



GOOD PRACTICES GUIDE

FOR TREATMENT OF SEXUAL, GENDER
AND FAMILY DIVERSITY IN MASS MEDIA

2nd Edition



www.felgtb.org



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Federación Estatal de Lesbianas,
Gais, Transexuales y Bisexuales

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Dear friends from all media:

The Agrupación de Periodistas (Journalist Association) and the Secretaría de Políticas Sociales e Igualdad de la FSC-CCOO (Social and Equality Policies Secretariat of the FSC-CCOO), together with the Federación Estatal de Lesbianas Gais, Trans y bisexuales (National Federation of Lesbians, Gays, Transsexuals and Bisexuals), introduce the second edition of the Good Practices Guide for Treatment of Sexual, Gender and Family Diversity in mass media.

Its aims are to facilitate communication professionals' jobs and to introduce them to our vocabulary; to create a feeling of empathy for them to understand our reality; to help perfect the way we denominate and present the LGTBI community; to increase respect in mass media; to help us LGTBI people feel visible and represented in the media; and to make readers, listeners and audiences understand and change their perception of our community.

We would like to highlight the treatment of Trans people, given that they are one of the most vulnerable groups in our society, and one that requires more attention in mass media. The experiences of this group are varied, just like their needs and demands, which makes erasing prejudice and stereotypes in this regard is one of our top priorities. We hope that it will also become a priority for mass media workers.

At the FSC-CCOO and the FELGTB, we are aware of the importance of professional retraining and continuous training in order to be capable of informing with rigour. We also understand the importance of mass media.

As champions of a fundamental right, contained in Article 20 of the Spanish Constitution, we believe that reporters provide a public service that helps and makes us visible in the battle to achieve true equality.

Words can make the invisible visible: they can recognise, name and reflect our rights. Words have power and strength to change the discriminating situations that our community is forced to experience.

We hope that this guide may provide you with useful tools to practise your profession.

Uge Sangil
President of FELGTB

Pepe Fernández Rodríguez
General Secretary of FSC-CCOO



INTRODUCTION

One of the first lessons that any communicator must learn for the development of our profession is that media have the basic objectives of informing, educating and entertaining. Thanks to the information they offer, the media can provide society with knowledge regarding the realities that surround us. Therefore, depending on their approach, these realities can be showcased or discredited.

This Mass Media Guide aims to provide a useful tool for the construction of an inclusive and responsible oral, written and/or visual language for society as a whole. It combines the comprehensive knowledge of professionals regarding the audio-visual language with the deep understanding of LGBTI people through our own experiences.

Communicators must be particularly respectful when providing news items which affect the LGBTI community. We speak of respect, and not tolerance, because tolerance would imply a higher positioning with a certain degree of disregard towards those who are tolerated. However, respect means acknowledging the other person as an equal, accepting that we are all different and that we must all live together in freedom.

Act 7/2010, 31 March, on General Audiovisual Communication, establishes that “the norm pursues a more inclusive and equitable society...” and, in its Article, 57, that the following will be considered very serious infractions: “1. Broadcasting contents which manifestly promote hatred, contempt or discrimination for reasons of birth, race, sex, religion, nationality, opinion or any other personal or social circumstances. 2. Broadcasting commercial communications which violate human dignity or use women’s image in a discriminatory or degrading manner.”

News formats are not the only transmitters of LGBTI realities: gay, lesbian and bisexual people, as well as the families they are creating, are being made more visible through tv series, films or different kinds of programs. Trans and intersexual realities remain largely hidden, except in the case of under-age people or in tragic news items. Therefore, we



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find a dichotomy between the individual and the collective diffusion of these realities. Making sexual orientation, sexual identity and/or gender expression visible is always a personal decision protected by “The Right to Privacy”.

It should also be remembered that, in most cases and particularly in those related to trans people, this is a process that demands a great effort due to the personal, social, domestic and working consequences, which can sometimes even put their health and life at risk. For this reason, their decisions must be respected: people should only be made publicly visible by the media when the person decides to do so, and always with the appropriate language and rigour.

As we have already stated, trans people are almost invisible to the media and, whenever they are mentioned as part of a news item, there are usually mistakes, stereotypes or some kind of prejudice which still contaminate our society (marginalisation, transvestites, reification, dehumanisation, prostitution...). This is why it is essential to guarantee that the trans realities which exist in our society are presented as totally normal.

Meanwhile, the use of language follows the steps of the development of these communities. The terminology that was used to refer to transsexuality has been developed throughout the last few years and is constantly being redefined. The current word “trans” encapsulates both binary and non-binary people, transsexuals and transgender people, although we must always be careful with the constant redefining process of language, as well as the concept that each person may have of their own identity. The term “trans” will be used throughout this guide whenever the context requires it because it allows us to express ideas in a broader and non-excluding way regarding the diverse realities that the term encompasses.

