



# Safeguarding Guideline (Short Form)

## Diversity, Equity & Inclusion

Through policy, guidelines and practice, Diocesan Offices, Organisations, Ministries and Parishes can uphold and respect the equity and diversity of children and adults in compliance with legislative requirements and Diocesan guidelines.

Practices to promote the cultural safety, equity and diversity inclusion of children and adults include, but are not limited to:

### Cultural Safety

- consulting people from culturally diverse backgrounds about their culture and cultural needs in church activities
- recognising and honouring other cultures; for example, include an Aboriginal and Torres Strait Islander Acknowledgment of Country, celebrate cultural events
- actively seeking to promote and integrate cultural norms and customs, for example, guest speakers, and culturally diverse choirs, and incorporating the voice and language of diverse communities in church activities and events
- actively seeking to understand the values, interaction styles, thinking styles and sense of self that inform cultural behaviour so as to create culturally competent communities
- actively addressing cultural biases and assumptions and taking a zero tolerance to discrimination by speaking up and challenging discriminatory attitudes and behaviours
- displaying posters, symbols, decorations, or artwork that nurture a sense of identity and belonging
- promoting cultural diversity in newsletters/bulletins, on websites and social media or including prayers in other languages
- participating in diversity-related civic activities and campaigns; for example, Harmony Week, Refugee Week, NAIDOC Week
- speaking up about circumstances that may increase barriers to disclosing abuse and vulnerability to abuse, particularly in cultural contexts
- where possible translate relevant material or resources in multiple formats for individuals with different levels of English literacy and proficiency, modes of communication, and languages, (e.g., Newsletters, Policies, Guidelines, Forms).

### Equity

- listening to and valuing the giftedness of others
- inclusion of a diverse cross-section of age, gender, disability, and ethnicity in church roles
- demonstrating impartiality and fairness in interactions, conversations, and actions
- actively addressing biases and assumptions and taking a zero tolerance to sexual discrimination, age or disability preconceptions, by speaking up and challenging discriminatory attitudes and behaviours
- providing equal access to services, activities, resource materials and physical spaces for all by considering easy-read resources, clear and wide access areas and posters and signs that emphasise a welcoming and inclusive community
- integrating and collaborating with other community and/or Catholic social services that support diverse groups such as mental health support, homeless services, St Vincent de Paul, Personal Advocacy Services, and other disability services.



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### Diversity Inclusion

- Inviting ethnic communities to celebrate their faith at your parish
- Respecting the different kinds of domestic environments in which members of the Catholic community live
- acknowledging and accommodating diverse circumstances when engaging with others
- speaking up about circumstances that may increase barriers to the inclusion of children and or adults at risk, especially barriers to disclosing abuse and vulnerability to abuse
- actively address biases and assumptions and take a zero tolerance to exclusionary behaviour that does not promote the inherent dignity and respect of all.

### Information & Advice

For additional information please seek guidance from:

#### **Safeguarding Office**

[safeguarding@bunburycatholic.org.au](mailto:safeguarding@bunburycatholic.org.au)

**or your supervisor**

