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March 5, 2010

The Honorable Julius Genachowski  
Chairman, Federal Communications Commission  
445 12<sup>th</sup> Street, SW  
Washington, DC 20554

Dear Chairman Genachowski:

On behalf of UNITY: Journalists of Color, we are writing to address several issues of concern regarding the FCC Section 257 of the 1996 Telecommunications Act.

UNITY: Journalists of Color (UNITY) is an alliance of four national minority journalism organizations, the Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists Association and the Native American Journalists Association whose goal is to increase diversity in newsroom and in the coverage of communities of color.

On behalf of our alliance, representing over 8,000 journalists of color, we are deeply disparately impacted by the current state of journalism and the impact it is having on communities of color. Many of our members have been laid off at unprecedented rates as the news industry shed jobs at a rate of fourteen percent higher than the general economy<sup>1</sup>. In particular, journalists of color and news diversity in general continue to take a greater hit in an industry that has historically had anemic levels of representation compared to our nation's diversity.

Unfortunately, the past inactivity of the Federal Communications Commission (FCC) in preventing media consolidation has contributed towards an industry that is prioritizes the business interests of Wall Street ahead of the best interest of the public whose interests media is supposed to serve. Furthermore, the FCC has also failed to pass policies that address the lack of representation of people of color throughout our media system. No better example of this can be provided than that of the responses given by NBC executives when questioned about black television programming by Congresswoman Maxine Waters (D-CA) during the February 25<sup>th</sup> Congressional hearings on their pending merger with Comcast. During these hearings, NBC admitted to not having a single African-American targeted show on television.

We therefore urge the FCC to consider the impact of its policies on the presence and representation of people of color in the broadcast and communication industries. Section 257 of the 1996 Telecommunications Act calls on the FCC to identify and enact policies that eliminate barriers preventing small businesses from entering the media and telecom markets.

It is imperative that the FCC rigorously apply the goals of Section 257 to all policies being considered, from erasing the digital divide to improving the quality of local news for communities. In addition, we also request the FCC to enact new rules to specifically address the historic failure of ensuring that our nation's media system reflects the population it is meant to serve.

<sup>1</sup> UNITY 2009 Layoff Tracker published at [www.unityjournalists.org/research](http://www.unityjournalists.org/research)

We also wish to underscore the importance of passing strong Network Neutrality regulations as critical in fulfilling the goals of Section 257 since the Internet represents the lowest barrier of entry to establishing an online media company or presence. We find this to be in harmony with the goals of Section 257.

Once again, we urge the FCC to make the goals of Section 257 a central focus of its working in creating policies that serve the public interest.

Sincerely,



Barbara Ciara, President  
UNITY: Journalists of Color, Inc.

cc: Commissioner Michael J. Copps  
Commissioner Robert M. McDowell  
Commissioner Mignon Clyburn  
Commissioner Meredith Attwell Baker

Sharon Chan, President  
Asian American Journalists Association

Kathy Times, President  
National Association of Black Journalists

O. Ricardo Pimentel, President  
National Association of Hispanic Journalists

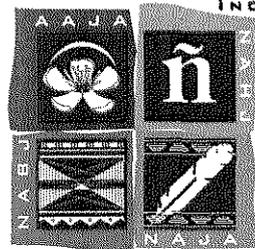
Ronnie Washines, President  
Native American Journalists Association

# UNITY Layoff Tracker Report



SEPT. 17, 2009

**UNITY**



**JOURNALISTS OF COLOR**

Contact:

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(703) 854-3585

Onica N. Makwakwa

Executive Director

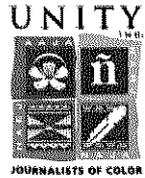
Allison M. Stevens

Program & Exhibits Manager,

Research Associate

Candace Thompson

Administrative Assistant



# Introduction & Summary



Layoffs, buyouts and staffing cuts had already become standard operating procedure for the news industry well before the recession.

Month-to-month job losses were running in the thousands. Since January 2008, when UNITY began tracking job losses in the news business, 46,599 jobs have been recorded lost.

The recession has only amplified the impact. Since it started in September

2008, UNITY's Layoff Tracker shows that the news industry has suffered steeper month-to-month job losses than the overall economy (chart C).

## **Why the Layoff Tracker**

News media companies are in the throes of a systemic shift. They are focused on trying to keep up with the needs of a digitally savvy consumer and adapt to new market conditions that resist the traditional ad-driven mold.

But the industry is made up of people. People who were losing important jobs. To focus the industry's attention on people affected by the change, UNITY began to track job losses.

UNITY's Layoff Tracker has been featured in the Tuesday issue of *THE UNITY NEWS*® since its inception, and has been cited in many publications, such as *The Denver Post* and the *Flint Journal*.



## Key Findings



1. Since Jan. 1, 2008, 46,599 jobs have been lost in the journalism industry (through Sept. 15, 2009).
2. Since the Lehman Bros. collapse on Sept. 15, 2008, 35,885 jobs have been lost in the journalism industry (through Sept. 15, 2009).
3. At the start of 2008, layoffs held steady at approximately 1,000 per month. Industry layoffs started to increase in the third quarter of 2008, hitting their highest peak in December 2008 with 7,398 jobs lost.
4. Since Jan. 1, 2008, 201 media outlets closed shop, including stalwarts like *Rocky Mountain News*, *Albuquerque Tribune*, *Tucson Citizen* and the *Seattle Post-Intelligencer*. Weekly newspapers constituted a majority of the closings.
5. The journalism industry has lost jobs at almost three times the average pace of monthly jobs lost in the general economy.
6. UNITY data shows sharp spikes during periods when quarterly financial reports from public media companies come due (chart B).



# Goals & Methodology



## Goals

The primary goals of the Layoff Tracker are:

1. To track the number of industry job losses
2. To discern industry trends

## Methods

This report analyzes data gathered from Sept. 2008 through Sept. 2009.

Data is analyzed by:

1. Date
2. Parent company
3. Circulation
4. Geography

Note: Data by race/ethnicity was not available.

Data is obtained from the following primary sources:

1. Self-reported data from news organizations
2. 10-K reports of public media companies filed with the SEC

This report reflects data from a total of 1,101 media companies.

