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### NABJ Journal Staff

Bonnie Newman Davis, Editor

Russel LaCour, Copy Editor

Benet J. Wilson, Copy Editor

Scott Berry, Managing Editor

Veronique Dodson, Circulation Manager

Sheldon Sneed, Design & Layout

Sarah Glover, Photography

Jason Miccolo Johnson, Photography

### CONTRIBUTORS

Kimberly N. Alleyne

Bonnie Newman Davis

Wayne Dawkins

Carmen Glover

Rochelle Riley

Ashleigh Wilson

Benet J. Wilson

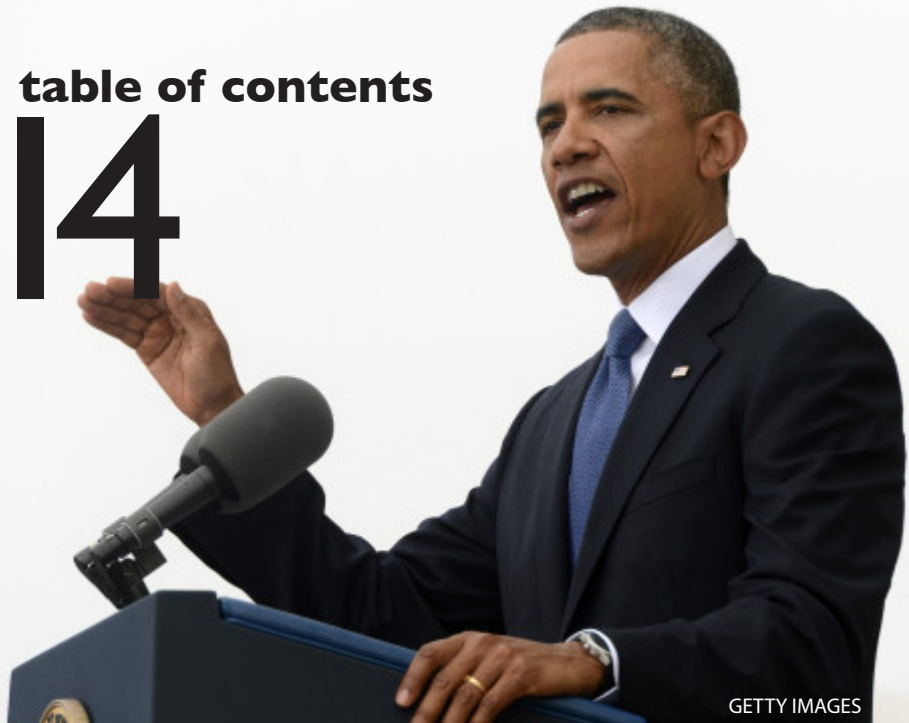
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## table of contents

# 14



GETTY IMAGES

## 'The March,' then and now



### Charting an entrepreneurial course for journalists

NABJ president focuses on members having jobs and advocating diversity



### Better, faster, smarter

Journalists take advantage of the Internet and new technologies for online education



### Go with the 'Flow'

Learn what the Free Flow Act means for journalists

### From the President

4

NABJ Constitution Commission makes some changes

8

Numbers don't lie ...or do they?

9

The Convention at a glance

18

Members on the move

22



JASON MICCOLO JOHNSON

### Will 2013 Be A Watershed Year for Civil, Human Rights Coverage?

## NABJ BOARD OF DIRECTORS

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## From the President



Hello NABJ!

Your 2013-2015 board of directors have been very busy. We provided valuable training for members at the Media Institute for Media Professionals and the Region I Conference, both in New York and the Healthy NABJ Media Institute on Health Reporting in San Francisco. We renewed existing partnerships and established new ones, received \$175,000 in grants and already have more than \$200,000 in funding commitments for 2014.

The fall board of directors meeting was held October 18-20 at the Sheraton Boston Hotel, the 2014 convention hotel. It featured board training by Professor James Honan of the Harvard Kennedy School of Government. Professor Honan and NABJ founder Maureen Bunyan helped the board crystalize its goals for the next two years and explained the responsibilities of non-profit board members.

In addition to the training, the board and the local chapter held a reception Friday night to introduce NABJ to the Boston community. Board members used what they had learned earlier in the day to engage with potential sponsors and partners for the convention.

### Convention

This year, as in every year, our convention is our most important fundraising event, as the bulk of both our revenues and expenses for the year come through the annual convention. The success of our convention depends on three pillars: 1) Strong sponsorship sales; 2) tight expense management; 3) meeting our contractual obligations for room-nights and food and beverage guarantees at our host hotel to avoid attrition triggers.

This year, those three factors contributed to the success of our convention; we exceeded our room block and food and beverage commitments. We fell slightly short of our sponsorship goal, but also spent less than planned. As a result, the Orlando convention had a net profit of more than \$900,000, which is consistent with our performance from the 2011 and 2012 conventions in Philadelphia and New Orleans, respectively.

Finally, we have hundreds of students who are the next generation of journalists and media professionals. Many of them need mentors. Please reach back and find a student who can benefit from your many years of experience. And students, don't be afraid to seek out a mentor. Many of us "old heads" would be more than happy to help but, many times, no one asks.

Yours in Service!

Bob

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## From the Executive Director

To my NABJ Family,

This past year has been a great year for our esteemed organization, and for that we thank you our members. In 2013, NABJ had tremendous success in providing quality programs and services for black journalists worldwide. We convened several programmatic and successful events, including three regional conferences, four media institutes, our Annual Hall of Fame Ceremony, which was held during the inaugural celebrations in Washington, DC, hosted an outstanding Convention and Career Fair in Orlando that drew thousands in attendance and disbursed over \$35,000 in scholarships and awards to students.

NABJ's advocacy on behalf of our members has consistently held major media corporations accountable for their policies concerning diversity in the newsroom. In 2014, NABJ will continue to be a strong voice speaking for minority journalists with even greater enthusiasm and results.

In this issue you will see highlights of our great year, our fantastic educational programs, regional conferences and read about the outstanding individual achievements of our members as they reinforce their commitments to advancing journalism.

Also, you will read about our upcoming Hall of Fame Induction Ceremony that will be held January 16, 2014 at the Newseum in Washington, DC. NABJ will roll out the red carpet to honor nine of our members whose contributions have augmented our mission of "Honoring the Past. Building the Future."

On behalf of the Board of Directors and the entire staff of NABJ, I want to express our appreciation for your continued support of our organization and we wish you nothing but success in the coming year. Please remember to mark your calendars for this year's Media Institute on Health in DC on April 10-12, 2014, and the Annual Convention and Career Fair, July 30 – August 3, 2014, in Boston. Also, check [www.nabj.org](http://www.nabj.org) for information on, additional upcoming events.

Yours in service,  
Maurice Foster, Esq.  
Executive Director  
National Association of Black Journalists





GETTY IMAGES

# BOB BUTLER

## Charting an entrepreneurial course for journalists

By Carmen Glover

Personable. Pragmatic. Accessible. Realistic.

Those are some of the words that may best describe Bob Butler, who was elected president of NABJ at its annual convention at the Gaylord Palms Hotel and Convention Center near Orlando in August.

Striding to the podium to address the membership during a convention press conference, Butler mentioned the elephant in the room: the paltry votes that were cast and the apathy the turnout showed.

Few of the members gathered at the news conference could disagree: If NABJ membership is so large and the convention was so well-attended, why did the returns show such a dismal voter participation rate of less than 40 percent?