Another example of the development of language and conceptual development within the area of sexual, gender and family diversity is the concept of LGBTQ+ (the meaning of this acronym and the reason for its existence is explained in the Glossary), which is slowly being used more often and with more vibrancy. In this guide, we will use the term LGBTI to refer to sexual and gender diversity because it is currently still the most frequent and well-known term.

Mass media must reflect the reality of LGBTI people in all possible areas. They should also search, work on and transmit positive references. This way, we will obtain a media stories that explain their whole reality in its full broadness and all its dimensions. It is true that this can sometimes become complicated, given that we must preserve everybody’s right to privacy and we must always respect people who do not want to be seen in the media. For this reason, we should accept this challenge on the basis of a mutual collaboration between LGBTI people and the media that build an audiovisual picture of them.



OBJECTIVE

As its name suggests, the aim of the “Good Practices Guide for the treatment of Sexual, Gender and Family Diversity in Mass Media” is to become a tool for communication professionals who need to inform about topics related to sexual, gender and family diversity in any of the audiovisual media. At the same time, we would like this to become a starting point for reflection about the adequate use of written and audiovisual language to prevent mass media discourse from conveying “LGTBIphobic” messages.

This Guide is therefore aimed at mass media professionals in charge of informing society, regardless of the type of media, including written press, radio, television, press offices, official statements, etc.

We want to help acquire and transmit appropriate terms and concepts for the correct treatment of sexual, gender and family diversity. We have consequently analysed the use of terms, concepts, expressions and images that are frequently used in an incorrect way, thus perpetuating stereotypes and promoting discrimination and its appalling consequences for LGBTBI people, especially trans people. We have done carried out this process using real cases which have appeared in the media. We have tried to modulate these messages towards a more correct and respectful expression.



We begin by diagnosing the current situation in the media, relating it to the context of the social-political current state. The particular scenario of wordings can determine the journalistic use of contents related to sexual orientation, identity and/or gender expression. In this regard, it is very important to put together the different legal and regulatory frameworks which regulate both the media and the rights of LGTBI people in Spanish territory.

We make a series of basic and generic recommendations of good practices which can raise awareness and guide in relation to the reality and daily life of LGBTBI people, as well as other specific recommendations referring to the treatment of trans people.



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We complete this Guide with a Glossary, as updated as possible, to inform about sexual, gender and family diversity. Using this terminology causes controversy even within the LGTBI communities, but it is fundamental to understand and transmit this complex reality. However, for this same reason, we cannot expect a definitive definition of terms, given that they are constantly being developed and redefined.

To end, we refer to a series of recommended documents and publications regarding the use of inclusive, non-sexist and non-discriminatory language, which we add to the bibliography.

DIAGNOSIS

The current social-political situation of our country is experiencing a clear setback with regard to the protection of the LGTBI community, which has been particularly disadvantaged and unprotected, given that it does not belong to the normative parameters and the hegemonic discourse of the cisheteropatriarchy. This regression is accompanied by a hatred discourse towards these communities.

From a legislative point of view, there is no National LGTBI Law, although there are several autonomic laws, most of which have not yet been implemented or developed. There are also town diversity plans in cities such as Seville, Barcelona, Benidorm, Granada, Marbella, Quart de Poblet, Massamagrell, Cadiz...

From a working point of view, there are certain difficulties to introduce specific measures in Collective Agreements, although progress is slowly being made, as we can see in the cases of the Madrid Metro Agreement or the Equality Plan approved at eDreams.

Within this general context, there is an increase in awareness regarding people who have openly included themselves in the LGTBI community. On the contrary, despite supposed progress made in terms of social inclusion and legal protection, job discrimination and hate crimes have even risen in our country, particularly in relation to trans people. Several studies and reports confirm this, as is the case with the report published by the OECD, which warns of the existence of job discrimination and a so-called “glass ceiling” for LGTBI people. It is also the case with the report elaborated by the FELGTB (Spanish Federation of Lesbians, Gays, Trans and Bisexuals), which reflects that most of the hate crimes committed in Spain in 2017 were for reasons of sexual orientation or gender identity.

The role of mass media in promoting equality and respect towards diversity is essential, given the enormous influence they can have and their capacity to create opinion. We must therefore enhance the transmission of positive models, avoiding



stereotypes and established patterns which reject and discriminate what is perceived as “different”. It is essential to foster information in mass media as a cultural tool that can integrate different identity, “sexual-affective” and family models which cover the whole society and chip away the rough edges of the different scopes that compose it, through acknowledgement and respect.



The approaches contained in this guide are based on a previous analysis of the current working situation at media offices, as well as a scrutiny of the social-political context. The persisting precarious employment, with drastic staff reductions and resource depletion throughout the past years, has led professionals from different mass media to cover all kinds of news items, taking on a huge working load in record schedules, with no chance to specialise in hardly any area or to consult different sources. However, regardless of the topics that professionals usually cover, diversity is such an intrinsic element to any reality that its acknowledgement and correct treatment is not advisable, but imperative.

