



BRINGING BROADWAY TO CARDINIA

DIVERSITY AND INCULSION POLICY

AUSTRALIAN BUSINESS NUMBER (ABN 19828385361)
A COMPANY LIMITED BY GUARANTEE

2023-2024

CPAC MUSICAL THEATRE

1300 CPACMT
WWW.CPACMUSICALTHEATRE.COM

Disability and Diversity Policies

Disabled people include those with long-term physical, mental, intellectual, or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.

The social model of disability is now the internationally recognised way to view and address 'disability'. The social model seeks to change society to accommodate people living with impairment; it does not seek to change persons with impairment to accommodate society. It supports the view that Disabled people have a right to be fully participating citizens on an equal basis with others. A social model perspective does not deny the reality of impairment nor its impact on the individual. However, it does challenge the physical, attitudinal, communication and social environment to accommodate impairment.

- Impairment is a medical condition that leads to disability while
- Disability results from the interaction between people living with impairments and barriers in the physical, attitudinal, communication and social environment. It is not the inability to walk that keeps a person from entering a building but the inaccessible stairs that keep a wheelchair user from entering that building.

ASSISTANCE ANIMALS

There are many situations where animals assist people with a disability. Dogs are the most used assistance animals, mostly for people with a vision impairment or who are blind.

Assistance animals will be welcome at all CPAC MUSICAL THEATRE performances.

Wheelchair & Mobility Aid Access.

Wheelchair access and seating allow for more room for the use of mobility aids. An accessible venue means that there is an accessible toilet, no steps, or the use of a ramp.

- Terms to avoid
- Wheelchair-bound
- Handicapped
- Special / Special needs
- The disabled
- Suffers from / victim of
- Dwarf, Midget

Given the diversity of Aboriginal and Torres Strait Islander cultures and identities across Australia, we should always seek advice from our Aboriginal and Torres Strait Islander stakeholders regarding preferences and protocols around terminology. Please consider these guidelines, alongside guidance from our Aboriginal and Torres Strait Islander stakeholders. We also understand the intergenerational barriers that young First Nations people face; for this reason, it's not up to young people to be experts. We will not rely on

First Nations young people to teach us.

REFERRING TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES.

First Peoples or First Nations is the best practice, but using Aboriginal and Torres Strait Islanders is still acceptable. 'Aboriginal' alone is also not inclusive of the diversity of cultures and identities across Australia, so it should be accompanied by 'peoples' in the plural. Similarly, as a stand-alone term, 'Aboriginal' does not include Torres Strait Islander peoples, and reference to Aboriginal and Torres Strait Islander peoples should be spelt out where necessary. The acronym ATSI should be avoided as this can be seen as lacking respect for different identities.

ACKNOWLEDGING DIVERSITY

Pluralisation should extend to generalised reference to Aboriginal and Torres Strait Islander 'histories,' 'perspectives,' 'ways of being,' 'contributions,' and so forth. This acknowledges that Aboriginal and Torres Strait Islander peoples are not homogeneous.

INDIGENOUS

In some parts of the country, the term 'Indigenous' can be considered offensive. That is, it has scientific connotations that have been used historically to describe Aboriginal and Torres Strait Islander peoples as part of the 'flora/fauna' rather than the human population of Australia. It can be seen as a problematically universalising or homogenising label for what are, in reality, highly diverse identities.

An exception for the term 'Indigenous' is considered in some situations, for example:

- If an Aboriginal and Torres Strait Islander person or organisation prefers and has approved the word
- 'Indigenous' to be used

- If an organisation has appropriately referred to a program or job title (e.g. “Indigenous Programs Unit” or “Indigenous Programs Manager”)
- If the word ‘Indigenous’ has been appropriately embedded into an organisational policy, e.g. Federal or State Governments, United Nations.

CAPITALISATION

As capitalisation demonstrates respect, ‘Aboriginal’ and ‘Torres Strait Islander’ should always be capitalised. Capitalisation conventions are often also considered appropriate to extend to terms such as:

- First Peoples / Nations / Australians
- Indigenous (if it is used at all)
- Elders
- Traditional Owners / Custodians

Country and the names of Language Groups or geo-cultural communities.

* Acknowledgement of Country / Welcome to Country and the names of other cultural practices

***And corresponding terms such as ‘Land’ when used instead of ‘Country.’

**Particularly if the Aboriginal and Torres Strait Islander meanings or perspectives behind the words used to describe the practices – such as ‘acknowledge’ or ‘welcome’ – may be distinct from their English definitions or connotations).

Culturally & linguistically diverse (CALD) people

Victoria is home to one of the world’s most multicultural societies and is among Australia’s fastest growing and most culturally and linguistically diverse states. Close to half of all Victorians were born overseas or have at least one parent born overseas.

