

## Answers on media diversity

Parts of the emails that weren't relevant to the questions (e.g. email niceties) were removed.  
Read the story here: [How white are the newsrooms working on Africa? We asked them.](#)

### Questions sent to:

ABC, AFP, Africa Confidential, Africa Intelligence, Africa Report, African Arguments, Al Jazeera, AP, BBC news, Bloomberg, BuzzFeed, CBS, CNN, Deutsche Welle, Devex, Financial Times, Fox, France 24, Guardian, Jeune Afrique, Le Monde, Libération, Mail And Guardian, Mediapart, NBC, New York Times, OCCRP, Quartz, Reuters, RFI, Sky news, Telegraph, The Economist, The New Humanitarian, The Wall Street Journal, TV5 Monde, Voice of America, Washington Post, World Politics Review, The Times, Daily Mail, Vice, Süddeutsche Zeitung, Expresso, El Confidencial, Spiegel, Zeit

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## Questions on media diversity sent to the 47 newsrooms

*This was the typical email sent to the newsrooms:*

I'm a [freelance journalist](#) doing a story for [African Arguments](#) on the diversity of newsrooms that regularly cover Africa.

We are sending the same questions to about 40 newsroom and will publish the answers along with the article. Could you respond to the questions below?

I'd need this by [date a few days later] if possible, otherwise please let me know.

- What is the importance of diversity in your newsroom?
- What programs do you have to ensure there is no discrimination?
- How many journalists do you have on staff in total?
- How many of them are from ethnic minority groups?
- Could you detail the groups and numbers?
- How many of those from ethnic minority groups identify as women or non-binary?
- How many journalists from ethnic minority groups do you have as editors, or in other managerial positions?
- How many journalists in your newsroom cover Africa (whether based on the continent or not)?
- How many of those are from ethnic minority groups?
- Could you detail the groups and numbers?
- How many were born in African countries?
- How many of them are women from ethnic minority groups?
- How many freelance journalists do you work with regularly (at least 2 publication in the past 3 months)?
- How many of those are from ethnic minority groups?
- How many of those from ethnic minority groups identify as women or non-binary?

## ABC News

My apologies but we about to announce a new strategy and I have not had time to consider your questions.

Most of the answers you seek a response to can be found in the two reports linked below. If you have further questions please come back to me.

[https://about.abc.net.au/wp-content/uploads/2020/01/ED-Report\\_2019\\_FINAL.pdf](https://about.abc.net.au/wp-content/uploads/2020/01/ED-Report_2019_FINAL.pdf)

<https://about.abc.net.au/wp-content/uploads/2019/10/ABC-Annual-Report-201819v2.pdf>

This report has most of what you need.

<http://about.abc.net.au/wp-content/uploads/2019/11/ABC-Diversity-Inclusion-Plan-201922.pdf>

## Africa Intelligence

Comme on est très exposé, on évite de donner aucun détail sur notre fonctionnement interne.

## Africa Report

I have a question, what do you define as an ethnic minority group? Many of our staff are from various African countries, and they would not consider themselves as an ethnic minority.

I presume you are not asking us to tell you what ethnic groups our African staff are from, Kikuyu/not-Kikuyu etc; that is not something that I am prepared to list.

So I will assume you mean non-white -- that is how i have filled out the questionnaire below, with text under the questions in your mail.

If that is not what you mean, feel free to call me on the numbers below. I assume that African Arguments is also filling out the questionnaire!

### - What is the importance of diversity in your newsroom?

Please forgive a beginning on a slightly different idea of diversity, not from the newsroom but from our origins. The Africa Report was started partly because previous media in Africa was stuck in linguistic zones because of old colonial divisions; Ivorians not speaking to Nigerians, people from Ghana not hearing news from Algeria. Our owner is Tunisian, who founded the media group in Tunis before fleeing the country, but he wanted to see greater exchange between communities previously separated by the orbits of Paris and London. The

deals between Nigerian Governors and Moroccan banks signed across that old colonial divide at the Africa CEO Forum, our Group's annual gathering of Africa's private sector, is an example of that diversity bearing fruit.

