

THEPITTNEWS

[#APIInclusionIndex](#)

WHY WE JOINED

While some efforts have been made toward DEI goals throughout the newsroom's history, our newsroom still lacked structure and guidance on how to properly implement DEI initiatives.

WHAT WE LEARNED

POSITIVES

- Inclusion Committee (internal diversity council).
- Strong effort was made to cover events developed by organizations of color.
- Inclusion committee has made recommendations regarding pay disparities between staff and editors.
- Staff has held some tabling events on campus to engage with student readers.

NEGATIVES

- Currently not collecting demographic data of staff.
- Lack of clear process for handling newsrooms disputes.
- News coverage is dominated by events and opinions.
- Lack of infrastructure for community engagement.
- Lack of communication among staff as a whole.

VISION STATEMENT

Our mission as *The Pitt News* is to ensure that we constantly improve as a student news organization in order to better reflect the needs of the Pitt community through accessibility, accuracy and inclusion.

ACTION I: INCREASE COMMUNITY ENGAGEMENT

The Pitt News is an independent student newspaper that seeks to uplift the voices of the Pitt student community and hold the University accountable. In order to meet this goal it is important that we constantly engage with the Pitt community, especially communities of color and historically marginalized communities.

ACTION I: INCREASE COMMUNITY ENGAGEMENT

OUTREACH STRATEGIES

- Craft a new mission statement for the organization.
- Commit to monthly meet-and-greets via tabling at various campus locations.
- Commit to one community listening session per semester.

ACTION I: INCREASE COMMUNITY ENGAGEMENT

RELATIONSHIP BUILDING STRATEGIES

- Create a source list inclusive of student organizations and community organizations serving the Oakland.
- Make an annual effort to let our communities know about leadership changes.
- Hold meetings with student organizations each semester.

ACTION 2: IMPROVE NEWSROOM DIVERSITY AND INCLUSION

It is important that our newsroom reflects the diversity of the communities we cover. It's also imperative that our internal newsroom environment is one that is welcoming and inclusive for all students.

ACTION 2: IMPROVE NEWSROOM DIVERSITY AND INCLUSION

RECRUITMENT STRATEGIES

- Prior to each semester, leadership should contact diverse student organizations informing them about TPN and that all students are welcome to apply.
- Prior to each semester, leadership should also reach out to various department heads at Pitt so they can inform students within their departments of potential job opportunities at TPN.

ACTION 2: IMPROVE NEWSROOM DIVERSITY AND INCLUSION

TRAINING STRATEGIES

- The Inclusion Committee should host at least one social event for all staff each semester.
- Create an anonymous form that allows staff to provide feedback throughout the semester on how they feel things are going at TPN.

ACTION 2: IMPROVE NEWSROOM DIVERSITY AND INCLUSION

INTERNAL CULTURE

- Leadership should set up 2 to 3 professional development sessions.
- Inclusion committee should help set up at least one DEI-related training session per semester to help improve overall coverage and understanding of diverse issues.
- Inclusion committee should revise and add to TPN diversity guides.

ACTION 2: IMPROVE NEWSROOM DIVERSITY AND INCLUSION

ONBOARDING

- As part of the onboarding process, new staff will meet with all editors and the faculty advisor.
- Create an online form to measure how students feel coming into TPN in order to gauge how they are adjusting, of if they feel they need more training from editors.
- Create another Google form that measures how students feel leaving TPN.

ACTION 3: BUILD DEIB INFRASTRUCTURE

- Appoint Inclusion Committee co-chairs.
- Create a clear description of the inclusion committee's role and tasks.
- Revise mission statement and publicly post on website by late January/early February.
- Work with professional staff to create demographic tracking tool.
- Update onboarding guides so that editors can ensure all new staff has a smooth process.