



THE TROPICAL FRUITS INCORPORATED

REG No. Y 13 626-33 • ABN 65 271 839 800



PO BOX 6305 SOUTH LISMORE NSW 2480 (02) 6622 6440 www.tropicalfruits.org.au fruits@tropicalfruits.org.au

TROPICAL FRUITS DIVERSITY AND INCLUSIVENESS STATEMENT 2012

At Tropical Fruits, the notion of “diversity” means more than just equal opportunity or tolerating others. Diversity also means respecting and valuing differences between members – whether emotional, intellectual, physical, or experiential. It is these different characteristics that make individuals unique, and should therefore be appreciated. We aim to provide an atmosphere that promotes and celebrates individual and collective achievement. In doing so, we hope to create inclusive spaces where the insights of different groups are sought and welcomed – where people are not alienated because they don’t fit into a set expectation. We respect and value the diverse life experiences of our members, communities, staff and volunteers.

We believe that we have a responsibility to demonstrate leadership on issues of diversity within our community. To create and maintain a diverse culture we recognise individual difference, contribution and need – we cannot manage everyone the same.

Identity labels are useful to communicate who we are talking about. However, no one term or acronym can truly reflect the wide range of ways of being within the Tropical Fruits community.

Tropical Fruits uses the acronym “GLBTI” to refer collectively to a group of identities that includes gay, lesbian, bisexual, trans* and intersex people. Our community also includes other sexuality and gender diverse people, regardless of their term of self-identification.

We are gay, lesbian, bi, intersex, trans*, queer, queens, sistergirls, fa’afafine, dykes, takatāpui, bois, femmes, faeries, bears and toms, or may be in an opposite (trans*) gendered relationship. We are also those who are questioning their sexuality and or gender identity. We come from different cultures, ethnicities, levels of ability, ages, occupations (or lack of), education levels, political beliefs, religions, lifestyle choices, HIV status, and family or carer responsibilities.

In order to achieve our aim of being fun, safe and inclusive, it is also important to state who we are not. We can clearly state that we are not straight or heterosexual. While heterosexual friends and family will always be welcome at the Clubhouse and at our events, Tropical Fruits remains by and for GLBTI and sexuality and gender diverse people; constitutionally and in our elected committee. This reflects our unique culture, vision and spirit.

To create a safe environment that embraces our diversity and does not assault, challenge or deny identity, Tropical Fruits recognises that diversity is about shared respect, shared meaning, shared knowledge. It is important that we reflect on our own personal attitudes and beliefs. We must challenge our own judgements and continually question the privileges we all have (e.g. from being older, middle aged or younger).

It's our personal responsibility to ensure we value and respect the opinions and experiences of others. We are personally responsible for not only our own safety, but also for explaining our needs. We all should endeavour to support one another in doing this in a fruity friendly way.