Coming to the newsroom, to report on this phenomenon of African countries conversing, trading, building with each other, we need journalists on the ground in diverse countries. And not briefcase journalists who fly in and out, but African journalists with deep networks and contacts and understanding, an understanding for the history and a passion for it, too. Those are major criteria in our selection process. And the majority of our journalists are African.

But we are miles from where we want to be.

We are trying to set up and find funding for a mid-career internship programme, where journalists from one country on the continent can work for 1-3 months in another African country, to help build up greater continental level knowledge => one of the things we have identified in our journalists is a lack of opportunity when it comes to visiting and understanding other African countries; while multinational companies, and interested foreign powers often have well-resourced and well-travelled employees. This does not help in holding people to account across borders.

In addition, though here we are again behind, we are trying to get greater representation for women in terms of the sources of expertise and quotes and broader coverage in The Africa Report, and also in our staffing, where we are a little better.

- What programs do you have to ensure there is no discrimination?

We have CV blind application processes, where names and other identifications are removed from CVs before they are considered. We adhere to the anti harassment and anti discrimination code of French labour law.

- How many journalists do you have on staff in total? 10

- How many of them are from ethnic minority groups? 6

- Could you detail the groups and numbers? 6 from Africa, 4 white

- How many of those from ethnic minority groups identify as women or non-binary? 5

- How many journalists from ethnic minority groups do you have as editors, or in other managerial positions? 3

- How many journalists in your newsroom cover Africa (whether based on the continent or not)? 10

- How many of those are from ethnic minority groups? 6

- Could you detail the groups and numbers? 6 from Africa, 4 white

- How many were born in African countries? 6

- How many of them are women from ethnic minority groups? 4

- How many freelance journalists do you work with regularly (at least 2 publication in the past 3 months)? 20

- How many of those are from ethnic minority groups? 14

- How many of those from ethnic minority groups identify as women or non-binary? 7

## African Arguments

What is the importance of diversity in your newsroom?

African Arguments is a platform for predominantly African writers to reach a predominantly African audience. One of our key missions is to amplify African voices. We feel that the international media is largely dominated by a small minority. We aim to push back against this, including by giving space to a diversity of contributors in terms of their ethnicities, but also genders, classes, sexualities, occupations, ages and so on.

What programs do you have to ensure there is no discrimination?

We do not have any formal programmes as such but we try to maintain a policy of vigilance, to check possible blind spots, biases and prejudices. We keep awareness and an understanding of discrimination and oppression at the forefront of our ongoing internal conversations. We maintain a transparent editorial system that encourages contributions from a wide range of backgrounds. We know sometimes this in itself is not equitable enough and not all contributors have equal access or opportunities to reach us. We actively seek out voices that are typically marginalised or not given adequate room to tell their own stories. As a proudly pan-African platform, we prioritise Africans speaking to and for themselves, while also leaving room for other voices. This is of course, not a perfect system. It is a work in progress we are committed to indefinitely.

- How many journalists do you have on staff in total? 2

- How many of them are from ethnic minority groups? 2

- Could you detail the groups and numbers? Black African (1), East Asian (1),

- How many of those from ethnic minority groups identify as women or non-binary? 0

- How many journalists from ethnic minority groups do you have as editors, or in other managerial positions? 2

- How many journalists in your newsroom cover Africa (whether based on the continent or not)? 2

- How many of those are from ethnic minority groups? 2

- Could you detail the groups and numbers? Black African (1), East Asian (1),

- How many were born in African countries? 1

- How many of them are women from ethnic minority groups? 0

- How many freelance journalists do you work with regularly (at least 2 publication in the past 3 months)?

