

Discussion Topic 5



Celebrate not tolerate

To create an inclusive environment, it is important that people are comfortable to be themselves and know they are appreciated and respected. Therefore, it is important that organisations celebrate who people are. Tolerating people's difference or their diversity isn't being inclusive. Organisations and staff should not be tolerant or accepting, but instead be welcoming and embracing. To "tolerate" something or someone implies that they are less than you and while you will endure their difference it is not your preference or enjoyable. To "accept" someone does not promote inclusive behaviour. By "accepting them" you are highlighting their difference as a deficit and demonstrating a power imbalance between you (the mainstream/normal) and them who is different. Below are some questions to help the discussion.

Reflective questions

- Why do you think the video says we should celebrate rather than tolerate diversity/difference?
- How do we let people know that we welcome, support and celebrate who they are, their difference and diversity?
- What else do we need to do to make it explicit that we welcome, celebrate and support different diversity groups?

Prompt – discuss the different diversity groups and what you currently do and where you could improve. You may have good practice in working with Aboriginal clients, but have not focused on CALD communities or people living with dementia