Some journalists were blunt in their reasoning. "If I have \$100 I will not pay it in dues simply to vote because NABJ is not helping me.

When you see journalists losing jobs all over the country I need to see results from NABJ. I need to see its relevance," said one journalist who requested anonymity.

Unquestionably, membership participation in NABJ's operations is one of the greatest challenges facing the newly elected president.

### GOALS FOR NABJ

Sharing his thoughts shortly after landing in Memphis recently, Butler said that his goals for NABJ were voiced at the election results news conference.

"My number one goal is to make sure that the members have jobs," he said, outlining a plan to engage in "advocacy to hold the industry ac-



BUTLER

countable for diversity."

Pushing for jobs and diversity in journalism is nothing new for Butler.

"I have been on the front lines of doing these things over the years that I have served on the NABJ board," he said, explaining that when he visits media companies and executives, "I want to get more black journalists into jobs."

Despite his ambitions regarding expanding job opportunities for the membership, Butler knows that his reach is specific and limited. "I cannot guarantee anyone a job, but I can put your résumé in front of the news manager. Then it's up to you to show why you are the right person for the job and convince them to hire you," he said.

Emphasizing the uncertain dynamic in today's media, Butler stated: "I'm not sure how many things companies can do to change the imperative, but we can make sure that when companies are hiring freelancers they hire

Continued on page 7

Continued from page 6

freelancers from NABJ,” he said.

Butler explained that he envisions a greater appreciation for the value that media organizations will find in NABJ members. “It is my belief that if every company can get rid of their full timers and hire freelancers they would do that and I know this has hurt our members,” he said. To counteract that for trend, he wants NABJ to retrain its members for new media with relevant and competitive skills that will provide them more versatile career options.

### FINANCIAL STABILITY

If Butler sees his main focus rooted in expanding job opportunities for the membership, financial stability ranks in the top tier as well.

“I plan to tackle the finances of the organization and make things more transparent,” Butler said. He elaborated on that point during a recent interview when he was asked for details. “There has been a lot of chatter out there that NABJ is broke and that we are nearly bankrupt but that is not true,” he said. After a pause he continued. “We are not rolling in dough, but we have a better handle on our money.”

Butler was asked if there had been financial improprieties within the organization, but he readily denied that assertion. Instead, he cited financial disarray, resulting in lack of clarity about funds and where the money actually was. “We had money in accounts that we didn’t know about and when we tried to do an audit in 2010, the auditor could not find the money,” he said.

As he carefully considered his words, it Butler’s sense of integrity appears to drive his desire to transform NABJ. “The last two audits, for 2011 and 2012, went well,” said Butler. “When they did the audits they did not find any problems, but our prior audits were filled with exceptions. However, the last two audits had no exceptions.” A Florida-based auditor with a national firm explained that “an exception means that there is a finding that doesn’t fall within the desired expectation. It can be isolated or pervasive, but once an exception is found, a determination has to be made regarding the appropriate follow-up.”

Ever mindful of the main thrust of nonprofit organizations, Butler sees his role in steering NABJ no differently than larger nonprofits. “Our focus as a nonprofit organization is to raise money so we can train our members to become entrepreneurs,” he said. “My competitor talked a lot about entrepreneurship, which is why I asked her to serve on the [NABJ Constitutional] Commission so that she can share her ideas,” he said, alluding to the experience that Sarah Glover (no relation to this writer) put forth in her platform.

### ONGOING TRAINING TO HONE ENTREPRENEURIAL SKILLS

While acknowledging the importance of the annual convention, Butler advised members to expand their own training throughout the year. “One convention is not enough,” he explained, “which is why we are hosting the Media Institute and Region I Conference in New York at the end of September.”



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*“My number one goal is to make sure that the members have jobs,” outlining a plan to engage in “advocacy to hold the industry accountable for diversity.”*

— **BOB BUTLER,**  
NABJ President

Drawing parallels to the changes in the global economy and the paradigm shift in journalism, Butler offers a ready solution. “We have to change our mindset” as journalists and learn how to transition into entrepreneurs, he mused. “Once you start going through the training you learn to adjust how you do business,” he said.

Acknowledging the fine line between charging for services as an entrepreneur, Butler notes, “I have been a journalist for over 30 years and I have never asked anyone for money to do a story. When you are a journalist, you don’t ask people for money, but as an entrepreneur you have to get paid.”

As the bloodbath continues in newsrooms across the county and journalists continue to

lose jobs, the question remains: How does a journalist remain a relevant purveyor of the news while owning a profitable news medium without compromising journalistic integrity?

Butler said the answer is obvious. “When sponsors and company officials come to our conventions, they are there because they want to get their message out and they know that they have thousands of journalists who will cover their stories,” he said.

Linda White, president of the Birmingham Association of Black Journalists (BABJ), endorses the entrepreneurial push. “It’s a wonderful idea to give that option to journalists to consider entrepreneurship,” she said. “Having other revenue streams can be very rewarding because we are seeing a lot of horrific layoffs. Being open to new technology, new ways of disseminating information and being willing to change with the times is very important.”

As Butler seeks to steer NABJ to new heights, a cooperative spirit is crucial to his success. Corey Dade, NABJ’s newly elected secretary and a former regional director, is confident that Butler will excel.

“Bob is a doer who is effective in getting things done,” Dade said. “Bob has been a consensus builder from the time I met him. He’s collaborative. That’s one of his strongest traits.”

Daphne Young, a radio anchor/reporter with WSB in Atlanta, agrees. “I met Bob when I was secretary of the Las Vegas chapter,” she said. “We called on him for support and he flew in on his own dime not only to support us, but to observe our elections. I will never forget his in-person support.”

*Carmen Glover, an award-winning journalist based in New York, is the Editorial Director of OnPointPress.net.*



GETTY IMAGES

# PURPOSE OF NABJ CONSTITUTIONAL COMMISSION

**By Carmen Glover**

**T**he comprehensive changes on the horizon for NABJ include potential changes to the organization's constitution and rules of operation. During the NABJ convention in August, a motion was passed to create a commission with a multi-faceted agenda. Comprised of several tiers of the membership body, the NABJ Constitutional Commission was established to look at the guiding principles of the organization and explore changes that can be made to usher NABJ into the future. The commission will also examine how the NABJ board of directors operates, as well as the organization's constitution. Recommendations will be made by the commission's members. However, changes are expected to be presented to the membership in a special election at the 2014 Convention in

Boston.

Butler agreed to include several perspectives from the NABJ membership and solicit feedback from the founders of the organization. The composition of the commission is an indication that he kept his word.

"The commission includes many different types of experiences within NABJ and they are expected to report back by the end of the year," he said.

NABJ Founder Allison Davis and past President Herbert Lowe co-chair the commission, while members of the Founders Task Force, including Paula Madison, Founder Joe Davidson and Bryan Monroe, join Barbara Clara, Duchesne Drew, Sarah Glover, Marvin Hurst and Alexis Rogers as members. Five at-large members, including NABJ Secretary Corey Dade, Cherri Gregg, Wesley Lowery, Doug Mitchell and Kim Roberts-Hedgepeth round

out the team. Cindy George, NABJ's parliamentary liaison, is the commission's liaison to the NABJ board of directors.

