Category: Inclusive Practices

This category is designed to encourage discussion and thought about Inclusive Practices in the Community Services sector. Practices may be those that already exist, or those that workers feel could be implemented in order to promote further diversity in their workplace.

Some questions will inevitably arise out of these discussions, but initially, some exploration of specific sectors might be required. Workers should be encouraged to think critically about their workplace, and try to identify where inclusive practices are already successful, or where practices work against inclusion.

Resources specific to the Disability Sector that look at social inclusion for people with a disability

https://www.youtube.com/watch?v=rjluLV1F-UI
https://www.youtube.com/watch?v=7ethh_Hwemc
https://www.youtube.com/watch?v=3SzazN2OrsQ
https://www.youtube.com/watch?v=bwW6mYdJ7Xc

Questions to consider;

- Do quotas create inclusive work environments? (This question may relate to women, people with disabilities or Aboriginal and Torres Strait Island people)

http://theconversation.com/gender-quotas-can-work-but-it-depends-on-how-employees-feel-about-them-81386

This article contends that gender quotas can be good or bad for an organisation depending on how employees feel about the quota. If employees perceive that quotas are needed, they are more likely to support people in positions that benefit for the quota being in place. Before implementing quotas, organisations need to understand how people perceive the labour market environment in each industry, even if that perception is not accurate.


An article that addresses the idea that quotas are anti-meritocratic.


An article about the potential benefits of creating guaranteed indigenous seats in parliament. The article talks about how this is accomplished in other parts of the world, and some of the barriers to accomplishing this in Australia.