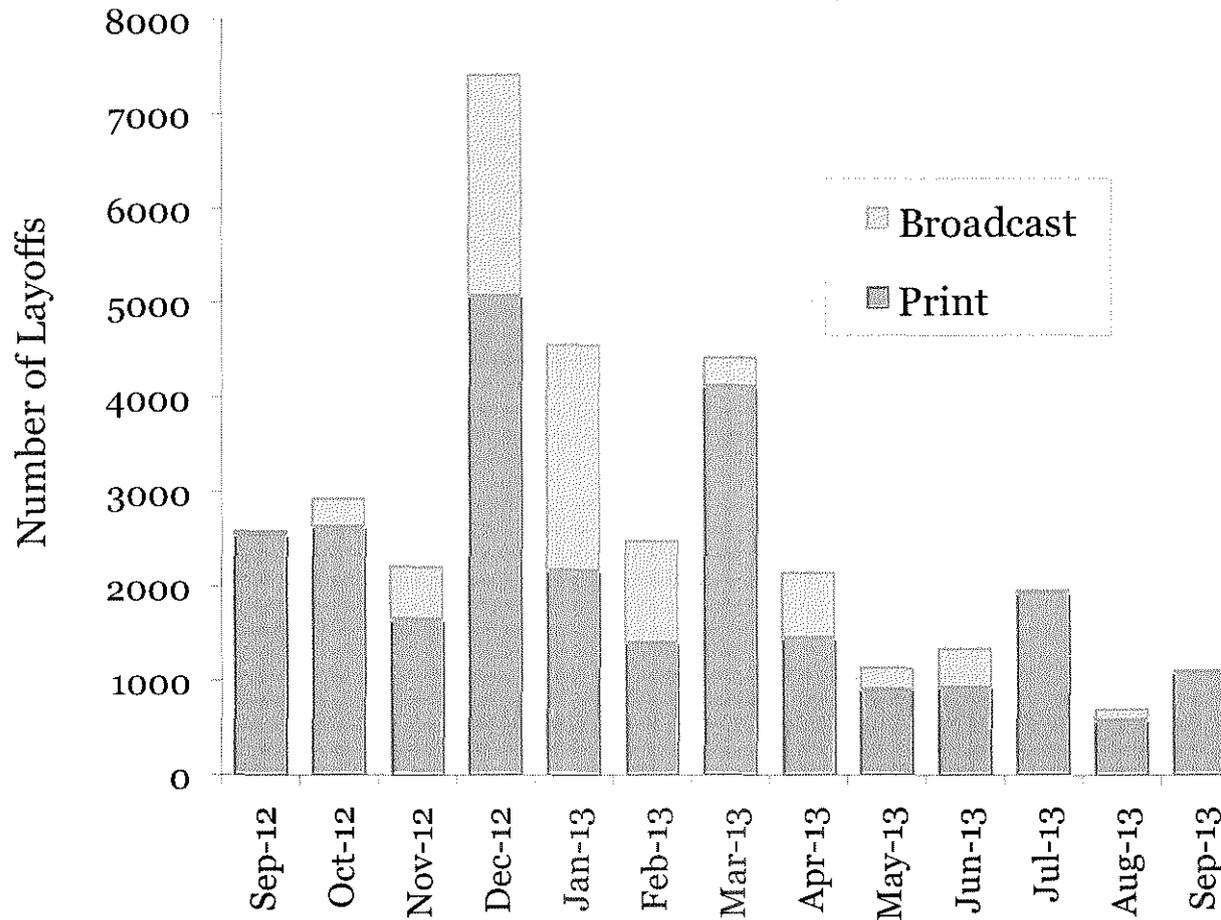
## Scope

The Layoff Tracker reflects layoffs and buyouts as well as positions lost by attrition. It also accounts for jobs in broad classifications, including newsroom, circulation, advertising and other areas.



# A. Sector Losses

(September 2008 – September 2009)



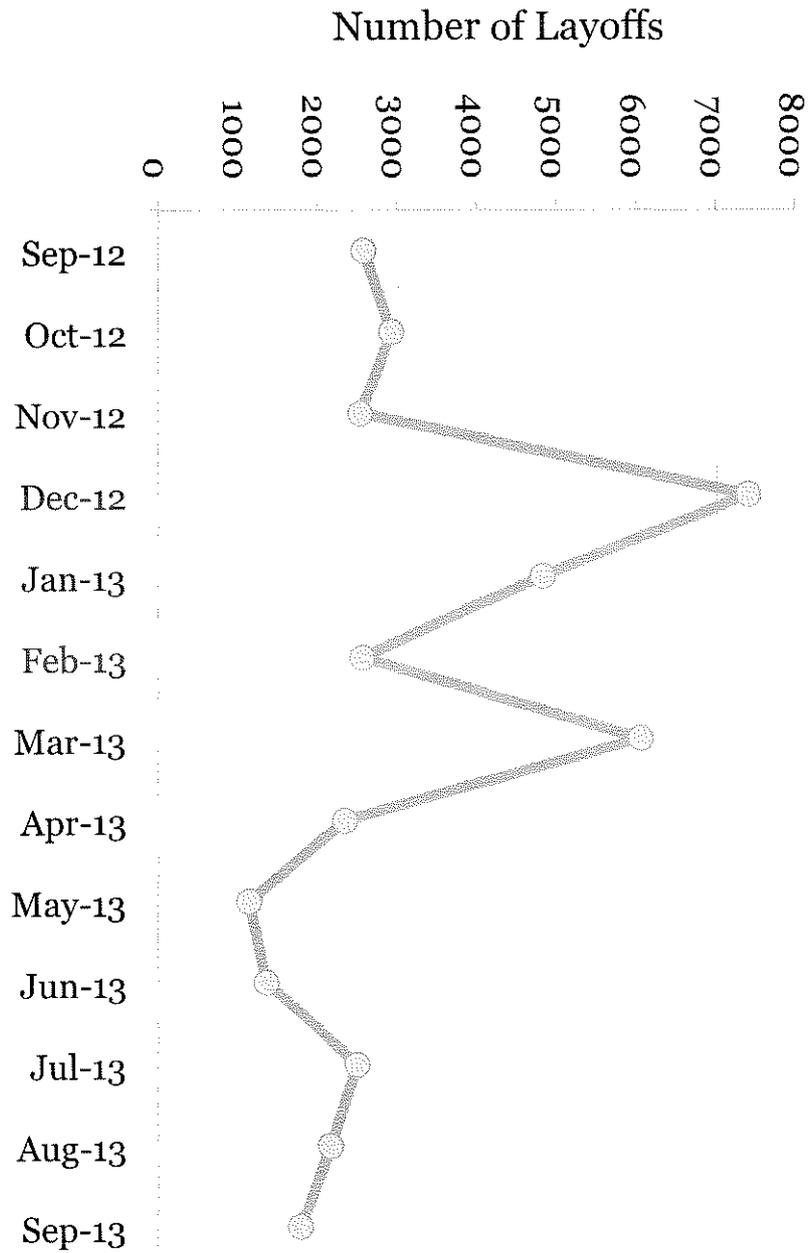
As of September 2008, sector losses were:

