CULTURAL COMPETENCE HANDBOOK

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INTRODUCTION

The term "cultural competence" refers to the ability to understand, appreciate and interact with people from a broad range of backgrounds, experiences and viewpoints with respect.

THE PURPOSE OF THIS MANUAL IS TO HELP JOURNALISTS, STUDENTS AND ACADEMICS:

- Communicate with and about diverse collectives, recognizing the differences or variety in people's identities or experiences — ethnicity, race, national origin, language, gender, religion, ability, sexual orientation, socioeconomic class, immigration status, etc.
- Develop a working vocabulary related to diversity issues, avoiding stereotypes
- This NAHJ Cultural Competence Handbook is intended to complement the Stylebooks of individual publications such as The Associated Press stylebook — the leading stylebook in U.S. newsrooms.
- The handbook reflects NAHJ's mission to promote fair, accurate and inclusive coverage of the Latino community.

The Hispanic population in the United States is diverse. With this consideration in mind, we conceived this manual as a living, breathing document that will change as the conversation with users and the experience of journalists require it. This guide will have a Spanish-language version to promote fair and accurate coverage of Latino issues and people within Spanish-language publications.

THE FIVE AREAS THAT THIS PROJECT COVERS ARE:

Migration

Victims of Violence and Crime Reporting

LGBTQ Community

Sexism

Medical Reporting

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A GUIDE TO CULTURAL COMPETENCE

There are several concepts related to cultural competence, and someone interested in being culturally competent might identify them in the process. "Cultural knowledge" means that you know about some cultural characteristics, history, values, beliefs, and behaviors of another ethnic or cultural group. "Cultural awareness" is the next stage of understanding other groups — being open to the idea of changing cultural attitudes. "Cultural sensitivity" is knowing that differences exist between cultures, but not assigning values to the differences (better or worse, right or wrong). Clashes on this point can easily occur, especially if a custom or belief in question goes against the idea of multiculturalism. Internal conflict (intrapersonal, interpersonal, and organizational) is likely to occur at times over this issue. "Cultural competence" brings together the previous stages.

Cultural competence has not been adopted in the field of journalism in the same way as other professions such as the medical, mental health and social work fields, which have embraced it. Yet, some of the goals of the journalism profession and journalism education are aligned with the concept. The Society of Professional Journalists' Code of Ethics, for example, states journalists should "boldly tell the story of the diversity and magnitude of the human experience. Seek sources whose voices we seldom hear," and to avoid stereotyping. It adds: "journalists should examine the ways their values and experiences may shape their reporting." In another example, one of the nine standards outlined by the Accrediting Council of Education in Journalism and Mass Communications is Diversity and Inclusiveness, which includes curriculum that "fosters understanding of issues and perspectives that are inclusive in terms of domestic concerns about gender, race, ethnicity and sexual orientation...(and) across diverse cultures in a global society."

One of the key factors of cultural competence is valuing diversity, which means accepting and respecting differences between and within cultures. We often presume that a common culture is shared between members of racial, linguistic, and religious groups, but this may not be true. A group might share historical and geographical experiences, but individuals may share only physical appearance, language, or spiritual beliefs. Our cultural assumptions can lead us to wrong conclusions. As people move to new areas and blend with other cultures, it creates a kaleidoscope of subcultures within racial groups. Gender, locale, and socioeconomic status can sometimes be more powerful than racial factors. One example: a Vietnamese couple may emigrate to America and raise their children in a suburban area. As a result, the children may identify much more with European American popular culture than the Vietnamese culture of their parents. Understanding situations such as this can lead to a better understanding of the complexity of diversity.

Understanding the dynamics of difference is also a helpful way to approach people and communities from a cultural competence approach, since many factors can affect cross-cultural interactions. Bias due to historical cultural experiences can explain some current attitudes. For example, Native Americans and African Americans, among other groups, have experienced discrimination and unfair treatment from dominant cultures. Mistrust coming out of these experiences may be passed on to the next generations of these groups but ignored within the dominant culture. An oppressed group may feel mistrust toward the dominant culture, but members of the dominant culture may be unaware of it or not understand it. Journalists interacting with varying cultures should be aware of such a dynamic in order to be more effective in their reporting.

Lastly, reporting through a culturally competent and diverse lens creates reporting that is rooted in accuracy and a nuanced understanding of the issue.

LATINO COMMUNITIES IN THE UNITED STATES

According to the Pew Research Center, "Latinos are the nation's second-fastest-growing racial or ethnic group after Asian Americans. Latinos made up 18% of the U.S. population in 2018, up from 5% in 1970."

LATINOS BY THE NUMBERS:

- The U.S. Hispanic population reached 59.9 million in 2018, up from 47.8 million in 2008.
- People of Mexican origin account for slightly over 60% (36.6 million) of the nation's Hispanics. Those of Puerto Rican origin are the next largest group, at 5.6 million (another 3.2 million live on the island). Their numbers have been growing due to an increase in net migration from Puerto Rico to the 50 states and the District of Columbia. Five other Hispanic origin groups have more than 1 million people each: Salvadorans, Cubans, Dominicans, Guatemalans and Colombians.
- A record 32 million Latinos are projected to be eligible to vote in 2020, up from 27.3 million in 2016. The 2020 election will mark the first time that Hispanics will be the largest racial and ethnic minority group in the electorate, accounting for just over 13% of eligible voters.
- The share of Latinos who are immigrants is on the decline. From 2007 to 2017, the number of Latino immigrants increased slightly, from 18 million to 19.7 million. But they made up a smaller overall share of the Latino population – decreasing from 40% to 33% during this time, as the population of U.S.-born Latinos increased, and the arrival of new immigrants slowed.
- The foreign-born share among Latinos varies by origin group. Fewer than one-third (31%) of Mexican-origin Latinos are foreign born. That's far lower than among the other major groups – Colombian (61%), Guatemalan (60%), Salvadoran (57%), Cuban (56% foreign born) and Dominican (54%). (People born in Puerto Rico are U.S. citizens at birth).
- The share of Latinos in the U.S. who speak English proficiently is growing. In 2017, 70% of Latinos ages five and older spoke English proficiently, up from 59% in 2000. U.S.-born Latinos are driving this growth, as their share on this measure has grown from 81% to 90% during this time. By comparison, 36% of Latino immigrants spoke English proficiently in 2017, a percentage that increased only slightly since 1980.
- More than half of Latinos in the U.S. live in just three states. About 26% live in California, followed by Texas (19%) and Florida (9%). Meanwhile, New Mexico is where Latinos are the highest share of a state's population (49%). It is followed by Texas and California, where 39% of their respective populations are Latino.
- One-quarter of all U.S. Latinos self-identify as Afro-Latino, Afro-Caribbean or of African descent with roots in Latin America

CONCEPTS

Culture is defined by a community or society

- Structures the way people view the world.
- Involves the particular set of beliefs, norms, and values concerning the nature of relationships, the way people live their lives, and the way people organize their environments.
- Is not a definable entity to which people belong or do not belong.
- Within a nation, race, or community, people belong to multiple cultural groups, each with its own set of cultural norms (i.e., spoken or unspoken rules or standards that indicate whether a certain behavior, attitude, or belief is appropriate or inappropriate).

Cultural Identity Describes an individual's affiliation or identification with a particular group or groups.

- Arises through the interaction of individuals and culture(s) over the life cycle.
- Is not static.
- Is not consistent even among people who identify with the same culture.

