

# INCLUSIVE LANGUAGE

Language is a powerful tool for promoting inclusion and understanding. Administrators, coaches, players and other participants in Australian Football should seek at all times to use language that is respectful and inclusive.

Language is a key factor in creating an inclusive club environment. While those in the majority group may feel that certain words hold little or no power, those on the margins may experience these differently.

## What is inclusive language?

Inclusive language is defined as language that avoids the use of certain expressions or words that might be considered to exclude particular groups of people, especially gender-specific words, such as "man", "mankind", and masculine pronouns, the use of which might be considered to exclude women.

## Inclusive Language Principles

Being inclusive is about constantly trying to learn and improve – no one is perfect. If you make a mistake, apologize & learn from it. Use these guiding principles to help you;

- > Put people first – understand the individuals and their needs
- > Use gender-neutral language in groups: Friends, folks, everyone, you, all, they
- > Use growth mindset language that focuses on people's strengths
- > Use simple and direct language
- > Avoid stereotypes or assumptions & be aware of words that may have a derogatory meaning
- > If in doubt, ask

## Why using inclusive language matters

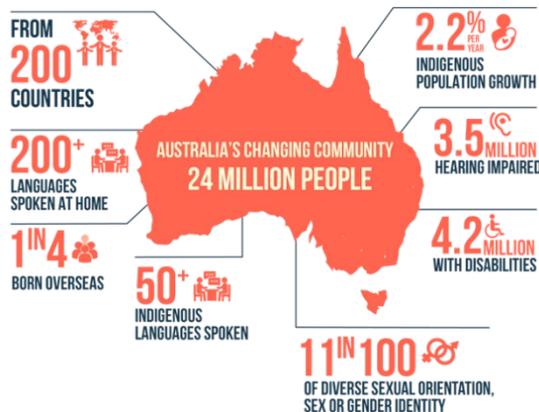


Image source: <https://www.playbytherules.net.au/got-an-issue/inclusion-and-diversity/inclusion-and-diversity-what-is-it>

## Is your language inclusive?

Ask yourself these three simple question;

- Is it respectful?
- Is it accurate?
- Is it relevant?

If you answered no to any of these, chances are your language is not inclusive.

## Quick Guide

Instead of	Use
Hey guys	Hey everyone
You're playing like girls, man up!	You're not playing to your full potential right now
Bring mum or dad to the game on the weekend	Bring your parent or guardian to the game on the weekend
They are confined to a wheelchair	They use a wheelchair
They suffer from Down's Syndrome	They were born with Down's Syndrome

## Other resources

- [AFL Gender Diversity Policy](#)
- [AUS Sport Inclusion Glossary](#)
- [Play By the Rules](#)
- [Sport4All – Change Your Club](#)