1. Print: 24,511
2. Broadcast: 8,333
3. Magazine: 1,172

While the print sector has consistently been affected to a higher degree, broadcast layoffs rose dramatically in the fourth quarter of 2008.

# B. Layoffs by Month

(September 2008 – September 2009)



Sep 08	2,565
Oct 08	2,909
Nov 08	2,524
Dec 08	7,398
Jan 09	4,818
Feb 09	2,546
Mar 09	6,050
Apr 09	2,329
May 09	1,132
Jun 09	1,341
Jul 09	2,489
Aug 09	2,151
Sep 09	1,780



# C. Comparison with Economy

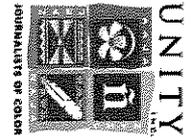
(September 2008 – August 2009)



Month	Jobs Lost: Economy	% Change	Jobs Lost: Industry	% Change
Sep 2008	321,000	83.43%	2,565	40.24%
Oct 2008	380,000	18.38%	2,909	13.41%
Nov 2008	597,000	57.11%	2,524	-13.23%
Dec 2008	681,000	14.07%	7,398	193.11%
Jan 2009	741,000	8.81%	4,818	-34.87%
Feb 2009	681,000	-8.10%	2,546	-47.16%
Mar 2009	652,000	-4.26%	6,050	137.63%
Apr 2009	519,000	-20.40%	2,329	-61.50%
May 2009	303,000	-41.62%	1,132	-51.40%
Jun 2009	463,000	52.81%	1,341	18.46%
Jul 2009	276,000 P	-40.39%	2,489	85.61%
Aug 2009	216,000 P	-21.74%	2,151	-13.58%
Avg. Change: Monthly Losses		8.17%		22.23%

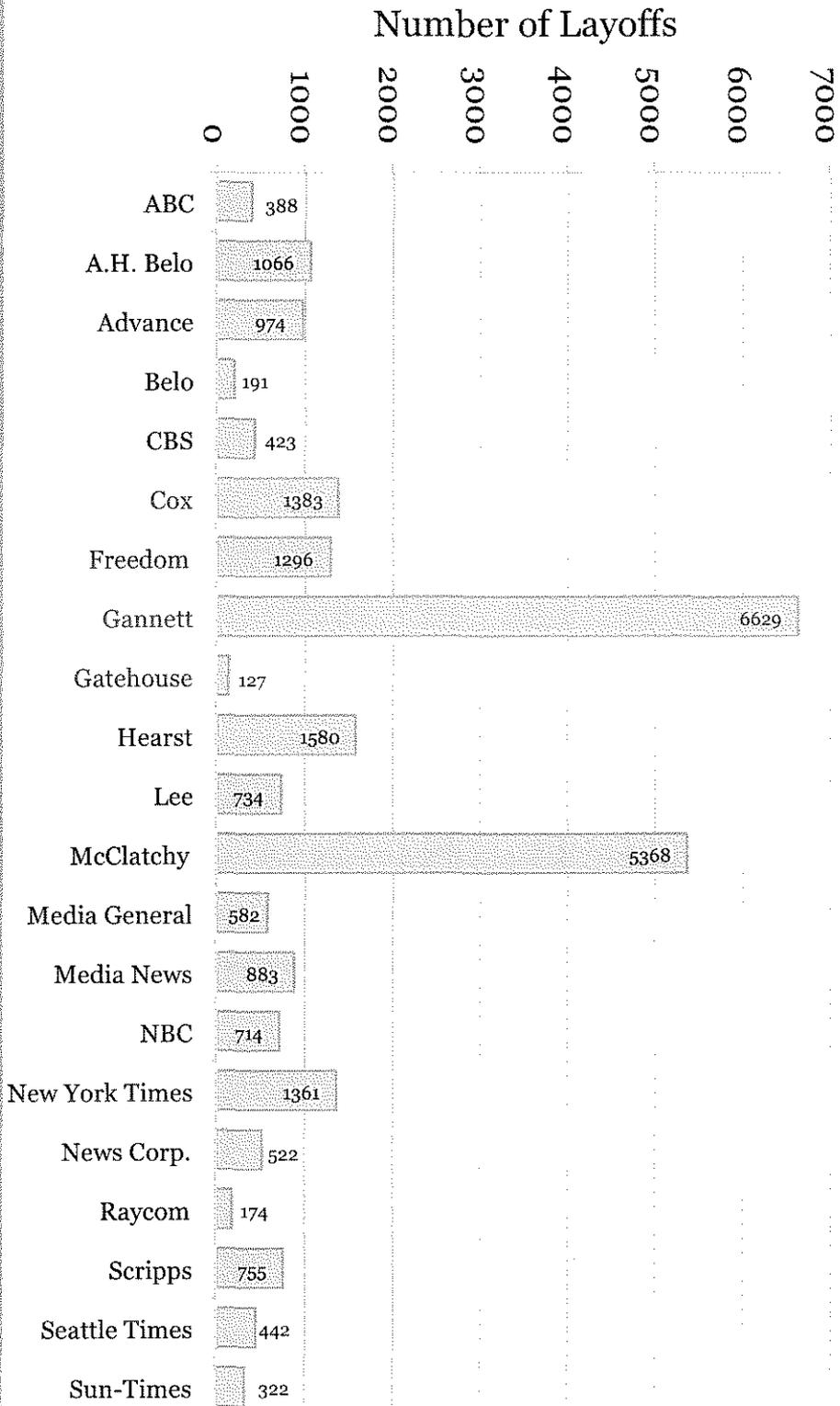
The journalism industry lost jobs at almost three times the average pace of monthly jobs lost in the economy, 8.1% and 22.2% respectively.

