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Document 84  
[Q31(g)]

Guidelines and support processes for LGBTIQ+ content.

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# Introduction

The Pride Guide has been developed to support the production and assessment of LGBTIQ+ content for broadcast and publication on SBS platforms.

The use of appropriate terminology and language when describing a person's gender identity, gender expression, sex or sexual orientation enables fair and respectful representation of the individuals and issues that are being covered. This is important to SBS's role in contributing to an inclusive and cohesive society, and countering prejudice and discrimination.

SBS is mindful of the contested nature of terminology and language in this area. This can be complicated and confusing and as a result this guide has been developed to assist decision making in this area. It is not intended to restrict SBS's ability to reflect a diversity of perspectives across different contexts, in line with the SBS Code of Practice.

The guide is intended to provide staff with information and a clear support process that anyone at SBS can access when creating or working with LGBTIQ+ content.

The material in this guide has been adapted from a range of sources listed under "Sources" including a large component of the glossary from ACON (AIDS Council of New South Wales). SBS acknowledges the expertise of contributing sources and recommends you access these sources for additional information.

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# 2. Application

## Who can this guide assist?

The guide can be used by anyone producing or referencing content related to LGBTIQ+ communities or themes. This includes people creating and producing content and marketing material as well as people who are involved in the acquisition of content across all platforms.

- Scripted and Unscripted – TV, On Demand, Online
- News and Current Affairs
- Sport
- Radio / Audio and Language Content
- NITV
- Online
- Social
- Marketing – program guide and synopsis writers, promo producers and publicity
- Classification
- Community Engagement, Outreach, and Corporate Social Responsibility
- People Managers/Leaders

## How should this guide be used?

The Pride Guide is intended to be a reference document to support the editorial decision making process or to clarify any questions you may have about LGBTIQ+ people and topics, including:

- Working with LGBTIQ+ people
- Depicting LGBTIQ+ people in content
- Filming or working in LGBTIQ+ spaces
- Writing about LGBTIQ+ people or topics

## What to do if you're unsure about the content

It can sometimes be difficult to determine if the content you are working on may be contentious or cause offence. The Pride Guide Working Group (in affiliation with SBS Pride & Allies) is available to provide support.

## Where to find this guide on the intranet?

This guide is available on the SBS Intranet under the heading "Codes and Guidelines":  
<https://myintranet.sbs.com.au/corporateaffairs/CodesofPracticeEditorialGuidelines/Index.html>

# 2. Application

## For further information

### Technology:

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### TV and Online Content:

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### Audio and Language Content

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### News and Current Affairs

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### Sport

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### People and Culture

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## 3. Key principles

### **Inclusive Reporting**

- Don't describe or define people by their gender identity, gender expression or sexual orientation unless it's directly relevant.
- Don't oversexualise LGBTIQ+ people. Their sex lives should only be discussed when relevant.
- Don't sensationalise a story on the basis of gender identity, gender expression or sexual orientation

### **Self-identification**

SBS encourages self-identification and will use an individual's self-identification, where it is freely chosen.

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## 4. Acronyms and initialisms

When describing people of diverse sex, sexual orientation, gender expression and gender collectively, it may be useful to use standard acronyms. A range of acronyms are used to describe lesbian, gay, bisexual, trans, queer, intersex, asexual, agender and other people collectively including: LGBT; LGBTQ; LGBTIQ; LGBTIQI; LGBT+; LGBTIQA+. Not all people identify with any of these descriptions; however inclusion is very important and the acronym used must fit the context of the content.

At SBS the preferred acronym is **LGBTIQ+** representing lesbian, gay, bisexual, transgender, intersex and queer. The + represents others not explicitly mentioned such as pansexual, agender and asexual. For some people in the community the term queer is offensive as it was previously used as a derogatory description. In more recent times queer has been reclaimed as a positive self-identification for many people in the community. Therefore it is used in the acronym to be inclusive, however this should be used with respect and only when people self-identify.

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# 5. Key concepts

Sex, sexual orientation, gender expression, intersex and gender identity are separate concepts.

## **Sex**

Sex refers to a person's biological characteristics. A person's sex can be described as being male, female or intersex. Intersex people are born with genetic, hormonal or physical sex characteristics that don't fit medical norms for female or male bodies.

## **Sexual orientation**

Sexual orientation refers to a person's emotional and/or sexual attraction to another person, including – amongst others – the following identities: heterosexual, gay, lesbian, bisexual, pansexual, asexual or same-sex attracted.

## **Gender expression**

Gender expression refers to a person's cultural expression such as masculine, feminine or androgynous.

## **Intersex**

Intersex refers to people who were born with genetic, hormonal or physical sex characteristics that are not conventionally male or female.

## **Gender identity**

Gender identity refers to the way in which a person understands, identifies or expresses their gender, whether that be as a man, woman, both, in between, or another identity. Some may identify as one gender in one setting and a different gender in another. This may or may not be aligned with the person's assigned sex at birth (e.g. a person may identify as a man, a woman, or a transgender man or transgender woman). Never assume someone identifies based on how they present themselves physically.

