



Supporting a Culture of Gender Inclusion at the Fringe

As part of our work to ensure all Fringers and visitors have a welcoming, enjoyable and safe experience at the festival, we're asking volunteers and staff to use gender inclusive language.

Sometimes we unintentionally say or do something that challenges the safety of a space, and we may not know we've done so when it comes to gender awareness. The following are tips to support gender inclusion for the diverse range of communities at the Fringe:

Basic Tips

- Use language that does not assume people's gender: e.g. "Hello, how can I help you?" Try not to refer to individuals as "lady" and "sir" or use other gendered language. An otherwise positive experience for a patron, performer, volunteer or staff member could be compromised if addressed with gendered language with which they don't identify. We often don't realize we're making these gendered assumptions since they are common and encouraged in mainstream society.
- Don't assume an individual's sexuality or gender identity, and please maintain confidentiality and avoid disclosing personal information or gender history without a person's permission.
- Be gentle with yourself. Acknowledge that no one expects you to 'be perfect'. If you aren't sure of something, don't be afraid to ask Fringe staff or your Team Leaders for advice and help. If you believe you may have misgendered someone and feel awkward, often the best way to proceed is to acknowledge your mistake, apologize and ask them which pronouns they prefer. Being pleasant and helpful in all of your interactions with the public is always the best way to ensure that everyone feels welcomed and supported at the festival.

Thank you for taking the time to engage with this material. Feel free to contact us with comments or questions about supporting inclusive and safe spaces at the Fringe!