



# Glossary

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**Ableism** – Ableism is a type of discrimination in which able-bodied, neurotypical people are favoured, and people who are disabled and/or neurodivergent are excluded and devalued. Ableism may not be intentional (in similar ways to racism and sexism not necessarily being intentional) but it is still harmful. Ableism encapsulates the institutional practices and dominant attitudes in a society that limits the potential of people with disability.

**Access requirements** - Access requirements are external conditions that people with disability need to have met in order to participate fully in society, including in employment. Access requirements at work can also be called ‘workplace adjustments’, which are changes to work processes, practices, procedures or environments that enable a person with a disability to perform their job safely, have equal opportunity in recruitment processes, promotion and ongoing development, experience equitable terms and conditions of employment, and maximise productivity. Under the *Disability Discrimination Act 1992* employers are obligated to make adjustments to accommodate an individual’s disability.

**Barriers** – Barriers are visible or invisible blocks that can be individual as well as structural (at an organisational or society level), and can affect different stages of employment including recruitment, retention and re-entering the workforce. Barriers that LGBTI+ people with a disability may face include discriminatory attitudes and behaviours during recruitment and at work, low levels of awareness of rights at work, lack of assistance in finding, securing and maintaining employment, difficulty in accessing flexible work arrangements, difficulty in negotiating reasonable adjustments/accommodation in the workplace, and lack of availability of accessible transport, workplace technologies and workplace design.

**Cis het** means someone is both cisgender and heterosexual. In other words, a cishet person identifies as the gender they were assigned at birth, and they’re attracted to people of the opposite gender.

**Disability Employment Services (DES)** - DES is a Federally-funded service that supports people with disability to access employment. Businesses can connect with DES and advertise roles through them to increase the availability of employment opportunities for people with disability.

**Disability** - The Australian Bureau of Statistics' Survey of Disability, Ageing and Carers defines disability as having a limitation, restriction or impairment, which has lasted, or is likely to last, for at least six months and restricts everyday activities. This includes sensory (sight, hearing, speech difficulties), intellectual (difficulty learning or understanding), physical and psychosocial disabilities. Disability is part of human diversity and more than four million people (almost 20% of the population) in Australia have a disability.

**Economic justice** - Economic justice is a component of social justice and can include access to employment as a building block to establish a sufficient material foundation upon which to have a dignified, productive and creative life.

**Intersectionality** - Intersectionality is a theoretical framework for understanding how structures and systems of power and privilege can create complex, cumulative forms of compounded discrimination (e.g. racism, sexism, classism, ableism) in the experiences of marginalised individuals and groups, on the basis of aspects of their social and political identities (e.g. gender, sex, race, class, sexuality, disability).

**Intersex** - Intersex is an umbrella term used to describe a wide variety of naturally occurring variations of sex characteristics (such as genitals, reproductive organs, hormonal and/or chromosomal patterns) that do not fit within binary understandings of male and female bodies (IHRA 2013).

**LGBTI+ and LGBTIQA+** - These acronyms are umbrella terms that refer to: Lesbian, Gay, Bisexual, Transgender, Intersex, Queer or Questioning, and Asexual.

**Medical model of disability** - The medical model of disability views disability as a 'problem' and places the responsibility of 'managing' disability on the affected individual. Under the medical model, people with disability become 'problematic' or 'abnormal'. The medical model of disability suggests that people with disability should seek treatment so that they can alleviate their disability and try to conform with an inaccessible society.

**Social model of disability** - The social model of disability is a way of viewing the world, in which people with disability are disabled by society, such as buildings not having ramps or accessible toilets, or social attitudes and assumptions about people with disability being unable to perform certain roles or tasks. The social model of disability contrasts with the medical model of disability.

**Transgender and gender diverse** - The umbrella term 'trans and gender diverse' describes a population of people whose gender is different to what was presumed for them at birth and includes people who do not fit within the gender binary. The term can be used to refer to people who are not cisgender.

