



# CLUB DIVERSITY AND INCLUSION GUIDE

# INTRODUCTION

UC Life strive to create a safe, open minded and progressive environment for all our staff members and student clubs, irrespective of race, gender, sexuality, religion, or ethnicity. We strongly encourage our affiliated student clubs and societies to do the same for their members and everyone they interact with on a daily basis.

The University of Canberra is very diverse and students from a multitude of backgrounds will be joining your clubs. Make sure to educate yourself and stay culturally aware. We hope that this guide will help you with promoting a strong sense of inclusion for all your members.

## Discrimination

*Treating someone unfairly or differently because of a personal characteristic such as their gender, religion, race, ethnicity, sexual preference, political beliefs, marital status, or age.*

Discrimination also includes treating someone the same as someone else, but where the result disadvantages them and others of a similar background. This is why equity is important.

## Equity

Providing differing resources or treatment to someone to ensure that they have the same opportunities as others.

For example, asking someone in a wheelchair to join a friendly soccer match may seem like providing an equal opportunity for every group member. But this can be easily viewed as a microaggression. This can be mitigated by organizing a game of handball instead, for example.

## Microaggression

*A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude towards a member of a marginalized group.*

Examples of microaggression include:

- “Since you’re Asian, you’d definitely be good at math – can you handle this calculation for me?” (Ascription of intelligence)
- “You speak better English than I expected. “
- “I’m not racist, I have several black/Hispanic friends.” (denial of individual racism)
- “When I look at you, I don’t see colour. “(Colour blindness – not acknowledging race)
- Checking your wallet as a (Person/People of Colour) POC approaches or passes by.
- Movies that predominantly feature white people, without representation of POC.
- Dismissing an individual who brings up race/culture in work/school/educational settings.

Without question, such statements or behaviour must be completely avoided. We all have biases but it’s our social responsibility to not let those biases play a role in how we treat people from various backgrounds. These microaggressions reinforce harmful stereotypes, deny/invalidate a POC’S racial/ethnic experiences, and overall makes them feel like they don’t belong.

## Reasons for promoting inclusion within your club

1. Allows people to feel included and valued, which will help fulfill the club's objectives
2. A greater mix of people means that there's a greater mix of ideas, experience and skills
3. A higher degree of efficiency
4. An overall supportive, productive and nurturing environment that fosters growth and allows expansion of social connections to broaden each club members' horizons.

# BECOMING MORE INCLUSIVE

Minority group	Explanation of terms	Actions to help improve inclusion
LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual)	<p><b>Bisexuality:</b> Romantic/sexual attraction towards both men and women or more than one sex or gender.</p> <p><b>Pansexuality:</b> Romantic/sexual attraction towards people regardless of their sex or gender identity.</p> <p><b>Cisgender:</b> A person whose gender identity matches their sex assigned at birth.</p> <p><b>Transgender:</b> A person having a gender identity/expression that differs from the sex that they were assigned at birth.</p> <p><b>Queer:</b> An umbrella term for sexual and gender minorities other than straight and cisgender.</p> <p><b>Non-binary:</b> An umbrella term for a person whose gender identity is neither male nor female.</p> <p><b>Intersex:</b> Individuals born with reproductive or sexual anatomy that is neither female or male.</p> <p><b>Asexuality:</b> The lack of sexual attraction to others or a low interest in sexual activity.</p>	<ol style="list-style-type: none"> <li>1. Do not make ANY assumptions about anyone’s sexuality. When/if they’re ready to come out to you, they will. Additionally, refrain from discussing a fellow queer member’s sexual preferences or gender identity with other members.</li> <li>2. Make an effort with pronouns – if someone lets you know that they have preferred pronouns (He, him, his/ she, her, hers/ they, them, theirs), do your best to use them. If someone seems to be uncomfortable with being referred to by certain pronouns, avoid continuing to misgender them – ask them what their preferred pronouns are.</li> <li>3. Show your support as an ally – Show up to Pride events <ul style="list-style-type: none"> <li>- Acknowledge Pride month and celebrate International LGBTQIA awareness days</li> </ul> </li> </ol>
BIPOC (Black, Indigenous and other People of Colour)	<p><b>Privilege</b> – Unearned benefits that accrue to dominant groups based on skin colour, gender, class, ability, religion, etc.</p> <p><b>Racial Trauma</b> – The mental and emotional injury caused</p>	<ul style="list-style-type: none"> <li>- Address internalised white supremacy simply by validating their experiences as POC (if they disclose it) and actively listening to what they have to say.</li> <li>- Identify your racial bias – everyone has biases. It’s only right for you to address them and not let biases affect your</li> </ul>