The immediacy of news items, insecure job conditions and the need to sell the product have, in some cases, slowly deteriorated the quality of news contents, research journalism and, in general, insight into news and source contrasting as an essential pillar of an objective and honest journalism. These factors have also caused a lack of follow-up on events. This situation means that, on some occasions, elements as important as sexual, gender and family diversity, or fact contextualisation, are not being taken into account.



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In this context, we cannot forget that, beyond legislative references, Audiovisual and Professional Councils are independent and self-regulating organisms of mass media. However, Spain is the only country in the European Union that does not have a National Audiovisual Council, and only Andalusia and Catalonia have constituted their autonomic Council. One of the competences of these Councils must be to ensure that news items are true; to promote values such as equality, respect and solidarity; and to protect the rights of vulnerable persons and communities. It is therefore not very difficult to verify the lack of interest from governments in promoting self-control at media companies in our country.

Notwithstanding the above, having basic notions on how to treat sexual, gender and family diversity should be approached as a transversal aspect so that any journalist or professional in charge of broadcasting information can have an adequate training in this regard. The reality of LGTBI people is as diverse as their community, and it is a mistake to believe that their role in the media can be limited to tragic events and social relations. It is obvious, but should be remembered, that there are LGTBI people in politics, culture, sport, the work environment, the educational environment, journalism...

“The facts” are usually the main focus of news but, when related to LGTBI people, the news item is often diverted towards the person and their sexual orientation or gender identity. This is the point where we can find the greatest number of errors. The treatment of the trial against Cassandra Vera in March and April 2017 is a great example, which we further explain in the Good and Bad Practices section.

In conclusion, due to all of the above, the need to change the media treatment of diversity and LGBTI people must be seen as an aspect which involves very different spheres of society. Journalism professionals are responsible for the elaboration and broadcasting of news, but they must know that they can count on unions, associations, LGTBI people and other experts to produce publications with the necessary rigour and quality.

ERRORS AND SUGGESTIONS

Nowadays, we continue to find examples of recurring errors in the media too frequently. These mistakes occur when speaking about gender identity and/or expression, as well as sexual orientation. The errors not only prove a lack of knowledge or an incorrect understanding of the various LGTBI realities, but also cause negative reactions and answers in society. We now take a look at a few cases:

- 1. ERROR:** To speak of lesbians, bisexuals, trans and intersexual people as “the gay community” or as homosexuals. This attitude does not include lesbians, bisexuals, trans and intersexual people. The term homosexuals



does not only include all LGBTI realities, but also silences many of them. We already know that what is not mentioned does not exist, and what does not exist cannot have rights.

SUGGESTION: The specific community should be referred to using its specific name, or the acronym LGBTI when including all of them. We should also remember that hate towards trans people is called transphobia, not homophobia, and that the correct expression is LGBTI pride and not gay pride.

2. ERROR: The use of images and approaches that transmit simplistic picture of the LGBTI reality, presenting it as championed by young, strong, rich and successful men.

SUGGESTION: Stereotypes should not be followed because the LGBTI community is as multiple and diverse as each and every one of the people that compose it and as the rest of the population. LGBTI people cannot be reduced to only men, or young citizens, or successful persons, or strong people or rich people.

3. ERROR: Associating trans people with prostitution and marginality simplifies their reality, causing biased and incorrect perceptions, and often stigmatising and criminalising the whole community.

SUGGESTION: To make trans women more visible in the media, whenever they allow it and whenever possible, in all personal, social and professional areas.

4. ERROR: Lack of visibility for trans men and their reality.

SUGGESTION: To make trans men more visible, whenever they allow it and whenever possible, in all personal, social and professional areas.

5. ERROR: Persistence of gender roles in mass media, particularly in sport sections. Any content that does not follow the stereotypes of masculinity femininity is made laughable or invisible. It is true





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that social pressure often prevents professionals from finding the appropriate conditions to make these communities visible without that damaging their professional careers, but... are there no gay footballers or bullfighters? Are there no bisexual teachers or builders? And no transsexual nurses or criminologists?

SUGGESTION: Mentioning the presence of LGTBI people in diverse spheres of society and including different approaches in mass media, which are traditionally aimed exclusively at either men or women, would help highlight abundance of diversity.

6. ERROR: Right from our initial diagnosis, we found some headlines and reports that stigmatised people infected by HIV even further. Scientific and social progress should make us forget the supposed link between HIV, pandemic and death. We must include positive and inclusive approaches that can be used to fight against stigmas and discrimination. HIV can affect all people, although it is true that, in our country, it mainly affects gays bisexuals and men who have sex with other men, as well as trans women.