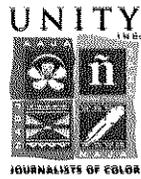
The chart compares data obtained from the Bureau of Labor Statistics with UNITY data.



# D. Layoffs by Major Companies

(Jan. 1, 2008 – Sept. 15, 2008)





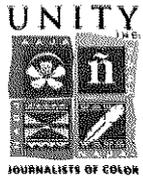
# E. Layoffs by Top Ten Newspapers

(Jan. 1, 2008 – Sept. 15, 2008)



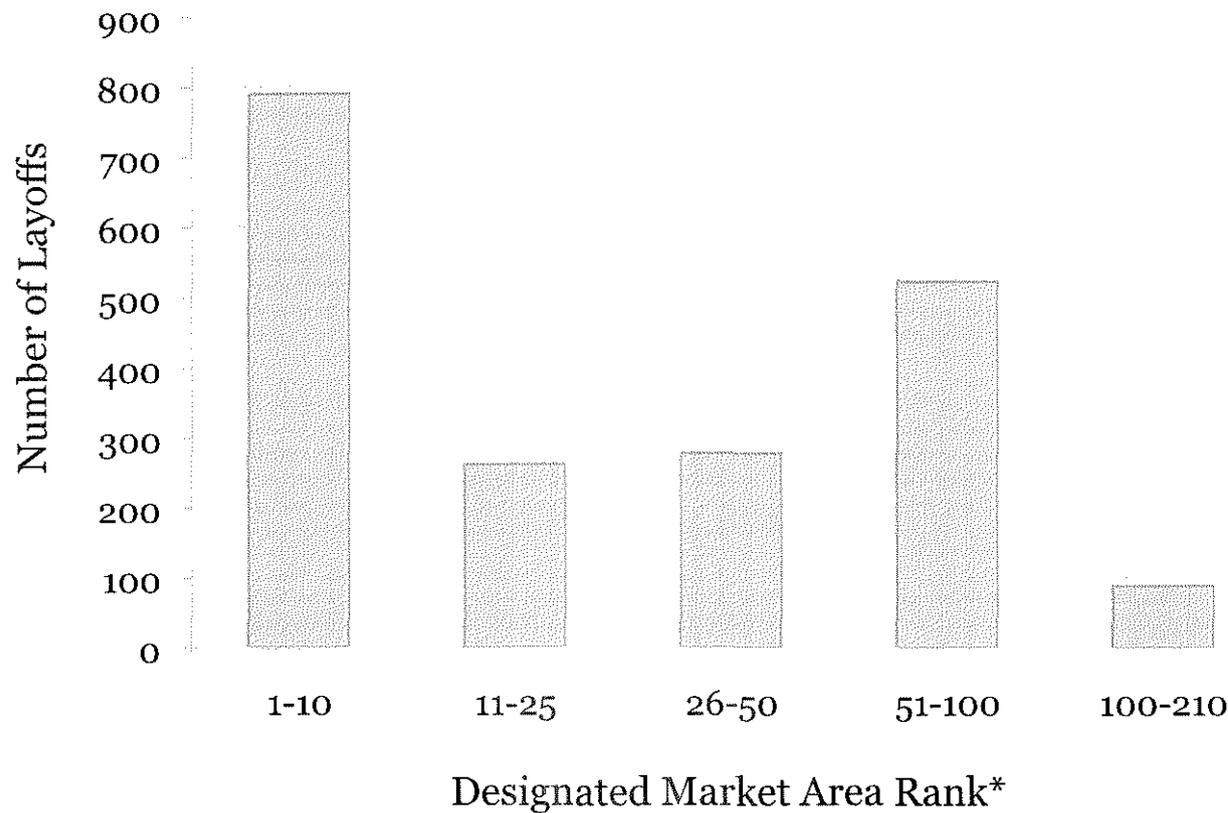
Rank	Newspaper	Parent Company	Jobs Lost
1	USA TODAY	Gannett Co., Inc.	74
2	The Wall Street Journal	News Corporation	89
3	The New York Times	The New York Times Co.	769
4	Los Angeles Times	Tribune Company	1,200
5	New York Daily News	Mortimer Zuckerman	25
6	New York Post	News Corporation	23
7	The Washington Post	The Washington Post Co.	231
8	Chicago Tribune	Tribune Company	319
9	Houston Chronicle	Hearst Corporation	450
10	Arizona Republic	Gannett Co., Inc.	369

The top ten newspapers, as ranked by the Audit Bureau of Circulations, account for 9.8% of the jobs lost in the print sector from Jan. 1, 2008 to Sept. 15, 2009.



# F. Layoffs by DMA

(Jan. 1, 2008 – Sept. 15, 2008)



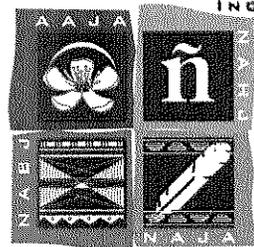
\*As determined by Nielsen Media Research for the 2008 - 2009 television year

# UNITY Layoff Tracker Report



SEPT. 17, 2009

**UNITY**  
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Program & Exhibits Manager,  
Research Associate

Candace Thompson  
Administrative Assistant

**Filed by**  
**UNITY: Journalists of Color, Inc.**  
**January 13, 2010**

UNITY: Journalists of Color is an alliance of four national minority journalism organizations, the Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists Association and the Native American Journalists Association whose goal is to increase diversity in newsroom and in the coverage of communities of color. On behalf of our alliance, representing over 8,000 journalists of color, we urge the Federal Communications Commission to protect the openness of the Internet with strong Network Neutrality rules. We have a golden opportunity to avoid repeating the media's mistakes of the past, and we must seize the moment.

