



# Together

Celebrating  
diversity  
and inclusion

A Guide to embracing and  
inviting **inclusivity** into our  
Catholic Churches



CATHOLIC  
ARCHDIOCESE  
OF SYDNEY



The first part of the paper discusses the importance of the research and the objectives of the study. It highlights the need for a comprehensive understanding of the subject matter and the role of the researcher in this process. The second part of the paper presents the methodology used in the study, including the data collection methods and the analysis techniques. The third part of the paper discusses the results of the study and the conclusions drawn from the findings. The final part of the paper provides a summary of the key points and offers suggestions for future research.

The research was conducted in a systematic and rigorous manner, following the principles of scientific inquiry. The data was collected from a variety of sources, including interviews, surveys, and archival records. The analysis was conducted using both qualitative and quantitative methods, allowing for a comprehensive understanding of the subject matter. The results of the study are presented in a clear and concise manner, highlighting the key findings and the implications of the research.

The conclusions drawn from the findings are based on a thorough analysis of the data and a consideration of the relevant literature. The research suggests that there is a need for further investigation into the subject matter, particularly in the areas of [specific areas]. The findings also have important implications for [specific areas], which should be taken into account in future research and practice.

In conclusion, the research has provided a valuable contribution to the understanding of the subject matter. The findings are based on a rigorous and systematic analysis of the data, and the conclusions are well-supported by the evidence. The research also highlights the need for further investigation into the subject matter, particularly in the areas of [specific areas].

# FOREWORD

The Catholic Archdiocese of Sydney is committed to advocating and promoting an inclusive environment within our communities. The Archdiocese of Sydney has no tolerance for any behaviour, attitude or activity that makes individuals feel isolated or excluded. Just as Jesus welcomed everyone, so do we in our communities.

Inclusion: Inclusion is the act of creating an environment where everyone is included and feels like they belong.<sup>1</sup>



"Please, always be inclusive: in the Church and in society, which is still marred by many forms of inequality and marginalization. Always be inclusive."  
Pope Francis 2022.<sup>2</sup>

## CATHOLIC ARCHDIOCESE OF SYDNEY VALUES

1

An abiding respect for the inherent dignity of all people and a commitment to act in accordance with that truth.

2

A dedication to justice, fairness and outreach to those in need.

3

A commitment to supportive, respectful and ethical behaviour.

Our services and initiatives strive to make Christ's teachings accessible to all, helping each person to find their place within our communities.



1. Develop Diverse

2. Pope Francis 09.10.22 Holy Mass and Canonization of the Blessed, St Peter's Square

# **PURPOSE**

## **THE PURPOSE OF THIS GUIDE IS...**

This guide has been developed to strengthen the understanding of inclusive environments and provide guidance in actively promoting inclusivity. This guide suggests practical strategies, insightful advice and reflective exercises designed to help recognise and dismantle barriers to inclusion.

## **THIS GUIDE IS FOR...**

This guide caters for everyone in your community. It includes valuable information for Clergy, staff and volunteers. The guide provides worksheets, activities and exercises for your community's children, young people, and adults. We believe through our dedication to inclusivity, an environment where everyone can feel welcome is fostered.

## **THIS GUIDE IS IMPORTANT BECAUSE...**

By fostering a culture of inclusivity, your community can create an environment where everyone feels welcome, valued, and respected, regardless of their background, abilities, or appearance. We follow in Jesus' footsteps as he values and includes others. Jesus reaches out with unconditional love and with a hand of acceptance, which we can also do in our communities.

## **HOW THIS GUIDE CAN ASSIST MY COMMUNITY**

This resource assists your community by providing guidance and support to foster a more inclusive and welcoming environment. It offers:

- Posters to promote an inclusive environment.
- Information about the importance of inclusivity and active strategies for Clergy and staff to improve how inclusive the community is.
- Worksheets for children and young people.
- A survey and checklist to reflect on how inclusive your community is and highlight any barriers that may need to be overcome.



