



SPRING 2022 DIVERSITY REPORT

Journalism Education Association



Commitment to diversity

Approved by the board of directors, Nov. 13, 2021.

As a community of journalism educators, we have a unique opportunity to influence positive change.

We aim to lead scholastic journalists to commit to a critical consciousness of the issues we face in our world. These young voices are the ones who can have the most positive impact when it comes to addressing disparities and injustices surrounding diversity, equity and inclusion. Through their work in media, students develop a heightened awareness. The stories they tell create a more informed and empathetic school community, and the skills they develop prepare them for meaningful contributions in any field.


As a professional learning community, JEA seeks to celebrate individuality and provide a welcoming space to learn and grow. Our commitment to diversity, equity and inclusion is deliberate and ongoing. We embrace the complexity of these efforts and pledge to maintain transparency.

Our programs: JEA is committed to supporting our members and the students they teach. We understand we have a unique role in education — teaching how to tell stories, the value of diverse perspectives within them and the communities those stories serve. Our programs support this from the classroom curriculum to our national conventions, from large-group discussions and collaborations to one-on-one mentoring and school partnerships.

Our process: JEA is dedicated to increasing diversity by continually examining and refining the processes by which decisions are made, such as how we spend member dollars, conduct elections, appoint leaders and communicate with members. General membership meetings and open communication with leadership promote transparency. We encourage stakeholder feedback.

Our people: JEA is an organization made of people — people with diverse and intersectional identities, beliefs and experiences — with a common passion for scholastic journalism. We are committed to centralizing underrepresented voices and experiences, and to understanding how that affects what they do. We are dedicated to providing a safe space for all members, and to being inclusive and active collaborators and are challenged in their practice.

- [Our Mission](#)
- [Graphic Identity](#)
- [Statements](#)
- [Bylaws](#)
- [Job Descriptions](#)
- [Reports](#)



 **jea.**diversity
equity
inclusion

JEA Advisers of Color

JEA is in the process of developing specific strategies to increase dialogue around diversity, equity and inclusion in scholastic journalism, including examining how the organization can best serve its advisers of color.

This survey is specifically for advisers/journalism educators who identify as a person of color. JEA is in the process of developing specific strategies to increase dialogue around diversity, equity and inclusion in scholastic journalism, including examining how the organization can best serve its members of color. This survey is one of our first steps in this process. The data we collect is meant to help JEA better serve advisers of color.

The survey is anonymous, but you may include your name and contact information at the end if you would like to follow up or are interested in learning more about leadership opportunities within the organization.

 sarahnichols.sjn@gmail.com (not shared) [Switch account](#) 



* Required

These are the heritage affinity groups NAIS uses for its People of Color Conference. Check all boxes that apply to your personal identity *



HOW IT STARTED: PROCESS

- Initiate active reporting
 - Transparency: to inform stakeholders
 - Humble affirmation, validation
- Board training, reflection
- Commitment to diversity (November 2021)
- Larry Graham, The Diversity Pledge Institute
- Continuous growth, accountability




**Journalism Education Association**
Published by Lindsay Porter · March 26 at 12:00 PM · 

Congratulations to the 2022 Indiana Journalist of the Year: Atarah Israel, Munster High School, Sarah-Anne Lanman, MJE, adviser. Israel advances to JEA Journalist of the Year competition. JEA Journalist of the Year winner will be announced April 9 at the JEA/NSPA National High School Journalism Convention in Los Angeles.
[Munster High School](#)