"Our founders created NABJ in 1975 and set a course for where we are today as one of the most journalism organizations in the world," said Lowe. "However, most nonprofit and for-profit companies have to evolve." Explaining that "some of the founding principles would seem outdated," he noted that the commission represents "an opportunity as we approach our 40th anniversary."

The diverse backgrounds of committee members is an advantage so that areas such as membership, purpose and governance are examined, Lowe said, and added that communication will be key. "Allison and I are talking to each commission member because we want to be transparent and get input from as many stakeholders as possible."



## ASNE UPDATE

# THE NUMBERS DON'T LIE. OR DID THEY?

GETTY IMAGES

By Rochelle Riley

The most telling and heartbreaking fact about the 2013 census released last June by the American Society of News Editors and the Center for Advanced Social Research, was that no one noticed the numbers.

The annual survey highlighting diversity and minority employment by race showed that the number of black supervisors in American newsrooms had dropped from 409 in 2012 to 39 in 2013. The number of reporters, writers and bloggers had dropped from 931 to 12.

Had that been true, it would have been the greatest single decrease in black journalists in American history.

"That can't be right," said Arnie Robbins, ASNE's executive director and a retired editor for the St. Louis Post Dispatch.

Of course, the numbers were not accurate.

The hard-working CASR statisticians who completed the survey had transposed the numbers for black journalists with those for American Indians, or Native Americans as they are called in the chart. They have since updated the report at [asne.org](http://asne.org).

Robbins chalked up no one seeing the numbers to the time that it was released in late summer. But he says the mistake came at a watershed moment for the powerful editors organization.

"I think editors are very committed to diversity," he said. "But with more cuts than hires, we must do more. The census measures where we are but a lot of organizations are doing more" than counting numbers.

ASNE itself began conducting minority leadership institutes last year to prepare more middle managers to be senior managers. And ASNE leaders also are having serious discussions about modifying its 35-year-old goal of having the percentage of minorities working in



**ROBBINS**

newsrooms reflect the percentage of minority residents by 2025. Minorities now make up 37 percent of the U.S. population and will be 42.39 percent in 12 years, the U.S. Census bureau predicts.

said. "... Is it still valuable to do the census right now? I would say it still helps in a linear fashion. It helps editors realize where we are. But you can't do that and not do the other initiatives. That won't work."

Now about that mistake... I'm not taking a swipe at the ASNE, which for decades has attempted to force newsrooms to look at themselves honestly when considering diversity.

I'm taking a swipe at us, black journalists, for not really caring enough anymore.

In years past, the ASNE census arrived with a bang, dissected as it was celebrated, becoming fuel for the necessary argument that American newsrooms should not tell America's story without diverse storytellers.

Time was that the student staff at the NABJ convention media project analyzed the census and duplicated charts showing growth or a lack of growth. Many journalists would use the census as fuel to challenge their employers to do more.

This year, the census said the number of black journalists had plummeted from 1,886 in the country to 141 – and there was no howl.

A look at the accurate numbers is still cause for alarm. Total employment in the nation's newsrooms declined by 6.4 percent last year while the proportion of minorities in newsrooms remained about even, the census found.

newsrooms reflect the percentage of minority residents by 2025. Minorities now make up 37 percent of the U.S. population and will be 42.39 percent in 12 years, the U.S. Census bureau predicts.

"It's very possible.

That's a conversation we're having," Robbins

About 38,000 journalists work full-time at nearly 1,400 newspapers, a 2,600-person decrease from last year's 40,600. Racial minorities have represented only 11 to 13 percent of journalists since 1996, peaking in 2006 when 13.7 percent of newsroom employees were minorities.

Since a slight increase in 2010, the number of journalists has been shrinking except at the largest newspapers.

Total employees at newspapers circulating more than 500,000 copies increased by 0.2 percent from last year. Newspapers with circulations from 250,000 to 500,000 showed a 5.7 percent increase in all employees and a 3.5 percent increase in minority employees.

That was it for the good news.

Most journalists, two-thirds, remain male. And ASNE's goal of newsroom and American population parity seems impossible.

"If we are to accurately reflect and authentically cover the communities we serve, we must do much better as an industry, or we risk becoming irrelevant to news consumers of the future," Karen Magnuson, co-chair of the ASNE Diversity Committee and editor and vice president/news at the Democrat and Chronicle Media Group in Rochester, N.Y., said when the report was released at ASNE's convention last summer.

ASNE is to be applauded for the expansion of its mission into even more training for minority journalists and for its continuing commitment to keeping us up to date on where we are.

The hope is their commitment is matched by those who may benefit most from their vigilance.

*Rochelle Riley is a columnist for the Detroit Free Press.*



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# SHIELD LAW

## The 2013 FOIA Bill and what it could mean for journalists

By Kimberly Alleyne

“Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the government for a redress of grievances.”  
First Amendment, U.S. Constitution

On Sept. 12, 2013, the Senate Judiciary Committee passed the Free Flow of Information Act of 2013, S. 987 (FOIA). The bill, written by Sen. Charles Schumer, D-NY, has sparked an ongoing and familiar debate about whether journalists are fully protected by the First Amendment freedoms, what those freedoms are, and in the digital age, who is classified as a journalist.

The 2013 FOIA, also called a federal shield law, passed out of committee by a 13-5 bipartisan vote. If a shield law was implemented, it would afford journalists Reporter’s Privilege, which is the right to decline to testify about information they gather while reporting a story, or to identify sources used in reporting a story. If enacted, the law would also grant journalists immunity from subpoenas.

Several efforts have been made to enact a federal shield law dating from 1972 up to the most recent action by the Senate Judiciary Committee. Prior to the 2013 FOIA passing, the House failed to vote on the FOIA Oversight and Implementation Act of 2013 before departing for summer break.

### THE GOOD AND THE BAD OF IT

Though federal protection for journalists has been long awaited, some are cautiously optimistic with weighted rational about the implications of the bill if passed in its state.

There are good aspects about the bill, says Tracie Powell, who writes about technology, media and policy, most recently for The Columbia Journalism Review and the Poynter Institute.

“If enacted, the law would prohibit a federal entity from compelling ‘certain individuals’ to testify or reveal confidential information or sources. It would grant privilege for reporters, except in crucial cases of national security. And, most important, it would prevent the government from secretly monitoring journalists’ phone call records,” Powell says, who is co-chair of NABJ’s

### DIGITAL JOURNALISM TASK FORCE

“Basically it’s a federal media shield law similar to laws already adopted by 49 states,” Powell says.

Recent headlines about the Department of Justice secretly obtaining AP reporters’ phone records and reporters being subpoenaed to testify about their sources have brought



Butler and Russell in front of First Amendment Wall at NCA&T State University. BONNIE NEWMAN DAVIS

the need for a shield law to the forefront. The events have caused concern about journalists’ latitude to do their jobs, and perhaps further establish the need for federal protection.

“With the current climate and surveillance of the public, it seems as though no one has any real privacy and a lot of people are afraid. Reporters should not be afraid to do their jobs,” said Richard B. Muhammad, editor-in-chief of The Final Call Newspaper, published by the Nation of Islam.

Fox News journalist Jana Winter has refused to reveal the identities of sources who gave her information from the notebook of movie-theater shooting suspect James Holmes. The Reporters Committee for the Freedom of the Press filed an affidavit on Winter’s behalf asking a district court to apply the Colorado Shield Law to Winter’s case. Although Winter is based in New York, she was assigned to cover the Colorado shooting.