# WHY IS INCLUSION IMPORTANT?

“A new commandment I give unto you, That ye love one another; as I have loved you, that ye also love one another.” John 13:34

Embracing diversity doesn't just enhance our spiritual experience; it allows us to truly connect, learning from the richness of our varied perspectives and life stories. It helps us break down the walls of prejudice and discrimination, building bridges of unity and understanding. By embracing diversity we not only strengthen our churches but also make a positive and lasting impact on the world around us.



## DID YOU KNOW?

- Of all dioceses across Australia, Sydney has the highest proportion of Catholics born in non-English speaking countries (31.4%)
- 6.1% of Catholics speak another language at home
- 65.2% of Catholics were born overseas or had at least one parent born overseas.
- 54% of Aboriginal and Torres Strait Islander peoples reported a Christian affiliation.

The statistics provided refer to the growth between the 2011 and 2016 Census and data from the 2021 Census, as per the Australian Bureau of Statistics website.

REFLECT: Why is inclusion important to you?



# WHAT CAN WE DO?

- Offer programs that cater to the unique needs of different groups.
- Offer support and a sense of belonging to all.
- Encourage open dialogue and feedback.
- Continuously improve and adapt our practices.

Our communities can become true sanctuaries where everyone, regardless of their background, finds solace, support, and a sense of belonging.



## LET'S MAKE OUR COMMUNITIES MORE INCLUSIVE!

The Catholic Archdiocese of  
Sydney has created resources  
that can help your community  
be inclusive!



NEXT PAGE

# RESOURCES



We invite you to share these resources with your community to promote inclusiveness.

## ▶ **PAGE 7 ALL ABOUT ME**

### **PRESCHOOLER 4-6 YEARS**

An activity to invite preschool-age children to consider what makes them unique and different. The activity invites children to acknowledge and appreciate their differences and similarities to other students, whilst promoting creative self-expression, skill development and confidence building. This activity can be completed at home (excluding point 3) or in group settings.

#### **HOW TO COMPLETE:**

1. Share the worksheet with each child and explain to the group, give examples of what they can draw in each box.
2. The child then completes the worksheet.
3. Place children in pairs to compare and discuss their answers.

## ▶ **PAGE 8 HUMAN SCAVENGER HUNT**

### **CHILDREN 7-12 YEARS**

An interactive activity to invite children to consider the similarities and differences between the different people in their community.

#### **HOW TO COMPLETE:**

1. An adult explains the task to the children.
2. Give examples to ensure children understand.
3. Children work independently to complete activity.



## ▶ **PAGE 9 HOW CAN I BE MORE INCLUSIVE?**

### **ADOLESCENT 13-15 YEARS**

A reflective activity that invites adolescents to think about their own experiences with inclusivity and how they can make others feel included.

#### **HOW TO COMPLETE:**

1. Distribute worksheets to adolescents and allow time to fill out each question.
2. Adolescents fill out the first question. Roughly 5 minutes
3. Adolescents fill out the second question. Roughly 10 minutes
4. Adolescents fill out the 3 scenario questions. Roughly 15 minutes
5. Conduct a discussion with the group, share answers and discuss all questions. Consider the different approaches to the scenarios and the different meanings of the word inclusive.

## ▶ **PAGE 10 AUSLAN CHALLENGE**



### **TEENAGERS 16-17 YEARS**

A table of Australian Sign Language (Auslan) to invite teenagers to communicate using a different language. This allows them to become familiar with Auslan and teaches basic words that they can use to interact with someone who communicates using sign language.

#### **HOW TO COMPLETE:**

1. Teenagers work in groups or independently to complete worksheet tasks.
2. After roughly 30 minutes, discuss with the group which words they listed in their box and share with others.
3. OPTIONAL: Pairs can be formed where they swap pages and learn from each others personalised words.