**INDIANA
Journalist
OF THE YEAR**
**ATARAH
ISRAEL**
Munster High School
Sarah-Anne Lanman, MJE, adviser

779
People reached

69
Engagements

 +1.4x higher
Distribution score

Boost post

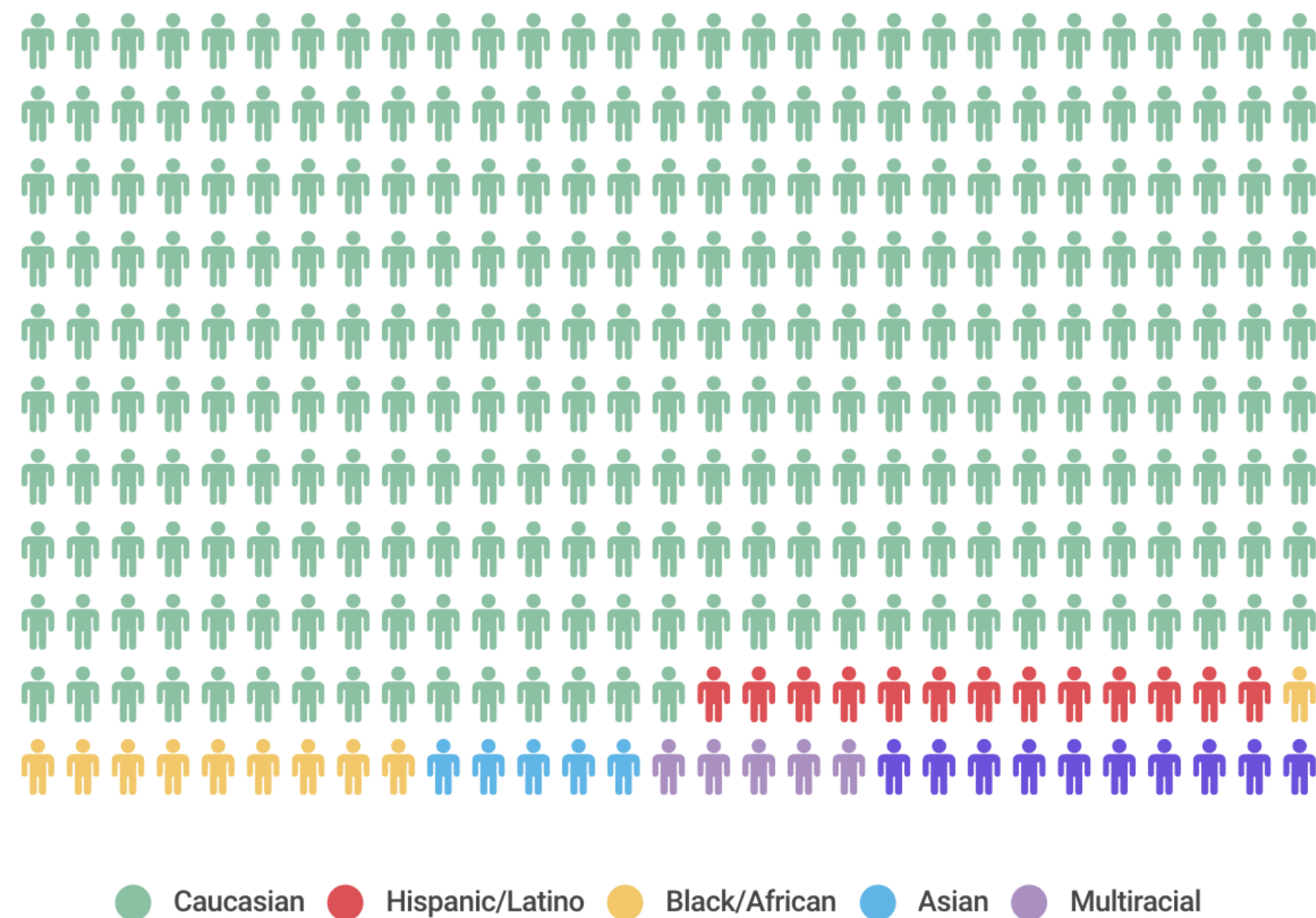
HOW IT'S GOING: PROGRESS

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- Heightened awareness among all committees, projects, programs
- Increased representation in visuals (including NSMC materials)
- Application questions
 - Built into job description, interviews
- Increased participation in Scholastic Journalism Week featured schools