For journalists in general and journalists of color in particular, this is a crucial issue, and for communities of color it is as well. Network Neutrality protects the open Internet by preventing service providers from blocking or discriminating against content online. Without Net Neutrality, we run the risk of large phone and cable companies giving preferential treatment, better access and higher speeds to whoever can pay them the most. This would obliterate the Internet's current level playing field and erect additional barriers preventing journalists of color from providing our community with the news and information they need to participate in a democratic society.

Manifested in everything from riots to protest marches, we know first hand the harm that our nation's media system has caused to our communities. The influence of traditional media gatekeepers, sometimes mistakenly driven by market forces, have often produced wrong, non-contextual and distorted news that--sometimes immediately and certainly over time --have caused our communities to be disrespected, ignored, unfairly used as scapegoats, and stripped of an effective voice in the civic and political dialogue.

Our members have worked tirelessly to change how newsrooms portray communities of color. But too often, our members have been stifled by corporate media owners for whom serving our communities is not a priority. It is those gatekeepers who have often ignored our communities in their backyard while tending to the sought-after consumers of the suburbs. Our people's importance gets diminished, discrimination perpetuated by the media itself is allowed to flourish, unfair ad rates are sanctioned, minority media ownership declines, and the list goes on and on.

By acting now to protect the openness of the Internet, we have a chance to stop this from the get go. Some call Net Neutrality the First Amendment of the Internet -- and as so much of our media move online, it may become just as important for free speech. Network Neutrality will promote more speech, not less. It can empower journalists of

color, as well as all people of color, by allowing them to speak directly to their communities without being censored by gatekeepers.

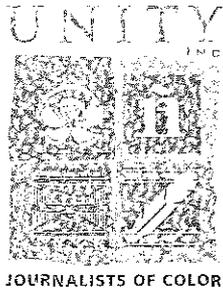
Few people of color have the financial resources to own large mainstream media outlets. But the Internet represents the lowest barrier of entry to create our own media presence. Creating an online presence is more important now than ever since the number of journalists of color working at daily newspapers has declined sharply. In recent years, the number of journalists of color leaving the industry is greater than the number entering. The Internet offers journalists of color an opportunity to continue to fulfill their calling and to serve the information needs of our communities.

We believe they are wrong. Net Neutrality would prevent online discrimination, leave control in the hands of Internet users, and ensure our community's ability to access the content of their choice online. We are convinced it would not widen, but actually help close the digital divide as it offers a more level playing field to readers, consumers, entrepreneurs, small business owners and minority media owners who can more realistically compete in today's online media environment.

Some opponents of Network Neutrality have stated that the FCC should demonstrate with empirical evidence that the new rules would be solving a problem that currently exists. Others have said that the creation of a National Broadband Plan, which we also support, should be the government's highest priority, and moving on other proposed regulations should be delayed for further study.

We argue the opposite. It is precisely now, as the government is shaping media policy and creating a broadband plan, that we put into place regulations to ensure openness, fairness and a level playing field. And if history undoubtedly shows us that market forces left to their own devices will inevitably cause these "non existing" problems to arise, why not prevent them from happening in the first place? It is imperative that in this crucial crossroads for the future of media and the Internet, we stop history from repeating itself. Now is not the time to stop this fight and we must be on the right side of history on this. Opposing Network Neutrality opens the door to discrimination, and works against freedom of speech and our ability to create and distribute our own media. On behalf of the thousands of journalists of color represented by the UNITY alliance, we believe Network Neutrality is essential for a vibrant democracy and to free speech.

We therefore urge you to protect our press freedoms by making sure that telecommunications and cable companies do not take away access to a free and open Internet. The best way to assure a free and open Internet is with clear and strong Net Neutrality rules at the FCC. The Internet is the future of communications and a platform that can elevate the voices that are often left out of mainstream media and our society. Stand with us to strengthen our communities by protecting a free and open Internet.



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December 10, 2009

H.E. Congressman Henry A. Waxman,  
2204 Rayburn House Office Building  
Washington, DC 20515

Dear Chairman Waxman,

UNITY: Journalists of Color (UNITY) is an alliance of four national minority journalism organizations, the Asian American Journalists Association (AAJA), National Association of Black Journalists (NABJ), National Association of Hispanic Journalists (NAHJ) and the Native American Journalists Association (NAJA) whose goal is to increase diversity in newsroom and in the coverage of communities of color. On behalf of our alliance, representing over 8,000 journalists of color, we urge you to join us in calling on the Federal Communications Commission (FCC) to protect the openness of the Internet with strong Network Neutrality rules. We have a golden opportunity to avoid repeating the media's mistakes of the past, and we must seize the moment.

For journalists in general and journalists of color in particular, this is a crucial issue, and for communities of color it is as well. Network Neutrality protects the open Internet by preventing service providers from blocking or discriminating against content online. Without Net Neutrality, we run the risk of large phone and cable companies giving preferential treatment, better access and higher speeds to whoever can pay them the most. This would obliterate the Internet's current level playing field and erect additional barriers preventing journalists of color from providing our community with the news and information they need to participate in a democratic society.

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In Unity,



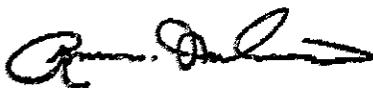
Barbara Ciara, President, UNITY: Journalists of Color, Inc.