SUGGESTION: To avoid using the image of HIV exclusively for LGTBI people, given that it seems to imply promiscuity and marginality. News related to HIV should be treated from a preventive point of view so that all people, especially young citizens, become aware of the importance of prevention and early detection instead of promoting social exclusion and fear of an illness that is nowadays much more under control than it used to be.

GENERAL RECOMMENDATIONS

In order to prevent errors such as those mentioned above, we now offer some general recommendations for those putting information together:

- To make the LGTBI community visible in all areas, respecting individuals' decision to do so or not when speaking of specific people. In order to do this, it is necessary to produce articles, reports or interviews in different contexts, such as a family context, a working environment, entertainment, sport, science, sport, culture, etc. so as to present diverse, positive, non-stigmatising references of LGTBI people.



- To respect the individual decision of people with regard to their sexual orientation and gender expression and/or identity, regardless of their age and avoiding media contents which question them.

- To use an inclusive language that does not dehumanise, segregate, discriminate or criminalise and that contributes to the eradication of social prejudice regarding LGBTBI people. It is necessary to avoid the use of offensive or degrading terms, which may cause mockery and contempt or violate LGBTBI people's dignity.

- To employ concepts related to sexual, gender and family diversity with precision in order to avoid confusion, misunderstandings and mistaken messages.



- Journalistic contents must be treated in a way that they do not discredit LGBTBI people. It is particularly important that the images or photographs which are being shown really match the information that is being provided, avoiding associations that may perpetuate existing stereotypes and not diverting attention towards aspects that have nothing to do with the actual news.

- To incorporate the different family realities with in a totally normal manner, thus contributing to development and co-habiting from childhood.

- When broadcasting news related to LGBTBI people, journalists must find diverse sources and offer first-hand testimonies instead of simply speaking about these people without even including them in the news item. Organisations can be of great help in this regard.

- To treat bisexuality as a separate sexual orientation, avoiding identifying bisexuals as homosexuals.

- Cases of discrimination and hate must be told as a violation of human rights, not as mere isolated events. It is also important to spread information about the organisations and services that can help victims receive support, counselling and, when necessary, file a case in court.



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- To follow-up news regarding discrimination, violence or even murder against LGBTBI people in order to inform, if it is the case, of the fact that these crimes do not go unpunished. In the same way, the importance of these events must be stressed.
- To revise the codes of conduct in mass media in order to add measures related to the treatment of information regarding these communities.

RECOMMENDATIONS ON HOW TO TREAT INFORMATION REGARDING TRANS PEOPLE

Under the well-known term of “trans umbrella”, there are a great number of realities and experiences which go beyond that kind of tag. There are people who have come a long way to have their identities socially accepted, often dodging and fighting against inequality and violation of their rights, thus risking their health and even their lives.

However, all these different realities and experiences follow a common trend: any person has the inalienable right to be, feel, identify and live their own sexual or gender identity without anyone determining it in their name, or in the name of their genitalia, when born or later.

Referring to someone as a trans person implies a complicated process, with or without hormonal and surgical treatment. This process leads to a series of consequences in the person’s family life, personal life, social life, health and job. Of course, it also affects the administrative/legal area.

For all these reasons, within LGBTBI communities trans people are generally the most discriminated and stigmatised, which is why we have included a specific section in this guide, with recommendations on how to treat information regarding them.

It is obvious that some of these recommendations can be applicable to all kinds of information, but it is particularly important to take them into account when we are working on this topic.

- We proceed on the basis that the fact that a person is trans should not be mentioned if the news item has nothing to do with their gender identity.



- The journalist or person in charge of the information must be adequately informed before conveying an incorrect, inexact, imprecise, disrespectful or malicious information regarding trans people and identities. We must promote the use of institutional sources (Public Administrations, Universities...), organisations (unions, business organisations, political groups or LGTB associations), most particularly trans people or those close to trans people.
- Trans identities are no extravagance, so it is unnecessary to fall into sensationalism, drama, paternalism or to put the blame on the trans person when informing about news related to trans people.
- We must respect the right to self-determination of trans people, avoiding the systematic use of a media approach that perpetuates the medicalisation of trans identities.
- Trans people should be referred to using the sex/gender, name and pronoun which they identify themselves with, regardless of whether they have officially changed their name or of whether they have been subject to any kind of treatment or not. Denying, avoiding or confusing the identity of a trans person helps to dehumanise that person, with the logical consequences which that implies.
- It is also very important to realise that it a very common bad practice in the media is to change the term transsexual into a noun (the transsexual, a transsexual...), thus turning it into a pejorative term and denying that a trans person is actually a person.
- Never speaking about trans men or masculine trans persons contributes to denying their existence and fosters the false belief that they have no problems or that they have certain privileges.
- It is necessary to address the reality of trans identities, showing both the structural discrimination in our system, and the progress and positive aspects. We must show positive references of trans people in their family, social or working life as something totally normal.
- In the case of news items that have caused damage to a trans person, the information must be quickly corrected, at the same level and giving it the same importance as the previous incorrect information.