JEA Roll Call data, v1



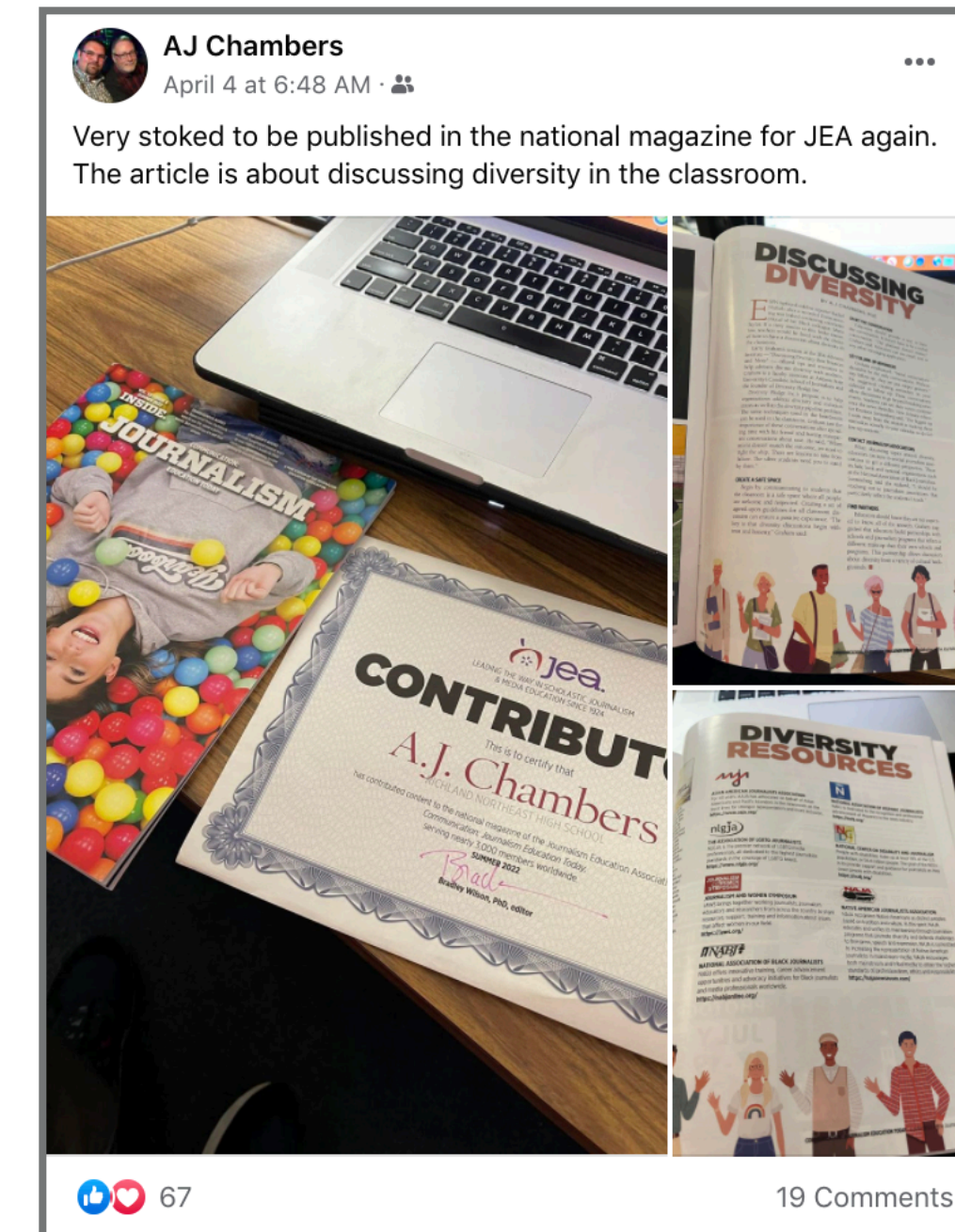
MEMBERSHIP DATA

- Roll Call
 - Initial data collection
 - Encourage self-reporting
- School, program, staff, self
- National Diversity Audit (July 2022)