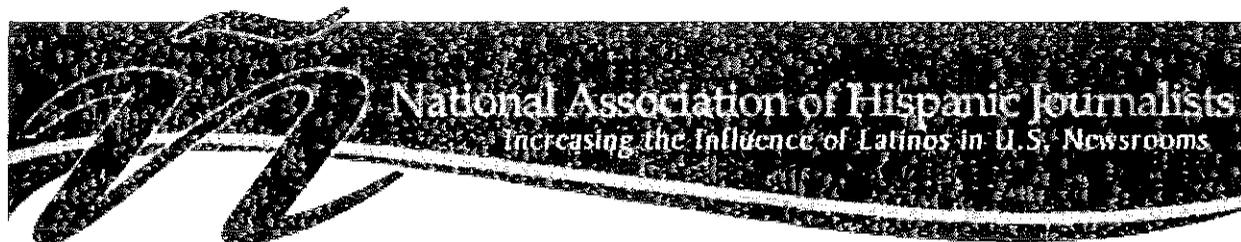
Sharon Chan, President, Asian American Journalists Association



O. Ricardo Pimentel, President, National Association of Hispanic Journalists



Ronnie Washines, President, Native American Journalists Association



November 19, 2006

## Fair and Open Access to Internet is Crucial to Free Speech

**By:** Rafael Olmeda, President, NAHJ and  
Bryan Monroe, President, National Association of Black Journalists



Rafael Olmeda  
President, NAHJ



Bryan Monroe  
President, NABJ

As presidents of associations representing thousands of journalists across the United States, we are concerned about issues threatening the First Amendment as well as attacks against a free and open press.

We are troubled by efforts to control the flow of content over the Internet — to deny the public's ability to receive news and information from a diversity of viewpoints by throttling back the speed of certain Web sites while accelerating others. Such an effort is currently taking place in Congress in the fight for the future of the Internet.

The Internet has revolutionized our society. It has empowered citizens by allowing them to speak without a filter. As the number of citizens and residents with broadband access increases, so has their participation in providing news and information on a myriad of issues they are passionate about.

This has increased the diversity of voices the public receives and has strengthened our democracy.

The Internet is a great equalizer, providing an opportunity for the average citizen or small business, including media companies owned by blacks, Hispanics and other persons of color, to compete in the marketplace of ideas.

But several telecom companies and members of Congress are trying to compromise the First Amendment rights of citizens and residents by installing gatekeepers on the Internet. In pending legislation, they propose to cement into law a recent, misguided regulatory decision to scrap the guiding principle maintaining Internet access and fairness since its inception. This guiding principle is known as "Network Neutrality."

When consumers surf the Web, they can access any Web site at equal speeds. This means there is no difference how fast someone can access the Web site of Comcast or of the Committee to Protect Journalists. Telecom companies cannot discriminate against the data passing through their wires — or, in other words — the speed at which the public can access the Web sites of their choice. It is a level playing field.

This may all change if the telecom companies get their way, and they are spending millions to make sure it happens.

Telecom giants like Comcast and Verizon want to charge companies and individuals more money for their Web sites to be accessed at the fastest speeds by consumers. Companies that can afford the extra fees will have a new advantage over smaller businesses — or individuals — trying to use the Internet to compete.

If Congress does not support Network Neutrality, the results will be devastating for free speech, for our society and for consumers. The Internet's promise as the people's communications medium will be jeopardized. The level playing field will be destroyed in the name of greed. This will reduce competition and the diversity of viewpoints that the public now enjoys.

One of the great gifts provided by the Internet is the rapid dissemination of news and information. Whether you are CNN or a citizen journalist, your voice and your ideas are only a click away. This gift has allowed new voices from Detroit to Dallas, Harlem to Little Havana, to spring up and compete in the marketplace of ideas. Now imagine if these diverse voices must pay an additional fee to enter that marketplace and make a deal with telecom giants to be heard.

As organizations representing journalists of color, we believe the proposals to privilege Web sites with deep pockets and slow down the Internet for those who can't — or won't — pony up big bucks will be especially harmful to our communities. The majority of businesses owned by people of color are, in fact, small businesses with limited resources. In addition, these communities historically have been marginalized by the mainstream media. This move would be just another page from that playbook.

Decades ago, the U.S. Department of Defense used taxpayer dollars to build what is now the Internet. Today, telecom companies are being subsidized by local governments who let them dig up public roads so they can lay down their wires. The foundation of the Internet has been bought and paid for by the citizens of this country. Its access should not be auctioned off to the highest bidder.

The U.S. House of Representatives passed a bill earlier this year that would strip away the principle of Network Neutrality. U.S. Sen. Ted Stevens (R-Alaska) is currently spearheading a bill in the Senate that would do the same.

We urge Congress to protect the diversity of voices, the free speech rights of all Americans and the future of the Internet by ensuring that any legislation passed supports the principle of fair and open access to the Internet.

(Column distributed by **Hispanic Link News Service**)

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www.nahj.org 1.888.346.NAHJ

## **UNITY POLICY POSITIONS**

### **Net Neutrality**

UNITY: Journalists of Color believes that Net Neutrality is fundamental to maintaining a free flow of ideas and vibrant democracy on the Internet. UNITY believes the integrity of the Internet depends upon the inclusion of diverse media voices and communities of color. We oppose any efforts by means of technological, legislative, or content strategies to block innovation and free speech on the Internet.

### **Media Consolidation**

UNITY: Journalists of Color believes that America is best served by media that reflect diverse voices, multiple viewpoints, and the widest possible ownership. We oppose additional consolidation of the nation's media. We believe that media consolidation has a chilling effect on communities of color who are already underrepresented as media owners. We support initiatives that result in increased media ownership by people of color.

### **Universal Access**

UNITY: Journalists of Color believes that universal access to the Internet is a basic right. The information needs of society are best served when diverse media viewpoints are reflected and readily shared. The Internet and telecommunications must be available, accessible, and affordable. UNITY opposes any policies that create multi-tiered access or "second-class" digital citizens. It supports efforts for digital inclusion, openness, and transparency in promoting a free flow of ideas.



**Barbara Ciara**  
**President, UNITY: Journalists of Color, Inc.**

Barbara Ciara is managing editor and anchor of WTKR Newschannel 3 in Norfolk, Virginia and columnist for MIX Magazine. She previously was with KZAZ-TV, the NBC and ABC affiliates in the Hampton Roads Area, and served as managing editor of LNC, a first of its kind partnership between commercial television, cable and the *Virginian-Pilot* newspaper. She also served as managing editor of the partnership between WVEC-TV and WHRO public television.