GOOD AND BAD PRACTICES

We now highlight some real headlines found in the media, as examples that can help understand the incorrect treatment or approach¹.

“Transsexual Cassandra is sentenced for exaltation of terrorism on Twitter”

This is a clear example of a lack of respect for people’s right to self-determination of their gender. This case was broadly covered by the media and social networks were full of transphobia. This kind of headline clearly does not help when trying to avoid treatments which have been identified as bad practices in this guide. First of all, the fact that the twitter user was a trans person is totally irrelevant to the news item. In second place, the original headline in Spanish uses the term transsexual as a noun, and in the masculine form of the Spanish language, when it was perfectly clear that Cassandra is a woman. Such treatment of this information is a seriously irresponsible attitude.

Other media treated the news in a completely different way, focusing on the actual information and not mentioning the fact that Cassandra is a trans person.

In this other headline which we highlight in this paragraph, such a fact is mentioned, but in a totally justified and correct manner, given that the disregard shown by the prosecutors towards Cassandra’s gender identity was part of the facts of the news item. The twitter user herself says: *the fact that the public prosecutors are saying that a trans persons is “hiding behind” something for using their real name is proof of our transphobic and decaying institutions.*

“The number of victims of homophobia in Catalonia has doubled this year”

We now highlight three sentences of this report:

The headline: “The number of victims of homophobia in Catalonia has doubled this year”. This headline can confuse readers, given that it simply refers to victims of homophobia and implying that only hate crimes

¹ Estas noticias han salido publicadas en distintos medios de comunicación de tirada nacional, autonómica y local durante los últimos 3 años y están colgadas en sus respectivas páginas web



against homosexual persons have doubled (excluding bisexual persons and trans people). However, when we read the entire article, we found contradictions such as these:

“Throughout the year, the number of homophobic attacks against the LGTBI community (Lesbians, Gays, Trans, Bisexuals) has doubled.” We should clarify that attacks on the LGBTI community are not homophobic: they are LGTBiphobic. The term homophobia refers only to homosexuals. If that term is used, we cannot know if the number of attacks on homosexuals has doubled, or if all cases related to the LGTBI have been taken into account and there is a mistake in the terminology.

“In 2019, a homophobic attack for reasons of sexual or gender identity is reported every two days”. When the reason behind the attack is a trans identity, the person has become a victim of a transphobic attack. In this case, it seems as though identity cases have been included in the statistic, so it appears that the data does not only include homophobia, which means that the terminology is incorrect.

“The death of a transsexual woman in a field in Castellon is being investigated”

This headline was published in several media, which allows us to prove the errors that were committed in each of them, and the fact that we can only obtain a reasonable idea of what happened by reading the whole article. We chose this particular newspaper to single out some of the most common errors regarding the language that is used, the approach and the intentions.

The headline suggests the victim is a transsexual woman, but, if we read on, we can find the following information in the body of the article.

“Police are investigating the violent death of a (masculine) transsexual”. If we are referring to a woman, it makes no sense to use the Spanish masculine for “a” transsexual. Further down, we also find the use of the word “transsexual” as a noun, giving it negative connotations and turning transsexual people into “things”.

“The body was found close to the Hermitage of Sant Jaume de Fadrell, frequented by prostitutes”.

This information adds nothing to the news that a trans woman has been murdered (especially when we can read in other media that the body was



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taken there after the woman was killed) unless there is the clear intention of linking the victim to prostitution.

There are also confusing examples of this news in other media. For example:

A newspaper in which we can read: “... *arrested for supposed links with the violent death of a trans person who had a masculine legal identity*”. If we simply read this statement, we cannot know if this is a woman who has legally changed her identity at the official register, or if this is a man who has not changed it. This is confusing, it leads to speculation, as well as adding no important information to the real news (the murder of a trans person).

Furthermore, this reference to the “legal identity” of the victim is one of those unnecessary practices that are very common when trans people are mentioned. By doing this, we are incurring in the error of ignoring the true identity of the person, which can only be expressed by them and which, in this particular case, could have been easily found out if the journalists had contacted their friends or relatives.

“Theft at a brothel helps uncovers a network of sexually-exploited transvestites”

Both in the headline and the main body of the article, we can see that the people who were being exploited as prostitutes at the premises investigated by police are described as “transvestites”. We accept that this could be the case, but it could also be trans people. We could assume they are women, but they could also be men, given that transvestism is not an exclusive practice of women. In some sense, the news can be confusing, but the importance of the article is the prostitution network and how human beings are being exploited. The fact that they were transvestites or trans people is an aggravating factor.



