

Keeping it Fair!

How do we confront our gaps in the journey of inclusion?



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How did we get here?

Am I comfortable with the teams knowledge and understanding of Social Justice topics?

Am I confident with the team's ability to discuss bias with children?

Am I sure there is no discrimination / bias or racism amongst the team?



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Discrimination and the media

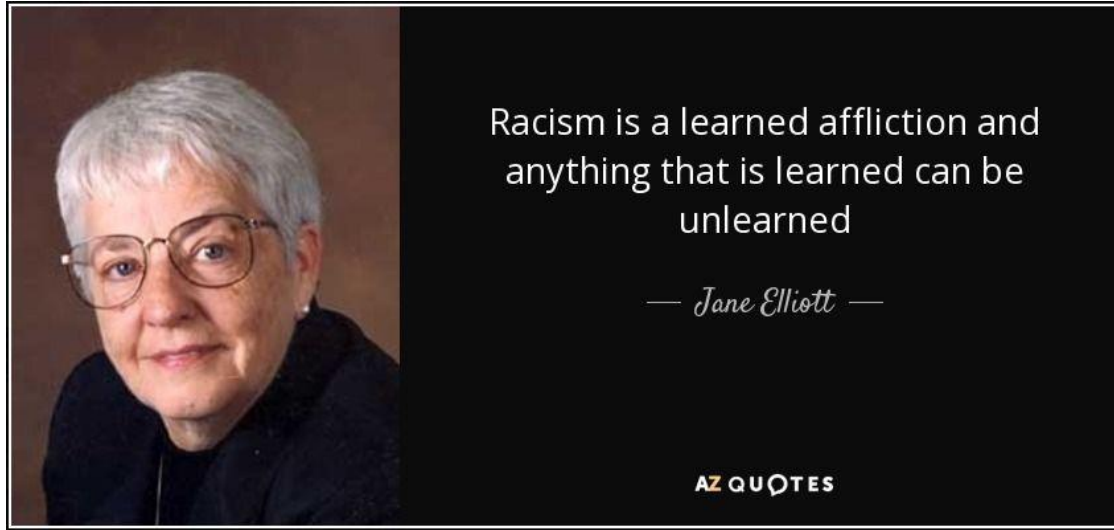


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The Australian Eye – Jane Elliott / Confronting our bias



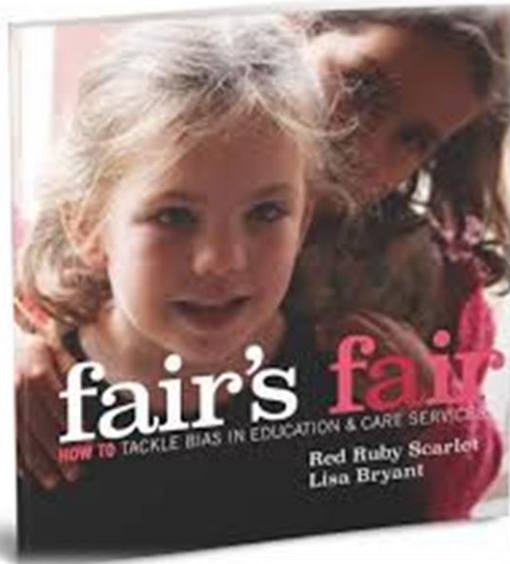
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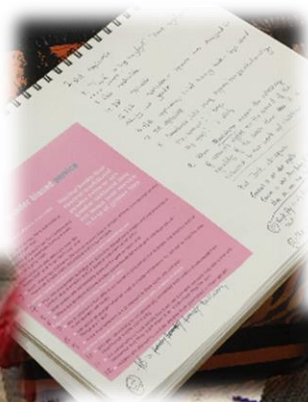
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Fair's Fair How to tackle bias in education and care – Red Ruby Scarlet and Lisa Bryant



- Are we giving children the right to be themselves?
- Are we providing opportunity for non bias experiences?
- Are we the best inclusive role models we can be?



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Racial Bias



All flowers are different, but a flower is still a flower. All people are different but we are still people – What makes you different?

“My feet” - Lily

“I like apples” - Ethan

“I’m yellow” - Lachlan

“My hair” - Remi

“My clothes” - Sylvia

Being different is ok...



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Disability – It's not always visible

“The child before the disability”

“Everyone is welcome”

“Kindness first”

“We want to ensure that everyone is treated as equal”

“Everyone has the right to participate”

YMCA Holder Families



Invite them to play
Help them to play with trains
Give them a big hug and kiss

YMCA Holder Children



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Gender

“Experiences are not labelled for a particular gender, they present equal opportunity for all children”



“Play is for everyone despite their gender”



“Everybody has the right and opportunity to engage with all experiences. This is encouraged through our play, the educators role modelling behaviour and by providing fair opportunities for all”



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Sexuality

“We try and teach the kids that they can be who they are and marry/love whoever they want. One of their uncles is gay and he and his partner are treated the same as everyone else. The kids adore them both.” - Jennifer