Ms. Ciara currently serves as the president of the National Association of Black Journalists, and previously served as Vice President of Broadcast – becoming the public face and voice of black journalists nationwide protesting the actions of shock jock Don Imus during the association's call for his removal from MSNBC and CBS Radio in 2007.

Ms. Ciara has provided analysis on CNN, CBS News, XM Radio, National Public Radio & the Tom Joyner Morning Show and quotes in the New York Times and the Washington Post among others.

Ms. Ciara has won two Edward R. Murrow Awards, an Emmy award, and has been nominated for and won numerous other awards for her coverage. She has formally served on the board of the Virginia Marine Science Museum, and the advisory board for the Food Bank of Southeastern Virginia Inc., the Virginia Stage Company, the American Red Cross, and the American Heart Association.



**Joanna Hernandez**  
**Vice President, UNITY: Journalists of Color, Inc**

Joanna Hernandez is Nuyorican, born and raised in Manhattan. A single parent for most of her adult life, her children are now grown.

She has attended various journalism workshops and seminars conducted by the American Press Institute, the Associated Press Managing Editors and the Poynter Institute. She's also mentored middle-school students through *The New York Times* Mentoring program.

Hernandez teaches at the City University of New York's Graduate School of Journalism and to undergraduate students of journalism at New York University.

Hernandez has been a member of the National Association of Hispanic Journalists since 1993. She has served as NAHJ's Region 2 director, representing journalists in Connecticut, Maine, Massachusetts, New Hampshire, New York, New Jersey, Rhode Island and Vermont. She recently started a new job as Multiplatform Editor on the Universal Desk at *The Washington Post*.



**Jeanne Mariani-Belding**  
**Treasurer, UNITY: Journalists of Color, Inc.**

Jeanne Mariani-Belding is *The Honolulu Advertiser's* editorial and opinion editor, with overall responsibility for the section. Prior to joining *The Honolulu Advertiser*, she was deputy editor at the *San Jose Mercury News*. At the *San Jose Mercury News*, Ms. Mariani-Belding also worked as a senior editor, projects editor, reporter, editorial writer and columnist at newspapers in Los Angeles and the Bay Area. She is a recent John S. Knight fellow at Stanford University focusing on international business.

Ms. Mariani-Belding joined the UNITY board of directors in 2007 and served as a co-chair of the UNITY 2004 convention programming committee. She is the immediate past president of the Asian American Journalists Association. She was born and raised in Hawai'i.



**Michaela Saunders**  
**Secretary, UNITY: Journalists of Color, Inc.**

Michaela Saunders is an education reporter at the *Omaha World-Herald*. Before coming to the *Omaha World-Herald*, Ms. Saunders took part in the Poynter Summer Fellowship for Young Journalists and was a Kaiser Family Foundation Public Health Reporting intern at the *Cleveland Plain Dealer*.

Ms. Saunders joined the UNITY board in 2007. She is a member of the Native American Journalists Association.

Ms. Saunders holds a bachelor's degree in journalism from the Greenlee School of Journalism and Communication at Iowa State University.



**Cecelia Alvear**

Cecilia Alvear, a pioneering Latina television journalist and the former President of the National Association of Hispanic Journalists, works as a freelance video/multimedia producer. For 25 years, she was employed by NBC Network News until her retirement in 2007. Alvear was the Network's Mexico City Bureau Chief from 1982 until 1984 when she was transferred to Miami to serve as the Senior Producer for Latin America. She was named a Nieman Fellow at Harvard University in 1988 and resumed her NBC News career in 1989 when she was

assigned to the West Coast bureau in Burbank, California.

A native of the Galapagos Islands in Ecuador, Alvear has covered many major news stories ranging from wars and natural disasters in Central and South America to the Barcelona Olympics to the Northridge earthquake, to presidential and gubernatorial elections and the O.J. Simpson trials in Los Angeles.



**Sharon Pian Chan**

***President, Asian American Journalists Association***

Sharon Chan is city hall reporter for *The Seattle Times*. She has covered the mayor, city council, Fortune 500 companies, Christina Aguilera, Medicare fraud at the University of Washington and accounting tricks at the region's largest Internet firm.

Ms. Chan focuses on political coverage that holds elected officials accountable and safeguards the public's money. She has worked on police accountability stories that led to changes in Seattle's system of civilian oversight. During the last local election, she broke news that a political candidate had been arrested for driving while intoxicated.

At *The Seattle Times*, she has worked as a business reporter, education reporter, assistant features editor, weekend metro editor and with the investigative team. Previously, she served as managing editor for *Orange Coast* magazine.

Ms. Chan joined the UNITY board in 2009. She has previously served on the national governing board for the Asian American Journalists Association.

She graduated from Pomona College and is a frequent speaker for the Investigative Editors and Reporters.



**Derrick Henry**

Derrick Henry is a senior Web producer at *The New York Times*. Previously, he was an internet news manager at Newsday.com and an online news editor at The Associated Press.

Mr. Henry joined the UNITY board in 2004. He is a member of the Native American Journalists Association. Mr. Henry graduated from New Mexico State University in 1999. He is from a farm south of Gallup, N.M.



**Neal Justin**

Neal Justin is the TV critic for the *Star Tribune*, who writes about national and local programming. His picks appear daily, and his column runs on Sundays and Mondays. He also writes the Remote Island blog. Mr. Justin joined the UNITY board in 2009.



**Patty Loew**

Dr. Patty Loew is an Associate Professor in the Department of Life Science Communication at the University of Wisconsin at Madison. She is also a producer for WHA-TV (PBS) and co-host of In Wisconsin, a weekly news and public affairs program that airs statewide on Wisconsin Public Television.

Her interests lie in television documentary production and Native American media, particularly how indigenous people use the media to form identity, reconstruct the past, and assert their sovereignty and treaty rights. Dr. Loew has authored two books: *Indian Nations of Wisconsin : Histories of Endurance and Renewal* and *Native People of Wisconsin*, a social studies text for elementary

school children. She has also authored dozens of scholarly and general interest articles on Native topics and produced several Native-themed documentaries, including *No Word for Goodbye*, *Spring of Discontent*, and *Nation Within a Nation*, which have appeared on commercial and public television stations throughout the country. In addition, she has just completed production on a new PBS documentary, *Way of the Warrior*, that examines the role and cultural meaning of Native American military service in the 20th Century.