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# 6. Gender identity

## Transgender (or trans)

Transgender (or trans) is an umbrella term for people whose gender identity, gender expression or behaviour does not align with their sex assigned at birth based on social expectations.

## Brotherboys (Brothaboys) and Sistergirls (Sistagirls)

Some Aboriginal and Torres Strait Islander people may use these terms to refer to transgender people. Brothaboy typically refers to masculine spirited people who are assigned female at birth, and sistagirl typically refers to feminine spirited people who are assigned male at birth. It is recommended that they are not used by non-Indigenous people as the terms are contentious.

## Gender diverse and non-binary

Gender diverse and non-binary refers to people who do not identify as a woman or a man. Some people may identify as agender (having no gender), bigender (both a woman and a man) or non-binary (neither woman nor man). There is a diverse range of gender identities other than man and woman such as genderqueer, gender neutral, gender fluid and third gendered. Generally people who identify as non-binary use the pronouns 'they' or 'them' however never assume without asking.

## Cisgender

Cisgender refers to people whose gender identity is in line with the social expectations of their sex assigned at birth and is a term used to describe people who are not transgender.

## Cross-dressing

Cross-dressing is a practice rather than an identity. While anyone may wear clothes associated with a different sex, the term cross-dressing is typically used to refer to men who wear clothes, makeup, and accessories culturally associated with women. People who cross-dress may not identify as LGBTIQ+.

This practice is a form of gender expression, and not done for entertainment purposes. While some trans people cross-dress as part of their gender exploration or transition, other people who cross-dress do not identify as transgender and do not wish to permanently change their sex or live full-time as women. Although this term replaced the term transvestite it is considered outdated to use either of these terms to refer to a person's identity, and therefore people should not be referred to as cross-dressers unless they self-identify as such.

Transgender people are not cross-dressers or drag queens/kings. Drag queens are typically gay men, who dress like women for the purpose of performance. Drag kings are typically lesbian women, who dress like men for the purpose of performance. Be aware of the differences between transgender, cross-dressing, and drag. Use the term preferred by the person. Do not use the word transvestite or transsexual at all, unless someone specifically self-identifies that way.

## Transsexual

Transsexual is a derogatory term and should only be used by those self-identifying as transsexual. It is recommended to not use this term at all. It is an older term that originated in the medical and psychological communities to describe people who had permanently changed or sought to change their bodies through medical interventions, and is irrelevant to gender identity. Use trans or transgender unless the person self-identifies as transsexual.



# Appropriate vs Inappropriate

In most cases readers, viewers or listeners will be able to discern people's gender identity through names of the parties involved, the use of pronouns and other relevant context. Don't describe or define people by their gender identity unless it's directly relevant.

<ul style="list-style-type: none"><li>• Use transgender, trans people, trans or trans and gender diverse.</li><li>• Transgender or trans should be used as an adjective, not a noun (e.g. 'Tony is a transgender man' not 'Tony is transgendered').</li></ul>	<ul style="list-style-type: none"><li>• Don't use tranny, transgendered or transgenderism, transgenders. Some transgender people may use tranny to describe themselves but it is not appropriate for others to use this term.</li><li>• Don't use terms such as she-male, he/she, it, shim.</li></ul>
<ul style="list-style-type: none"><li>• Use transgender man (or trans man) for a person who was assigned female at birth but identifies and lives as a man.</li><li>• Use transgender woman (or trans woman) for a person who was assigned male at birth but identifies as a woman.</li><li>• Use 'woman' or 'man' for a transgender person rather than 'identifies as a woman' or 'identifies as a man'.</li></ul>	<ul style="list-style-type: none"><li>• The terms biologically male, biologically female, genetically male, genetically female, born a man, born a woman are problematic as they overly-simplify a complex subject – preferred phrases are: assigned male at birth, assigned female at birth or designated male at birth, designated female at birth.</li></ul>
<ul style="list-style-type: none"><li>• Always use the name the person provides.</li></ul>	<ul style="list-style-type: none"><li>• Birth names can be highly triggering for trans people. Don't use the person's former name or the wrong name (unless they give you explicit permission).</li></ul>
<ul style="list-style-type: none"><li>• Use the pronoun that matches the person's authentic gender and if you are not certain ask for a person's pronoun (e.g. he/him/his or she/her).</li><li>• Some people use gender neutral pronouns (e.g. singular they/them/their and others).</li><li>• If it is not possible to ask a transgender person which pronoun they like, use the singular they or the person's name.</li></ul>	<ul style="list-style-type: none"><li>• Avoid pronoun confusion when reporting on the backgrounds of transgender people prior to their transition by writing transgender people's stories from the present day (e.g. Prior to her transition, Caitlin Jenner won the gold medal in the men's decathlon at the Summer Olympics held in Montreal in 1976). (See GLAAD guide)</li><li>• It is never appropriate to put quotation marks around either a transgender person's name or their pronoun.</li></ul>
<ul style="list-style-type: none"><li>• Avoid overemphasising surgery when reporting on transgender people or the process of transition. Referring to a gender reassignment operation or using terms such as pre-operative or post-operative inaccurately suggests that the person must have surgery in order to be considered a transgender person.</li></ul>	<ul style="list-style-type: none"><li>• Don't use sex change, pre-operative, post-operative.</li></ul>

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# 7. Sexual orientation

## **Asexual**

Asexual refers to someone who does not experience sexual attraction (they may still experience feelings of affection towards another person).

