



WOMEN'S CIRCUS GENDER INCLUSION POLICY

**LAST REVISION: 12/10/21
BOARD APPROVED: 28/10/21**

women*scircus





Acknowledgement of Country

Women's Circus acknowledges the Kulin Nation as the traditional owners of the land on which we meet, train and create and recognise their continuing connection to land, waters, communities and culture.

We pay our respect to Elders past and present and through them to all Aboriginal and Torres Strait Islander peoples. Sovereignty was never ceded. Always was, always will be Aboriginal land.





INTRODUCTION

Women's Circus is an historic feminist organisation, and we continue that legacy today through feminism that is intersectional and inclusive. And while Women's Circus began as a space exclusively for women, today we recognise that our community is more than women, and we have welcomed into our community and space other people who also experience misogyny and marginalisation under the patriarchy.

As a pioneer in feminist social circus, Women's Circus remains committed to its mission of providing access to training and opportunities for those affected by oppression and trauma. We work to continually address issues of diversity, inclusion and social justice through our presence and programming.

This policy was written with input from the Women's Circus Trans and Gender Diverse Advisory Group in 2021.



WHO CAN BE A MEMBER OF WOMEN'S CIRCUS?

Women's Circus welcomes anyone to our organisation who belongs to a marginalised gender.

This means we welcome members and staff to our organisation who are:

- cisgender or transgender women,
- transgender men,
- non-binary people,
- gender diverse people,
- intersex people,
- and anyone who is questioning their gender.

Women's Circus understands there is no such thing as 'proof' of gender. We will not tolerate questioning of someone else's gender.

Women's Circus values each member's development, both creatively and personally, and recognises that self-identity may change over time. As such, once members have taken out membership, they will continue to be able to access the services and support of Women's Circus, irrespective of their gender.



HOW DO WE SUPPORT OUR MEMBERS?

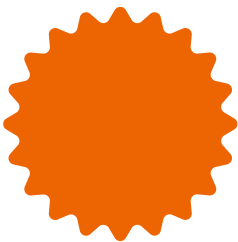
We strive to ensure Women's Circus members have equitable access to all programs, activities, and services provided by the Circus. We understand that this is an active process of removing barriers to participation and introducing systems and processes that support engagement. This will include, but is not limited to:

- creation/review of annual gender inclusion action plan
 - offering specific trans and gender diverse class (whilst acknowledging that all classes are available to trans and gender diverse members)
 - regular board, staff and member gender inclusion training
 - promotion of our gender inclusive programs and services
 - class/program/membership subsidies
 - clear systems for handling and resolving grievances and complaints
 - ensuring that members of our diverse community of members are represented in updates/changes to this and other relevant policies
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Importantly discrimination and harassment are strictly prohibited by the Circus's membership conduct code.

Women's Circus supports and encourages dialogue and discussion about gender, and intersectional feminism, and strives to make its spaces safer by revising and consulting on this policy through formal and informal channels.

If you have any further questions, concerns or feedback we invite you to contact us at: info@womenscircus.org.au



APPENDIX 1: GLOSSARY OF TERMS



Cisgender

A cisgender person is someone who identifies with the gender that was assigned to them at birth. For example, a cisgender (or cis) woman is someone who was assigned female at birth and currently identifies as female.

Transgender



Transgender people have gender identities and expressions that differ from their assigned sex at birth (for example, someone who was assigned male at birth and is transgender may be female, genderqueer, non-binary, agender, or any other gender that is not male). Transgender is often used as an umbrella term, either on its own or as part of the larger term 'trans and gender diverse', but may also be used as a gender in and of itself.

Intersex

People who are born with sex characteristics that do not fit medically expected norms for female or male bodies. It is not the same as being Trans or Gender Diverse.

Gender Diverse

An umbrella term used to encompass any gender identities or experiences that differ from what people were assigned at birth.



Trans man

A trans man is a man who was assigned female at birth. Some trans men prefer to simply be referred to as men, whereas others feel being trans is an important part of their gender label. Some trans men use terminology such as FTM/F2M (female-to-male/female-2-male), but for others these terms place too much emphasis on birth assigned sex and are considered offensive.

Trans woman

A trans woman is a woman who was assigned male at birth. Some trans women prefer to simply be referred to as women, whereas others feel being trans is an important part of their gender label. Some trans women use terminology such as MTF/M2F (male-to-female/male-2-female), but for others these terms place too much emphasis on birth assigned sex and are considered offensive.

Non-binary

Non-binary refers to any gender that falls outside of the categories of male and female. It is usually a descriptive term added to gender labels such as transgender/trans and genderqueer, but some people simply use non-binary to describe their genders. Some non-binary people may partially identify with a binary gender, and self-describe as a “non-binary woman” or “non-binary man”.