We work almost exclusively with freelancers, but rarely as regularly as twice per 3 months. Hopefully data on freelancers we've worked with once in the last 3 months will be illustrative. In the last 3 months, AA has worked with 82 freelance writers

- How many of those are from ethnic minority groups? 58

- How many of those from ethnic minority groups identify as women or non-binary? 23

## The Associated Press

Diversity and inclusion are of the utmost importance to The Associated Press, in and beyond the newsroom. AP News has a diversity committee and is in the process of rolling out diversity and inclusion training programs to all news staff globally. While we have work to do, AP remains committed to diversity across the organization. See our diversity statement here: <https://www.ap.org/careers/diversity-statement>

AP operates in about 250 locations in 100 countries. Two-thirds of our staffers are journalists. We have bureaus in Africa, including a hub in Johannesburg, and we sometimes cover Africa from different locations, as we are a global news agency. In addition to staff, AP uses freelancers across Africa, some on a regular basis, such as Sam Mednick, who has been our South Sudan correspondent and currently covers Burkina Faso for AP. She was expelled from South Sudan last year.

We are unable to answer many of your questions because we do not track most of the metrics you seek. I can tell you that just over one in five AP journalists in the U.S. are people of color, and half of AP's senior leadership team are women, including one woman of color: <https://www.ap.org/about/our-people/leadership-team>. AP's executive editor, Sally Buzbee, succeeded another woman, Kathleen Carroll, as top editor in 2017.

## BBC

BBC World Service's BBC Africa hub brings together the production of multilingual content on radio, on TV and online on [bbcafrica.com](http://bbcafrica.com). It delivers content in Afaan Oromo, Amharic, English, French, Igbo, Hausa, Kinyarwanda, Kirundi, Kiswahili, Pidgin, Somali, Tigrinya and Yoruba. BBC Africa ensures a pan-African approach to the output, offering its audiences opportunities to join the global conversation. It has teams based across much of sub-Saharan Africa and in London.

The BBC World Service has made significant investments in African journalism as part the largest expansion since the 1940s, funded by the UK government. As the leading international broadcaster in Africa, the BBC reaches an audience of 120 million every week. Having launched 22 new programmes across eight genres and six new languages since 2018 – Amharic, Afaan Oromo, Igbo, Pidgin, Tigrinya and Yoruba – we have over 600 people working for BBC Africa. About 250 new staff are based in Nairobi, Kenya and over 110 new staff in Lagos and Abuja, Nigeria. In London we have over 120 people working for BBC Africa.

BBC Africa also has teams in Dakar, Dar es Salaam, Senegal and Tanzania. We have smaller teams in other cities e.g. Accra , Hargeisa, Johannesburg, Kampala, Kinshasa, Mogadishu and Yaounde.

Training and mentoring for the next generation of African journalists is a key part of the expansion and is now underway. At BBC Africa, 80% of senior management team is from Africa - and 80% are led by females. We have opened a new bureau in Lagos and launched the largest BBC bureau in Africa based in Nairobi . The creation and fitting out of both of these state of the art facilities have provided significant investment to the local economies. The BBC is establishing co-productions and commissions with local independent producers and we aim to strengthen the local media industry and increase collaboration between BBC language services in Africa.

Diversity and Inclusion matters at the BBC as we strive to ensure we are genuinely inclusive and representative of everybody in the UK in our output and workforce. Our Creative Diversity Commitment is part of this, and the £100m we're committing to improving the diversity of our programmes in the UK is coming from existing commissioning budgets. We have some detailed information on the following website of the steps we're taking to transform programming and how better to represent the public it serves:

<https://www.bbc.co.uk/mediacentre/latestnews/2020/creative-diversity-commitment>. In our Group Annual Report and Accounts

<https://www.bbc.com/aboutthebbc/reports/annualreport> the BBC goes further than any other broadcaster to publish details of BAME staff across each division of the BBC, as well publishing details of our executive and talent salaries. Additionally, in our annual Gender Pay Gap Report, we voluntarily publish our pay gaps on other diversity measures including BAME staff. <http://downloads.bbc.co.uk/aboutthebbc/reports/reports/gender-pay-gap-2019.pdf>. The BBC set a target of 15% of our workforce being from BAME backgrounds by 2020, which we have now achieved. There is more to come on our diversity commitments and we are working with a wide range of organisations that work to enhance diversity including MAMA Youth and Creative Access schemes that reach out to BAME communities in the UK.