RACE

- Is not reliably based on genetic information.
- Is a social construct that describes people with shared physical characteristics.
- Can have tremendous social significance in terms of behavioral health services, social opportunities, status, wealth, and so on.
- The perception that people who share physical characteristics also share beliefs, values, attitudes, and ways of being can have a profound impact on people's lives regardless of whether they identify with the race to which they are ascribed by themselves or others.
- The major racial groupings designated by the U.S. Census Bureau are: African American or Black. White American or Caucasian, Asian American, American Indian/Alaska Native, Native Hawaiian/Pacific Islander.

RACIAL LABELS

- Do not always have clear meaning in other parts of the world; how one's race is defined can change according to one's current environment or society.
- Do not easily account for the complexity of multiracial identities.

FURTHER NOTES ABOUT RACE:

- The percentage of the U.S. population who identify as being of mixed race is expected to grow significantly in coming years.
- White Americans will be outnumbered by persons of color sometime between the years 2030 and 2050. The terms African American and Black are used synonymously at times in literature and research, but some recent immigrants do not consider themselves to be African Americans. The racial designation Black encompasses a multitude of cultural and ethnic variations and identities (e.g., African Caribbean, West African).

CAPITALIZING "BLACK" AND OTHER RACIAL IDENTIFIERS

The National Association of Hispanic Journalists has voted to adopt the capitalization of the word "Black," when reporting about Black people, Black communities, Black culture, Black institutions, etc. We align with the National Association of Black Journalists (NABJ) and believe it is important to capitalize "Black" when referring to (and out of respect for) the Black diaspora. NAHJ aligns with NABJ and recommends that whenever a color is used to appropriately describe race then it should be capitalized, including White and Brown.

Ethnicity is sometimes used interchangeably with race, but it is distinct

- Refers to the social identity and mutual sense of belonging that defines a group of people through common historical or family origins, beliefs, and standards of behavior (i.e., culture).
- Can also refer to identification with a clan or group whose identity can be based on race as well as culture (some Latinos, for example, self-identify in terms of both their ethnicity [e.g., their Cuban heritage] and their race [e.g., whether they are dark or light skinned]).
- Within a racial group, there are many diverse ethnicities; these diverse ethnicities often reflect vast differences in cultural histories.

Colorism: A skin color bias. This form of discrimination favors lighter-skin over darker skin. It manifests itself in beauty standards, professional opportunities, and in media representation.

THE TERMS HISPANIC, LATINO, AND LATINX

Latino/Latina/Latinx/Hispanic are often used as "umbrella terms" describing people who are either themselves from a Spanish speaking country or ancestors.

While the terms are sometimes used interchangeably, in reality "Hispanic" only refers to persons of Spanish-speaking origin or ancestry, while "Latino" is accurate to refer to anyone of Latin American origin or ancestry. Note: Latino applies to men, boys and mixed-gender groups (i.e. Latino community); Latina applies to women and girls.

While it may be accurate to describe a person with either term "Hispanic" or "Latino", it does not make the terms interchangeable, because they mean two separate things.

When reporting, be mindful that some prefer to identify themselves as Hispanic, while others call themselves Latino or choose to be identified specifically by their country of origin. In reporting, NAHJ recommends asking the person or group how they want to be identified.

LATINX

Pronounced "La-teen-ex," Latinx is a gender-neutral term sometimes used in lieu of Latino or Latina for people of Latin American heritage. For those who identify with two or more Latin American cultural or racial identities, Latinx is a term that is all-inclusive.

CHAPTER 1: MIGRATION

Migrations are not a phenomenon exclusive to this time. They are part of the history of humanity. What shapes the current realities of global migratory movements are elements like globalization, political discourse, and environmental factors. Migration, being a human reality, undergoes continuous transformations and so do the discourses on migration. News about migration and immigration are often associated with negative aspects that contribute to building a social fear in relation to migrants. The media tends to spread a discourse of exclusion, both for the issues addressed and for their informative approach.

A change toward the promotion of inclusion is necessary. This can be achieved by taking two key steps. First, reporting must approach the subject of immigration and migration by engaging in daily aspects of this community and reporting the normality in this identity. Neither negative nor with excessive emphasis on the positive. Second, by modifying the framing of the phenomenon with more nuance: migrations are a challenge, an opportunity for society; not a problem or a threat. Terminology including "invasion," "surge," or "flood" creates a false narrative and perpetuates dangerous misinformation.

The media must alter the discourse of promoting fear and signaling cultural differences. Part of the statements and images about migration and immigration disseminated by the media come from public institutions or political organizations. However, the correct professional praxis requires elaborating contrasted contents that use specialized sources and offer an interpretative context of reality

WORDS MATTER

The debate over word choice to describe migrants, immigrants, and immigration is often as contentious as the subject itself. What words you use can suggest bias and lend a rhetorical advantage to a political agenda. In today's climate when we are confronted with government officials who use language to dehumanize people and push extreme policy, words matter more than ever before.

Understanding the terms refugees, migration and asylum begins with understanding a few basics. The word "refugee" is often used as a blanket term for people displaced by war, violence or persecution, but there are different categories of displaced people, each with specific needs.

Refugees are people fleeing conflict or persecution. Migrants are people moving to another country for other reasons beyond conflict and persecution. Internally displaced people are seeking safety in other parts of their country. Asylum-seekers are people seeking international protection from conflict and persecution. Returnees are people who have returned home after being displaced. Exiles are people who have been thrown out or forced to flee authoritarian regimes.

HOW CAN WE DO BETTER?

- Omitting the identification of the country of origin, ethnic group, skin color or religion of the protagonists of events if it is not necessary for the overall comprehension of the news, especially in the headlines. Avoid the association between migratory flows and delinquency, without contextualization or analysis of causes.
- Avoiding over-care strategies: the treatment of immigration should not be limited to phenomena such as caravans or polemics for the use of cages for detention. Representing places and groups only from spectacular events is distorting reality.
- Not taking the migrant collective as a culture that is unable to assimilate. To expand, the narrative must not insist on irreconcilable cultural differences and must avoid identifying their religion with fundamentalist attitudes. Moreover, migrants, like the rest of the citizens, must be required to comply with legality. No more no less.
- Being equitable in the use of informative sources, taking into account migrants and pro-integration groups, also in information that refers to communities as a whole.
- Distinguishing labor, neighborhood or political conflicts from racist conflicts.
- Showing migrants as subjects with agency capacity, not only as victims — in case that they are.
- Renouncing dramatic images: the iconography of dispossession represents a collective in a distorted way.
- Always using images directly related to the protagonists and the subject of the news. If we use archive images, they should be referenced and relevant.
- Incorporating gender perspective reporting about the reality of migrant women.
- Use proper news judgment to guard the privacy of people, especially minors. Journalists must seek the authorization of the protagonists when they need to use invasive images in their reporting. However, if this is not possible, in the case of minors or extreme conditions that limit communication, journalists must take every measure to protect the identities for those pictured.

CREATE A FAIR NARRATIVE FOR IMMIGRATION STORIES

- **Describe the action, not the person**
  In April 2013, The Associated Press (AP) wrote in their AP Stylebook that they no longer sanctioned the terms "illegal immigrant" or "illegal." This change was due in part to public pressure from advocacy groups. Another part of its reasoning was to ensure consistency — to describe actions rather than label persons. In the same way that labeling a person an "illegal fisher" is a poor way to describe someone fishing without a license, calling someone an "illegal immigrant" is a poor way to describe someone who has broken an immigration law.

- **Avoid inaccurate terminology**
  Phrases such as "illegal immigrant" and "illegal alien" replace complex and ever-changing legal circumstances with an unspecified assumption of guilt. Living in the U.S. without legal authorization (unlawful presence) is a civil offense, while improper entry (crossing the border), is a misdemeanor. It should be noted that because many undocumented immigrants arrived legally, they have not committed a crime.