The reference is, at the very least, clearly sensationalist, given that there is no information about the added vulnerability of these victims. This



misinformation, added to the recurring use of the term, contributes to associate the idea of transvestism with prostitution, thus criminalising and stigmatising this practice instead of doing so with those who were sexually exploiting the victims.

This news item could also be seen on television, with a similar approach, only reinforced thanks to the audiovisual language.

The images used to present the news in this case are archive images related to prostitution on the streets, even though the news speaks of an event occurred in a flat located in a well-known, high-class neighbourhood of Madrid. In that case, the message that is orally conveyed does not correspond to the message that is conveyed through the images.

“Thirteen people arrested for sexually exploiting young transsexuals in a flat in Murcia”

This headline could be an example of how information can be correctly treated. Both the headline and the content below have been expressed with no sensationalism, avoiding unnecessary information and using the correct language.

However, the headline refers to sexual exploitation of transsexuals, whereas the body of the article is about masculine victims... assuming the information is true, we must conclude that the young prostituted persons were transsexual men.

In that case, the news item would be an example of a good practice, but if journalists have committed the unfortunate error of using the masculine to refer to transsexual women, this would once again be an example of a bad practice that should be immediately corrected.

“Six years of internment for the minor who killed a transsexual in Valladolid”

This headline once again uses the term transsexual as a noun, although there is an example of a good practice by carrying out a follow-up in time, informing about the court sentence of a case which had occurred a year earlier. This is a way to show that LGTBphobia is a crime that cannot go unpunished.



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TERMINOLOGY (GLOSSARY)

The terms included in this glossary attempt to clarify concepts related to sexual, emotional, and gender diversity, as well as discriminatory and excluding situations that occur in this regard. We must take into account that many of these concepts are constantly being developed and under debate. There are also certain differences between cultures and countries.

In alphabetical order:

Assigned gender: this is the information assigned to anyone when they are born by merely observing their genitalia and, thus, assuming a gender identity based on such observations.

Biphobia: Aversion toward bisexuality and bisexual individuals or those who may appear to be so or who stand up for bisexuals.

Binarism: Social construction which divides actions, behaviour, feelings and anatomy into two dichotomous options: masculine or feminine gender.

Bisexual: Person who feels sexual and emotional attraction towards both men and women. indistinctly.

Cisgender: Person whose gender identity matches the gender they were assigned at birth.

Cisheteropatriarchy: This concept refers to the social organisation where only men's criteria prevail, as long as the man is heterosexual and cis (people whose gender identity matches the gender they were assigned at birth).

Drag King: Woman who dresses in ways which are stereotypically associated to men, but in an exaggerated and sophisticated way, with comical, satirical or theatrical intentions in order to perform at shows.

Drag Queen: Man who dresses and wears make up in ways which are stereotypically associated to women but in an exaggerated and sophisticated way, with comical, satirical or theatrical intentions in order to perform at shows.

Diverse families: Families are social units formed by a group of persons who are related to each other through marriage, kinship or affinity. Family structures are as diverse as the people who compose them: there are single parents, families with a father and a mother, with two mothers, with



two fathers, etc.

Gender expression: This is the way in which people express their gender identity

through codes such as conduct, the way we walk, our clothes, the way we speak... The social behaviour of a person, regardless of their sex at birth or their gender identity.



Gender dysphoria: Medical term which refers to the disassociation of an individual with the gender assigned at birth.

Gay: Man who feels sexual and emotional attraction towards other men.

Gender: Set of cultural-origin characteristics related to behaviour and identity patterns which socially establish the difference between men and women. Gender is neither static nor innate: it is a sociocultural construction that has changed and can continue to change over time.

Gender identity: Sense of belonging to a particular gender. It is an individual's identification with the social role which is assigned to men and women and does not necessarily coincide with the biological sex of the person. Gender identity has nothing to do with the sexual orientation of an individual.

Gender role: set of behaviours and activities socially ascribed to each one of the sexes-genders; which can vary depending on the different cultures.

Hermaphrodite: Incorrect term used to refer to intersexual individuals.

Heterosexual: Person who feels sexual and emotional attraction towards the opposite sex.

Homophobia: Aversion toward homosexuality, homosexual individuals or those who may appear to be so or who stand up for homosexuals.

Homoparenthood: Existing relation between two lesbian mothers or two gay fathers and their sons and daughters, resulting from the legal relationship that parenthood implies.

- **Homomotherhood:** Existing relation between two lesbian mothers and their sons and daughters, resulting



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from the legal relationship that parenthood implies.

- **Homopaternality:** Existing relation between two gay fathers and their sons and daughters, resulting from the legal relationship that parenthood implies.

Homosexual: Person who feels sexual and emotional attraction towards individuals of the same sex. Use of the words “gay” or “lesbian” as applicable is recommended. This way, women’s invisibility is avoided.