## **Bisexual**

Bisexual refers to a person who is romantically and sexually attracted to both men and women.

## **Gay**

Gay refers to someone who is romantically and sexually attracted to people of the same gender identity as themselves. It is usually used to refer to men who are attracted to other men but may also be used by women.

## **Lesbian**

Lesbian refers to a woman who is romantically and sexually attracted to other women.

## **Pansexual**

Pansexual refers to people who are romantically and sexually attracted to people regardless of their sex and gender identity.

## **Queer**

Queer is an umbrella term used by some people to describe non-conforming gender identities and sexual orientations. Queer was a slur word that has been reclaimed by the LGBTIQ+ community. Not all LGBTIQ+ people self-identify as queer.

# Appropriate vs Inappropriate

In most cases readers, viewers or listeners will be able to discern people's sexual orientation through self-identification or other context. Don't describe or define people by their sexual orientation unless it's directly relevant.

- Use LGBTIQ+ people and their lives or people of diverse sexuality.

- Avoid using phrases like gay lifestyle, homosexual lifestyle or transgender lifestyle.
- There is no single LGBTIQ+ lifestyle and these phrases suggest that a person's orientation and/or gender identity is a choice. Avoid labelling an activity, emotion, or relationship as gay, lesbian, bisexual, or queer unless you would call the same activity, emotion, or relationship straight if engaged in by someone of another orientation.

- Don't use the term sexual preference as it is typically used to suggest that sexuality is a choice.

- Use relationship, couple, and if necessary due to context gay/lesbian/same-sex couple.
- When referring to sex between a same sex couple, use simply 'sex'.

- Don't identify a same-sex couple as a homosexual couple or characterise their relationship as a homosexual relationship or identify their intimacy as homosexual sex as it is offensive.

- Use gay as an adjective, rather than a noun (e.g. "two gay men", not "two gays").

- Be careful with the term homosexual as it can be considered derogatory in some contexts (due to past association with illegal behaviour).

- Never use the terms fag, faggot, dyke, homo, poofter, sodomite and similar epithets. These terms are offensive.

## 8. Engagement with LGBTIQ+ communities, consultation and consent

Engagement requires actively bringing the voices of the LGBTIQ+ community into decisions that interest or affect them. Engagement involves a range of approaches and can vary from one way communication, through to involvement and consultation

The level of engagement and consultation will depend on the sensitivity of the topic. In general, where content is highly sensitive, the consultation and engagement may need to be broader (i.e. LGBTIQ+ experts, support service organisations and community organisations etc.). Less sensitive content or programs may only require more targeted engagement (i.e. the subject).

LGBTIQ+ media practitioners or experts can assist you to decide the best approach for consultation.

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## 9. Who to contact

**For General Pride Guide queries please email us:**

**s22** @sbs.com.au

**External LGBTIQ+ Content/Media Support:**

- ACON ([acon.org.au](http://acon.org.au))
- GLAAD (US) ([glaad.org](http://glaad.org))

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Glossary

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# Glossary

SBS acknowledges ACON as a key source for this glossary.

## **Affirming gender**

The process a person undertakes in achieving alignment with their gender identity. This might occur when a person's assigned sex at birth is incongruent with their gender identity (see also gender affirmation).

## **Agender**

Agender is an identity under the umbrella of non-binary, trans and gender diverse terms. Agender might mean different things to different individuals, including having no gender identity, or having a gender identity that is neutral.

Other terms (sometimes used interchangeably) are: genderblank, genderfree, genderless, gendervoid, non-gendered, null gender or neutrois.

## **Androgyne / Androgynous**

A form of gender expression which combines masculine and feminine characteristics and conveys ambiguity. As with any type of presentation, androgynous presentation is independent of gender identity.

## **Asexual**

A person who is asexual is someone who doesn't experience sexual attraction. Unlike celibacy (when people choose not to have sex), asexuality is when someone doesn't experience the physical desire to have sex at all. While asexual individuals do not experience sexual desire, they may still have sex if they are comfortable with it. Many asexual people still want to have relationships and will have a romantic orientation and/or experience feelings of affection towards another person.

## **Bicurious**

A curiosity about having sexual relations with a same gender/sex person.

## **Bigender**

A person whose gender is a combination of male/man and female/woman.

## **Binary**

Binary literally means something with only two types or options. For example the archetypal concepts of 'male' or 'female'.

## **Biphobia**

The fear, hatred or intolerance of bisexual people by others; this may be perpetrated by LGBTIQ+ or non-LGBTIQ+ people. Biphobia also includes institutional and cultural bias and structural inequality.

## **Bisexual / Bi**

A person who is romantically, emotionally or physically attracted to persons of the same and opposite sex.