  Neither of these terms clarify if a person came here legally, and their visa expired, or if a person is in a state of legal limbo, waiting for paperwork to be processed, nor does it explain if that person — regardless of whether they are an adult or child — has been processed in an immigration court, and is awaiting a decision regarding their application for asylum. A person's legal status could change because of a variety of other factors, and the use of the word "illegal" obscures this complexity. Moreover, it should be noted that people accused of other misdemeanors are not referred to as "illegal" in any context.

- **Resist blanket statements with an agenda**
  The U.S. Justice Department has instructed U.S. attorney offices to refer to someone illegally in the U.S. as "illegal alien." Anti- immigrant groups celebrated this decision that "weaponize" mundane terms in pursuit of political advantage.

- **Other terms**
  "*Chain Migration:*" This term is used by anti-immigration groups to refer to the well-established legal process of issuing "Family-Based Immigrant Visas." This is how lawful permanent residents or U.S. citizens apply for their relatives to become lawful permanent residents. It is also the historical backbone of American immigration, as one family member often sponsored the travel and naturalization of their larger family.

  "*Anchor Baby:*" This term is often used to refer to a child born to a non-citizen parent, under the false assumption that the child will provide them a pathway to securing naturalization. This and other terms assume intent, and are widely considered to be offensive, in part because of their exclusive application to people of non-White backgrounds.

- **Alternative**
  Terms that have been used to properly humanize newest Americans, newcomers, undocumented citizens, unauthorized immigrants, families who have moved from one place to another, and people who weren't born in the United States.

PROVIDE CONTEXT

- **Add information that provides historical background.**
  Put things in the broader context of the trajectory of the United States immigration system. Perhaps the current administration is doing x, y, z, but it's important for journalists to ask questions: When did this program start? When did this issue start? Historically is this actually a break in how the United States has treated immigrants?

  The immigration system has not had significant changes in the latest three decades, so there's a lot of historical precedent for the events we're seeing now.

- **Drill down on the details in government press releases.**
  Ask probing questions about government press releases. Ask government agencies to clarify the definitions and methodology of, for example, how they're counting people, how they're counting cases, what are the definitions that they're using in their reports.

- **Get the voices of those most affected by immigration policies. Show the impact of those policies.**
  This is a no-brainer: get actual immigrants and people affected into your stories. They might be able to provide you expertise and context to put together a better story. You don't need to say policies are wrong or right, but for our audiences and readers, it's important to see what those policies actually do to people, what their effect is.

- **Know where to look for information, and how to ask for help.**
  Some of the most comprehensive data we have about Immigration and Customs Enforcement (ICE) and the Executive Office for Immigration Review (EOIR) come from TRAC, the Transactional Records Clearinghouse at Syracuse University. American Immigration Lawyers Association is another source to get big data sets. And you can always make a FOIA request, and an appeal if you're not getting the information you think should be public — but it's easier when you got these other organizations fighting those battles.

- **Avoid being the "parachute journalist"**
  Some journalists parachute in just to cover specific immigration events, excluding broader immigration coverage. This is an error. You should not only talk to people when there's a crisis or when there's violence; to understand people requires time. Immigration coverage isn't just immigration system coverage; it's government agencies and how people interact with them; it's legislation, politics, trade, culture, food, language, education and health care. Look beyond politics and border control. All aspects of the country that immigrants affect, and touch are part of immigration coverage; get to know the communities and their immigrant's contributions. As for news organizations, better coverage starts with a diverse staff, which translates into language and cultural capacity and references. We need more diversity — and Latinos — in newsrooms.

GLOSSARY

ALTERNATIVES TO DETENTION

Any legislation, policy or practice, formal or informal, aimed at preventing the unnecessary detention of persons for reasons relating to their migration status.

ASSISTED VOLUNTARY RETURN AND REINTEGRATION

Administrative, logistical or financial support, including reintegration assistance, to migrants unable or unwilling to remain in the host country or country of transit and who decide to return to their country of origin.

ASYLUM SEEKER

An individual who is seeking international protection. In countries with individualized procedures, an asylum seeker is someone whose claim has not yet been finally decided on by the country in which he or she has submitted it. Not every asylum seeker will ultimately be recognized as a refugee, but every recognized refugee is initially an asylum seeker.

BEST INTERESTS OF THE CHILD (PRINCIPLE OF)

A threefold concept: (a) A substantive right: The right of the child to have his or her best interests assessed and taken as a primary consideration ... and the guarantee that this right will be implemented whenever a decision is to be made concerning a child... (b) A fundamental, interpretative legal principle: If a legal provision is open to more than one interpretation, the interpretation which most effectively serves the child's best interests should be chosen. ... (c) A rule of procedure: Whenever a decision is to be made that will affect a ... child, the decision-making process must include an evaluation of the possible impact (positive or negative) of the decision on the child or children concerned.

BIOMETRICS

Automated means of identifying an individual through the measurement of distinguishing physiological or behavioral traits such as fingerprints, face, iris, retina or ear features. Nowadays, it is also used as a synonym of "biometric identifiers," which are the pieces of information that encode a representation of a person's unique biological make up (e.g., fingerprints, retinal scans or voice scans).

BORDER GOVERNANCE

The legislation, policies, plans, strategies, action plans and activities related to the entry into and exit of persons from the territory of the State, comprising detection, rescue, interception, screening, interviewing, identification, reception, referral, detention, removal or return, as well as related activities such as training, technical, financial and other assistance, including that provided to other States.

BORDERS (INTERNATIONAL)

Politically defined boundaries separating territory or maritime zones between political entities and the areas where political entities exercise border governance measures on their territory or extraterritorially. Such areas include border crossing points (airports, land border crossing points, ports), immigration and transit zones, the "no-man's land" between crossing points of neighboring countries, as well as embassies and consulates (insofar as visa issuance is concerned).

BORDER MANAGEMENT

The administration of measures related to authorized movement of persons (regular migration) and goods, whilst preventing unauthorized movement of persons (irregular migration) and goods, detecting those responsible for smuggling, trafficking and related crimes and identifying the victims of such crimes or any other person in need of immediate or longer-term assistance and/or (international) protection.

CLIMATE MIGRATION

The movement of a person or groups of persons who, predominantly for reasons of sudden or progressive change in the environment due to climate change, are obliged to leave their habitual place of residence, or choose to do so, either temporarily or permanently, within a State or across an international border.

COLLECTIVE EXPULSION

Any measure compelling non-nationals, as a group, to leave a country, except where such a measure is taken on the basis of a reasonable and objective examination of the particular case of each individual of the group.

COUNTRY OF DESTINATION

In the migration context, a country that is the destination for a person or a group of persons, irrespective of whether they migrate regularly or irregularly.

COUNTRY OF ORIGIN

In the migration context, a country of nationality or of former habitual residence of a person or group of persons who have migrated abroad, irrespective of whether they migrate regularly or irregularly.

COUNTRY OF TRANSIT

In the migration context, the country through which a person or a group of persons pass on any journey to the country of destination or from the country of destination to the country of origin or of habitual residence.

DISPLACEMENT

The movement of persons who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of or in order to avoid the effects of armed conflict, situations of generalized violence, violations of human rights or natural or human-made disasters.

EMIGRATION

From the perspective of the country of departure, the act of moving from one's country of nationality or usual residence to another country, so that the country of destination effectively becomes his or her new country of usual residence.

ENVIRONMENTAL MIGRANT

A person or group(s) of persons who, predominantly for reasons of sudden or progressive changes in the environment that adversely affect their lives or living conditions, are forced to leave their places of habitual residence, or choose to do so, either temporarily or permanently, and who move within or outside their country of origin or habitual residence.

