



## CREATING AN INCLUSIVE ENVIRONMENT FOR YOUNG PEOPLE FROM CULTURALLY AND LINGUISTICALLY DIVERSE COMMUNITIES

Young people need caring adults and a place where they belong. We want to see all young people connected to communities that affirm and celebrate them, no matter who they are, where they're from, or how they live. So how do we create inclusive communities?

### ACKNOWLEDGING DIVERSITY

#### *Do:*

- Be inquisitive about people's cultural and religious diversity
- Respectfully acknowledge everyone for who they are
- Understand that diversity is a strength and is to be embraced
- Be sure your personal biases do not cloud your thinking or decisions

#### *Don't:*

- Expect everyone to be the same or think alike
- Make others feel less important because they are different
- Share inappropriate culturally insensitive jokes or stories

### CHAMPIONING INCLUSION

#### *Do*

- Ensure everyone has the opportunity to contribute and share their views
- Speak about and defend inclusion and diversity at all times
- Be flexible, responsive and trauma-informed in your practices recognising their specific and complex needs

#### *Don't*

- Assume you know when you don't
- Speak lightly of others' cultural or religious background
- Tolerate inappropriate comments or behaviours that can cause offense

### LEADING INCLUSIVELY

#### *Do*

- Give an opportunity to all to exercise their talents and abilities
- Make room for creative and innovative ways to do things
- Be teachable, especially from those whose beliefs and backgrounds are strange to yours
- Get informed on cultural competency and cross-cultural communication skills

#### *Don't*

- Assume someone doesn't know or isn't able just because they are different
- Use people in a tokenistic way. They will see it and will detach from you.

### ADDRESSING BARRIERS

#### *Do*

- Use appropriate and inclusive language
- Ask people what barriers they encounter and how to address them
- Commit to the principles of equity
- Show the courage to change or challenge non-inclusive practices or policies

#### *Don't*

- Devalue someone because of their accent
- Let your group form homogenous clusters and exclude others
- Assume existing barriers are a constant that can't be changed.

If or when you are not sure about any of these, ask to avoid offending others.

For more information, contact The Salvation Army's Diversity & Inclusion team at [diversity.inclusion@salvationarmy.org.au](mailto:diversity.inclusion@salvationarmy.org.au) and their resources

(<http://tinyurl.com/TSADiversity>). Thanks to this team for providing the information for this resource.