## **Bisexual erasure**

Bisexual erasure or bisexual invisibility is a pervasive problem in which the existence or legitimacy of bisexuality (either in general or in regard to an individual) is questioned or denied outright. For example, two married women might spend time in community spaces dominated by lesbians. If one of the women is bisexual she may object to the assumption that she is a lesbian (i.e. when others call the two women a lesbian couple).

## **Brothaboy / Brotherboy**

Some Aboriginal and Torres Strait Islander communities use various terms to describe or identify a person assigned female at birth and identifying or living partly or fully as male. Some communities may use terms such as brothaboy, or they may use alternative words relevant within their local language group. Use and spelling of the terms may vary across different groups and communities. Other cultures will use different terms to describe gender diversity.

Brothaboy typically refers to an individual assigned female at birth who has a male spirit.

(See also Sistagirl / Sistergirl)

Note: Some Aboriginal and Torres Strait Islander communities may use brothaboys to describe a group of men who relate to each other and similarly use sistagirls to describe a group of women.

## **Butch**

A person who identifies as masculine, whether it be physically, mentally or emotionally. Butch is sometimes used as a derogatory term for lesbians, but it can also be claimed as an affirmative identity label.

## **Cis / Cisgender**

Cisgender describes a person whose gender aligns with the sex they were assigned at birth, and conforms to social expectations of that assigned sex. Trans and gender diverse covers those who are not cisgender.

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## **Cisgenderism**

Cisgenderism describes ways of thinking and acting which relate to the perception that transgender and gender diverse individuals are inferior to cisgender individuals.

## **Civil union**

Historically used in the U.S. to describe state-based relationship recognition for same-sex couples that offered some or all of the state (though none of the federal) rights, protections, and responsibilities of marriage. While many Western countries (including the U.S.) now have legalised marriage for same-sex couples, others only legally recognise same-sex relationships through civil unions. (See also De-Facto partnership.)

## **Closeted (See also 'In the closet')**

Refers to a person who wishes to keep their sexual orientation or gender identity secret. This can be considered derogatory.

## **Coming in / inviting people in**

Coming in is a term preferred by some people because it does not pressure individuals to publicly come out as LGBTIQ+.

## **Coming out**

The process through which an LGBTIQ+ person comes to externally express and acknowledge their sexual orientation, gender identity or intersex status. This term can be problematic as it infers there is an imperative to disclose a person's gender or sexual orientation.

## **Commitment ceremony**

A formal, marriage-like ceremony in which two people declare their commitment to each other; individuals can be of the same or different sexes. Ceremonies may be religiously recognised but are not legally binding.

## **Cross-dressing**

Cross-dressing is the act of wearing items of clothing and other accoutrements commonly associated with the opposite sex within a particular society. Cross-dressing has been used for purposes of disguise, comfort, and self-discovery in modern times and throughout history. Some transgender people begin cross-dressing as a means to express their gender identity, but not all people who cross-dress are transgender or homosexual. (See also Transvestite).

## **Cruising**

Visiting places where opportunities exist to meet potential sex partners. Not exclusively a gay practice.

## **Cultural competence**

Cultural competence is a term that describes an organisation, group of people, or individual that works effectively with people from diverse backgrounds and/or in cross-cultural situations. The organisation's approach is responsive to the beliefs, values and practices of different groups or populations. This approach is often used to highlight differences between the values and practices of marginalised groups and those of the dominant culture.

Cultural competence recognises diversity across many domains (e.g. gender, ethnicity, socioeconomic status) although it is used in this guide to describe LGBTIQ+ cultural competence. Organisations may also be described as culturally proficient. More recently, the concept of cultural humility has emerged.

## **Cultural humility**

Recognises that our capacity to be culturally competent is limited by the cultural lens through which each of us views the world – a lens shaped by our own life experience (which differs from the life experience of anyone else) – and that this lens needs to be tempered by an understanding that we cannot know everything about any other person, and that we don't know what we don't know about the complex and dynamic world in which we live. Like cultural competency, cultural humility requires ongoing self-reflection and a commitment to address the power imbalances that exist in society and to see oneself as the learner in a provider-consumer relationship.

## **Discrimination**

Discrimination occurs when any person is treated inequitably due to a component of their identity or ability. Discrimination on the basis of sex, gender identity, intersex status, sexual orientation or relationship status is prohibited in Australia, under Commonwealth legislation, as well as a range of state/territory legislation.

## **Diversity**

The term diversity refers to what makes us different. It covers sex, gender, age, language, disability, ethnicity, cultural background, sexual orientation and religious belief. Diversity also refers to our many other differences in education, work experience, occupation, abilities, values and beliefs, socio-economic background, family structure, relationship status and whether or not we have family and carer responsibilities. Diversity relates to people and communities.

## **De-facto or domestic partnership / relationship**

Civil/legal recognition of a committed relationship between two people. In Australia domestic partnerships/relationships can be formalised by registering the relationship at the relevant state registry of births, deaths and marriages. Depending on the state (and where available), this formality is referenced as significant relationship, civil partnership, registered relationship or civil union.

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## **Down low**

Men who secretly have sex with men. Men “on the down low” may be in relationships with women and not identify as gay or bisexual. The term originated among African American men but has attained wider use. Use only in quotations or broad references because individuals generally do not identify themselves with this term. Use the term only to describe men who self-identify as such.