- **Homosexual man:** see definition of gay.
- **Homosexual woman:** see definition of lesbian

Intersexual: a person born with some sort of discrepancy between genetics, gonads and genitalia. Intersexuality is not a pathology, given that it can occur for multiple reasons. This term is currently evolving.

Lesbian: a woman that is emotionally and sexually attracted to other women.

Lesbophobia: aversion towards lesbianism or lesbian women, either those that look like them or those that defend them. Such concept is often included under the term homophobia.

LGBTI: an acronym that stands for the following terms: lesbian, gay, trans, bisexual and intersex people (LGTBI in Spanish). However, the acronym also refers to a whole associative and LGBTI advocacy movement. As such, the movement is constantly evolving.

LGTBIQ+: although the acronym stands for lesbian, gay, trans, bisexual, intersex and queer people, the plus sign (+) is added to include the rest of sexual and gender diversities. This term could be seen as a development of the previous term.

Men who have sex with other men: This concept derives from epidemiology. It encapsulates a group of individuals with the same sexual behaviour without taking into account the identity, sexual orientation, sexual option and/or the sociocultural profile. It was initially conceived as a neutral term but it never was: it resulted in a particular approach to sexual health intervention, focusing on the biomedical aspects and disregarding all other



sexual elements (like the context in which these men have sex with other men, etc.). Use of this term is recommended only in health-related articles, but also mentioning gays and bisexuals when necessary.

Paternal pregnancy or pregnant father: This concept refers to a trans man's capacity to become pregnant.

Sexual orientation: this is the emotional and sexual attraction people feel for other people. Depending on the orientation, we can be talking about heterosexuality, homosexuality, bisexuality, asexuality, pansexuality, demisexuality...

Serophobia: the stigma and discrimination based on irrational fear towards people living with HIV, which translates into people avoiding any kind of interaction or contact with seropositive or HIV positive people.

Transitioning: a social and legal development process during which transgender people carry out (or don't) changes regarding their appearance or their clothes, their names and gender pronouns, hormone-based treatments and/or surgical procedures... Hence, this is a very personal transition that should be considered and decided freely and with every guarantee.

Trans, trans people: an umbrella term that includes different identities and gender expressions for those people whose gender identity differs from the sex/gender assigned when they were born. This term is frequently used as the short version of transgender or transsexual, which includes transgender people, transsexuals, transvestite and, in general, those who question binary gender identities (men and women) as the only option of individual and social identification.

Being trans does not imply having a pre-established sexual orientation (a person that is trans can also be gay, lesbian, heterosexual, bisexual, asexual, and so on.)

- **Transgender:** a person whose gender identity differs from the sex/gender assigned at birth and that does not particularly identify as a man or a woman, in accordance with the traditional gender conceptions, regardless of whether the person submits to some sort of treatment or not. The term in Spanish comes precisely from the academic anglo-saxon term transgender.



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- **Transsexual:** a person whose gender identity is the opposite of the gender assigned at birth and that frequently undergoes hormone-based treatments and/or surgical procedures.
- **Transsexual man:** a person that was born with genitalia attributed to the female sex but psychologically and vitally identifies with the male gender.
- **Transsexual woman:** a person that, in spite of the fact that they were born with genitalia attributed to the male sex, psychologically and vitally identifies with the female gender.

Transphobia: aversion to trans people's realities, trans people (transsexuals, transgenders, transvestites...), people that look like them or defend such realities.

Transvestite (man or woman): a person that adopts the external manners, the clothing and accessories socially associated with the opposite sex. The main difference between transvestites and trans people is that transvestites don't live or want to permanently live in the gender they dress as. Transvestites have no intention to submit to any kind of treatment.

REGULATIONS

LGBTI/GSD STATE LEGISLATION

- Law 13/2005, of 1 July, amending the Civil Code with regard to the right to marry.
- Law 3/2007, of 15 March, regulating the registry rectification of the mention regarding people's gender.

BILLS OF PARLIAMENTARY GROUPS IN CONGRESS

- A bill against discrimination on the basis of sexual orientation, identity or gender expression and sexual characteristics and for social equality of lesbians, gays, bisexuals, transsexuals, transgender and intersex people.
- A bill regarding the legal protection of trans people and the right to self-determination of gender identity and gender expression.
- An integrated bill on equal treatment and non-discrimination.



LGBTI/GSD REGIONAL LEGISLATION

ANDALUSIA

- An integral Law 2/2014, 8 of July, to guarantee non-discrimination on the basis of gender identity and the recognition of transgender people's rights in Andalusia.
- Law 8/2017, 28 of December, to guarantee LGBTI rights, equal treatment and non-discrimination towards LGTBI people and their families in Andalusia.

ARAGON

- Ley 4/2018, de 19 de abril, de Identidad y Expresión de Género e Igualdad Social y no Discriminación de la Comunidad Autónoma de Aragón.