EXPULSION

A formal act or conduct attributable to a State by which a non-national is compelled to leave the territory of that State.

FAMILY REUNIFICATION (RIGHT TO)

The right of non-nationals to enter into and reside in a country where their family members reside lawfully or of which they have the nationality in order to preserve the family unit.

FAMILY UNITY (RIGHT TO)

A family's right to live together and, as a fundamental unit of a society, to receive respect, protection, assistance and support.

FREEDOM OF MOVEMENT (RIGHT TO)

In human rights law, a human right comprises three basic elements: freedom of movement within the territory of a country and to choose one's residence, the right to leave any country and the right to return to one's own country.

In the context of free movement agreements, the freedom of entry and residence into another State that is a party to the agreement.

HUMANITARIAN-ADMISSION

An expedited process offering a pathway for admission into a country on a temporary or permanent basis to persons or groups of persons with protection needs. Humanitarian admission can be used for persons in need of protection, including but not limited to refugees, persons with urgent protection needs, migrants in vulnerable situations, extended family members, or persons in need of medical assistance and care.

HUMANITARIAN BORDER MANAGEMENT

Border operations carried out before, during and after humanitarian crisis that trigger mass cross-border migration. It aims to improve preparedness of border authorities to respond appropriately to cross-border movements arising from both natural and man-made disasters, in a way that protects crisis-affected migrants and guarantees their human rights and interests, while respecting national sovereignty and security.

HUMANITARIAN VISA

A visa granting access to and temporary stay in the issuing State for a variable duration to a person on humanitarian grounds as specified in the applicable national or regional law, often aimed at complying with relevant human rights and refugee law.

IMMIGRANT

From the perspective of the country of arrival, a person who moves into a country other than that of his or her nationality or usual residence, so that the country of destination effectively becomes his or her new country of usual residence.

IMMIGRATION

From the perspective of the country of arrival, the act of moving into a country other than one's country of nationality or usual residence, so that the country of destination effectively becomes his or her new country of usual residence.

INTEGRATION

The two-way process of mutual adaptation between migrants and the societies in which they live, whereby migrants are incorporated into the social, economic, cultural and political life of the receiving community. It entails a set of joint responsibilities for migrants and communities and incorporates other related notions such as social inclusion and social cohesion.

INTERCEPTION

Any measure applied by a State, either at its land or sea borders, or on the high seas, territorial waters or borders of another State, to: (i) prevent embarkation of persons on an international journey; (ii) prevent further onward international travel by persons who have commenced their journey; or (iii) assert control of vessels where there are reasonable grounds to believe the vessel is transporting persons contrary to international or national maritime law. In relation to the above, the person or persons do not have the required documentation or valid permission to enter.

INTERNAL MIGRATION

The movement of people within a State involving the establishment of a new temporary or permanent residence.

INTERNALLY DISPLACED PERSONS (IDPS)

Persons or groups of persons who have been forced or (IDPs) obliged to flee or to leave their homes or places of habitual residence, in particular as a result of or in order to avoid the effects of armed conflict, situations of generalized violence, violations of human rights or natural or human-made disasters, and who have not crossed an internationally recognized State border.

INTERNATIONAL MIGRATION

The movement of persons away from their place of usual residence and across an international border to a country of which they are not nationals.

INTERNATIONAL MIGRATION LAW

The international legal framework governing migration, deriving from various sources of international law that apply to the movement of persons within or between States and regulate States' competence and obligations, migrants' status, rights and duties, as well as international cooperation.

INTERNATIONAL PROTECTION

The protection that is accorded by the international community to individuals or groups who are outside their own country and are unable to return home because their return would infringe upon the principle of non-refoulement, and their country is unable or unwilling to protect them.

IRREGULAR MIGRATION

Movement of persons that takes place outside the laws, regulations, or international agreements governing the entry into or exit from the State of origin, transit or destination.

LABOR MIGRATION

Movement of persons from one State to another, or within their own country of residence, for the purpose of employment.

MEMBERS OF THE FAMILY

Persons married to a migrant or a national, or having with them a relationship that, according to applicable law, produces effects equivalent to marriage, as well as their dependent children or other dependent persons who are recognized as members of the family by applicable legislation or applicable bilateral or multilateral agreements between the States concerned, including when they are not nationals of the State.

MIGRANT

An umbrella term, not defined under international law, reflecting the common lay understanding of a person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons. The term includes a number of well-defined legal categories of people, such as migrant workers; persons whose particular types of movements are legally defined, such as smuggled migrants; as well as those whose status or means of movement are not specifically defined under international law, such as international students.

MIGRANT FLOW (INTERNATIONAL)

The number of international migrants arriving in a country (immigrants) or the number of international migrants departing from a country (emigrants) over the course of a specific period of time.

MIGRANTS IN VULNERABLE SITUATIONS

Migrants who are unable to effectively enjoy their human rights, are at increased risk of violations and abuse and who, accordingly, are entitled to call on a duty bearer's heightened duty of care.

MIGRANT STOCK (INTERNATIONAL)

For statistical purposes, the total number of international migrants present in a given country at a particular point in time who have ever changed their country of usual residence.

MIGRANT WORKER

A person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national.

MIGRATION

The movement of persons away from their place of usual residence, either across an international border or within a State.

MIGRATION CYCLE

Stages of the migration process encompassing departure, in some cases transit through a State, immigration in the State of destination and return.

MIGRATION GOVERNANCE

The combined frameworks of legal norms, laws and regulations, policies and traditions as well as organizational structures (subnational, national, regional and international) and the relevant processes that shape and regulate States' approaches with regard to migration in all its forms, addressing rights and responsibilities and promoting international cooperation.

MIGRATION HEALTH

A public health topic which refers to the theory and practice of assessing and addressing migration associated factors that can potentially affect the physical, social and mental well-being of migrants and the public health of host communities.

MIGRATION MANAGEMENT

The management and implementation of the whole set of activities primarily by States within national systems or through bilateral and multilateral cooperation, concerning all aspects of migration and the mainstreaming of migration considerations into public policies. The term refers to planned approaches to the implementation and operationalization of policy, legislative and administrative frameworks, developed by the institutions in charge of migration.

NATURALIZATION

Any mode of acquisition after birth of a nationality not previously held by the person that requires an application by this person or his or her legal agent as well as an act of granting nationality by a public authority. This definition does not include automatic acquisition that is not initiated by the individual concerned or his or her legal agent (even in cases where the individual has an option to decline this attribution of nationality) or acquisition of nationality based on a unilateral act by the target person (e.g. acquisition by declaration or option).

NON-DISCRIMINATION (PRINCIPLE OF)

Principle obliging States not to discriminate against any persons. Discrimination should be understood to imply any distinction, exclusion, restriction or preference which is based on any ground such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status, and which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise by all persons, on an equal footing, of all rights and freedoms.

NON-REFOULEMENT (PRINCIPLE OF)

The prohibition for States to extradite, deport, expel or otherwise return a person to a country where his or her life or freedom would be threatened, or where there are substantial grounds for believing that he or she would risk being subjected to torture or other cruel, inhuman and degrading treatment or punishment, or would be in danger of being subjected to enforced disappearance, or of suffering another irreparable harm.

PERMIT

In the migration context, documentation, such as a residence or work permit, which is usually issued by a government authority and which evidences the permission a person has to reside and/or carry out a remunerated activity.

REGULAR MIGRATION

Migration that occurs in compliance with the laws of the country of origin, transit and destination.