## **Drag**

The theatrical/artistic performance of one or more genders through costume for entertainment or personal expression.

## **Drag king**

A person (typically female) who theatrically/artistically performs masculinity through costume for entertainment or personal expression.

## **Drag queen**

A person (typically male) who theatrically/artistically performs femininity through costume for entertainment or personal expression.

## **Dyke**

A derogatory term referring to lesbians of masculine appearance. Sometimes adopted affirmatively by lesbians (not necessarily just those of masculine appearance) to refer to themselves for self-identification.

## **Equality**

The right of being equal, especially in status, rights, or opportunities, and the right of different groups of people to have a similar social position and receive the same treatment.

## **Equity**

Equity is about fairness, and making sure all people have access to the same opportunities despite possible roadblocks. Equity requires analysis of the specific roadblocks an individual/identity might encounter, in order to address those barriers and enable people of different backgrounds, identities and challenges to enjoy equal opportunities. Not to be confused with equality.

## **Fag**

A derogatory term referring to a gay man, sometimes adopted affirmatively by gay men to refer to themselves for self-identification.

## **Fag hag**

A derogatory term primarily used to describe women who prefer the social company of gay men. It can be used in both a derogatory and affirmative manner for self-identification.

## **Femme**

A feminine-identified person of any gender. This can also be a derogatory term used to describe an effeminate man. Makeup, clothing, accessories and other physical attributes typically associated with a feminine person are not the only key indicators of someone who identifies as femme and not all people who dress femininely consider themselves to be femme.

## **FTM / F2M**

Older abbreviation for female-to-male transgender person. Trans man is now preferred.

## **Gay**

A person whose primary emotional and/or sexual attraction is toward people of the same gender as themselves. The term is most commonly applied to men, although some women use this term. It is also a term used to refer to the entire LGBTIQ+ community as a whole.

## **Gender affirmation**

Often referred to as gender reassignment. The physical, legal and/or social process of transitioning into one's affirmed gender. This may include surgery/hormone/other medical treatment, changing name, using a different pronoun, and changing gender on identification documentation such as birth certificate, passport, drivers licence etc.

## **Gender binary**

The idea that there are only two genders – male/female – and that a person must be strictly gendered as either/or.

## **Gender bender**

Considered a derogatory term – use only if self-referential or in a quotation where this is a compelling reason. An individual who intentionally does not conform to predominant binary gender roles or expression.

## **Gender conforming / nonconforming**

Gender conformity can be defined most simply as behaviour and appearance that conforms to the social expectations for one's gender. So, for gender conforming women, this means behaving and presenting in ways that are considered typically feminine. Gender non-conformity, then, is behaving and appearing in ways that are considered atypical for one's gender.

Also known as gender normative / non-normative.

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## **Gender cues**

What human beings use to socially identify the gender/sex of another person e.g. hairstyle, gait, vocal inflection, body shape, facial hair. Never assume someone's gender simply based on gender cues or how someone presents themselves as this may not be how they identify.

## **Gender diverse**

A broad term that can refer to all forms of gender identity and gender expression and acknowledges the many different ways people may identify their gender – for example, bigender, trans, transgender, genderqueer, gender fluid, gender questioning, gender diverse, gender variant, agender, non-binary. Gender diverse refers to people whose gender expression or identity differs from the gender identity associated with the sex assigned them at birth and/or society's expectations. The person may identify as neither man nor woman, or as both.

## **Gender dysphoria**

A medical term used at times to explain trans and gender diverse people and the biological theories that result in a difference between the gender with which a person identifies and the physical sex attributes of their body. Gender dysphoria describes the stress, anxiety and discomfort a person might experience due to the incongruence between their gender identity and their bodies (body dysphoria), or the incongruence between their gender identity and how they are perceived by others (social dysphoria).

## **Gender expression**

The way in which gender is expressed through a range of voluntary and/or involuntary characteristics such as name, pronouns, clothing, haircut, mannerisms etc. This is not the same as gender identity, which is our internal sense of our own gender.

## **Gender fluid**

See Gender diverse.

## **Gender identity**

Refers to the way in which a person understands, identifies or expresses their masculine or feminine characteristics within a particular sociocultural context (e.g. a person may identify as a man, a woman, or a transgender man or transgender woman). This may or may not be aligned with the person's assigned sex at birth. Some people may identify as one gender in one setting and a different gender in another.

## **Gender identity disorder**

This term in particular pathologises gender identity, as it was regarded as a mental disorder in the DSM (Diagnostic and Statistical Manual of Mental Disorders (U.S.)). This term should not be used. (See Gender dysphoria.)

## **Gender oppression**

The societal, institutional and individual beliefs and practices that privilege cisgender (gender-typical people) and subordinate and disparage transgender or gender-variant people. Also known as genderism.

## **Genderqueer**

A person who identifies as a gender that is not necessarily male, female or viewed in a binary manner. Genderqueer people may identify as masculine, feminine, androgynous, bi-gendered or partially male or female in varied ratios. Genderqueer people may be third-gendered or reject gender roles altogether. Some genderqueer people describe themselves as such because they believe society has rejected their gender identification. Some genderqueer people may choose to transition.