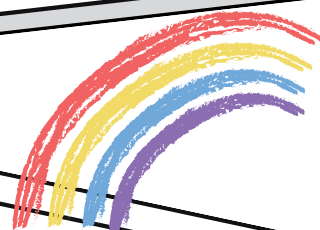
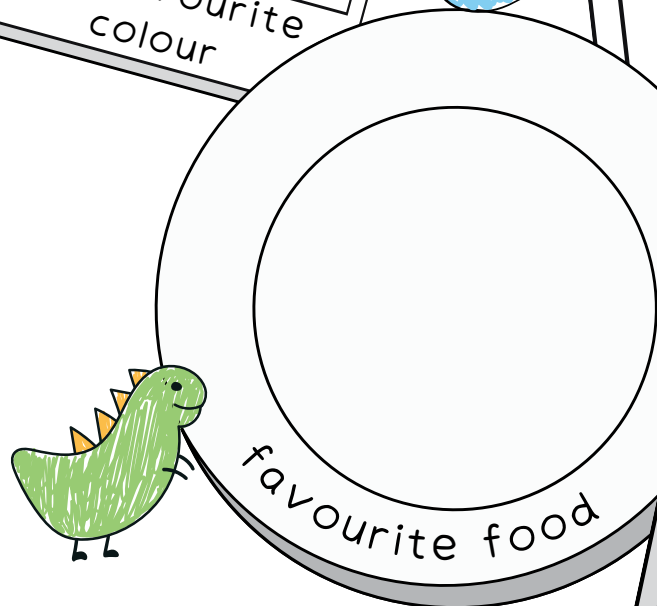
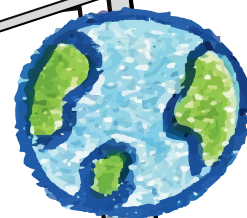
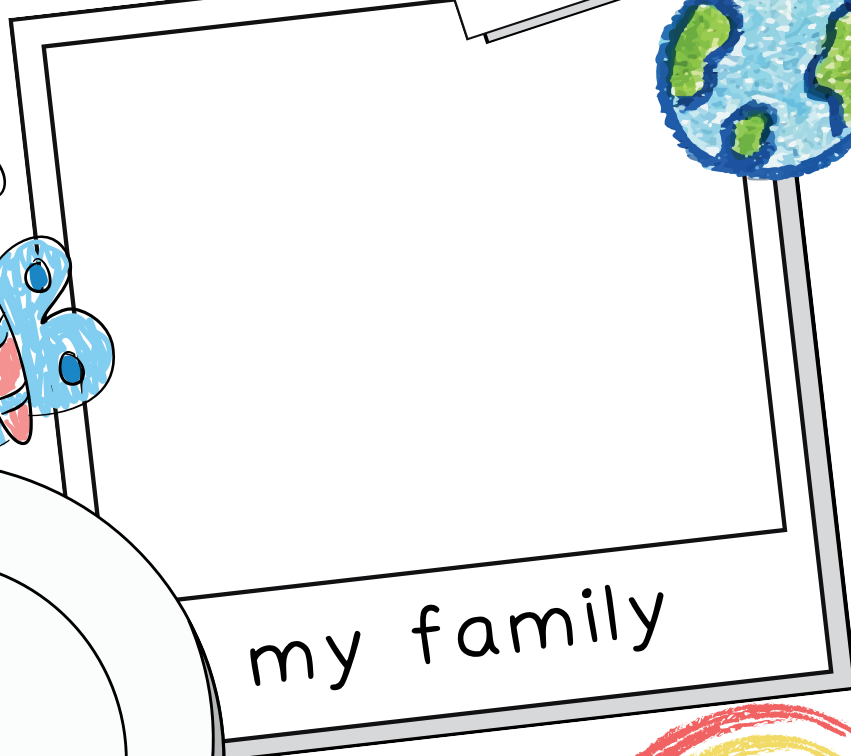
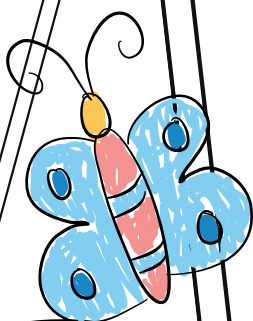
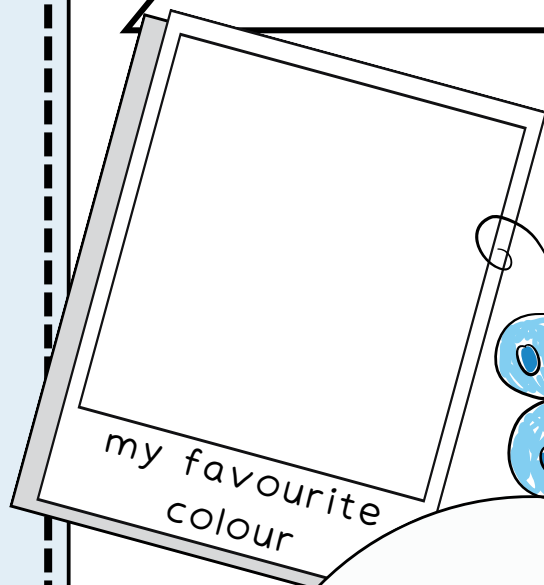
## ▶ **PAGES 11 TO 12 CHECKLIST**