Holmes’ attorneys argued that releasing the information violated the blanket gag order that was issued after the shooting. Afterward, a Colorado court asked a New York court to issue the subpoena for Winter to testify in Colorado.

The Colorado Shield Law provides qualified protection for journalists’ sources if the information sought is integral to the case, is not available from another source and the need for that information outweighs the First Amendment interests of the reporter and the public.

As of press time, Winter was granted a motion for an expedited appeal in the New York Court of Appeals. Her New York appeal will be heard Nov. 12

### WHAT’S WRONG WITH THE BILL?

While the potential passage of federal shield law is an answer to a longtime push, there are caveats about the bill in its current state.

Perhaps the greatest concern is about charac-

teristics the bill uses to define a journalist and what is considered journalism.

The bill defines a journalist as one who has a primary intent to investigate events and procure material in order to inform the public by regularly gathering information through interviews and observations. The person also must intend to report on the news at the start of obtaining any protected information and must plan to publish that news.

Further, the bill defines a journalist as someone employed by or in contract with a media outlet for at least one year within the last 20 years or three months within the last five years; someone with a substantial track record of freelancing in the last five years; or a student journalist.

Additionally, the law would protect a person deemed appropriate by a federal judge, as long as her/his reporting practices have been aligned with the law. The bill’s protections have exceptions, such as instances where the information would prevent an act of terrorism, death, kidnapping or bodily harm.

The definition reflects the results of a good deal of contention among committee members. Sen. Schumer stated he wanted this definition to exclude Wikileaks.

“The world has changed. We’re very careful in this bill to distinguish journalists from those who shouldn’t be protected, Wikileaks and all those, and we’ve ensured that,” Schumer said. “But there are people who write and do real journalism, in different ways than we’re used to. They should not be excluded from this bill.”

Sen. Dianne Feinstein, D-Calif., argued that the bill definition should apply only to journalists, — those she deems as “real reporters” — who earn salaries. Feinstein has previously argued that only major news agencies can produce journalism.



# FREE FLOW ACT

## By Kimberly Alleyne

In examining attempts to create a federal shield law, the issue is whether journalists have a First Amendment right to claim reporter's privilege when called to testify in criminal cases about sources or other information discovered while reporting.

While there is not currently a federal shield law, there are 40 states and the District of Columbia have shield laws or comparable protections in place for journalists. The scope of protection of

states' law varies. For example, New York has an Absolute Shield Law, which offers journalists more protections than quantified shield laws.

## POSSIBLE RAMIFICATIONS

A potential ramification is that a federal shield law protection for reporters would be weakened because of the Supreme Court's position that confidentiality promises are a matter of contract law and not a First Amendment immunity to gather and report the news.

If a federal shield law was created, the federal government would have to prove that the information sought outweighs the journalist's need to keep confidential information.

The definition of journalist will be broadened allowing bloggers, citizen journalists and others who fall under non-traditional journalist roles to claim protection under the law.

There might be instances where journalists

can refuse sources in cases that relate to national security threats depending on whether there were qualifications added to federal legislation.

Proponents argue that many of the federal subpoenas would not be covered under the shield law before the Senate. This would be another ramification.

The bill would strictly give journalists limited protection from having to testify about confidential sources and about the information they provided in both criminal and civil cases.

## HISTORICAL BACKGROUND

The federal shield law is also known as the Free Flow of Information Act. If a shield law was implemented, it would afford journalists Reporter's Privilege, which is the right to decline to testify about information they gather while reporting a story, or to identify sources used to report a story. If enacted, such a law would grant journalists immunity from subpoenas.

An early federal case involving a review of "Reporter's Privilege" is the Supreme Court case of *Branzburg v. Hayes*, 408 U.S. 665 (1972). *Branzburg v. Hayes* was a consolidation of four lower court cases. Two of the cases involve Paul Branzburg, a staff reporter for the Louisville Courier-Journal. Branzburg wrote two stories about drug use in Kentucky after observing and interviewing several people using drugs. He did not identify the individuals in the story.

Continued on page 13

Continued from **page 12**

Following publication of the stories, he was called twice to testify about his sources before state grand juries that were investigating drug violations.

**BRANZBURG DECLINED TO TESTIFY ON BOTH OCCASIONS.**

The companion was Pappas; U.S. v. Caldwell. Pappas, a Massachusetts television reporter, and Earl Caldwell, a New York Times reporter, both refused to testify to grand juries about information they discovered while observing the Black Panther Party.

The Court ruled 5-4 that “requiring reporters to disclose confidential information to grand juries served a “compelling” and “paramount” state interest and did not violate the First Amendment.”

This was a significant ruling, as this case set a precedent for federal courts that a reporter could not use reporter’s privilege to avoid testifying in a criminal grand jury. The ruling basically invalidated the First Amendment as a protection that journalists can use subpoenas or testifying by holding that Reporter’s Privilege does not exist under the press clause of the First Amendment.

For the majority, Justice Byron White wrote that the petitioners were asking the Court “to grant newsmen a testimonial privilege that other citizens do not enjoy. This we decline to do.”

Additionally, the court held that “reporters are subject to grand jury investigations, but in limited circumstances can quash evidence and/or refuse to cooperate according to freedom of the press rights, when their own safety or the identity of an informant would be compromised.”

Justice White argued that because a reporter receives confidential information from sources does not automatically grant them the right to withhold that information during a government investigation.

Interestingly, in the case of Caldwell v. United States an appellate court granted Caldwell Reporter’s Privilege. A district court had held Caldwell in contempt for refusing to testify to a grand jury investigating Black Panther Party. The Ninth Circuit reversed the contempt order on qualified Reporter’s Privilege. The appellate court held that, “To convert news gatherers into Department of Justice investigators is to invade the autonomy of the press by imposing a governmental function upon them. To do so where the result is to diminish their future capacity as news gatherers is destructive of their public function.”

Ultimately the Supreme Court granted the government’s petition for writ of certiorari in the Branzburg ruling, but it is important to note that the appellate court did recognize Reporter’s Privilege as a protection from testifying.

Following the Branzburg ruling several states created shield laws, and several efforts were made to create a federal shield law. According to Federal Evidence.com, approximately 100 measures were introduced but none of them passed.



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## SUMMARY OF FREE FLOW INFORMATION ACT OF 2013

- Protects journalists and their employers from having to reveal information, including source identity, that a reporter obtains under a promise of confidentiality and in the course of carrying out news gathering functions.

- Establishes a legal framework for determining the limited circumstances under which such protected information can be subject to compelled disclosure in court.

- Provides no ABSOLUTE privilege for journalists. In every case, a party (usually the government) will have to argue to a court its need for the information at issue.

- Requires, in most cases, a court to apply a balancing test before compelling disclosure (public interest in disclosure versus public interest in newsgathering).

- Delineates exceptions when the journalist has no privilege against the disclosure of information:

1. In classified leak cases: when information would prevent or mitigate an act of terrorism or harm to national security.

2. In regular confidential information cases (where a classified leak isn’t at issue): when information would prevent or mitigate, or identify a perpetrator of, an act of terrorism or harm to national security; and

3. In non-national security cases:

- When the information would prevent or mitigate death, kidnapping, and bodily harm (Section 4); or

- When information was obtained by the journalist through observation or perpetration of a criminal act (Section 3), OTHER than an act of leaking.