## CNN

CNN has set specific Diversity & Inclusion goals. These include: advancing internal mobility and development for people of colour; increasing the number of people of colour at VP or equivalent and above; improving the conversion of employee pipeline efforts; cultivating employee engagement and connectivity; and both reflecting and growing audiences. In 2019 we also created a new position of SVP & Chief Diversity & Inclusion officer, driving these and other initiatives across the network. I don't have the specific data you request, but I can tell you that well over a third of our on-air talent in the United States are people of colour, and the majority of staff across our bureaux in Lagos, Nairobi and Johannesburg are African-born or of African descent. We also employ local freelancers and support teams across our Africa-focused feature programmes, *Inside Africa*, *Marketplace Africa* and *African Voices*.

## Devex

Your message made its way to my desk. Sorry if we were hard to reach — it's a busy time as you can hopefully tell from our coverage! Luckily we saw some of your tweets and that helped flag your message. Next time feel free to email me directly rather than our general account. I also realize we have missed your deadline. Sounds like a great initiative so I asked around anyway but we are not interested in participating in this survey. Please be in touch and sorry for the delayed reply.

## Financial Times

You ask a lot of good and detail-rich questions, some of which we frankly don't have enough data to answer fully just yet. It has been a priority for us this past year to map our global workforce demographics so that we can address different aspects of under-representation across the entire organisation in ways that are measurable, accountable and visible.

Overall, the FT Group is committed to creating a more diverse workforce and promoting inclusion as both an employer and a publisher. This includes accelerating efforts to ensure minority ethnic employees are represented at all levels of the organisation, and supporting their career progression into leadership positions. You can read more about some of the programmes we run to support diversity and inclusion in the workplace [here](#) and in the wider industry [here](#). I also recommend you read this recent [interview](#) with FT editor Roula Khalaf for WAN-IFRA's World Media Leaders eSummit, which touches on some of the specific initiatives in the newsroom.

Khalaf for WAN-IFRA's World Media Leaders eSummit, which touches on some of the specific initiatives in the newsroom.

## Guardian

Below is our response, taken from the Guardian's 2019 ethnicity pay gap report.

*Diversity is a core part of the Guardian's purpose and wider organisational mission, and is embedded into our three-year strategy. One important step in making ourselves more diverse and inclusive is to examine pay within the organisation, and we released our first UK ethnicity pay gap report in December 2019. We believe that transparency and openness are key to driving change and plan to make this an annual exercise.*

*17% percent of our current workforce identified as being from Black, Asian and minority ethnic (BAME) groups - slightly higher than the UK population, but lower than London. The pay gap between BAME and white employees is 14.9% at a median level and 14.1% for the mean.*

*In 2017, we established an employee Diversity and Inclusion forum to secure a consistent and strategic approach to drive real change across the business. Through the forum*



*employees can suggest policy, process, systems, development, activity and engagement to support and bring to life diversity and inclusion at the Guardian across all areas of the business. More recently, the Guardian signed up to the Business in the Community Race at Work Charter.*

Here is a link to our [ethnicity pay gap report](#) for further information.

## Le Monde

### - What is the importance of diversity in your newsroom?

Pour nous, la question du renforcement de la diversité de la rédaction sera prioritaire dans les prochaines années. En effet, après avoir bien avancé sur la question de la parité ces dernières années, il nous semble nécessaire de traiter le manque de diversité - sociale, culturelle et d'origine - qui nous coupe de certaines catégories de population mais peut aussi nous faire passer à côté de tendances, de signaux faibles, de phénomènes de fond. Il est bien sûr regrettable que les populations issues des milieux sociaux populaires et des dernières générations issues de l'immigration ne soient pas davantage représentées dans nos rédactions.

C'est un problème complexe, auquel il n'existe pas de réponses simples et immédiates, mais qu'il est absolument nécessaire que nous prenions à bras le corps. Nous avons commencé à le faire depuis trois ans, avec le recrutement d'apprentis issus de la diversité et l'ouverture de nos stages à des populations scolaires qui ne bénéficient pas de réseaux, mais il nous faudra évidemment aller beaucoup plus loin.

