

**From:** Longhi, Lorraine [<mailto:Lorraine.Longhi@gannett.com>]  
**Sent:** Thursday, January 30, 2020 11:06 AM  
**To:** McDonnall, John Paul; Conner, Katie; Horos, Emily; Woodward, Danielle  
**Subject:** FW: Monthly Diversity Audit

Hi all,

Thank you for inviting the Diversity Committee to your weekly director's meeting.

We will be presenting the A1 bylines and images audit that Kaila is piloting for us as part of the new audit structures we are testing out. Attached is her audit and a brief summary of the insights gleaned from this audit below. Looking forward to discussing.

#### **Republic Reporters**

56 total reporters as of today.

- 30 women (54 percent) and 26 men (46 percent)

30 percent minority

#### **Newsroom overall**

- 51 percent men, 49 percent women

32 percent minority

#### **What's in the audit of bylines:**

Total bylines: 116

62% male, 38% female

Of the 96 bylines from The Republic:

70% white, 30% people of color

#### **What's in the audit of people depicted in images:**

During these six months we depicted 68 people or groups of people in images on Sunday A1s.

- 70% male, 30% female

50% white, 50% people of color

#### **Our community's demographics:**

According to the [Maricopa Association of Governments](#), both metro Phoenix and the state of Arizona are 55% white, 45% people of color

According to [Census Reporter](#), the metro area is 50% male, 50% female.

#### **INSIGHTS:**

**Bylines:** The reporter and photographer bylines on the Sunday A1 during this six-month period accurately reflect the race and ethnicity makeup of the newsroom. But at 30% people of color they do not reflect the community we serve, which is 45% people of color. At 38% of bylines from women, that does not reflect the gender makeup of the newsroom or of our community.

**Images:** There is a higher percentage of people of color depicted in images on the front page than there are in our newsroom or community (the lack of any recognizably Asian person was bolstered by an overrepresentation of Native Americans). However, at 70% male, the images do not reflect the gender makeup of our newsroom or our community.

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