CATALONIA

- Law 11/2014, 10 of October, to guarantee the rights of lesbians, gays, bisexuals, transgender and intersex people and to eradicate homophobia, biphobia and transphobia.

COMMUNITY OF NAVARRE

- Regional Law 8/2017, 19 of June, on social equality for LGBTBI+ people.

COMMUNITY OF MADRID

- Law 3/2016, 22 of July, on integral protection against LGBTIphobia and Discrimination on the basis of Sexual Orientation and Gender Identity in the Community of Madrid.
- Law 2/2016, 29 of March, on Gender Identity, Gender Expression, Social Equality and non-Discrimination in the Community of Madrid.

COMMUNITY OF VALENCIA

- Law 23/2018, 29 of November, on equality for LGBTI people.
- An Integral Law 8/2017, 7 of April, on the recognition of the right to a gender identity and gender expression in the Community of Valencia.

EXTREMADURA

- Law 12/2015, 8 of April, on social equality regarding lesbians, gays, bisexuals, transsexuals, transgender and intersex people, and public policies against discrimination on the basis of sexual orientation and gender identity in the Community of Extremadura.



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GALICIA

- Law 2/2014, 14 of April, on equal treatment and non-discrimination of lesbians, gays, transsexuals, bisexuals and intersex people in Galicia.

BALEARIC ISLANDS

- Law 8/2016, 30 of May, to guarantee lesbians, gays, trans, bisexuals and intersex people's rights and to eradicate LGBTIphobia.

CANARY ISLANDS

- Law 8/2014, 28 of October, to guarantee non-discrimination on the basis of gender identity and the recognition of transsexual people's rights.

MURCIA

- Law 8/2016, 27 of May, on social equality regarding lesbians, gays, bisexuals, transsexuals, transgender and intersex people and public policies against discrimination on the basis of sexual orientation and gender identity in the Community of Murcia (Region of Murcia).

BASQUE COUNTRY

- - Law 14/2012, 28 of June, on non-discrimination on the basis of gender identity and the recognition of transsexual people's rights.

MUNICIPAL PLANS

- Human Resources Plan regarding LGBTI diversity, City Council of Marbella.
- Protocol on the change of name related to the municipal personnel undergoing a transitioning process (a sexual and/or gender transition), City Council of Madrid and Local Bodies.
- Municipal Plan for LGBTI people, City Council of Sevilla.
- The procedure of changing transgender people's names, City Council of Granada.
- Municipal Plan on sexual, gender and family diversity, City Council of Quart de Poblet.
- I Municipal Plan against LGBTIphobia and in favour of affective-sexual and gender diversity, City Council of Cádiz.
- Equality Plan for the citizens, City Council of Orihuela (mixed equality plan in general with specific axes regarding diversity).



- Municipal Plan for lesbians, gays, transsexuals, bisexuals and other gender identities inside the community, City Council of Benidorm.
- Municipal Plan on sexual diversity and gender diversity, City Council of Barcelona.
- I Provincial LGBTI Plan, Provincial Council of Granada.
- I Municipal Plan on Sexual, Gender and Family Diversity of Massamagrell.
- Strategic Plan regarding Sexual and Gender Diversity in the Island of La Palma.

COLLECTIVE AGREEMENTS

- Collective Labour Agreement of leather, embossed leather, leather goods and similar materials in Catalonia.
- Madrid Metro Agreement 2016/2019.
- Equality Plan approved at eDreams.

PUBLICATIONS

To conclude, we would like to recommend a series of documents and publications regarding the use of inclusive, non-sexist, non-discriminatory language that we will also add to our bibliography.

- “La cara oculta de la violencia hacia el colectivo LGTBI. Informe delitos de odio e incidentes discriminatorios al colectivo LGTBI 2018”. FELGTB. (“The hidden face of violence against the LGBTI community. Report regarding hate crimes and discriminatory incidents towards the LGBTI community.” FELGTB.)
- “Guía sobre Negociación Colectiva y Leyes de Igualdad”. FSC-CCOO (“Guide on Collective Bargaining and Equality Law.” FSC-CCOO.)
- “VIH y Bomberos, preguntas y respuestas”. FSC-CCOO (“HIV and firefighters, Q&A”. FSC-CCOO.)



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- “Personas trans en el ámbito laboral. Guía para el proceso de transición”. FSC-CCOO. (“Transgender people in the work environment. Guide on the transitioning process.” FSC-CCOO.)
- “Diversidad sexual y de género: una cuestión sindical”. CCOO. (“Sexual and Gender Diversity: a Trade Union Issue.” CCOO.)
- “Glosario para entender mejor la diversidad”. CCOO. (“Glossary for a better understanding of diversity.” CCOO.)
- “Vocabulario para un mundo más diverso”. CCOO. (“Vocabulary for a more diverse world.” CCOO.)







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