## ▶ **PAGE 13 SURVEY**

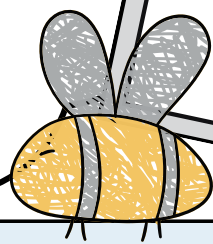
## ▶ **PAGE 14 POSTER TO DISPLAY IN YOUR PARISH**

# All About Me!

My name is:



When I grow up  
I want to be a...



# HUMAN SCAVENGER HUNT

MY NAME: \_\_\_\_\_

Can you find someone that...

Loves to  
eat chocolate



Loves to read  
books



Loves to  
eat pizza



Walks to  
School



Plays a  
sport



Has a birthday  
in Summer




Has blue  
eyes



Has a  
brother



Has a letter   
in their name

Has a birthday in  
Winter



Loves  
Science



Owens  
a dog



# HOW CAN I BE MORE INCLUSIVE?

a. What does the word ‘inclusive’ mean to me?

b. How are your family, friends and community inclusive of others? *Give examples.*

c. Scenario Reflection

SCENARIO	WHAT WOULD YOU DO?
A new student joins your youth group. They seem shy and unsure about joining in, and you notice that they have a hearing aid.	
You see someone being left out of a group activity and you aren’t sure why.	
An exchange student from another country is staying in your community and is still learning to understand English.	





























# THE AUSLAN CHALLENGE

Auslan (Australian Sign Language) is sign language used by the majority of the Australian Deaf and hearing impaired community. Auslan relies on a combination of hand shapes, movements and facial expressions to deliver messages.



AUSLAN ALPHABET 2022

 Aa	 Bb	 Cc	 Dd
 Ee	 Ff	 Gg	 Hh
 Ii	 Jj	 Kk	 Ll
 Mm	 Nn	 Oo	 Pp
 Qq	 Rr	 Ss	 Tt
 Uu	 Vv	 Ww	 Xx
 Yy	 Zz	Deaf Children Australia.	

TASK: Use the table



to communicate the words below!  
See if you can correctly communicate using Auslan!  
Tick off the words once completed.

- 1. Your name ☐
- 2. Water ☐
- 3. Rainbow ☐
- 4. Sunshine ☐
- 5. Australia ☐
- 6. Globe ☐
- 7. Picture ☐
- 8. Paper ☐
- 9. Camera ☐
- 10. Family ☐

Make up and list 3 of your own words below!  
Try to remember how to communicate them.

1	
2	
3	



# CHECKLIST



Use this checklist to reflect on your community and environment to identify what you are doing well and where barriers to inclusivity may exist. This list can help your community become aware of the challenges some individuals may face and at the same time also highlight and acknowledge the areas of inclusiveness that are actively being promoted. Share your findings with your community and pastoral councils.