POLITICSTHEORYPHOTOGRAPHY.BLOGSPOT.COM

# TURNING

# 50

Black  
journalists are  
more visible  
in 2013 civil  
and human  
rights coverage

By **Wayne Dawkins**

## In August 1963,

the 250,000 Americans who marched on Washington for jobs, peace and freedom arrived in a segregated nation's capital. Leading black journalists who covered the 50th anniversary of the march found racial attitudes were transformed. The fact that these journalists were reporting or directing coverage was evidence of American journalism's transformation.

Michael A. Fletcher's Washington Post story on the eve of the official march date – Aug. 28 – provided numbers that explained remarkable black economic progress, yet stubborn, unfinished business. At the time of the march, reported Fletcher, 55 percent of black Americans – 11 out of every 20 persons in 1963 – lived below the poverty line. In 2013, 27 percent of the black population lived in poverty.

During a remarkable broadcast of CNN "Reliable Sources" that aired Sunday, Aug. 25 after the Saturday anniversary event and before a second commemoration on Wednesday, Aug. 28, the official day, substitute host Eric Deggans assembled a panel of mostly journalists of color. One of them, NABJ Founder Paul Delaney, who in 1963 worked at the Atlanta Daily World, noted that the black-owned newspaper was anti-civil rights movement. Delaney explained that the newspaper's management coordinated with the white-dominated downtown power structure to "keep Atlanta cool," unlike student-led demonstrations that triggered white violence in Birmingham, Ala., and Greensboro, N.C. Other leading black newspapers such as the Pittsburgh Courier and Baltimore Afro-American were supportive of the movement and the march, said Delaney, but often lacked the resources to cover them well.

Joseph Torres, co-author of "News for all the People," told Deggans that editors of the Washington Post in 1963 prepared to cover violence and criminality when black and white demonstrators arrived. Mayhem never materialized.

A few days before the Saturday rally, The Post acknowledged that a half century ago it missed the significance of King and his speech. "The main event that day was what we now call the 'I Have a Dream Speech,' of Martin Luther King Jr., one of the most important speeches in U.S. history," wrote



HEREANDNOW.WBUR.ORG

Robert G. Kaiser, who was among 60 Post journalists covering the event. "But on the day it was given, The Post didn't think so. We nearly failed to mention it at all."

The Chicago Sun-Times also issued a mea culpa Aug. 22. "We ran the march through the ring of Cold War politics," read an editorial. "The Sun-Times was far from



**NORRIS**



**IFILL**

alone in failing to foresee what a powerful force for progress the march would be, just as so many Americans today have forgotten or never learned why the march mattered."

The editorial also showed why there remain critics who say little has changed for blacks. Undeniably, the national black poverty rate was cut in half over a half century; however in Chicago it worsened, from 29 percent then to 34 percent now.

Deggans, also of NPR, interviewed Dan Rather, a white Southerner from Texas, who, for much of the late 20th years. Rather noted that the march originally was not inspired by Martin Luther King Jr. and his "I Have a Dream" speech.



PARADE.COM

Instead, the marchers were mostly moved by murder of NAACP leader Medgar Evers of Mississippi. The voting rights activist was killed two months before the march and days after President John F. Kennedy's televised speech declaring it was time for Negroes to be included as full citizens by ending legalized Jim Crow.



**BAQUET**



**MERIDA**

Indeed, Washington was a Jim Crow city at the time of the march, reported Michele Norris of NPR and the "Race Card" project. The predominantly black-populated city had a segregated police force. One of Norris' interviews with black and white district police officers who were asked if they could work together on the day of the 1963 march. One of the officers said instead of violent demonstrators, he remembered cordial, well dressed out-of-town black ladies, one in particular who offered him a plate of chicken, which he accepted.

In another NPR account, Norris interviewed lawyer Clarence B. Jones, MLK's adviser and speech-

writer. King's speech included a reference to a "promissory note," a metaphor for America's shabby treatment of blacks. Jones explained how the phrase ended up in the "I have a dream" speech: When several hundred black teenagers were fire hosed, attacked with police dogs then arrested in Birmingham, Ala., that summer, benefactors came forward to bail out the youths. Although the Rockefeller family provided funds for the bail, civil rights leaders had to sign a promissory note assuring that the borrowed money would be repaid. Jones convinced King that the analogy would be effective in his speech.

At the Lincoln Memorial where King spoke with passion and prophecy, Barack Obama, America's first black president, spoke about the meaning of the march on Aug. 28. Gwen Ifill and Judy Woodruff of PBS' "News Hour," interviewed the commander-in-chief about the historic and poignant moment.

"That day is as important as any day in our history," Obama told the co-anchors. "That day captures something that is special about this place. And that is the capacity for ordinary people, for citizens, to change structures of oppression that had been in place for decades and to do it peacefully. It not only gives you a sense of the power of individuals but it also said something about the power of America to transform itself, and you know, we're all beneficiaries of it."

Less than a year after the March, a sweeping civil rights law that ended segregation of public accommodations was signed, and a year later a voting right law also took effect.

Along with the black journalists who reported the impact of the 50th anniversary were some high-ranking black editors who directed behind-the-scenes coverage. New York Times coverage was orchestrated by managing editor Dean Baquet, while the Washington Post's new managing editor Kevin Merida, dictated much of that paper's coverage. A milestone considering that the New York Times and Washington Post of 50 years ago did not have blacks working substantial beats or editing post at the time of the march.

*Wayne Dawkins is an associate professor at Hampton University Scripps Howard School of Journalism and Communications*

# ELECTRONIC EDUCATION

## Journalists go back to school, online

By Benét J. Wilson

**T**he Internet has presented myriad ways for journalists to do their jobs smarter and faster. Along with all the new tools and technology now available on the web, universities and journalism organizations have stepped in to offer training -- online.

Nearly 10,000 journalists have taken 169 free online courses since the Donald W. Reynolds National Center for Business Journalism at Arizona State University started offering them in 2004.

"We focus on topics that will help journalists cover business better, including financial statements and SEC documents, interviewing and storytelling, data journalism, social media, investigative business journalism, economics, and entrepreneurial journalism," said Linda Austin, the center's executive director. The center is able to offer most training for free through a grant from the Donald W. Reynolds Foundation, she added.

Online courses offer journalists convenience, cost and community, said Austin. "The power of community in webinars was demonstrated to me when a journalist from Slovakia answered a question in the chat box from a journalist in Peru," she said. "Students learn from each other as well as from the instructor."

Students applaud the Reynolds Center for offering experts that provide quality training that doesn't require travel or large time commitments. "We offer attendees a chance to evaluate our webinars immediately after the training and at the end of our fiscal year," said Austin. "We know that the courses have led to better business coverage."

If journalists are unable to participate live, courses

may be taken on their own time, said Austin. "All of our webinars in the past few years have been graded a four on a scale on five based on quality of the session and knowledge of the presenters," she said. "It's a good endorsement and shows that we're giving people what they need for their careers."

Austin praised the National Association of Black Journalists for its efforts in getting the word out about the center's courses. "Journalists can also follow news about our training by subscribing to our e-newsletter at [BusinessJournalism.org](http://BusinessJournalism.org), following us on Twitter (@bizjournalism), Facebook ([facebook.com/bizjournalism](http://facebook.com/bizjournalism)) or checking our website: <http://bit.ly/bizjtraining>," she said.

