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Resources to foster newsroom conversations about accuracy and fairness in coverage.

- Diversity Style Guide
- Conscious Style Guide
- AAJA's Guide to Covering Asian America
- NABJ Style Guide
- NAHJ Cultural Competence Handbook
- NAJA Style Guide
- National Center on Disability and Journalism: Disability Language Style Guide
- NLGJA Stylebook (Spanish addendum)
- Trans Journalists Association
- SAJA
- Global Press style guide

And a few ideas to help frame newsroom practices:

Hiring
- o Advertise all openings. All openings. (Run the language through Gender Decoder.)
  - ▪ Media Job Board — you're a partner with Poynter and E&P
  - ▪ Association job boards (AAJA, NABJ, NAHJ, NAJA, NLGJA, ONA)
  - ▪ Newsletters (Journalism Jobs + a Dog, MEOJobs)
  - ▪ Ask for invites: *If* you are a JOC: Journalist of Color Slack; Gather Slack; Binders Full of Digital Journalists; Diverse Social Media Editors & Digital Journalists
- o Look for candidates — even when you don't have an opening.
  - ▪ Freelancers: diversify.photo, editorsofcolor.com
- o What kind of qualifications are you listing? Are they required?
- o Who is on the hiring committee?

Retention
- o Don't force someone to assimilate. Help them acculturate.
- o Don't pigeonhole someone into a beat because of presumed expertise from their upbringing.
- o How do you encourage professional growth?
- o Where are people going when they do leave?

Promotion
- o Who is responsible for developing a career path?
- o Who helps ensure the person is taking steps toward reaching their goal?
- o Look beyond the usual suspects when a job is posted.
- o Think about transferrable skills and cross-training.

Bonus material
- Read Dear newsroom managers …
- Free webinar replay: Make Diversity a Priority During the Pandemic

Have a question or a suggestion for another diversity resource? Contact Doris Truong, Poynter's director of training and diversity: dtruong@poynter.org.