REFUGEE (MANDATE)

A person who qualifies for the protection of the United Nations provided by the High Commissioner for Refugees (UNHCR), in accordance with UNHCR's Statute and, notably, subsequent General Assembly's resolutions clarifying the scope of UNHCR's competency, regardless of whether or not he or she is in a country that is a party to the 1951 Convention or the 1967 Protocol —or a relevant regional refugee instrument— or whether or not he or she has been recognized by his or her host country as a refugee under either of these instruments.

REFUGEE (1951 CONVENTION)

A person who, owing to a well-founded fear of persecution for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it.

REMITTANCES (MIGRANT)

Private international monetary transfers that migrants make, individually or collectively.

REMOVAL

Also referred to as deportation or, sometimes, expulsion, the act, following a deportation, expulsion or removal order by which a State physically removes a non-national from its territory to his or her country of origin or a third country after refusal of admission or termination of permission to remain.

SEPARATED CHILDREN

Children, as defined in Article 1 of the Convention on the Rights of the Child, who have been separated from both parents, or from their previous legal or customary primary caregiver, but not necessarily from other relatives. These may, therefore, include children accompanied by other adult family members.

SMUGGLING OF MIGRANTS

The procurement, in order to obtain, directly or indirectly, a financial or other material benefit, of the irregular entry of a person into a State Party of which the person is not a national or a permanent resident.

SOCIAL REMITTANCES

The transfer of ideas, behaviors, identities and social capital from migrants to their communities of origin.

STATELESS PERSON

A person who is not considered as a national by any State under the operation of its law.

TRAFFICKING IN PERSONS

The recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs.

UNACCOMPANIED CHILDREN

Children, as defined in Art. 1 of the Convention on the Right of the Child, who have been separated from both parents and other relatives and are not being cared for by an adult who, by law or custom, is responsible for doing so. Visa

An endorsement by the competent authorities of a State in a passport or a certificate of identity of a non-national who wishes to enter, leave, or transit through the territory of the State that indicates that the authority, at the time of issuance, considers the holder to fall within a category of non-nationals who can enter, leave or transit through the State under the State's laws. A visa establishes the criteria of admission into, transit through or exit from a State.

XENOPHOBIA

At the international level, no universally accepted definition of xenophobia exists, though it can be described as "attitudes, prejudices and behavior that reject, exclude and often vilify persons, based on the perception that they are outsiders or foreigners to the community, society or national identity."

CHAPTER 2:
VICTIMS OF VIOLENCE AND CRIME

News media have an enormous impact on how Americans view crime and victimization in the United States. This is why it's important for journalists to always understand the unique role the media play and the impact their own work has on crime victims and their families, the criminal and juvenile justice systems, and the American public and public policy.

Victims and their families and friends often find themselves the subject of media coverage, regardless of whether they agree to participate directly. An important challenge for news media is to report on crime victims in trauma without revictimizing them. Important as well is that victims who want to tell their stories have the opportunity to do so, fully and completely, while those who do not wish to speak have that right respected, with the assurance that they will still receive fair treatment. Giving victims a chance to tell their stories can help in their recovery.

News media in general, and local media in particular, have a responsibility to provide a wider context and explain how the criminal system works, whether they are accomplishing their goals and how well they promote public safety, while respecting the needs of victims and witnesses.

Many people are fortunate that they never become crime victims or have direct contact with the criminal and juvenile justice systems, so journalism plays an important role in educating the community about public policy issues that affect public safety. News organizations play a crucial role in providing voters and taxpayers accurate, fair, balanced, and complete coverage of the government's response to crime and victimization, so that they can make informed choices.

MINIMIZE HARM

In their Code of Ethics, the Society of Professional Journalists (SPJ) points out the need to minimize harm when reporting on grief, tragedy and victims. Showing compassion for those who may be affected adversely by news coverage; being sensitive when seeking or using interviews or photographs of those affected by tragedy or grief; recognizing that gathering and reporting information may cause harm or discomfort, and acknowledging that private people have a greater right to control information about themselves than do public officials, are some of the general advice offered by the organization when covering crime and violence.

Other advocacy groups working with victims of crime and violence emphasize the importance of highlighting the person, more than numbers or statistics — however, it's important to use them to reinforce or know the magnitude of the topic at a certain time, keeping the testimony of the victims as central protagonists of a story. No news report can be complete if journalists limit themselves to reproducing the authorities' version.

Although it's well known that one golden rule for covering crime and violence is to avoid sensationalism, sometimes seeking a balance might be complicated. Making reference to legal foundations and international treaties may give a broader context to specific cases. When possible, including guiding data such as the address and telephone number of organizations supporting victims of violence might also be of help.

In 2010, Justice Solutions — a national non-profit organization that works with victims and communities hurt by crime with support of the U.S. Department of Justice — published a manual for reporters and news organizations, "A guide for journalists who report on crime and crime victims." The document was created for members of the organization who have worked with victims for more than 30 years. These are some of their advice for practicing journalists.

WHEN DEALING WITH HOMICIDE

- Avoid the inadvertent death notice. Check with your editors (and follow up with the police, if necessary) before approaching family members of a homicide victim to make sure they have been notified by the police. Even when reporters are cautious, they can find that the person they reach on the telephone or who answers the door has not been notified of the death of a loved one. In those cases, the reporter must:
- Verify the identity. Check with the person who answered to make sure you dialed the right number or have the right address. Keep asking questions until you verify that you have the right family.
- Apologize and acknowledge that your information could be faulty. Perhaps there has been an error on the part of law enforcement or there is a mix-up of some sort.
- Follow up. Make sure that the family receives accurate information from the appropriate authorities, either through their efforts or yours.
- Focus on life, not death. Instead of talking about the death of a loved one, it is preferable to talk about celebrating or honoring his or her life.
- Use care when asking for a photograph or video of the deceased. The request must be done sensitively. It is also imperative that the reporter take personal responsibility to ensure that the photo or videotape is returned to the family intact. Scan or dupe a copy before the item leaves your sight at your news organization. You will also earn a reputation for thoughtfulness if you provide a copy of your coverage to the family.

WHEN DEALING WITH SEXUAL ASSAULT OR RAPE

The trauma that sexual assault and rape inflicts on victims, as well as the stigma still associated with the crime, makes reporting on victims of sexual violence especially daunting. It is important for reporters and editors to understand that sexual assault is not a crime about sex but about violence, power, and control.

- Journalists should avoid reporting details about the assault in ways that imply the victim's behavior caused the crime (walking alone at night, drinking alcohol). Important as well is that news articles do not treat acquaintance rape as less serious than so-called "stranger danger" cases.
- Remember also that the preferred term is acquaintance rape rather than date rape, since the latter implies a romantic relationship where none may have existed and where the existence of any such relationship is irrelevant to the crime.

- There are usually few instances when a news organization will try to interview a sexual assault victim immediately following the crime. Most news organizations also have a policy of refusing to reveal a victim's name without explicit permission. Some victims may agree to an interview only if their actual name is not used, or if an alias is provided in lieu of their real name; it's important to remember that this is the victim's choice. Agreeing to withhold identification should be done in consultation with a supervisor.

WHEN COVERING ABDUCTIONS

A news story about a disappearance can evolve into a case of sexual assault or rape during the breaking news cycle. It is usually best to stop using the victim's name once the sexual assault becomes the focus of the story unless the victim and his or her family give permission.

WHEN COVERING INCEST

News organizations also need to exercise special care so that reporting the name of the perpetrator and the nature of the crime in incest cases does not thereby reveal the name of the victim. Some editors ignore such concerns because they insist that people in smaller communities know the names anyhow, so the newspaper need not take special precautions to protect the victim's privacy. However, editors should consider that, especially in today's online news world, archived news stories can be accessed by people inside and outside that community for years to come.