### - What programs do you have to ensure there is no discrimination?

Programme de sensibilisation des managers, développement de l'apprentissage et ouverture des recrutements à des profils différents

### - How many journalists do you have on staff in total? 450 environ pour Le Monde

- How many of them are from ethnic minority groups? Le comptage ethnique est interdit en France. Ceci dit, la part des minorités visibles est faible dans la rédaction.

- Could you detail the groups and numbers? Non, c'est impossible en France. Les minorités visibles sont faiblement représentées dans la rédaction, davantage dans les services administratifs

- How many of those from ethnic minority groups identify as women or non-binary? Notre rédaction est composée paritairement d'hommes et de femmes. Je ne pense pas qu'il y ait moins de femmes parmi les minorités visibles, je pense même que c'est le contraire. Les femmes y sont davantage représentées.

- How many journalists from ethnic minority groups do you have as editors, or in other managerial positions? Aucun

- How many journalists in your newsroom cover Africa (whether based on the continent or not)? 15

- How many of those are from ethnic minority groups? Environ un tiers
- Could you detail the groups and numbers? Origines sub-sahariennes ou nord-africaines
- How many were born in African countries? Aucun
- How many of them are women from ethnic minority groups? La moitié
- How many freelance journalists do you work with regularly (at least 2 publications in the past 3 months)? 20-25 pour Le Monde Afrique
- How many of those are from ethnic minority groups? Environ un tiers
- How many of those from ethnic minority groups identify as women or non-binary? Environ les deux tiers

## Mail and Guardian

- What is the importance of diversity in your newsroom? We believe that diversity is essential to good journalism; that the stories of a country as multi-faceted as South Africa simply cannot be told without ensuring that our journalists reflect the society around us as best possible.
- What programs do you have to ensure there is no discrimination? It's part of our induction for new staff and our employee handbook.
- How many journalists do you have on staff in total? 27
- How many of them are from ethnic minority groups? This is a difficult question to answer in South Africa. The relevant term that is used here is 'previously disadvantaged' groups, given the historic discrimination practised by one minority group (white South Africans). Two-thirds of our newsroom are from previously disadvantaged groups (18 of 27).
- Could you detail the groups and numbers? N/A, as above
- How many of those from ethnic minority groups identify as women or non-binary? 7 of 18.
- How many journalists from ethnic minority groups do you have as editors, or in other managerial positions? 5 from previously disadvantaged groups
- How many journalists in your newsroom cover Africa (whether based on the continent or not)? 2
- How many of those are from ethnic minority groups? 1 from a previously disadvantaged group
- Could you detail the groups and numbers?
- How many were born in African countries? 2
- How many of them are women from ethnic minority groups? 1
- How many freelance journalists do you work with regularly (at least 2 publication in the past 3 months)? 10
- How many of those are from ethnic minority groups? Don't have this information

- How many of those from ethnic minority groups identify as women or non-binary? Don't have this information

## New York Times

We've been publishing a diversity report annually for the past few years. The most recent for 2019 is attached [here](#). We aren't able to go into more detail.

## Quartz

Our newsroom comprises about 50 staff globally. The majority are based in New York with others in London, Hong Kong, San Francisco, Los Angeles, New Delhi and Lagos. We have a full-time [editor](#) for Quartz Africa, one full-time [reporter](#) in Lagos, and we engage a number of freelance journalists in Africa as well. In terms of the more specific data you've requested, I'm unable to share all of those at this time, but I'll follow up as we're able to disclose information more widely.

## Reuters

We are in the process of collecting more granular diversity data about our newsroom, but won't have this information in time for your article.

## RFI

Les statistiques ethniques (dont relève la quasi totalité de vos questions) n'existent pas à FMM puisqu'elles sont interdites par la loi française.