INCREASED COVERAGE

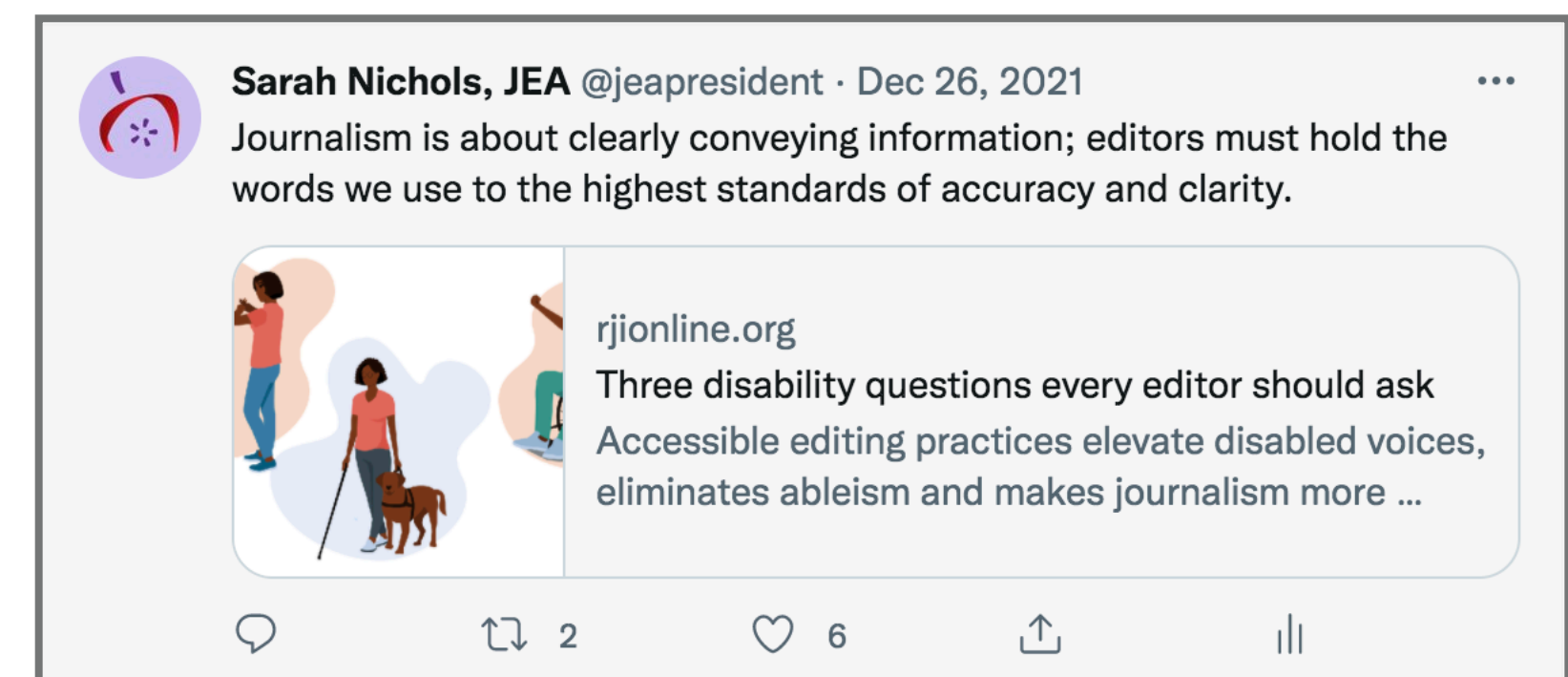
- C:JET article — Andrew Chambers, MJE
- NCTE session — Evelyn Lauer, MJE; Val Kibler, MJE; Sarah Nichols, MJE
 - More than 3,000 attendees (virtual)
 - Collection of 37 stories





