
EQUITY, DIVERSITY AND INCLUSION POLICY

INTRODUCTION

St Catherine's College promotes an inclusive culture underpinned by our core values of diversity, integrity, courage and leadership. All members have a right to live in an environment that is safe and respectful, and provides equal access to all.

The College recognises that Residents come from diverse social and cultural backgrounds and experiences, and this policy affirms the expectations of the College with regard to inclusive behaviour towards individuals of all races, religions, sexualities and genders.

This policy applies to all staff, residents, board members, contractors and agents of the College.

DEFINITIONS

Affirming gender is the process by which a person adopts a way of life or body that matches their sense of gender.

Asexual is person who is not sexually attracted to people of any gender/sex.

Bisexual means a person who is sexually and emotionally attracted to members of both dominant sexual identities (male and female).

Gay means usually a man whose primary emotional and sexual attraction is towards other men and who chooses to identify as gay. Although the term is most commonly applied to men, some women use this term.

Gender is a social and cultural construct of what constitutes being a 'man' or a 'woman'. Based on the characteristics that a society or culture perceives to be 'masculine' or 'feminine'.

Gender Identity refers to a person's sense of identity defined in relation to the categories male and female. Some people may identify as both male and female while others may identify as male in one setting and female in another. Others identify as androgynous or intersex without identifying as male or female.

GLBTIQ+ is a commonly used acronym to encompass people who identify as gay, lesbian, bisexual, transgender, intersex, queer, questioning or asexual. It is preferable to vary the order of the letters.

Heterosexuality sexual feeling or behaviour directed toward a person or persons of the opposite sex.

Homosexual is a clinical term first used over a century ago, often used inaccurately, to label people who are emotionally, physically and/or sexually attracted to and/or committed to members of the same sex. Used appropriately, it refers to affectional and/or sexual behaviour between people of the same sex. Also known as 'gay'.

Intersex is a biological condition where a person is born neither exclusively male nor female.

Lesbian means a woman whose primary emotional and sexual attraction is towards other women and who chooses to identify as lesbian.

Pansexual is a person who experiences sexual, romantic and/or physical attraction to people of all gender/sexual identities or expressions.

Queer is an inclusive term for people who are non-heterosexual – includes lesbian, gay, bisexual and transgender people. For many GLBT persons, the term 'queer' has negative connotations, however, many GLBT persons have 'reclaimed' it as a symbol of pride. It is sometimes recommended that non-GLBT people do not use this term.

Racial Harassment is any verbal, physical or written act which is based on a person's race, ethnic background, nationality, language or cultural background, and is unwanted, unacceptable and offensive to the person. Racial harassment may be physical, verbal or non-verbal.

Sexual identity - how people see themselves and how they present themselves to others.

Sexuality is a central feature of being human that is deeply individualised. It includes sexual feelings, thoughts, attractions, preferences and sometimes behaviour.

Sexual orientation is who you are emotionally, mentally and physically attracted to based on their sex/gender in relation to your own. This may be same-sex orientation, male-female orientation or a bisexual orientation (all sexes).

Sexual preference/expression is the type of intercourse, stimulation or gratification that you like to receive or participate in. The way you like/do not like to be sexually intimate. This is not to be confused with sexual orientation.

Transgender refers to a person who identifies with a gender other than the one to which they were assigned at birth or soon after. The terms male-to-female and female-to-male are used to refer to individuals who are undergoing or have undergone a process of gender affirmation.

GENERAL GUIDELINES

St Catherine's College is committed to leadership, vision and action in the areas of diverse sexualities and genders, and supports all employees and residents who identify as LGBTIQ+.

St Catherine's College prohibits the harassment of a person because of their race, ethnic background, language, culture, sexuality or gender.

All members of the College community:

- Are to be treated with respect, equality and dignity, never discriminated against, abused or exploited
- Have the right to safety, security and dignity on the College campus
- Must be permitted access to opportunities that allow for their full participation in the life of the College and be permitted to participate in all aspects of university life on an equal footing

- Should be treated as individuals with rights to be honoured and defended. Respect for the rights of other people is the basis on which individuals become members of the community and accept their social responsibilities to behave with sincerity and integrity
- Should avoid doing harm to others and exhibit courteous behaviour at all times. In so doing, they are expected to protect the rights of others and respect the diversity of all cultures and people
- Must ensure that there is no discrimination against any group of residents or staff in access to College facilities

St Catherine's College commits to:

- Providing a safe and inclusive living and working environment free from direct or indirect discrimination on the grounds of sex, marital status or pregnancy, race, age, sexual preference, religious or political beliefs, impairment, family responsibility or family status
- Continually promoting an inclusive culture that respects individuality and prohibits behaviour that causes harm or detriment, including bullying and harassment on the grounds of race, religion, social, gender or sexual diversity
- Fostering a culture that embraces equity in employment, education and research with a particular focus on gender equity and Aboriginal and Torres Strait Islander inclusion
- Using gender neutral and inclusive language where appropriate
- Educating the College community on the general goals and philosophy of equal opportunity
- Providing the College community with information about the College's condemnation of sexual harassment and discrimination, to provide advice and support for those who have been discriminated against or harassed, and training for staff and Resident Advisors
- Maintaining mechanisms within the College to deal with complaints concerning discrimination and sexual harassment
- Providing adequate training for all relevant staff including LGBTIQ+, Equal Opportunity, Bullying and Harassment and Healthy Relationships Training
- Encouraging the participation of people from diverse backgrounds in decision-making and decision-making roles
- Recognising and valuing each member of the College Community and sharing in the learning they provide. The significance of Aboriginal and Torres Strait Islanders as the nation's First Peoples is particularly acknowledged through the Dandjoo Darbalung and Cultural Ambassador's Programs
- Regularly reviewing training, events and communications to avoid discrimination and bias
- Ensuring that all College policies, procedures and official documentation and publications accord with equal opportunity principles and are amended as necessary to accord with these

St Catherine's College promotes the fostering of an environment where equity and inclusion are prioritised and diversity is celebrated. These principles underpin effectiveness of the College's training and event programming. All members of the College community are responsible for maintaining non-discriminatory and inclusive behaviour and ensuring that the College provides a welcoming atmosphere for all members and visitors.

The St Catherine's College community commits to:

- Speaking up and making it clear if unacceptable behaviour is exhibited by others
- Offering support to people who are being harassed
- Promoting mutual respect between individuals, whether members of staff or students
- Fostering a work and study environment in which cultural diversity is valued
- Openly supporting the College's policies on harassment and equal opportunity

PROCEDURES

See *Bullying, Harassment and Discrimination Complaints Policy & Procedure*.

RESOURCES AND SUPPORT

- Equal Opportunity Commission: <http://www.eoc.wa.gov.au/>
Freedom Centre: info@freedom.org.au
- QLife national counselling and referral service for people who are lesbian, gay, bisexual, trans, and/or intersex (LGBTI): <https://qlife.org.au/#contact>
- MAITRI Multicultural Services Centre for people from culturally and linguistically diverse backgrounds: <http://mscwa.com.au/our-programs/mental-health-services/maitri-mental-health-services/>
- Queer Connection education, awareness and inclusive events: <https://thequeerconnection.org/>
- International Student Support Services:
<https://www.studiesinaustralia.com/studying-in-australia/why-study-in-australia/support-services#2>
- Lifeline: <https://www.lifeline.org.au/>

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