St. Petersburg, Fla.-based Poynter Institute is a nonprofit training facility that began offering online courses through News U on Aug. 11, 2005, said Vicki Kreuger, director of interactive learning. "We cover the range of journalism and skills-related topics including reporting, writing, editing, digital and social media, ethics and data visualization," she said. "Once you've enrolled, you can view them as much as you like. You can start and stop, and go back to refresh your skills."

There are 300 courses online right now, said Kreuger. About 175 are webinars and webinar replays, with another 15-20 live events that are also on-demand video replays, she added.

News U has 250,000 people who are registered users on the website, said Kreuger. "We're all about training for everyone ranging from traditional legacy journalists to those who are doing things that look like journalism," she said. "We want to help people do storytelling, so our main goal is to provide just-in-time training that

Continued on **page 17**





Continued from page 16

is relevant, engaging and has elements of fun.”

In the early years, Poynter’s News U offered a core curriculum of reporting, writing and beat coverage, along with ethics and diversity, said Krueger. “But now we try and stay current or even ahead of the curve with courses on topics like [social media tool] RebelMouse or the use of drones in journalism,” she said.

The biggest advantage to offering courses online is that it’s all on demand when journalists have Internet access and time to learn, said Krueger. “Another advantage is that online training allows you to go at your own pace in a safe environment,” she said. “Plus we believe in interactivity and learning by doing. It’s more than just watching video and reading text.” News U was initially funded by a grant from the Knight Foundation, said Krueger. “We continue to make our courses free or low cost,” she said. “We recently partnered with the American Press Institute and the Knight Foundation to provide a four-part series of webinars on using digital tools.”

A new player in the online learning game is the massive open online course (MOOC), which offers large-scale interactive participation, community building and access via the web. The University of Texas-Austin held its first MOOC, Introduction to Infographics and Data Visualization, from Oct. 6-Dec. 8, 2012.

That first course had a little more than 2,000 students from 109 countries, with a waiting list of another thousand, according to the university. The same course was taught again in January 2013, and more than 5,000 students from 138 countries took it.

Rosental Alves, director of the Knight Center for Journalism at UT-Austin, sees MOOCs as an important step in the democratization of access to knowledge. His MOOCs have been funded for the past year by a Knight Foundation grant.

MOOCs in general are disruptive for regular college courses, said Alves. “Ours is different because it’s disruptive for the online courses we’ve been doing for 10 years,” he observed. Other courses offered include How to Improve Electoral Coverage and Introduction to Data Journalism.

Alves said he’s amazed at how successful the university’s MOOCs have been. “When the MOOC first started, people said it would not work,” he said. “Since we started in October 2012, our MOOCs have reached 16,000 people in 140 countries. This is mind boggling.”

MOOCs show the power of the act of committing journalism, said Alves. “It’s important to spread journalism training because we’re in an era where they need it,” he said. “But now we’re struggling with how to finance it without the grant. We do charge a nominal fee for those who want certification and we take donations,” said Alves. “We use open source software and we do everything on a bootstrap budget.”

The center is looking for partners to do sponsored, topic-driven MOOCs, said Alves. “Ours is the first massive online journalism training program in the world,” he said “That by itself is a major accomplishment, especially because it’s a proven concept.” Future topics include data visualization and infographics, he added.

*Benét J. Wilson serves on the board of the Online News Association and is vice president of education for NABJ’s Digital Journalism Task Force.*



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# NABJ CONVENTION & CAREER FAIR AT A GLANCE

*Photography by Jason Miccolo Johnson*



# NABJ CONVENTION & CAREER FAIR AT A GLANCE





# You're singing our kind of song.

We're singing your praises. FedEx is honored to support the creative contributions of the National Association of Black Journalists. When you connect people, you connect the world.



# TURNING POINT

## Will 2013 Be A Watershed Year for Civil, Human Rights Coverage?

By **Bonnie Newman Davis**  
and **Ashleigh Wilson**

**M**ajor civil and human rights news events have occurred this year, including the U.S. Supreme Court action involving the Voting Rights Act of 1965, the Florida trial for George Zimmerman's 2012 fatal shooting of an unarmed black teenager Trayvon Martin, the 50th anniversary of the Birmingham Bombing, the 50th anniversary of the March on Washington and Moral Mondays in North Carolina.

In November, Bob Butler, NABJ president, and Dedrick Russell, NABJ's vice president for broadcast, joined journalists and public relations professionals at North Carolina A&T State University to examine media coverage of civil and human rights in 2013. Indeed, A&T, a predominantly black university in Greensboro, N.C., claimed its own place in history 53 years ago when four A&T male students refused to leave a "white's only" Woolworth's lunch counter until they were served. Their act prompted passage of the 1960 Civil Rights Bill.

Despite such acts that eventually led to improved opportunities for people of color, will 2013 be a watershed year for a reversal of those gains? And how will media coverage of 2013 be recorded?

Kim Smith, Ph.D, an A&T journalism professor who moderated the panel, believes the media "did a good job of explaining what happened, but failed to explain why and how it happened," which is typical, he said

"We were good at covering what happened in the Zimmerman verdict," Smith continued. "But why and how it occurred remains unclear. We didn't report this with enough historical context. Although journalism is supposed to be a first draft of history, historical and political context are still important."

Smith drew similar conclusions for North Carolina's Moral Mondays, the spate of civil disobedience protests in response to the state's conservative governance since Republican Gov. Pat McCrory's election.

"Moral Mondays was easy to cover: protesters being arrested in the Capitol Building," said Smith. "But why were they there and how did it come to be? We didn't explain to viewers about the impact of gerrymandering and how a GOP-controlled legislature was swept into office with the help of Tea Partiers, along with a Republican governor, who was a moderate while mayor of Charlotte and worked with Democrats to get things done."

Until more states become more like California and appoint an independent commission to draw district lines, politicians will only have to



**Porcha Taylor, president of N.C. A&T's student chapter NABJ, greets panelists during a Nov. 1 media summit at the historically black university. Panelists from left include Bob Butler, NABJ president; Kerry Charles, anchor, FOX 8 in Greensboro, N.C.; Cassandra Wynn, a journalism professor at Johnson C. Smith University; Dexter Mullins, digital news producer for Al Jazeera America; and Vanessa G. Cunningham-Engram, an associate professor of journalism at A&T.** BONNIE NEWMAN DAVIS



**Tracy Martin and Sybrina Fulton, parents of slain teen Trayvon Martin.**

JASON MICCOLO JOHNSON

cater to the outliers within their party--GOP or Democrat--to win an election, Butler noted. He also said that Moral Mondays has not received the national attention that it deserves.

"I don't think it has gotten enough national coverage," said Butler. "I think it's going to continue to happen until the national media steps up and says 'Wait a minute - enough.'"

Dexter Mullins, an A&T alumnus who is a digital news producer for Al Jazeera, said the best coverage he has seen on this issue is from

"The Daily Show" hosted by Jon Stewart.

"Here you have individuals with no journalistic training at all who sits down and openly says this [the voting rights law in N.C.] is because we don't want black people to vote," said Mullins. "It comes down to comedy shows to point out the obvious things in news that we can't cover ourselves."

Panelists reminded A&T's journalism students that, while many of this year's civil and human rights stories were reported by African-American journalists, the opposite was true 50 years ago. Yet, it is not unusual for today's black journalists to have rejected story ideas that do not conform to the day's headlines.

Mullins described his fight to cover and report the opening of a civil rights museum in Mississippi. He felt vindicated when his story generated a significant number of hits for Al Jazeera's website.

