



Why do we have an inclusive language guide?

At AGAA we treat each other with human dignity and respect. One of the ways we do this is through the language we use. Language is a powerful tool and can have significant impact, both positive and negative. Inclusive language enables everyone to feel valued and respected and can help create a safe, inclusive, and equitable workplace.

People are often unaware they are using non-inclusive language and that it can alienate or exclude others. This guideline provides a starting point for learning about LGBTQIA+ inclusive language, guiding principles, and aims to explain how language can include or exclude others. We encourage curiosity and the desire to learn more, but please refer to the many resources available and be mindful of the questions you ask individuals.

Words to choose

Aromanticism: A romantic orientation characterised by experiencing little to no romantic attraction.

Asexual: A person who experiences little to no sexual attraction.

Bisexual: A person attracted to people of the same gender and/or different opposite genders.

Cisgender: The experience of a person whose gender is aligned to their sex at birth.

Demisexual: A person who experiences sexual attraction only after forming an emotional connection with someone.

Gay: Describes individuals who are attracted to people of the same gender.

Heteronormativity: A view which promotes heterosexuality and binary gender as the norm rather than one of many possibilities.

Intersex: Intersex is an umbrella term used to describe a variety of bodies whose innate sex characteristics, whether physical, chromosomal, or hormonal, do not fit with medical norms for female or male bodies. Intersex people may identify as either men, women or non-binary.

Lesbian: A woman who is sexually attracted to other women.

LGBTQIA+: Abbreviation for lesbian, gay, bisexual, transgender, queer, intersex, asexual and any other identities which sit outside of the heteronormative binary.

Non-binary: Any gender identity that sits within, outside of, across or between the spectrum of the gender binary and are not exclusively man or exclusively woman.

Pansexual: A person attracted to people of diverse genders and gender identities.

Queer: A term used to describe a range of sexual orientations and gender identities. Queer was once used as a derogatory term; however, it has been reclaimed and is now often used as an umbrella term to describe the full range of LGBTIQ+ identities.

Sistergirl and Brotherboy: Used in Aboriginal and Torres Strait Islander communities to describe transgender people and their relationships as a way of validating and strengthening their gender identities and relationships.

Transgender/Trans: The experience of a person whose gender identity is different to what was assigned to them at birth.





Terms and phrases to rethink

Being inclusive means using terms that people feel comfortable with.

Don't use language which trivialises LGBTQIA+ experiences.

It is inappropriate to use slurs, derogatory remarks or to deliberately misgender people.

Avoid stereotypes – a person's sex, sexuality and gender identity are important parts of who they are, but do not define who they are. Any attempt to reduce a person to a single characteristic of their identity is likely to cause offence.

If in doubt, ask what terms someone would prefer and respect their preference around terms, pronouns and names.

Avoid:

"It's just a phase"

"Which one of you is the real mother?"

"Bisexuals just cannot make up their minds"

"That's so gay"

"He is not a real woman"

Fag, dyke, homo, poof, tranny, hermaphrodite

Responding to non-inclusive language

The best way to set expectations about inclusive language is to address any non-inclusive language directly when it occurs. It is important that we focus on correcting our own missteps more than we do other people's.

For example, you may choose to:

- Call out the language or behaviour - avoid name calling (e.g. calling someone homophobic).
- Appeal to the person's better side – *"that doesn't sound like you to say that"*.
- Take the person aside at a later moment and explain why the language was non-inclusive.

It is important to remember in the workplace that what may be funny to one person can be offensive or upsetting to another. Comments intended as a joke can be a form of harassment or discriminatory behaviour, therefore any jokes that are demeaning to demographics of people or characteristics are best avoided.

Remember:

- Getting called out doesn't mean you need to defend yourself – apologise and move on. Trivialising someone else's feelings does not help build inclusion.
- Instead of trying to defend or excuse your actions, try focusing on understanding the other person's perspective.
- If you are confused by their reaction, you could ask, *"Could you explain why what I said was wrong?"*.

Support

Our Pride @ AGAA is our active LGBTQIA+ Employee Resource Group (ERG). For more information about Our Pride @ AGAA, or to join, please email Ally@anglogoldashanti.com

If you would like more information on inclusive language for LGBTQIA+ people, AGAA recommends:

- Diversity Council Australia (DCA) - <https://www.dca.org.au/>
- Pride In Diversity - <https://www.prideinclusionprograms.com.au/about-pid/>