WHEN DEALING WITH DOMESTIC VIOLENCE

Part of the dynamic that keeps many victims from coming forward and reporting their victimization to police stems from feelings of shame, combined with fear that others will find out what has happened to them. One of the most difficult situations that news outlets face is when domestic violence results in a murder-suicide. News organizations that treat the perpetrator who commits suicide as a victim risk offending family and friends of the murder victim.

WHEN DEALING WITH DRUNK DRIVING

Organizations such as MADD (Mothers Against Drunk Driving) have helped dispel the myth that drunk driving is not a crime. Victims are justifiably upset when news accounts minimize cases of drunk driving that may or may not have harmed others, since the crime always has the potential to claim lives and cause injury.

WHEN DEALING WITH POTENTIALLY VULNERABLE POPULATIONS

- Reporters should exercise special care when interviewing people at both ends of the age spectrum, from young children to the elderly. Some children are simply too young to be subjected to reliving their experiences during interviews without the danger of inflicting additional harm. Young children also risk being more easily manipulated by inadvertently leading questions.

- Experts who debrief children about their victimization for law enforcement agencies and courts receive extensive specialized training in how to interview child victims without revictimizing them or inadvertently eliciting false statements. Reporters without such training are ill-equipped to do a good job and should not be expected or ordered to do so.
- Elderly people and people with disabilities may also have unique needs, especially when the trauma is fresh.

WHEN IT COMES TO VIOLENCE AGAINST WOMEN IN RELATIONSHIPS

The journalist must work to become part of the solution, not part of the problem. Therefore, it would be advisable to take into account the following suggestions:

- **Empathy with the victims**
  Face the cases as if it were your mother, daughter or sister. Don't miss the rigor, commitment and sensitivity because the information published is consistent with the opinion of citizens about gender violence, as well as they themselves recognize. It is not about hiding reality but about how to tell it.
- **No justification of the aggressor**
  The old mitigating factors are now aggravating. Preserve the privacy of the victim and his family, taking maximum care of the use of images and selecting with the utmost respect. The right to privacy and honor of victims and perpetrators is above the right to information. Be aware that children who suffer gender violence are also the victims.
- **Contextualization**
  Gender violence is an attack against human rights.
- **No politicization**
  Gender violence should not become a partisan issue. Offer information about the cases that overcome the problem and about the penal consequences of the aggressions. It is a deterrent that the media can be used to prevent violence against women. Avoid discrimination based on ethnicity, religion, social status, nationality, etc.
- **Look for experts**
  Use qualified opinions and seek the greatest possible specialization of professionals who deal with information on violence against women in the area of the couple in the media.
- **Explain concepts**
  Clarify the terms when referring to gender violence. There are terms that are used as synonyms frequently, when in fact they are not. Violence against women is not the same as domestic violence, rather than against women in the context of the couple. Many times, the terminological variety diminishes the accuracy of the information and, moreover, confuses the recipient of the information.
- **Provide tools**
  Emphasize the means that society offers to victims to fight against gender violence. Use the potential of your media to inform victims that they are not alone.

CHAPTER 3: LGBTQ COMMUNITY

"No journalist would cover a professional tennis match without getting an education in backhands, foot faults, player rankings, and grand slams. But some reporters step into the world of LGBTQ people without taking the time to know what they're reporting about."

Randy Dotinga, an NLGJA: The Association of LGBTQ Journalists' (NLGJA) Lifetime Member, used this example on his presentation of the organization's stylebook, a manual to promote fair, accurate and inclusive coverage of the LGBTQ community among journalists.

In recent years, NAHJ has worked in close partnership with NLGJA and the National LGBTQ Task Force to create a Spanish-language version of that stylebook, El Manual de Estilo Sobre La Comunidad Lesbiana, Gay, Bisexual y Transgénero. As Dotinga said, covering the LGBTQ community "requires more research than a few viewings of 'Will & Grace." Transsexuals aren't the same as drag queens. Outdated phrases such as "sexual preference" make journalists look clueless at best and insensitive at worst. And 'outing' someone without permission remains a dicey proposition, even in these days of growing sexual freedom.

We share NLGJA's belief that mainstream journalists have an obligation to be fair, balanced and accurate. In this chapter, we reproduce some of the content of that publication, as well as some tips and suggestions from other LGBTQ advocacy organizations.

"ARE YOU GAY?"

When is it appropriate to ask a subject to disclose his/her sexual orientation for a story? Is it ever?

In spring 2012, a New York judge ruled it wasn't defamatory to call someone gay, even if he or she was heterosexual. As more LGBTQ people come out and more cities and states provide protections based on sexual orientation and gender identity, the stigma of being LGBTQ has lessened. As a result, reporters are more likely to cover issues that affect LGBTQs (e.g., jobs, the economy, marriage, health care), and encounter people who are openly gay. But how do you ask if someone is gay without prying?

First and foremost, be sensitive. Realize that some LGBTQ people are out and proud and some are very much closeted. It's a personal decision and it isn't ethical for a reporter to pass judgment on someone else's decision or journey.

Second, think about why you want to know and why a reader would want to know. Does it add to the story? Is it important to telling the person's own story? Would it seem out of place if you omitted it? Would it seem out of place if you added it?

REASONS TO ASK:

- It adds context to the story. Are you interviewing the person specifically because s/he is a member of the LGBTQ community? If so, ask to confirm and ask how s/he identifies.
- It is central to the story. Would it seem out of place if you didn't mention it? For example, if you are covering same-sex marriage, anti-discrimination laws, "Don't Ask, Don't Tell," it's relevant to include that the person is or could be directly impacted by the events.
- If it isn't central to the story, what is your motivation for asking? Are you trying to add diversity to your story or highlight how different populations might be impacted differently?

REASONS TO AVOID ASKING OR TELLING:

- It would cause harm to the subject.
- It's merely for prurient reasons or to sensationalize the story.
- Would you include the information if the subject were heterosexual? If yes, include it for an LGBTQ person. If not, think about why you want to include it; it needs to be relevant.

HOW TO FRAME THE QUESTION

- If you aren't sure how to ask, here are two approaches. Use what is appropriate depending on your reporting style, the story and the subject.
- Be matter of fact. Just ask, are you a member of the LGBTQ community? Or, are you gay? Or, do you have a partner? Treat it the same way you would someone's age or occupation — a normal aspect of a person that you can competently cover.
- Be discreet and sensitive. If there is potential harm, or the person is a victim of a crime, use good judgment. Don't further victimize the person. Here are a few ways to phrase the question:
  - Some people reading or watching this might wonder if you have a personal stake in this issue. How do you define your sexual orientation?
  - Do you mind if I ask, are you a member of the LGBTQ community?
  - If you are comfortable telling me, do you identify as gay or lesbian?

A NOTE OF CAUTION ABOUT ASKING TRANSGENDER INDIVIDUALS TO SELF-IDENTIFY:

- Transgender individuals often face higher rates of discrimination, proceed self-awareness. Make sure you have a strong inclination the subject identifies as transgender before you ask and only ask if it is absolutely relevant and necessary.
- Do not ask about hormones or surgery unless that is the story focus.
- Be very careful not to sensationalize interviews with transgender people.
- Use the name and personal pronouns that are consistent with how the individual lives publicly.
- When possible, ask which pronoun or term the subject prefers.