*Bonnie Newman Davis is the Greensboro News & Record/Janice Bryant Howroyd Endowed Professor of Journalism at North Carolina A&T State University and editor of the NABJ Journal. Ashleigh Wilson is a multimedia journalism student at A&T.*

# CONGRATULATIONS TO ...



**LISA COX** is now a writer/producer at CNN Worldwide Headquarters in Atlanta after spending the past several years at KTLA-TV in Los Angeles.



**MARISSA EVANS**, NABJ's 2013 Student Journalist of the Year, is completing a year-long reporting fellowship at Kaiser Health News in Washington, D.C.



**DEJUAN HOGGARD** recently was named as an anchor for One America News Network.



**SYBRIL BENNETT**, PhD, was one of the featured speakers at the Web Summit in Dublin, Ireland Oct. 30-31. The Web Summit, which attracts 10,000 attendees, is the premier global conference gathering the world's leading thinkers and doers in technology, and convened Oct. 30-31. Bennett presented her research showing "today's Internet parallels with the early 19th century slave escape routes of the Underground Railroad," also featured in her book "Innovate: Lessons from the Underground Railroad."



**BRANDON MARSHALL** has joined KOTA-TV in Rapid City, South Dakota as a reporter, he was previously an associate producer at WFSB-TV.



NABJ Educator of the Year **MICHELLE JOHNSON**, and her students at Boston University, were honored by the Online News Association's awards program for their coverage of the Boston Marathon bombing. BU was the sole finalist in the Breaking News, Small category.



**CURTIS MC CLOUD** has joined WWBT in Richmond, Va. as a reporter from WVTM-TV in Columbus, Ga.



**BRITTANY NOBLE** has been promoted from part-time reporter to full-time reporter at KMOV-TV in St. Louis.



**MARCUS VANDERBERG**, an editor at Yahoo Sports, will participate in the Associated Press Sports Editor Diversity Fellows Program.



**JUMMY OLABANJI** has been named morning and noon co-anchor at WJLA/ABC 7 in Washington, D.C.



**MORGAN STATE UNIVERSITY** welcomed several journalists, editors and media experts for the ceremonial opening of the MSU School of Global Journalism and Communication on Oct. 3, 2013. NABJ founder DeWayne Wickham is the school's dean.



One decision  
*and she joined a team  
changing lives.*

*Melanie* - Attorney

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# REMEMBERING JFK



TV.YAHO.COM

## By Bob Ray Sanders

It was coverage of the Civil Rights Movement that convinced me that I should make journalism a career even though no daily newspaper or television station in Texas (and most in the country) had any reporters that looked like me.

The events of 1963 – perhaps the most significant year in American history – reinforced my decision. That year started with the 100th anniversary of the Emancipation Proclamation, and it included the jailing of Martin Luther King, Jr.; the dogs and water hoses being unleashed on the children of Birmingham; the tense, frightening events surrounding the integration of the University of Alabama; President Kennedy’s address to the nation on civil rights, which was followed that same night by the killing of Medgar Evers; and the great March on Washington in August.

And, of course, there was the assassination of John F. Kennedy who had spent his last night, eaten his last meal, saw his last art exhibit, made his last speech and heard his last prayer in my hometown of Fort Worth before leaving for that fateful trip to Dallas.

When Kennedy came to town I was a junior at I. M. Terrell High School, the oldest and largest of the city’s four black high schools. Yes, segregation was still a part of the fabric of our town, as it was throughout the South. In fact, the Monday before Kennedy’s arrival, organizers for the sold-out breakfast set for that Friday, realized they had not invited any black people to the event. They hurriedly arranged to get 40 tickets to Dr. Marion

Brooks, one of our noted black leaders, for distribution to members of the black community.

Although we were living under segregation, those black teachers were preparing us for a day of change, one they were convinced was just on the horizon and one in which we black kids would play a significant part.

After the events earlier that year, and especially the president’s handling of Alabama’s Gov. George Wallace, John Kennedy had become Hope personified.

When he came to town that Thursday night, I was convinced Hope had come to town. When he spoke outside that next morning to thousands who had waited in the rain to hear him, it was Hope uttering those words. When he left town on that sunlit morning, it was the rays of Hope surrounding him.

And when I heard a couple of hours later that he had been shot, I thought Hope had been assassinated on the streets of Dallas.

Somehow that hope was rekindled as I prepared to major in journalism in college and achieve my goal of becoming a journalist.

Hanging in my office is a framed front page of my hometown newspaper from Nov. 22, 1963 showing the president and first lady arriving, with the headline: “Welcome, Mr. President!”

Thank God, that Hope still lives.

*Bob Ray Sanders is an associate editor and senior columnist for the Fort Worth Star-Telegram in Fort Worth, Texas*



# NABJ Founders

Norma Adams-Wade  
Dallas Morning News  
Carole Bartel  
CORE Magazine  
Edward Blackwell (Deceased)  
Milwaukee Journal  
Paul Brock  
Founding Executive Director  
Reginald Bryant (Deceased)  
Black Perspective on the News  
Maureen Bunyan  
WTOP-TV  
Washington, D.C.  
Crispin Campbell  
WNET-TV  
New York  
Charlie Cobb  
WHUR Radio  
Washington, D.C.  
Marilyn Darling  
WHYY-TV  
Wilmington, Del.  
Leon Dash  
The Washington Post  
Joe Davidson  
Philadelphia Bulletin

Allison J. Davis  
WBZ-TV  
Boston  
Paul Delaney  
The New York Times  
William Dilday  
WLBT-TV  
Jackson, Miss.  
Sandra Dillard  
Denver Post  
Joel Dreyfuss  
The Washington Post  
Sam Ford  
WCCO-TV  
Minneapolis  
David Gibson  
Mutual Black Network  
Sandra Gilliam-Beale  
WHIO-TV  
Dayton, Ohio  
Bob Greenlee  
New Haven Register  
Martha Griffin  
National Public Radio  
Derwood Hall (Deceased)  
WSOC-TV

Charlotte  
Bob Hayes  
San Francisco Examiner  
Vernon Jarrett (Deceased)  
Chicago Tribune  
Mal Johnson (Deceased)  
Cox Broadcasting  
Toni Jones  
Detroit Free Press  
H. Chuku Lee  
Africa Journal Ltd.  
Claude Lewis  
Philadelphia Bulletin  
Sandra Dawson Long  
News Journal  
Wilmington, Del.  
Pluria Marshall  
Freelancer  
Acel Moore  
Philadelphia Inquirer  
Luix Overbea (Deceased)  
Christian Science Monitor  
Les Payne  
Newsday  
Claudia Polley  
NBC

Alex Poinsett  
Ebony Magazine  
Richard Rambeau  
Project Bait  
Detroit  
Max Robinson (Deceased)  
WTOP-TV  
Washington, D.C.  
Chuck Stone  
Philadelphia Daily News  
W. Curtis Riddle  
Louisville (Ky.) Courier Journal  
Jeannye Thornton  
U.S. News & World Report  
Francis Ward  
Los Angeles Times  
Charlotte Roy  
Detroit Free Press  
Vince Sanders  
National Black Network  
John C. White  
Washington Star  
DeWayne Wickham  
The Baltimore Sun

