverse’ (CaLD) and ‘Non-English Speaking Background’ (NESB) are both commonly used to refer to all of Australia’s non-Indigenous ethnic groups other than the English-speaking Anglo-Saxon majority.

Culture

Can be described as the personality of an organisation or “the way we do things around her”. It guides how a Club or Association operates, and in turn, how its members normally behave.

Disability

A disability can generally be defined as a condition which may restrict a person’s mental, sensory, or mobility functions to undertake or perform a task in the same way as a person who does not have a disability.

Direct and indirect discrimination

Direct discrimination occurs if a person treats someone unfavourably because of a personal characteristic protected by law (such as race, gender, disability). Indirect discrimination occurs where a requirement, condition or practice is imposed that, on the face of it applies equally to all, but in practice can only be met by certain advantaged people.

Diversity

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognising our individual differences.

Equality

Refers to being equal, especially in status, rights, or opportunities.

LGBTIQ

Stands for Lesbian, Gay, Bisexual, Transgender/Transsexual, Intersexed and Queer.

Inclusion

Providing a range of options to cater for people of all ages, abilities and backgrounds, in the most appropriate manner possible.

Member (or People) Protection Policy (MPP or PPP)

A MPP/PPP is designed to protect members (including players/participants, administrators, coaches and officials) from discrimination, harassment and inappropriate behaviour, and outlines how complaints are dealt with.

Member Protection Information Officer (MPIO)

A MPIO is the person responsible at a Club, Association or sport for providing information and options to a person making a complaint or raising a concern, as well as support during the process.

Migrant/Refugee/Asylum seeker

A migrant is someone who leaves their country of origin voluntarily to seek a better life for a range of personal and economic reasons. The UN definition of a refugee is a person who is 'outside their home country because they have suffered (or feared) persecution on account of race, religion, nationality, political opinion, or because they are a member of a persecuted social category of persons or because they are fleeing a war'. An asylum seeker is a person who has sought protection as a refugee, but whose claim for refugee status has not yet been assessed.

Positive discrimination/affirmative action

A range of measures or initiatives intended to redress the effects of past discrimination.

Reconciliation Action Plan

A framework or business plan that documents what an organisation commits to do to contribute to reconciliation in Australia.

Social inclusion

Is about making sure that all children and adults are able to participate as valued, respected and contributing members of society.