

LEVELLING THE DECK

Everyone Deserves to Swim

Understanding Diversity in our Swim Community

Levelling the Deck is about making sure everyone feels like they belong in swim communities across Australia. No matter our age, gender, ethnicity or sexual preference, everyone is supported to feel that they belong in the pool.

In this way, each and every swimmer can feel free to focus on their love of the sport. When we build diversity in swimming, we grow diversity in our wider community.

The first step to achieving inclusion is in understanding the language we use to discuss it.

This Glossary of Terms is a great place to start.

Discrimination

Treating people differently, usually in an unfair manner, depending on certain characteristics, usually age, gender, ethnicity, sexual preference or ability.

Disrespectful Behaviour

Any type of negative behaviour that can range from blatant rudeness to just not acting impressed or awed by something others hold sacred.

Bias

An inclination or prejudice against a person or category of people that would be considered unjust. This type of belief could be known to the person (conscious bias) or the person might not be aware that these beliefs are impacting their decisions and behaviours (unconscious bias).

Diversity

The practice of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

Inclusion

The act or state of being included in a group or community. A sense of belonging.

Inclusive Language

Language that does not include sweeping statements or terms that categorise or marginalise people into certain groups. The use of terms, such as pronouns, that are in line with the way people want to be referred to. Language that does not put people at risk

of feeling discriminated against.

Examples of positive and inclusive language include:

Is affected by - to describe a person affected by a particular disability without defining them by their health issue.

Mobility impaired - to describe a person affected by a particular disability without defining them by their health issue.

Non-Disabled - a person who does not have a disability.

People living with HIV - to describe a person living with a particular health condition.

People over/under x, elderly people - to describe people of a particular age group.

People who have particular requirements - people who may have requirements to support them with a disability.

People with a disability - to describe a person affected by a particular disability without defining them by their particular health issue.

People with hearing impairment - to describe a person affected by hearing loss, recognising that there are different degrees of impairment.

People living with mental health issues - to describe a person affected by clinically defined mental health issues, and to avoid conflating day to day behaviours with diagnosed illnesses.

People with visual impairment/blind person - to describe a person affected by sight loss.

Person who is neurodiverse - to describe somebody whose brain and cognition functions differently from what is considered 'typical'.

Person with short stature/with restricted growth - to describe a person with short stature or dwarfism.

In solidarity with - being in unity with a common cause.

Took their own life/death by suicide - to describe a situation where a person ends their own life.

Sources:

Oxfam International (2023) Inclusive Language Guide, Oxford, United Kingdom. [macquariedictionary.com.au/](https://www.macquariedictionary.com.au/)

How Can I Help Level the Deck



Find out more about practical things you can do to Level the Deck and make sure everyone feels like they belong in our swim community at levellingthedeck.org