## **Gender questioning**

The process of questioning one's identity in relation to the gender which aligns with a person's biological sex.

## **Gender reassignment surgery (GRS)**

A surgical procedure whereby the sex organs of a person are refashioned to that of the gender in which they identify. A transgender person may or may not undergo the surgery as part of their gender affirmation process; dependent on their personal desires, accessibility and existing medical conditions, for example. Also known as sex reassignment surgery (SRS), gender affirmation surgery, or genital reconstructive surgery (GCS).

## **Hermaphrodite**

An out-of-date and offensive term for an intersex person (See Intersex person).

## **Hetero-normative binary**

Social western construct that categorises humans into one of two options. Heteronormativity ties sex, gender identity, gender expression and sexuality into a binary that assumes all males will identify as men who are masculine and attracted to women and vice versa. This is a social construct that erases LGBTIQ+ identities or anyone who does not fit neatly into the binary.

## **Hetero-normativity**

Denoting or relating to a world view that promotes heterosexuality and cisgenderism as the normal or preferred identities. This means that heteronormative societies are constructed, policed and evaluated in a way that privileges heterosexual, cisgender individuals and families. Heteronormativity leads to inherent conditioning which results in assumptions and preconceived ideas about identities, sexualities and genders.

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## **Heterosexism**

Behaviours that are informed by hetero-normativity (see above), which relate to perceiving other sexualities and gender identities as inferior. People with differences in their physical sex characteristics may experience heterosexism too. Heterosexism includes homophobia, biphobia, transphobia and a fear of intersex people who challenge the heteronormative binary (see above).

## **HIV-phobia**

The irrational fear or hatred of persons living with HIV/AIDS.

## **Homophobia**

Fear, intolerance or hatred of people who identify as, or are perceived as, lesbian, gay, bisexual or same-sex attracted. Homophobia may be portrayed through hostility, abuse, negative attitudes, discrimination and sometimes violence. Homophobia also includes institutional and cultural bias and structural inequality.

## **Homosexual**

A person who is primarily emotionally, physically or sexually attracted to members of the same sex.

## **Hormone therapy / Hormone replacement therapy**

In the context of transitioning, the process of hormonally aligning a person's biochemistry to match their gender identity.

## **Identity sphere**

The idea that gender identities and expressions do not fit on a linear scale, but rather on a sphere that allows room for all expression without weighting any one expression as better than another.

## **Inclusive practice / Service provision**

Service provision that is respectful and aware of the cultural beliefs of the consumer receiving the service. LGBTIQ+ inclusive practice recognises and affirms the values and practices of the L, G, B, T, I and Q+ communities. This requires:

- Recognition that diverse sexual orientation and gender identities can have an impact on social connections, lifestyle, risk factors, health and wellbeing
- Attitudes that are respectful and accepting of LGBTIQ+ status
- Not assuming that everyone is heterosexual
- Not making assumptions about a person's sex, gender identity, sexual orientation and/or intersex status, or their alignment with the LGBTIQ+ community
- Appropriate referral pathways to practitioners and services that are regularly assessed as being LGBTIQ+ sensitive.

## **Intergender**

A person whose gender identity is between genders or a combination of genders

## **Internalised homophobia / biphobia / transphobia**

The internalisation of negative attitudes, feelings and stereotypes that homosexual/bi/trans people experience toward their own sexuality or gender identity. Also known as internalised oppression.

## **Intersections / Intersectionality**

Intersectionality refers to the interaction between gender, race, and other categories of difference in individual lives, social practices, institutional arrangements, and cultural ideologies, and the outcomes of these interactions in terms of power and privilege.

## **Intersex / Intersex status**

The status of having physical, hormonal or genetic features that are:

- Neither wholly female nor wholly male; or
- A combination of female and male; or
- Neither female nor male.

Intersex people are born with genetic, hormonal or physical sex characteristics that are not typically male or female. Intersex people have a diversity of bodies and identities. Other terms include: intersex people; intersex variation; intersex trait; and, people born with intersex variations.

Intersex status is an attribute in the Sex Discrimination Act 1984 (Cth). The attribute is defined in physical terms. It is deliberately separate from attributes of sex, gender identity, sexual orientation and disability.

## **In the closet**

Refers to a LGBTIQ+ person who will not or cannot disclose their sex, sexuality, sexual orientation or gender identity to family, friends, co-workers and the general community. There are varying degrees of being in the closet – a person can be out with their social circle, but in the closet at work or with their family.

## **Lady boy**

A generally derogatory term, traditionally referring to a transgender woman of Asian – specifically Thai – ethnicity. Known as Kathoey in the Thai language, the term may be used in an affirmative manner by self-identifying lady boys, but the term is generally best avoided.

## **Lesbian**

Refers to a woman who is romantically and sexually attracted to other women.

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## **LGBTIQ+**

The SBS standard abbreviation for the lesbian, gay, bisexual, transgender, intersex, queer, and inclusively other (such as agender, asexual) communities.