## Sky News

Thank you for your email. You can find our publicly disclosed information on diversity at Sky in our [Bigger Picture Report](#). I'd also like to send you a copy of the following press release: [Sky commits £30m to support the fight against racial injustice and invest more in diversity and inclusion](#)

## The Economist

Some of your questions asked a level of detail that I do not have but I have provided a set of data points into the composition of our editorial team and the work that we need to do. Also, below I've framed out for you how we think about diversity and the ways that we are working towards improving it.

### What is the importance of diversity in your newsroom?

We are committed to improving the diversity of our editorial staff, and recognise that we have a lot more to do. We will produce better journalism if we draw from a broader pool of people, both because we are more likely to find more talent if we look for it more widely and because a diverse staff will bring a breadth of experiences that, in itself, will improve our debates and hence our journalism.

### What programmes do you have to work towards this goal?

Several initiatives are already in place. We have set up a partnership with Creative Access, a social enterprise that specialises in placing candidates from BAME and non-traditional socio-economic backgrounds into traineeships in the creative industries. We are overhauling the way we advertise for jobs, to make sure we cast our net more widely, and we run training and discussion sessions on diversity, unconscious biases and harassment.

### *Current breakdown of editorial staff*

Women: 43%

Men: 57%

Asian -- 10.4%

Black -- 1.5%

Mixed -- 3.8 %

Other -- 7.7%

White, British -- 50.7%

White, Other -- 25.9%

## The New Humanitarian

### - What is the importance of diversity in your newsroom?

The New Humanitarian's entire raison d'être as a newsroom is to improve the world's response to people in need, in which marginalised groups, including people of colour, are often over-represented.

We have long felt that our newsroom must represent the people we report about. Nearly half of our regular freelance contributors in recent months across all our global coverage are people of colour. Our Africa coverage is led by Lagos-born Obinna Anyadike, a Nigerian-British journalist living in Nairobi with strong roots to the continent.

Diversity has long been a priority for our leadership and governance too. Our Board of Directors was first presided over by African-American journalist Howard French and is now led by South African journalist Paula Fray. Our team is led by an Arab woman, Heba Aly.

Still, while our top leadership consists of women of colour, our newsroom remains largely White and we recognise we have a long way to go to represent, at the level we aspire to, the breadth of diversity of the communities our journalism serves.

Diversity is of great importance to TNH not only within our newsroom, but within our journalism – in the stories we choose to tell, the voices we highlight, and how minority groups are represented.

Diversity is one of our key editorial values (see page 8 of our [2018 Annual Report](#)). We are committed to ensuring that all voices are heard equally – women and girls as loudly as men and boys, established humanitarian players as often as local and independent initiatives (see our [series](#) on locally-led humanitarian response and our Asia Editor's [take](#) on why the representation of local voices in the media matters).

We pay special attention to and highlight the particular impact of crises on minority or marginalised groups, and shine a light on their contributions, underlining their role not only as victims but as agents of change.

In September 2019, we began internally tracking the number of women and local voices quoted in our reporting, in a conscious effort to ensure we are diversifying our sources.

#### - What programs do you have to ensure there is no discrimination?

Our values specifically state that "we will not discriminate on the basis of race, religion, gender, sexuality or any other factor, and will be sensitive to marginalised and under-represented groups."

Each member of our team commits through their employment contract to ensure that their work is not discriminatory (including, but not limited to, any reference to race, age, sex, sexual orientation, disability or religion) or otherwise offensive or unlawful.

Similarly, our Standard Operating Procedures prohibit discrimination in our journalism and in our workplace. These also outline a clear set of reporting options for any person who believes that they have been the victim of or have witnessed any discrimination, harrasment, bullying or retaliation, including an independent whistleblowing and complaints service.

Beyond specific policies or procedures, non-discrimination is built into the fabric of how we see ourselves as an organisation and is an ethos that is re-inforced by leadership.

#### - How many journalists do you have on staff in total?

We currently have 17 mostly full-time staff around the world, including an editorial team of 10 people (seven editors, a web developer, a digital producer and an audience engagement editor).

- How many of them are from ethnic minority groups?

We have a multi-national team of journalists operating in different countries around the world. If ethnic minority group is understood to mean people of colour, two of our 10 editorial team members are people of colour.

