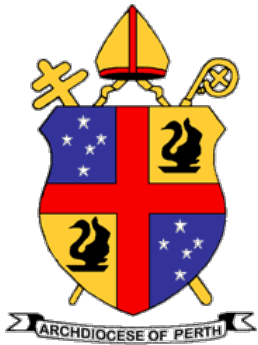




Catholic Archdiocese
of Perth

GUIDELINES



GUIDELINE: Safeguarding – Diversity, Equity & Inclusion

Approved: 17-07-2024

Effective: 17-07-2024

Policy Category: Governance

Sub-category: Safety of Children and Adults at Risk



Our guidelines provide additional guidance on best practice relating to policy and procedure

DOCUMENT INFORMATION

Name of Guideline:	Safeguarding - Diversity, Equity & Inclusion
Governing Policy	Safeguarding
Description:	Guideline to ensure equity is upheld and diverse needs respected in policy and practice.
Guideline supports:	All members of the Church Community
Guideline Status:	<input checked="" type="checkbox"/> New Guideline, or <input type="checkbox"/> Revision of Existing Guideline
Related Policy Category:	Governance
Related Policy Sub-category:	Safety of Children and Adults at Risk
Approval Authority:	Senior Operations Officer
Governing Authority:	N/A
Responsible Officer:	Director, Safeguarding
Approval Date:	17-07-2024
Date of Guideline review¹:	01-05-2026

Assistance:	Questions related to the <i>Guideline: Safeguarding Diversity, Equity and Inclusion</i> can be directed to Director of Safeguarding by email to: director.safeguarding@perthcatholic.org.au
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¹ Unless otherwise indicated, this Guideline will still apply beyond the review date.



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1. PURPOSE

- 1.1. The purpose of the Diversity, Equity and Inclusion guideline is to uphold equity and respect for the diverse needs of the Church community within the Archdiocese.
- 1.2. Acknowledging and providing support to children and adults of diverse circumstances and backgrounds fulfils the Archdiocese's responsibility for inclusion without barriers and respect for all children and adults.

2. SCOPE

- 2.1. This guideline applies to:
 - a) Clergy, Religious Brothers and Sisters, Seminarians, Employees, Church Workers, Volunteers, Board Members; and
 - b) Contractors and Third-Party Users of Church Property, where appropriate as determined by an Executive Director, Director, Senior Manager or Parish Priest.

3. PRINCIPLES

- 3.1. The Archdiocese values the diverse circumstances and backgrounds of all children and adults.
- 3.2. The guiding and essential belief that is at the heart and foundation of the social teaching of the Church is the sacredness and dignity of the human person as created in the image and likeness of God (Gn 1:27).
- 3.3. Safeguarding the rights and integrity of the most vulnerable in society is guided by the Gospel command of Jesus to love our neighbour (Mark 12:31), to promote the common good and to lead all to the fullness of human life (John 10:10).
- 3.4. Equitable inclusion and culturally safe processes and practices are integral to providing accessible services, especially complaints' management, and appropriate support.
- 3.5. The Archdiocese acknowledges the diverse needs of Aboriginal and Torres Strait Islander people, those who are elderly, living with disability, who suffer from mental illness, who have diminished capacity or cognitive impairment,



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those who have suffered previous abuse, who are experiencing transient risks, who in receiving a ministry or service are subject to power imbalance, who are from culturally and linguistically diverse backgrounds, who are of sexual diversity or children and adults who due to any other impairment or adversity makes it difficult for them to protect themselves from abuse.

3.6. The empowerment of children and adults engaging in activities and services for the Archdiocese is underpinned by the Archdiocese's commitment to respect, dignity, inclusion, and responsiveness to diverse needs.

4. STANDARDS AND GUIDANCE

Through policy, guidelines and practice, Archdiocesan Agencies, Offices, Organisations, Ministries and Parishes can uphold and respect the equity and diversity of children and adults in compliance with legislative requirements and Archdiocesan guidelines.