GENDER PRONOUNS

People who identify as neither male nor female or ask not to be referred to as he/she/him/her: Use the person's name in place of a pronoun, or otherwise reword the sentence, whenever possible. If they/them/their use is essential, explain in the text that the person prefers a gender-neutral pronoun. Be sure that the phrasing does not imply more than one person. If you are not certain which pronoun to use, ask the person, "What pronouns do you use?" If it is not possible to ask a transgender person which pronoun they use, use the pronoun that is consistent with the person's appearance and gender expression or use the singular they.

According to GLAAD:

> ***Some people use the singular they to reflect their non-binary gender identity and/or gender expression.***

In 2015, The Washington Post updated its style guide to include the singular they to describe people who "identify as neither male nor female." It is increasingly common for people who have a non-binary gender identity and/or gender expression to use they/them as their pronoun.

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CHAPTER 4: SEXISM

Language is a field of dispute that reveals the struggles of different minority groups; power relations are easily identifiable through language and expressions. When you say "these are dark times" or "it was a black Tuesday for the stock market", the dark or black color has a negative connotation; and consequently, in our subconscious we give blackness and darkness a negative connotation without noticing it. These kind of seemingly neutral mechanisms help to reproduce racial discrimination.

In the case of gender, language is a field of dispute between those who want to end inequality and those who, in a conscious or subconscious way, use it as an instrument of invisibility and inferiority of women. This struggle can be found in several areas of our lives, including journalism.

THE ROLE OF GENDER STEREOTYPES

As we know, value systems, behavioral patterns and different roles have been assigned for women and men. Women have been identified in the roles of housewife, mother, teacher, nurse, and men in the roles of boss, administrator or family representative. When these roles are part of the identity of a human group they are known as stereotypes.

We find that women are related to stereotypes of beauty, seduction, sweetness, submission, abnegation, sacrifice, all of which exalt marriage and motherhood, and men with stereotypes of strength, insensitivity, provider, head of family, which are oriented towards competitiveness.

In 1979 the UN established in their Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), that "the creation of stereotypes, even in the media, limits the political life of women to issues such as the environment, childhood and health, and excludes it from responsibilities in finance, budgetary control and conflict resolution."

Let's use one example. When we talk about feminine intuition, we are also sending a very explicit message to society: women are fundamentally sensitive and intuitive. Can feelings and intuition lead to work that require scientific rigor and technical precision? Can this be read as an asset for politics or science? A statement like this helps to reinforce the idea that the feature that defines men is reason, and what defines women are feelings.

By presenting women only in their role as mothers, educators, caregivers, lovers or victims, we are ignoring that women occupy different roles in a society, including scientists, businesswomen, professionals and politicians, while men also have a role linked to reproduction and care that must be made visible.

SEXISM AND POLITICS

Media coverage of female politicians often uses sexist language and tends to focus more on family roles, appearance, and perceived "women's political issues" when covering female politicians. Women routinely face questions that male candidates nearly never encounter, like being asked to smile or to answer questions about work-life balance. Female politicians have been stereotyped in the media as "ice queens" or "grandmas" and have been historically categorized into one of four roles: seductress, mother, pet, or battle-ax.

Bluntly sexist language appears to be on the decline, and recent research has found that female congressional candidates are no longer covered differently by journalists nor punished by voters as a result of their gender. But what about subtler forms of sexist language? Could adjectives chosen by journalists have an impact in the popularity of particular politicians?

A) THE RULE OF REVERSIBILITY

According to The Women's Media Center, an organization that works to make women visible and powerful in the media, "The most workable definition of equality for journalists is reversibility. Reversibility means abandoning or evaluating terms or story frames of women candidates that wouldn't be written about men. It means not citing sex with less seriousness or logical relation to content than you would cite race, class, ethnicity, or religion."

Let's do an exercise. At the simplest level, do you use "Mr. Smith" on first reference, then "Smith" after that? Do you cite "Ms.", "Mrs.", or "Miss Smith" throughout? If you answered yes to both, you are granting Mr. Smith autonomy, but continuing to describe Ms. Smith by her marital status. If terms are almost singularly applied to women but not to men, you probably shouldn't be using them.

Sexism can also refer to the type of coverage, often about personality, appearance, or family, that is given to professional women or women in politics, but not their male counterparts. How can we be aware of this and avoid it?

Do Not

- Don't mention her young children unless you would also mention his, or describe her clothes unless you would describe his, or say she's shrill or attractive unless the same adjectives would be applied to a man.
- Don't say she's had facial surgery unless you say he dyes his hair or has hair plugs.
- Don't say she's just out of graduate school but he's a rising star. Don't say she has no professional training but he worked his way up.
- Don't ask her if she's running as a women's candidate unless you ask him if he's running as a men's candidate.
- Don't write about a woman candidate's clothing or physical appearance unless your outlet has published similar articles about male candidates. If you wouldn't talk about a male's candidate eye color, make-up, haircut, singleness, childcare, lack of children, then don't talk about a female's candidate.
- Don't use gendered terms such as "feisty," "spirited," "opinionated," unless your outlet would use them on a male candidate.
- Don't talk about a female candidate as a mother unless the candidate brings it up first.

Do

- Ask a male candidate about his role as a father if he touts "fatherhood" as a job qualifier.
- Ask a male candidate about the sexist language he uses.

B) SEXISM HAS CONSEQUENCES

What are the consequences that media sexism can have? WMC has done research on the subject and these are some of their key findings:

- Sexism, even mild sexist language, has an impact on voters' likelihood to vote for a female candidate and on how favorably they feel toward a woman seeking office. It also affects perceptions of trustworthiness and effectiveness.
- Voters assume the sexist language comes from the woman's opponent, even when there is no indication in the newspaper stories or radio coverage that he or his campaign are involved. Her opponent pays some price — or will — for this type of negative coverage.
- Initially, after given a neutral profile of both a female Congressional candidate and a male Congressional candidate, voters were more likely to say they would vote for the woman.
- If voters hear non-sexist, negative coverage of the woman and the man, the male candidate remains behind the woman. However, if voters hear sexist coverage of the woman candidate, the race becomes even.
- The effect of sexist language affects voters of all voting groups. The responses regain voters across the board.
- When the female candidate acknowledges and responds to sexist mistreatment by the media, it helps to repair the damage inflicted on her. She regains a clear lead over her opponent in the horse race, she regains some lost ground in vote likelihood, and voters are more likely to view her favorably. Responding helps a female candidate even if the audience didn't hear the original slur. Reporters need to be aware that subtle sexism can actually be far more damaging to candidates than deliberate and outrageous sexism. It can be harder for candidates to respond directly to coverage that is subtly tilted against them, especially when the reporters aren't even aware, they are being sexist.

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CHAPTER 5: HEALTH REPORTING

It is simplistic and, therefore, tragic, the way in which part of society assumes the fact that some people around them have disabilities. The media have effectively reproduced this thinking, which translates into the lack of appreciation of disability as utility and public interest.

For the media to play their role in the process of building a society that is less vulnerable to social injustice, it is necessary to crystallize a mature journalistic culture that considers the issues inherent in human development and social inclusion, as a transversal approach to the coverage of all the major social issues.

Journalists have many doubts about how to approach the issues associated with disability, and perhaps that is why they avoid it when the opportunity arises. This does not mean that there are no examples of good social journalism, but these are usually the result of individual efforts, rather than consolidated editorial lines.

The great challenge is for the media to become aware of the need to avoid superficial approaches, as well as to coordinate efforts to train journalists and editors not to discriminate on the agenda of their reports to people with disabilities, recognizing the urgency of this guideline.

A BETTER INFORMATION TREATMENT

The concept of inclusive society tends to remain absent from journalistic coverage. It's essential that communication professionals know this term, protected by the Constitution and by several international treaties. And it's necessary to break with the approach of disability linked to the concept of passive assistance and replace it with concepts of integration and active participation in economic and social life.