“Her body is her own and her feelings are her own too” - Rebecca

“We will be supportive of his gender identity and choices as he develops. We answer his questions honestly and openly.” - Sarah

“She identifies herself as a girl and we support her in that and if she felt differently” - James



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Sexuality

Boys can marry
boys and girls can
marry girls -
Samantha



Just the
Way We Are



You can marry anyone -
Piper



You can love
anyone we
want to -
Max

I know what a lady boy is, my dad
told me it is someone who is half
lady, half man – You can love
anyone you want” - Felix



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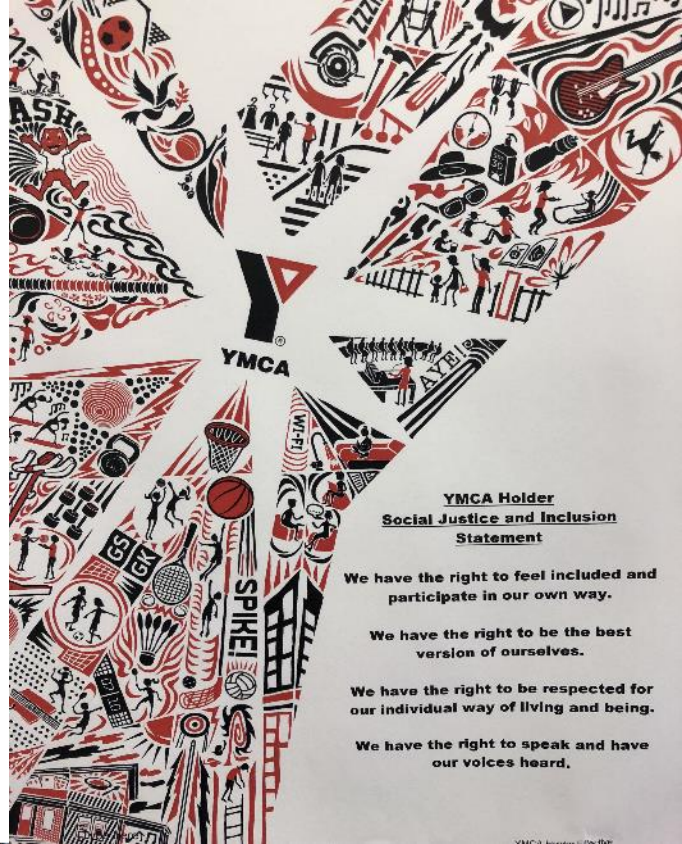
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Where to Now...

YMCA Holder - Social Justice and Inclusion Statement

- We have the right to feel included and participate in our own way.
- We have the right to be the best version of ourselves.
- We have the right to be respected for our individual way of living and being.
- We have the right to speak and have our voices heard.



**YMCA Holder
Social Justice and Inclusion
Statement**

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Why and How – Social Justice and Inclusive Practice in Action

Childrens Rights	It is our duty to ensure children have the right... <ul style="list-style-type: none">• To actively participate• To be heard• To be protected• To be treated with fairness• To be respected for their individuality• To grow and learn at their own pace
Social Justice Value	Inclusive Practice in action
Gender / Sexual Inclusion	We will address gender bias attitudes with respect and care
“I am human before my sex, gender or role” Wattle / Waratah	We will honour the YMCA Canberra recruitment strategy, focussing on equitable employment
	We will be open and respectful to diverse child rearing practices
	We will advocate gender inclusive attitudes to families, children and the community



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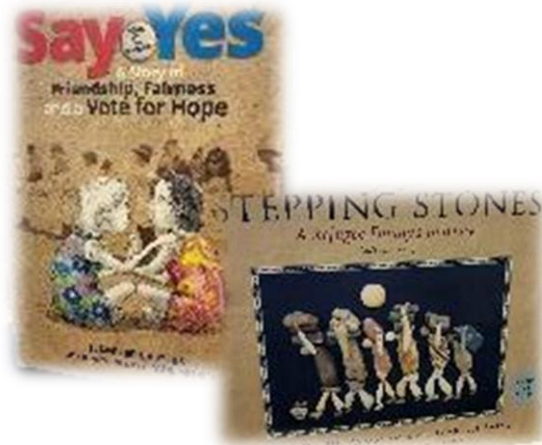
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Our goals...

- 1/ We want to embed inclusive resources in our environment to enhance play opportunities on Social Justice Topics
- 2/ We want to do more work on respectful celebrations...
we now know knowledge is the key to acceptance
- 3/ We need to continue to develop our Reconciliation Action Plan (RAP)
- 4/ We will continue to embrace the tricky conversations through articles, resources, professional development and in conversations throughout the day.



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Thank You

Team YMCA Holder wishes to say a BIG thank you to all the children, families and the community for their involvement and feedback. We also wish to acknowledge the contributions from Molly Rhodin at Down to Earth Practical Solutions and the resource guidance from Fairs Fair by Red Ruby Scarlet and Lisa Bryant.

Finally I would like to acknowledge Elizabeth Dau's life time commitment to social justice, inclusion and equity for all. The wisdom she shared has driven the project from start to finish.

Let's keep these conversations alive!



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