☐

## UNIVERSALLY ACCESSIBLE ACCESS

Wheelchair access allows individuals with a physical disability to enter and leave the environment safely. This includes a ramp instead of stairs for wheelchairs, or wide doorways that enable accessibility. Another aspect which enhances accessibility is tactile ground surface indicators for those with low vision.

☐

## QUIET ROOM

Do you have an area or room which people can use for quiet relief and reflection when needed?

☐

## OPEN DIALOGUE AND FEEDBACK

Does your community promote the listening and telling of stories? Do individuals feel safe to share their experiences and suggestions?

☐

## COLLECTIVE WORSHIP

Does your community provide diverse musical styles, languages, captions over videos and cultural practices in worship services to allow for inclusivity? Could you supply large print paper copies for those who cannot see the projector slides? Do you utilise simple, clear fonts to make PowerPoints easy to read.

☐

## WELCOME COMMITTEE

A diverse group of people to greet and welcome parishioners into your church. Are greeters approachable, friendly, and willing to assist newcomers with any questions or concerns?

☐

### LANGUAGE DIVERSITY

Do you share information in a variety of languages to make it accessible for those in your community?

☐

### DIVERSE STAFF

Do your Parish Ministries and committees consist of people from diverse backgrounds that reflect your community?

☐

### PROMOTION OF MULTICULTURAL DAYS

Does your community promote multicultural days?

☐

### OPEN FEEDBACK AND SUGGESTIONS

Does your community encourage feedback and suggestions on how to make the community more accessible? Perhaps you could use a feedback box?

☐

### INCLUSIVE COMMUNICATION

Do you promote material and communication in alternative formats? Such as braille, sign language or as an audio text?

☐

### INCLUSIVE COMMUNICATION

Do your RSVP's ask attendees if they have any particular requirements? Such as accessibility requirements or dietary requirements?

☐

### ACKNOWLEDGEMENT OF COUNTRY

Is an acknowledgement of country displayed in your community?

☐

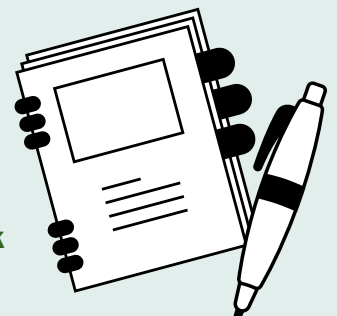
### DISABILITY INCLUSION

Are there mechanisms in place or established to promote inclusion of people with disabilities in programs?

SCORE /13

Reflect on the unticked boxes, can your community work towards including these aspects?

Reflect on the ticked boxes, are those inclusive practices up to date and being used effectively?



HOW USE OUR

# SURVEY

RESOURCE



The purpose of this survey is to obtain accurate and useful information directly from your community to help you improve inclusivity in your community.

Provide your community with the purpose of this survey.



Decide a deadline of when you want responses to this survey to be in by.



Provide a drop box for community members to put their response in.



Review responses and provide an outcome to your community.



HOW INCLUSIVE IS OUR COMMUNITY?

# SURVEY

WE WANT TO HEAR FROM YOU...

Please answer the following questions to help enhance inclusivity within our community. We value your feedback in making our community inclusive for all.



1. Do you think our community is accessible to individuals with disabilities (e.g., physical accessibility, assistive devices, inclusive language)?

If no, how can we improve?

☐ YES

☐ NO

2. Do you think our community is inclusive of varying age groups (children, youth, adults and seniors)?

If no, how can we improve?