## **Lipstick lesbian**

Refers to a lesbian with a typically feminine gender expression. Can be used in either a positive or derogatory context, depending on who is using it. It can sometimes refer to a lesbian who is seen as passing as a heterosexual.

## **Male lesbian**

A male presenting person who identifies as a lesbian, and is attracted to other lesbian, bisexual or queer identified people.

## **Metrosexual**

First used in 1994 by British journalist Mark Simpson, coining a term to refer to an urban, heterosexual male with a strong aesthetic sense who spends a great deal of time and money on his appearance and lifestyle.

## **Misgendering**

Describing or addressing someone using language that does not match a person's gender identity or expression. For people with intersex variations, this may include a presumption that they have a non-binary gender identity, just as much as an assumption that they are a man, or a woman.

## **Monosexism**

Monosexism is a term used to refer to beliefs, structures and actions that promote monosexuality (either exclusive heterosexuality or homosexuality) as the only legitimate or right sexual orientation, excluding bisexual or other non-monosexual orientations. The term may be considered analogous to biphobia.

## **MTF / M2F**

Older abbreviation for male-to-female transgender or transsexual person. Trans woman is now preferred.

## **Non-binary**

Some people do not identify with traditional genders of man and woman, and prefer to use the term non-binary to describe themselves. Non-binary may relate to both gender and sex, which also includes people who have mixed or non-binary biological characteristics, or have a non-binary sex assigned at birth, or are legally classified using different sex classifications. Non-binary status may be coded as X, noting that this may also be used to code a person with agender status.

## **Opposite sex**

A term used to distinguish males and females. This is a non-inclusive term as it discriminates those who do not identify as either male or female, so avoid this term when addressing gender and transgender issues in favour of "another sex" or "different sexes."

## **Outing**

The involuntary disclosure of one's sexual orientation, gender identity or intersex status. This is never appropriate and it should always be an individual's choice as to who they disclose their sexual or gender identity to.

## **Packing**

A term describing someone without a biological penis who wears a phallic device on the groin under clothing for a range of reasons, including the validation or confirmation of masculine gender identity, to pass as a male person, or for seduction or sexual readiness.

## **Pangender**

A person whose gender identity is comprised of all or many gender expressions. (See also Gender, Non-binary.)

## **Pansexual**

Pansexuality is the sexual, romantic or emotional attraction towards people regardless of their sex or gender identity. Gender and sex are not determining factors in pansexuals' romantic or sexual attraction to others; other human attributes, such as chemistry, intelligence, humour, talent etc. may play a part in what contributes to their sexual and emotional attraction.

## **Passing**

Describes a person's ability to be perceived and accepted as their preferred gender/sexual identity, or to be seen as a heterosexual.

## **Polyamory**

Polyamory is the practice of, or desire for, intimate relationships involving more than two people with the knowledge and consent of everyone involved. Sometimes referred to as multiple ethical relationships.

## **Poofter**

A derogatory term referring to a gay man. Sometimes adopted affirmatively by gay men to refer to themselves for self-identification.

## **Pride**

Often preceding 'day' or 'march', this term is commonly used for celebrations and events commemorating the Stonewall riots that began on June 28, 1969. The term is also used to collectively reference LGBTIQ+ movements or community 'consciousnesses'.

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## **Pronoun cueing**

“Using words and actions to send a cue about someone's gender. Respectful pronoun cueing helps to make communities and services more inclusive. If one was talking to a co-worker about a trans and gender diverse woman who was classified as male and who is often mistaken for a man, using respectful pronoun cueing, one would say ‘she was in the office today’ or ‘this woman is here to see you’ this promotes inclusion and reduces misgendering.” (National LGBTI Health Alliance, Health Information Sheet: Inclusive Language on Intersex, Trans and Gender Diversity, 2013.)

Pronoun cueing can also be used to indicate you would not assume heterosexism as the norm. Using phrases such as ‘your partner’, ‘what do they do’ sends a signal that you are not going to make assumptions about a person's sexual orientation.

## **Queen**

Originally a derogatory term for an effeminate gay man, but can now be considered acceptable as slang among LGBTIQ+ people especially drag performers. Queen can still be considered offensive when used out of context or as an intended insult.

## **Queer**

Queer is often used as an umbrella term that includes a range of gender identities and sexual orientations. Others use queer to mean: different; gender diverse; same-sex attracted; or, not aligned to a stereotype. Note that for some, especially older LGBTIQ+ people, this is an offensive term, as the word was traditionally used solely as a derogatory term. The word has been reclaimed by the LGBTIQ+ community in more recent times, and has come to be used in positive self-identification by a significant proportion of the community. It can still be perceived as an insult by some LGBTIQ+ people.

## **Rainbow flag**

A flag of six horizontal stripes (red, orange, yellow, green, blue and violet) symbolising the diversity of LGBTIQ+ communities.

## **Same-sex attracted**

Sexual and/or emotional attraction toward people of one's own gender; this includes people who may identify as lesbian, gay, bisexual, queer, pansexual or heterosexual and are questioning their sexuality, or who are not wanting to label themselves. The term has sometimes been used particularly in the context of young people whose sense of sexual identity is not fixed, but who do experience sexual feelings toward people of their own sex. Others prefer the term same gender attracted.