Even when there is interest and the desire to carry out an appropriate coverage, journalists encounter disinformation about educational, legal, technical, medical, ethical and even political aspects. Professionals need specific training to deal with disability properly, without negative optics.

In daily practice and for the desire to always keep in mind the basic elements of journalistic information (what, who, where, when, why), it's necessary to attend to the particularities of the subject that complement the news.

The media can help to the social normalization of disability, as they have done in other areas, and the help of people with disabilities plays a decisive role in this. Professionals can turn to NGOs, foundations and associations that have been working with disability for years to verify that the information they have is correct.

It also should be pointed out that it's not common to find great concern at the informative level to disclose services related to improving the quality of life of people with disabilities. Disability is often reflected in the media from a welfare perspective and is not reflected from a prism of normality or treated as another element of diversity.

For this purpose, we are referring to the guidelines published by the Psychiatric Rehabilitation Association (PRA). According to them, in general, the term "psychiatric disability" is preferred to both the phrase "mental illness," and the use of specific diagnoses. For this organization, the concept of disability implies the possibility of regeneration of ability through rehabilitation. Terms focusing on "illness," "disorder," and "diagnosis" reflect a medical model rather than a psychosocial rehabilitation perspective. The organization makes emphasis in the right of individuals to refer to themselves as they choose — for example, a person might not believe that his/her psychiatric condition is disabling and might prefer a term other than "disability."

When necessary, specific diagnoses are preferred to more global terms, and are to be used in a person-first format, as in "a person with schizophrenia." Since many forms of psychiatric disorder exist, the terms "mental illness" and "psychiatric disability" should be specified as clearly singular (e.g., a person diagnosed with a mental illness or a person diagnosed with a psychiatric disability) or plural (e.g., people who have been diagnosed with a variety of disorders). Emphasizing the existence of a variety of psychiatric disorders corrects the description of "mental illness" as a single entity.

Acceptable terms are person with a psychiatric disability, people with psychiatric disabilities, psychiatric illnesses, emotional or mental disorders -- stressing the personhood of people with disabilities. Unacceptable language includes dehumanizing or pejorative words or phrases, such as "the mentally ill," "schizophrenics," or "chronic."

PERSON FIRST

The overriding philosophy of the work of PRA members is to see people as people first through actions and words. By using "person-first" language, they are set to educate the public that the people who are assisted through psychosocial rehabilitation services are people first.

Some examples of Person First Language are:

- Someone may have a history of depression, not "suffering from depression." Suffering is a self- descriptive concept, to be used only by the person who is experiencing the "suffering".
- An individual can be diagnosed with schizophrenia, but it's not "a schizophrenic."
- If a person has a disabling condition, "recovery" means gaining a sense of meaning, a positive identity, fulfilling relationships, the role of citizen and community member, the capacity to cope with adversity, and recognition of the gifts and lessons learned through the recovery struggle.
- Rehabilitation refers
  to the development of skills and supports needed to achieve one's goals, given a condition (physical and/or mental) that creates difficulties in daily functioning. The rehabilitation perspective focuses on increasing ability and builds on a person's strengths to facilitate success in meeting the person's own goals.

- Treatment focuses on symptom reduction and, while often an important service to coordinate with rehabilitation, is distinct. The treatment perspective looks at pathology and limitations, since its focus is on decreasing discomfort.
- Use terms such as "individual example" rather than "case study," and "research participant" rather than "subject," so as to keep the focus on the person and to avoid dehumanization.
- "Psychiatric disability" implies something a person has (not "is"), while emphasizing ability, and is analogous to "physical disability."
- A "mental illness" implies a medical perspective, with an emphasis on diagnosis and symptoms, and is analogous to a "physical illness."
- "Mental health" implies wellness and successful cognitive and interpersonal behaviors, and is analogous to "physical health", in the sense that someone can be basically healthy while still experiencing occasional periods of "illness" or symptoms.
- Terms like "serious," "significant," "severe," and "persistent" provide an image of a long-term (potentially life-long) difficulty, and are better than "chronic," which implies hopelessness. Even for the most severe and long-term psychiatric disorders, however, there's always the possibility of recovery.
- A description of specific strengths and weaknesses in relation to a desired goal is preferable to an overly general and pejorative term such as "low functioning."
- Whenever possible, use "person" to refer to a person, and qualify that word only when essential to the issue under discussion. Qualifiers provide additional information, such as "a person from Portugal", or "the person with the red eyeglass frames", or "a person who has been diagnosed with post- traumatic stress disorder (PTSD)," or "a person who has tested HIV-positive."
- "Patient" implies a medical setting and is typically a passive role in relation to "doctor" or "nurse," and is not to be employed outside of the context of that role.

INCLUSION AND DIVERSITY IN HEALTH REPORTING

Language is often used to assign people to categories, emphasizing difference and separation. It's recommended to use inclusive language, which refers to people in a way that emphasizes or focuses the reader's attention on similarities, equality, and respect. The underlying principle is one of balance and parity in language, avoiding the condescension that can arise from "us-them" and "either-or" categories.

Language used should impart the sense and sentiment that the people described are equals who have strengths, skills, talents, and uniqueness as a whole person. Language that detracts from the sense of value of the whole person is to be avoided, along with terms that exclude, marginalize, diminish, or lower the status of any individual or group. Additionally, stereotypes and words that derive from negative assumptions should be avoided.

- Standard inclusive language includes such phrases as "people of all cultural, ethnic, and linguistic backgrounds, national origins, languages, religions, colors, sizes, gender identities, and sexual orientations," or "including people of diverse histories, backgrounds, and personal characteristics." The principle behind these lists of items is to respect diversity, and to include all people.
- Words and phrases derived from derogatory names or stereotypes of a certain group are to be avoided. For example: "gypped," which is derived from the disparaging term "gypsy," and implies that all Romani people are cheats and swindlers. While we may not be aware of all possible derivatives, we are always sensitive to the possibility of insult, and open to changing the language we use.
- As with other terms used to describe aspects of diversity, terms such as "lesbian, gay, bi-sexual, and transgendered" belong in a person-first format, are used as specifically as possible, and are based on the preferences of the individual or group being described. For example, say "provides services to people who self-define as gay or lesbian," rather than "gays."
- Stigma refers to a mark or token of infamy, disgrace, or reproach. There is nothing inherent in people who have psychiatric disabilities or mental illnesses that deserves to be remotely associated with infamy, disgrace, or reproach; nor is "stigma" inherent in people with diverse sexual orientations, gender identities, ethnicities, cultures, colors, or sizes. Therefore, the word "stigma" is considered unacceptable and is not used.
- Some individuals have internalized negative attitudes, and experience a sense of shame, but any descriptions of this personal experience need to make clear that this internalized experience does not imply that there is reason for disgrace.
- Discrimination refers to a prejudiced act. Unfortunately, many people do engage in prejudicial acts towards people with psychiatric disabilities, and towards people of certain cultural, ethnic, and linguistic backgrounds, national origins, languages, religions, colors, sizes, gender identities, and sexual orientations. Many people, including everyone who has been diagnosed with a mental illness, have experienced acts of discrimination and prejudice. By using the term "discrimination," we redirect attention to the person acting in a disrespectful and prejudicial manner, and not to persons against whom such prejudice is levied. Therefore, "discrimination" is the preferred term in describing such acts of prejudice.
- An examination of "negative attitudes towards people with mental illnesses" is preferable to studying "the stigma of mental illness." Similarly, a "campaign to increase respect and understanding" is a more positive description than an "anti-stigma" campaign.

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