☐ YES

☐ NO

3. Do you believe that leadership positions in our church reflect the diversity of our congregation?

☐ YES

☐ NO

5. How inclusive as a community are we?

6. How can we make our community more inclusive?

7. Is there anything else you would like to share about inclusivity in our community?



CATHOLIC  
ARCHDIOCESE  
OF SYDNEY



EVERYONE  
IS WELCOME  
HERE

*regardless of our  
differences*





# SUPPORT SERVICES

**Archdiocese of Sydney, Safeguarding and Ministerial Integrity Office**  
P: (02) 9390 **5810**  
E: [safeguardingenquiries@sydneycatholic.org](mailto:safeguardingenquiries@sydneycatholic.org)  
W: [www.sydneycatholic.org](http://www.sydneycatholic.org)

**CatholicCare – Archdiocese of Sydney**  
P: 13 18 19  
W: [www.catholiccare.org](http://www.catholiccare.org)

**Lifeline**  
P: 13 11 14  
W: [www.lifeline.org.au](http://www.lifeline.org.au)

**Beyond Blue**  
P: 1300 22 4636  
W: [www.beyondblue.org.au](http://www.beyondblue.org.au)

**Ephpheta Centre**  
P: 02 9708 1396  
W: <https://www.ephpheta.org.au>

**E1800RESPECT**  
P: 1800 737 732  
W: [www.1800respect.org.au](http://www.1800respect.org.au)

**Kids Helpline**  
P: 1800 55 1800  
W: [www.kidshelpline.com.au](http://www.kidshelpline.com.au)

**Headspace**  
P: 1800 650 890  
W: [www.headspace.org.au](http://www.headspace.org.au)

**NSW Domestic Violence Line**  
P: 1800 65 64 63

**NSW Child Protection Helpline**  
P: 132 111  
W: [www.reporter.childstory.nsw.gov.au](http://www.reporter.childstory.nsw.gov.au)

**eSafety Commissioner**  
W: [www.esafety.gov.au](http://www.esafety.gov.au)

**Victims Access Line**  
P: 9330 3500  
W: [www.youthofthestreets.com.au](http://www.youthofthestreets.com.au)

# STANDARDS

**Australian Human Rights Commission National Principles for Child Safe Organisations**  
**Principle 2**

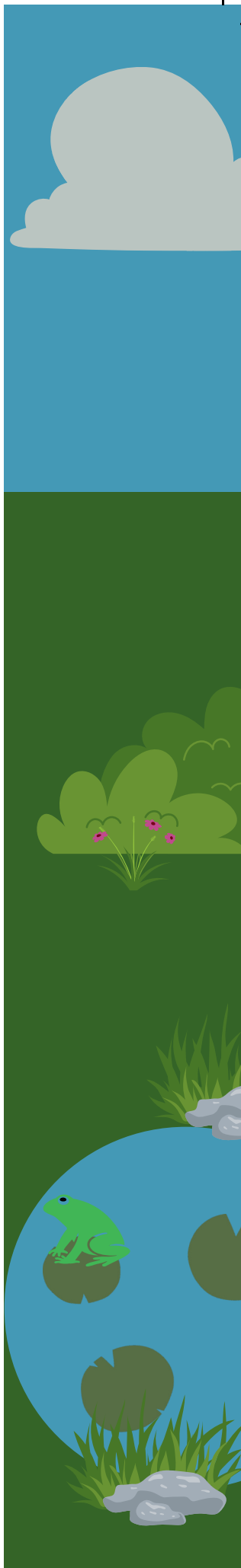
Children and Young People are informed about their rights, participate in decisions affecting them and are taken seriously.

**NSW Office of the Children’s Guardian Child Safe Standards**  
**Standard 2**

Children participate in decisions affecting them and are taken seriously.

**Australian Catholic Safeguarding Ltd National Catholic Safeguarding Standards**  
**Standard 2**

Children are safe, informed and participate. Children are informed about their rights, participate in decisions affecting them and are taken seriously.





**Created and  
designed by the  
Safeguarding and  
Ministerial Integrity  
Office**



**Acknowledgement Statement**

We acknowledge the Traditional Custodians who have walked upon and cared for this land for thousands of years.  
We acknowledge the continued deep spiritual attachment and relationship of Aboriginal and Torres Strait Islander peoples to this country and commit ourselves to the ongoing journey of Reconciliation.



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