Prior to joining the UW-Madison faculty, from 1985-1997, Dr. Loew co-anchored weekday newscasts for WKOW TV (ABC) in Madison. Other television experience includes anchoring, writing, and producing for KATU TV in Portland, Oregon; KHQ TV in Spokane, Washington; and WXOW TV in LaCrosse, Wisconsin.

Dr. Loew joined the UNITY board in 2007 and served on the Program Committee for Unity '99: Journalists of Color Conference. She is a member of the Native American Journalists Association.

Dr. Loew is an enrolled member of the Bad River Band of Lake Superior Ojibwe and recipient of the Outstanding Service Award of the Great Lakes Intertribal Council.



**Peter Ortiz**

Peter Ortiz is a reporter for *Ignites* and *The Post-Standard*. Previously, he was with Diversity Inc., the *Arizona Republic*, *The Syracuse Newspaper*, and Mainichi Newspapers.

Mr. Ortiz joined the UNITY board in 2007. He is a member of the National Association of Hispanic Journalists.

Mr. Ortiz is a graduate of Pace University's Lubin School of Business and the Columbia University Graduate School of Journalism.



**O. Ricardo Pimentel**

***President, National Association of Hispanic Journalists***

O. Ricardo Pimentel is the editorial page editor at the *Milwaukee Journal Sentinel*. He has been an asst. metro editor at the *Sacramento Bee*; metro editor at the *Fresno Bee*; managing editor at both *The Stockton Record* and *The Tucson Citizen*; and executive editor at his hometown *San Bernardino County Sun*. He was a nationally syndicated columnist with the *Arizona Republic*, writing on public policy with an emphasis on Latino affairs. He also was with McClatchy Newspapers, where he covered Congress, federal agencies and the U.S. Supreme Court.

Mr. Pimentel joined the UNITY board in 2008 and served as the co-chair of the UNITY 2004 convention programming committee. He is a member of the National Association of Hispanic Journalists where he serves as president. He is the author of two books of fiction "House with Two Doors" and "Voices from the River." He has two children, Noah, 28, and daughter, Emily, 23.



**Leisa Richardson**

Leisa Richardson is the Assistant Metro Editor at the *Indianapolis Star*. Previously, she was the Assistant Metro Editor at the *Cincinnati Enquirer*.

Ms. Richardson joined the UNITY board in 2009. She was the UNITY '08 Programming Committee co-chair. She is a member of the National Association of Black Journalists where she serves as their Region IV director. A graduate of Ball State University, Ms. Richardson resides in Indianapolis.



**Kathy Times**

***President, National Association of Black Journalists***

Kathy Times is the 18th President of the National Association of Black Journalists (NABJ) elected by the membership to serve the 2009-2011 term. The Emmy Award-winning investigative reporter and co-anchor of Fox 40 News at 9 in Jackson, Mississippi previously served NABJ as Vice President-Broadcast from 2007-2009.

Times obtained her undergraduate degrees in Journalism and Computer Information Systems from Florida A&M University and received her master's degree in Journalism from Northwestern University's Medill School of Journalism. She is a member of the Radio-Television News Directors Association, Alpha Kappa Alpha Sorority Incorporated and Investigative Reporters and Editors.



**Doris Truong**

Doris Truong is the copy editor for the style section in *The Washington Post*. Previously, she was with *The Dallas Morning News*, and was a Dow Jones Newspaper Fund copy editing intern at the *Richmond Times-Dispatch*.

Ms. Truong joined the UNITY board in 2009. She is a member of the Asian American Journalists Association where she serves as their national secretary and is on the governing board.

She is a member of the American Copy Editors Society and has participated in several professional development programs including the Maynard Media Academy and the AAJA Executive Leadership Program. Ms. Truong graduated from the University of Missouri.



**Ronnie Washines**

***President, Native American Journalists Association***

Ronnie Washines is Multimedia Program Incinerator for the *Yakama Nation Review*.

Mr. Washines joined the UNITY board in 2008. He is a member of the Native American Journalists Association where he serves as president.



**Robin Washington**

Robin Washington is the News Director at the *Duluth News Tribune* and a freelance journalist. Previously he was with the *Boston Herald*, *Bay State Banner*, Fellowship of Reconciliation, WBZ-TV, WGBH, *Lake County News-Chronicle*, *Minnesota Engineer* and GRI. He also served as an adjunct professor at Northeastern University's School of Journalism and as an editor at Loyola University Medical Center.

Mr. Washington joined the UNITY Board in 2007 and is a member of the National Association of Black Journalists.

Mr. Washington received the 1996 Silver Gavel Award from the American Bar Association and has also received an Emmy. Originally from Chicago, Mr. Washington resides in Duluth with his wife.



**John Yearwood**

John Yearwood, who was born in Trinidad and Tobago, is World Editor of *The Miami Herald*. Previously, Yearwood served as National/International Editor and Assistant City Editor for Government and Politics with the *Fort Worth Star-Telegram*. Before joining the *Star-Telegram* in 1999, Yearwood spent two years in the Caribbean as founding publisher/editor of IBIS, a general lifestyle magazine. While in Trinidad as publisher of IBIS, he was elected to an at-large seat on the Executive Committee of the San Juan Business Owners Association. A year later, he was elected president of the association. Prior to IBIS, he spent ten years at *The Dallas Morning News*, where he reported from Europe, Africa, Asia and the Caribbean. Yearwood was also a newsman for the Associated Press in Connecticut and Oklahoma, a national correspondent for Focus magazine and the News/Public Affairs Director for WHUS Radio in Connecticut.

He joined the UNITY board in 2007, serving as treasurer for 2007 – 2008. He is a member of the National Association of Black Journalists, where he also served on their board of directors and as treasurer. Before being elected to the NABJ executive committee, Yearwood was a two-term president of the Dallas/Fort Worth Association of Black Communicators.

He holds a B.A. in Political Science from the University of Connecticut.