4.1. Cultural Safety

Practices to promote the cultural safety of children and adults include, but are not limited to:

- consulting people from culturally diverse backgrounds about their culture and cultural needs in church activities
- recognising and honouring other cultures; for example, include an Aboriginal and Torres Strait Islander Acknowledgment of Country, celebrate cultural events
- actively seeking to promote and integrate cultural norms and customs, for example, guest speakers, and culturally diverse choirs, and incorporating the voice and language of diverse communities in church activities and events
- actively seeking to understand the values, interaction styles, thinking styles and sense of self that inform cultural behaviour so as to create culturally competent communities
- actively addressing cultural biases and assumptions and taking a zero tolerance to discrimination by speaking up and challenging discriminatory attitudes and behaviours
- displaying posters, symbols, decorations, or artwork that nurture a sense of identity and belonging
- promoting cultural diversity in newsletters/bulletins, on websites and social media or including prayers in other languages



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- participating in diversity-related civic activities and campaigns; for example, Harmony Week, Refugee Week, NAIDOC Week
- speaking up about circumstances that may increase barriers to disclosing abuse and vulnerability to abuse, particularly in cultural contexts
- where possible translate relevant material or resources in multiple formats for individuals with different levels of English literacy and proficiency, modes of communication, and languages, (e.g., Newsletters, Policies, Guidelines, Forms).

4.2. Equity

Practices to promote equity and fairness when engaging with children and adults include, but are not limited to:

- listening to and valuing the giftedness of others
- inclusion of a diverse cross-section of age, gender, disability, and ethnicity in church roles
- demonstrating impartiality and fairness in interactions, conversations, and actions
- actively addressing biases and assumptions and taking a zero tolerance to sexual discrimination, age or disability preconceptions, by speaking up and challenging discriminatory attitudes and behaviours
- providing equal access to services, activities, resource materials and physical spaces for all by considering easy-read resources, clear and wide access areas and posters and signs that emphasise a welcoming and inclusive community
- integrating and collaborating with other community and/or Catholic social services that support diverse groups such as mental health support, homeless services, St Vincent de Paul, Personal Advocacy Services, and other disability services.

4.3. Diversity Inclusion

Practices to promote diversity when engaging with children and adults include, but are not limited to:

- Inviting ethnic communities to celebrate their faith at your parish
- Respecting the different kinds of domestic environments in which members of the Catholic community live
- acknowledging and accommodating diverse circumstances when engaging with others



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- speaking up about circumstances that may increase barriers to the inclusion of children and or adults at risk, especially barriers to disclosing abuse and vulnerability to abuse
- actively address biases and assumptions and take a zero tolerance to exclusionary behaviour that does not promote the inherent dignity and respect of all.

5. RELATED DOCUMENTS

- Policy: Safeguarding
- Safeguarding Guidelines
- National Catholic Safeguarding Standards (Edition 2)
- Integrity in Our Common Mission (November 2023), Australian Catholic Safeguarding Ltd
- Code of Conduct
- *Equal Opportunity Act 1984 (WA)*
- *Sex Discrimination Act 1984*

6. DEFINITIONS | GLOSSARY OF TERMS

For the purposes of this Guideline the definitions contained in the Governing Policy apply. In addition, the following definitions apply to this Guideline:

Cultural safety means an environment that is safe for people of all ethnicities and cultural identities: where there is no assault, challenge, or denial of their identity, of who they are and what they need. It is about shared respect, shared meaning, shared knowledge, and experience, of learning, living, and working together with dignity and truly listening.

Diversity means a range of people who have various racial, ethnic, socioeconomic, and cultural backgrounds and various lifestyles, experience, and interests.

Diverse sexuality refers to all the diversities of sex characteristics, sexual orientations, and gender identities, without the need to specify each of the identities, behaviours, or characteristics that form this plurality.

7. REVISIONS MADE TO THIS GUIDELINE

Date of Approval	Editorial ² , Minor or Major Amendment	Approved By	Description
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² Refer to the Policy Framework for definitions of Editorial, Minor and Major amendments.



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17-07-2024	N/A	+AB	New Guideline

These guidelines are scheduled for review every three (3) years or more frequently, if appropriate.