## **Sex**

The biological attributes that define people as either male, female, a combination of female and male, or neither female nor male. These biological attributes include chromosomes, hormones and physical anatomy. Some people may not be exclusively male or female.

## **Sex and/or Gender diverse (SGD)**

Refers to a broad group of people and identities. SGD is now a commonly used term in Australia, and is used to be inclusive of trans, gender diverse, transwomen, transmen, crossdressers, genderqueers, female-to-male (FTM), male-to-female (MTF), intersex people and many other people along the gender spectrum.

## **Sexual identity**

How a person identifies sexually in terms of who they are romantically or sexually attracted to. Sexual identity can also refer to sexual orientation identity.

## **Sexual orientation**

Sexual orientation is the nature of a person's basic sexual and/or romantic attraction to other people and includes heterosexual, gay, lesbian, pansexual, bisexual and queer.

## **Sexual reassignment**

Sexual reassignment refers to the medical and surgical process by which transgender people change the physical and sexual characteristics to reflect their gender identity. This may include surgery and/or hormone therapy. Sexual reassignment surgery can be part of gender transition, but is not necessarily undertaken. Avoid over-emphasising the role of surgery in the transition process, and avoid the outdated term 'sex change'.

## **Sexual reassignment surgery (SRS)**

A term used by some medical professionals to refer to a group of surgical options that alter a person's 'sex'. Also known as gender confirming surgery or gender affirming surgery.

## **Sexuality**

A person's exploration of sexual acts, sexual orientation, sexual pleasure and desire.

## **Sistergirl / Sistagirl**

Some Aboriginal and Torres Strait Islandern use various terms to describe or identify a person assigned male at birth and identifying or living partly or fully as female. In these communities, Sistergirls have a distinct cultural identity and often take on female roles within the community, including looking after children and family. Some communities may use terms such as sistergirl or brotherboy, or they may use alternative words relevant within their local language group. Use and spelling of the terms may vary across different groups and communities. Other cultures will

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use different terms to describe gender diversity.

Sistagirl typically refers to feminine spirited people who are assigned male at birth.

(See Brotherboy / Brothaboy).

Note: Some Aboriginal and Torres Strait Islander communities/people may use sistergirls to simply describe a group of women who relate to each other – my sisters – and similarly use brotherboys to describe a group of men they relate to.

## **Straight**

Another term for heterosexual.

## **Straight-acting / Straight passing**

A term usually applied to gay men who readily pass as heterosexual, implying that there is a certain way that gay men do or should act that is significantly different from heterosexual men. Straight-acting gay men are often disapproved of by the LGBTQI+ community for seemingly accessing heterosexual privilege or not being honest or out about their homosexuality.

## **Top surgery**

Usually refers to surgery for the construction of a male-type chest, though can also refer to breast augmentation.

## **Tranny**

A derogatory term for a transgender person. Extremely offensive when used as an epithet or noun. Use only in quotations if there is a compelling reason. A person may self-identify as such.

## **Tranny chaser**

A term primarily used to describe people who prefer or actively seek transpeople for sexual or romantic relations. It is largely considered derogatory.

## **Transgender / Trans man / Trans woman**

An umbrella term for a person whose gender identity or expression is different from that assigned at birth. The terms male-to-female and female-to-male may be used to refer to individuals who are undergoing or have undergone a process of gender affirmation. Using terms such as transgender, or trans man or trans woman are now seen as less inclusive than the phrase 'trans and gender diverse' as some people do not identify as either male or female.

## **Transgender man / Trans man**

A person who was assigned female at birth but identifies and lives as a man.

## **Transgender woman / Trans woman**

A person who was assigned male at birth but identifies and lives as a woman.

## **Transition / Gender affirmation process**

The process by which a trans or gender diverse person affirms their gender, whether through name change, change in style of presentation or medical support/intervention etc.

Some people may do all or none of these things, for a range of reasons. It is important to remember that gender is an internal sense of self. There is no right or wrong way to transition. The social context of transition may be seen as more important for the individual than the physical aspect of transitioning.

## **Transphobia**

Prejudice or discrimination based on a person being, or perceived as being, trans or gender diverse. Transphobia can be expressed through hostility, verbal and physical bullying or discrimination. Transphobia also includes institutional and cultural bias and structural inequality.

## **Transsexual**

An older term that originated in the medical and psychological communities. Still preferred by some people who have permanently changed – or seek to change – their bodies through medical interventions, including but not limited to hormones and/or surgery. Unlike transgender, transsexual is not an umbrella term. Many transgender people do not identify as transsexual and prefer the word transgender. It is best to ask which term a person prefers. If preferred, use as an adjective: transsexual woman or transsexual man.

## **Transvestite**

Transvestism (also called transvestitism) is the practice of dressing and acting in a style or manner traditionally associated with the opposite sex. Today, the term transvestite is commonly considered outdated and derogatory, with the term cross dressing used as a more appropriate replacement.

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# Meet the team

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