SOCIAL MEDIA

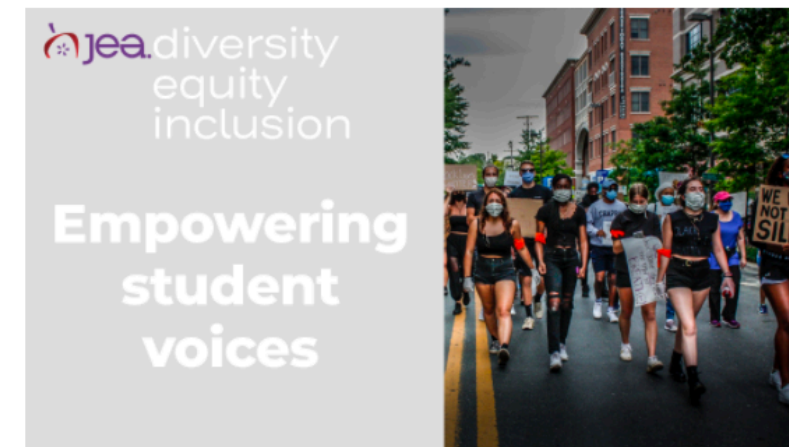
- 10 posts @jeapresident
- Resources
- For members
- For journalism students





DEI POSTS @ JEA.ORG

- Specific online content
- Kristin Taylor, MJE & Sergio Yanes, CJE
- Promotion from HQ
 - Lindsay Porter



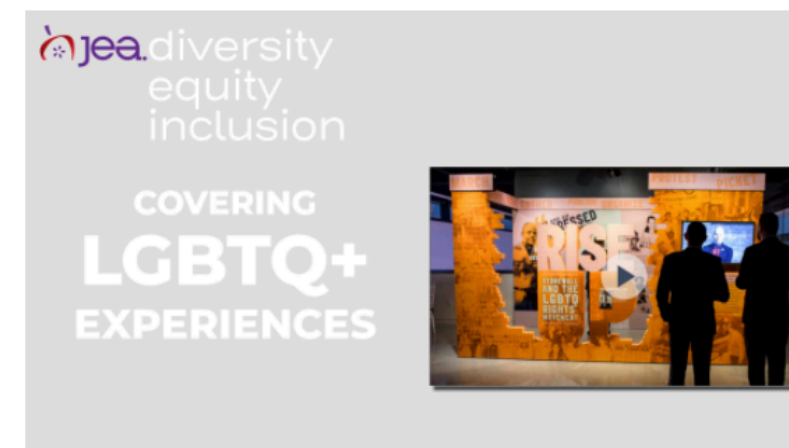
Sarah Nichols, MJE, recaps a 2021 NCTE presentation about [empowering student voices](#) and shares 37 examples from student media addressing inequalities in their communities.



Louisa Avery, MJE, shares practices and resources to help give scholastic journalism students a better [sense of belonging](#) — which leads to more cohesive staffs and diverse storytelling.



Centering [Indigenous voices](#), accurately reporting on Indigenous communities in student media. It is important that all journalists learn more about tribal nations and their peoples, and that they work to amplify more voices from these communities.



LGBT History Month is a great time to consider how we [cover LGBTQ+](#) experiences and history.



Student journalist shares how to improve diversity practices in student media through a [diversity and inclusion editor](#) position.



[Educators for Antiracism](#) share a myriad of resources to help bring equity to your classroom



IMPROVEMENT AREAS

- Better Together initiative — administrator representation
- Semiannual report
- Awards
 - Individual honorees
 - Diversity Award
- Photo coverage
- Retention: Outreach Academy
- Affinity group
- 2023 Election
- We need to engage all leaders to take active roles on an ongoing basis



THANKS!

*Contact: President Sarah Nichols, MJE
sarahjnichols.sjn@gmail.com*