About a quarter of Victorians speak a language other than English at home. Despite increasing cultural and linguistic diversity in Victoria and Australia, it is widely recognised that people of culturally and linguistically diverse (CALD) backgrounds experience barriers such as limited or lack of English language skills and institutional barriers that can prevent people of CALD backgrounds from participating in the social and cultural activities that shape the society we live in. Not all people

of CALD backgrounds face barriers when it comes to participating in the arts, but some people of CALD backgrounds do experience barriers that affect their ability to participate fully.

Australian law forbids racial and other forms of discrimination and protects freedom of religion. However, many culturally and linguistically diverse people living in Australia experience racism and discrimination regularly. Cardinia is no exception.

There must be more than a one-size-fits-all communication strategy for engaging with CALD communities. We must use various strategies, committing to a long-term relationship with the communities we serve based on ongoing evaluation of our policies and procedures. Before anything, first, recognise the limits of your knowledge. Avoid assumptions and stereotypes. Understand that culture is not static and do not conclude other people's cultures based on ethnicity, nationality, or lifestyle. Recognise that there is diversity within cultural groups.

LANGUAGE BARRIERS

Understanding why some CALD people need to speak English better is important. Learning a second language as an adult can be very difficult. The capacity to learn a new language will depend on the literacy level in one's language and social and economic factors. Whenever possible, Arena will employ an interpreter for projects that engage people who don't speak English.

Lgbtqiap+

Being LGBTQIA isn't a preference or a lifestyle choice. When discussing gender, sex characteristics or sexuality, we don't discuss preferences or choices. We're just talking about how people are.

LGBTQIA+ is the recognised term to collectively refer to people who identify as lesbian, gay, bisexual, trans, queer, intersex, or asexual, plus a spectrum of diverse experiences and identities of bodies and gender. CPAC MUSICAL THEATRE does not accept any discrimination towards people who identify as LGBTQIA+, and we are committed to providing an inclusive playspace and theatre experience. We also acknowledge that LGBTQIA+ young people in regional areas experience a higher rate of discrimination, and we endeavour to provide support through opportunities for creative expression.

Don't assume a person is heterosexual.

Don't assume that everyone is heterosexual (straight) or that this is the norm. When you don't know what language, someone uses to describe their relationship, avoid using language such as 'wife' or

'husband', which assumes all relationships are heterosexual, as this excludes non-heterosexual people and devalues their relationships. Words and phrases like 'partner', 'parents', 'relationship', and 'in a relationship' are examples of LGBTQIA+ inclusive language.

Gender, sex and sexuality are all separate concepts.

Gender is part of how you understand who you are and how you interact with other people. Many people understand their gender as being female or male. Some people understand their gender as a combination of these or neither. Gender can be expressed differently, such as through behaviour or physical appearance.

Sex refers to a person's biological sex characteristics. This has historically been understood as either female or male. However, we now know that some people are born with natural variations in sex characteristics.

Sexuality or sexual orientation describes a person's romantic and sexual attraction to others. A person's gender does not necessarily mean they have particular sex characteristics or a particular sexuality, or vice versa.

LGBTQIA terminology is diverse and constantly evolving.

The language used to describe different LGBTQIA+ people and by different parts of LGBTQIA+ communities changes over time and can differ across cultures and generations. There will also be differences in how people use or define particular terms. \

For example, in June 2018, the World Health Organization (WHO) declassified being transgender as a mental illness. The term 'gender dysphoria' has been replaced with 'gender incongruence' and placed under the broader platform of sexual health. Don't ask if you don't have to.

We all have a right to privacy. We should only have to bring as much of our private selves to rehearsals and meetings as we want to and feel safe doing. Allow yourself to be led by how someone talks about themselves, their family, and their relationships. Ask or be guided by them about whom to share this information with.

Some LGBTQIA+ people from different cultures or faith traditions may have different family or workplace traditions around disclosure or 'coming out'. Do not assume every person who may be comfortable being 'out' in the rehearsal room or playspace is 'out' in other settings – people have the right to disclose their sexuality or gender identity in their own time and on their terms.

What does the law say?

Discrimination is not just wrong; it is against the law.

In Victoria, you must not discriminate against someone because of their sexual orientation, gender identity or lawful sexual activity. The Equal Opportunity Act also has a 'positive duty' to ensure that organisations prevent discrimination from happening in the first place rather than responding after a complaint has been made. The Victorian Charter of Human Rights and Responsibilities also says that public authorities (e.g. state and local government-funded services) must act in ways compatible with human rights, such as taking relevant human rights into account when making decisions. Recognise that LGBTQIA+ people have suffered and continue to experience discrimination.