Inclusive Language Policy

Body adopting Policy:	Diocesan Council	**Date of Adoption:**	
		Review Schedule	3 years
Related Documents:	•		

1. Background

This policy affirms, promotes, and protects the full participation of women in the life and ministry of the Church, and the dignity of all people, through the consistent use of inclusive language.

1.1. Purpose

To support the councils, committees and liturgical gatherings of the Anglican Church in the diocese of Adelaide to witness in word and in action that the Church is a welcoming community, called to inclusion of all people regardless of gender.

2. Scope

This policy applies to all diocesan contexts, including:

2.1.1. Diocesan Council and committees
2.1.2. Clergy and diocesan staff
2.1.3. Parish leadership in diocesan settings
2.1.4. Worship and liturgy for diocesan events
2.1.5. Written communications and publications
2.1.6. Policy and governance documents
2.1.7. Public communications and media

3. Principles

3.1. Theological foundation

The language used in the councils and committees of the Church, and in the corporate and public worship of the Church should reflect the theological principle that all people share in the fullness of humanity, and in the redemption realised for all people in Christ.

3.2. Language shapes culture

Language does more than reflect attitudes within a society or organisation; it also shapes them. It is therefore important that the language used in the life of the Diocese of Adelaide reflects the Church's commitment to recognising equal status in the body of Christ. Diocesan language should be inclusive, recognising that such usage engenders a positive and affirming environment.

3.3. Impact of non-inclusive language

Failure to use inclusive language contributes to a culture that undervalues the contribution and participation of women and may diminish their sense of belonging in the church.

3.4. Commitment and language for/of God

The Diocese of Adelaide recognises both the need for a sustained and intentional approach to the use of inclusive language when speaking of the people of God, and encourages the use of a wide range of metaphors when speaking of God.

4. Policy

4.1. Diocesan Council and all Committees of Diocesan Council are responsible for ensuring that the language used in their work is inclusive of all genders and attentive to the dignity of all people.

4.2. Chairs of all Diocesan Council Committees are responsible for encouraging and modelling the use of inclusive language among members.

4.3. Diocesan Council, through the relevant diocesan ministries and offices, will support and encourage parishes to use inclusive language in all aspects of parish life.

4.4. Those responsible for developing liturgies for Diocesan occasions must ensure that inclusive language is used in liturgical text, and words of songs and hymns.

4.5. Gender inclusive language should be used in this diocese when:

4.5.1. We (the Church) address and refer to one another in our meetings;
4.5.2. We compile orders of business and minutes;
4.5.3. We create policy documents;
4.5.4. We generate material used in Diocesan business such as, reports, synod papers, orders of business, resolutions, bills for ordinances and policy documents; and
4.5.5. We make public statements and press releases.

5. Implementation

5.1. Implementation of this policy will occur through diocesan governance processes, including adoption by Diocesan Council, communication across the Diocese, and publication on the diocesan website.

5.2. Diocesan Council, clergy, and lay leaders are expected to model inclusive language in their communications and practice.

Policy Reviews

Review Date	Amendments	Adoption Date
8 Jul 26	Converted to Modern template, updated language and structure	

Document Reviews

Version	Role	Name
1.0 Current	Ministry Wellbeing Coordinator	K Pugh
1.1 Draft	Assistant Bishop	S Relf-Christopher
2.0 Final		

Document History

Version	Status	Issue Date	Changes
V1.0	Current	9 July 2003	Converted to current template
V1.1	Draft	11 Jun 2026	Updated draft based on 2003 policy and 2017 resource
V2.0	Final	17 Jun 2026	Minor edits from feedback