- Could you detail the groups and numbers?

The two people of colour on our editorial team have African and Asian roots respectively.

- How many of those from ethnic minority groups identify as women or non-binary?

Half of our staff and half of our board members are women. Of the three people of colour among our staff, one is a woman. Of the two people of colour on our board of directors, both are women. The two editors of colour are men.

- How many journalists from ethnic minority groups do you have as editors, or in other managerial positions?

As above, our organisation is run by an Arab woman and its Board of Directors is led by an African woman. Two other people of colour are editors, one of them in a senior editing role (though in a team as small as ours, every editor has significant levels of responsibility).

- How many journalists in your newsroom cover Africa (whether based on the continent or not)?

Our two staff members covering Africa are based on the continent, in Nairobi, Kenya and in Goma, in the Democratic Republic of Congo. Our operating model relies heavily on freelance journalists and contributors: from March to May 2020, 30 freelance journalists and commentators contributed stories or Op-Eds about the continent at least once.

- How many of those are from ethnic minority groups?

One of our two Africa editors: our Africa coverage is led by Obinna Anyadike, a Nigerian-British journalist living in Nairobi. From March to May 2020, about 50 percent of our freelance journalists covering Africa were people of colour; and about 37 percent of our contributors on Africa overall (including Op-Ed contributors) were people of colour.

[ Note, our staffing levels have varied over time. We spun off from the UN in 2015 and are in the process of 'rebuilding' our organisation. Thus, we are significantly smaller today than five years ago, when our Africa offices employed 16 editorial staff, including editors covering

the continent, our global film unit and our global sub-editing team. Of those 16 people working both globally and continent-specific content, 56 percent were African nationals. ]

- Could you detail the groups and numbers? See above

- How many were born in African countries? One of two editorial staff covering the continent.

- How many of them are women from ethnic minority groups? Neither.

- How many freelance journalists do you work with regularly (at least 2 publications in the past 3 months)? 22 freelancers produced two or more articles for us globally in the past three months (March to May 2020).

- How many of those are from ethnic minority groups? About 45 percent are people of colour.

- How many of those from ethnic minority groups identify as women or non-binary? We presume that 30 percent of these regular freelance correspondents and contributors who are people of colour are women, and that 45 percent of the total are women, but we don't ask them how they self-identify.

## Washington Post

As this is data we typically do not share, we will not be able to help with this piece.

## World Politics Review

- What is the importance of diversity in your newsroom?

Very important, both in terms of our editorial team and the freelance contributors we commission. We include nondiscrimination language in our job announcements and have audited our job application process to ensure there is a representative response to job announcements. For the past several hiring rounds, we have actively reached out to organizations that promote diversity for women and people of color so they could spread the word through their social media and email lists. We have also put out open calls for submissions through these organizations.

- What programs do you have to ensure there is no discrimination?

We do not have any explicit programs, but we explicitly state our commitment to equal opportunity and nondiscrimination, and promote a working environment where people can feel comfortable to alert us to any issues that contravene that commitment.

- How many journalists do you have on staff in total? We have five full-time editors who also write for the site.

- How many of them are from ethnic minority groups? One.

- Could you detail the groups and numbers? American of South Asian descent.

- How many of those from ethnic minority groups identify as women or non-binary? One.

- How many journalists from ethnic minority groups do you have as editors, or in other managerial positions? All our full-time employees are journalist/editors.

- How many journalists in your newsroom cover Africa (whether based on the continent or not)? We have a regular newsletter on Africa written by a contracted freelancer, who is a white male, and to my knowledge not born in Africa.

- How many freelance journalists do you work with regularly (at least 2 publication in the past 3 months)? Strictly speaking, only our five regular weekly columnists and our newsletter author qualify under this metric. As a general rule, because of how we rotate and cycle coverage among regions, our freelance contributors do not tend to contribute that regularly.

- How many of those are from ethnic minority groups? Two of our columnists are African American, another was born and raised in Latin America.

- How many of those from ethnic minority groups identify as women or non-binary? Two, while a third columnist is a white woman.