	<p>by encounters with racial bias and ethnic discrimination, racism, and hate crimes</p> <p><b>Systemic Racism</b> – The complex interactions of culture, policy, and institutions that create and maintain racial inequality in nearly every facet of life for POC.</p> <p><b>Double Jeopardy</b> – The discrimination faced by women of colour i.e. the interaction of gender and race.</p>	<p>actions towards those around you. There’s no room for enforcing stereotypes in here!</p> <ul style="list-style-type: none"> <li>- Some BIPOC may feel uncomfortable in a particular social setting/activity. It’s key to engage with everyone who may look a bit isolated (Even if they aren’t a POC!).</li> <li>- This one should be a no brainer – but the n-word shouldn’t be used under any circumstances unless you’re black. And no, the ‘n-word pass’ still doesn’t make it okay to use the word.</li> </ul>
Women	<p><b>Feminism</b> – The advocacy of women’s rights on the ground of the equality of the sexes through the empowerment of women.</p> <p><b>Misogyny:</b> The prejudice against, aversion to, or hatred of women intended to keep them at a lower status than men.</p> <p><b>Misandry:</b> The dislike of, or contempt for, or ingrained prejudice against men.</p> <p><b>Victim-blaming:</b> When the victim of a crime or harmful act is held fully or partially responsible for it.</p>	<ul style="list-style-type: none"> <li>- Banter: On multiple occasions, disrespect can be disguised as a joke and viewed as “friendly banter”. Sexist or misogynistic comments can’t be excused as banter and reinforce harmful stereotypes.</li> <li>- Speaking up: Don’t stay silent when you notice that a woman might be feeling uncomfortable and encourage her without being pushy (and others) to speak up about it and call out whoever’s at fault. It’s ultimately her decision on whether or not she wants to come forward.</li> <li>- Visibility: Ensure that women in your club/society are visible, and possibly encourage them to run for committee positions or be present at market day stalls.</li> </ul>

<p>Persons with Disabilities (Physical, Mental Health, learning difficulties and other conditions)</p>	<p><b>Autism spectrum disorder (ASD):</b> A complex developmental condition that involves persistent challenges in social interaction, speech and nonverbal communication, and restricted/repetitive behaviours. The severity of symptoms varies from person to person.</p> <p><b>Attention Deficit/Hyperactivity disorder (ADHD):</b> A chronic condition that makes it hard to focus, stay still and exercise self control.</p> <p><b>Depression</b> – Depression is a mental disorder, characterized by sadness, loss of interest or pleasure, feelings of guilt or low self-worth, disturbed sleep or appetite, feelings of tiredness and poor concentration.</p> <p><b>Generalized Anxiety Disorder (GAD):</b> Anxiety that is generalized and persistent but not restricted to, or even strongly predominating in, any particular environmental circumstances.</p>	<ul style="list-style-type: none"> <li>- <b>Accessibility:</b> Be mindful of club members with physical disabilities and ensure that all your events are being held in a venue with disability access (e.g the Student Lounge, The Hub - avoid booking rooms on higher levels of University buildings)</li> <li>- <b>Spectrum conditions:</b> Do not presume what one’s needs are because you know someone else with a similar condition – the severity of their condition could impact their lives in multiple ways. If they have to open up to you about their struggles/needs, they will.</li> <li>- <b>Commitment</b> – At times, someone may need to leave an event due to personal reasons. One needs to prioritize their mental health and this decision must be respected by all club members.</li> <li>- <b>Odd vs. Unacceptable behaviour:</b> If someone’s behaviour is disruptive, hurtful or dangerous, be critical on those grounds and not simply because it’s unusual.</li> <li>- <b>Questions:</b> Individuals on the spectrum/having any other disability are not your search engine. If you have any questions, simply Google them unless they’re personal and for the direct benefit of the individual in need.</li> </ul>
<p>International students</p>		<ul style="list-style-type: none"> <li>- Homesickness: It’s very likely that most international students haven’t visited their home country in over a year due to Covid. Check up on them!</li> <li>- Most of the points applying to minority groups apply to international students as well. Do your best to make them feel included and welcome in order to bridge the cultural gap.</li> <li>- Try to stick to topics or events that they would be familiar with to avoid making them feel alienated.</li> </ul>

## Bottom line

1. Respect each other's boundaries and be sure to define those of your own
2. Stay open minded and if someone calls you out on your behaviour, acknowledge your mistake, apologize and avoid repeating the same mistake.
3. Educate yourself and others on challenges that your club members might be facing, from sexual harassment to mental health struggles.
4. Be aware of the multiple cultural and socioeconomic backgrounds that your members are from – you can be culturally sensitive without being discriminatory.