# NABJ Lifetime Members

Norma Adams-Wade  
Mervin Aubespain  
Drew Berry  
Paul Brock  
Sheila Brooks  
Shannon Buggs  
Maureen Bunyan  
Bob Butler  
Corey Chavous  
Barbara Ciara  
Charles Cobb, Jr.  
Marilyn Darling  
Leon Dash, Jr.  
Joe Davidson  
Allison Davis  
Paul Delaney  
William Dilday, Jr.  
Sandra Dillard  
Joel Dreyfuss  
Sidmel Estes  
Arthur Fennell

Renee Ferguson  
Albert Fitzpatrick  
Samuel Ford  
Tonju Francois  
Dorothy Gilliam  
Cheryl Hampton  
Patricia Harvey-Lombard  
Andrew Humphrey  
Gwen Ifill  
Monica Kaufman Pearson  
Gregory Lee, Jr.  
H. Chuku Lee  
Claude Lewis  
Yvonne Lewis-Harris  
Sandra Long Weaver  
Herbert Lowe, Jr.  
Marcus Mabry  
Deitra Madison  
Paula Madison  
Susan Malveaux  
Pluria Marshall

Roland Martin  
Walter Middlebrook, Jr.  
Shannon Miller  
Bryan Monroe  
Acel Moore  
Pam Moore  
Soledad O'Brien  
Les Payne  
Michelle Phillips Fay  
Byron Pitts  
Alex Poinsett  
Claudia Polley  
Paul Pope  
Condace Pressley  
Bob Reid  
W. Curtis Riddle  
Johnathan Rodgers  
Royal Rodgers  
Charlotte Roy  
Lani Russell Lewter  
Vince Sanders

Mara Schiavocampo  
Priya Scroggins  
Lesly Simmons  
Tracy Smith Prevost  
Sheila Solomon  
Sakina Spruell  
David Squires  
Chuck Stone  
Will Sutton  
Rene Syler  
Elinor Tatum  
Kathy Times  
David Ushery  
Francis Ward  
LT. Colonel Mary Ann Warren  
Dino White  
John White  
Lonnie White  
DeWayne Wickham  
Vanessa Williams

## A COMMITMENT TO DIVERSITY

The National Association of Black Journalists (NABJ) is an organization of nearly 4,000 journalists, students and media-related professionals that advocates for diversity in newsrooms and in news content. We are committed to providing quality programs and services for black journalists worldwide.

As a NABJ member, you'll receive these valuable resources and benefits:

- Year-Round Personal and Professional Development Opportunities
- Access to NABJ Jobs Online
- Access to the NABJ Annual Career Fair
- Leadership and Mentoring Opportunities
- Regional and National Networking Opportunities
- Industry Information and Action Alerts
- Scholarship and Internship Opportunities
- Discounts on Convention Registrations, Regional Conferences and NABJ Media Institute programs
- Participation discount for annual Salute to Excellence Awards Contest
- Student Services Support
- Members-only Web Access, including Online Membership Directory
- Free subscription to NABJ E-News, our weekly electronic newsletter
- Free subscription to *NABJ Journal*, our quarterly magazine
- NABJ Annual Report

### PURPOSE OF APPLICATION

- New Membership     Renewal

### 1. WORK / SCHOOL

Membership profile *(please print clearly)*

First Name	Middle Initial	Last Name	
Date of Birth (mm/dd)			
Title		Company/School	
Company/School Address			
City	State	Zip Code	
Work Number		Work Fax	
Work E-mail Address			
Website			
Referred by			

### 2. HOME

Home Address			
City	State	Zip Code	
Home Number		Home Fax	
Home E-mail Address			

### 3. COLLEGE/GRADUATE STUDENT MEMBERS

- Freshman                       Senior  
 Sophomore                     Graduate Student  
 Junior                              Graduation Year: \_\_\_\_\_  
 High School member (see next page)

### 4. RELEASE INFORMATION

Indicate preferred mailing address:

- Home                       Work/School

NABJ occasionally receives requests for our membership mailing list to disseminate vital industry and educational information to NABJ members. Would you like to be included in such mailings?

- Yes                       No

### 5. MEMBERSHIP DEMOGRAPHICS

- a) What is your gender?  
 Female                       Male
- b) What is your age group?  
 16-24                       25-34                       35-44  
 45-54                       55-64                       65 and over
- c) Which best describes you?  
 Executive                       Management  
 Staff                       Student
- d) Which of the following fields do you work in primarily?  
 Newspaper                       Magazine                       Newsletter  
 Television                       Radio                       Online Media  
 Educator                       Student                       Public Relations
- e) How many years have you worked in the industry?  
 0-2                       3-5                       6-10  
 11-20                       21+ years

# MEMBERSHIP INVITATION

## 6. PROGRAM INTERESTS *Mark all that apply*

- Speakers Bureau                       Media Institute  
 Mentor Program                       Internship Program  
 Student Development Program    Scholarship Program  
 Other \_\_\_\_\_

## 7. VOLUNTEER INTERESTS

- Fundraising                       Advocacy  
 NABJ Journal                       Communication  
 Task Force/Committees    Other \_\_\_\_\_

## 8. MEMBERSHIP TYPES & DUES

- Full Member** .....\$100  
 Working journalists, including reporters, editors, photographers, newsroom managers, etc. who produce, gather and disseminate news for newspapers, television and radio stations, magazines, wire services, etc. and full-time freelance journalists.
- Multi-Year Membership – FOR FULL MEMBERS ONLY**  
 Two Years (\$180)     Five Years (\$450)
- Premium Full Member** .....\$150  
 Same as full member eligibility plus additional benefits to include: VIP express registration at NABJ annual convention; acknowledgement in convention program book and journal; NABJ premium member lapel pin and special gift.
- Lifetime Full Member** .....\$3,000  
 Full life membership, plus free yearly convention registration; VIP registration; VIP seating; exclusive invites; Exclusive NABJ Film Festival Event Tickets; acknowledgment in convention program book, NABJ Journal and Web site; a lapel pin; a certificate; discounts to NABJ programs; 5% Discount on Merchandise.
- Emeritus/Retired Full Member** .....\$79  
 Full members who have retired from active work in the journalism field, but who are still participating in the organization.
- Associate Member** .....\$75  
 Part-time freelance journalists, journalism educators, public relations and other media-related professionals.
- Student Member** .....\$40  
 Full-time students in an accredited college or university. Course of study must be in the communication field, preferably journalism. (Copy of student ID required.)
- High School Member** .....\$35  
 Intended course of study must be in the communications field, preferably journalism. (Copy of student ID required.)

**Membership Dues Total** .....\$ \_\_\_\_\_

Plus my tax-deductible DONATION to support:

NABJ On The Move Fund	\$ _____
National Scholarship	\$ _____
Internship Fund	\$ _____
Student Development Program Fund	\$ _____
Support a Student to Attend NABJ Convention	\$ _____
Administrative Fee	\$ 3.00
<b>TOTAL</b>	\$ _____

*Dues may not be deductible as charitable contributions for income tax purposes; however, dues may be considered ordinary and necessary business deductions. Consult your tax advisor.*

## 9. PAYMENT METHOD

- Visa                       Check  
 Master Card            Money Order  
 American Express

Account Number \_\_\_\_\_

CWV Number \_\_\_\_\_

Expiration Date \_\_\_\_\_ Billing Zip code \_\_\_\_\_

Cardholder's Name (as it appears on the card – please print) \_\_\_\_\_

Signature of Cardholder \_\_\_\_\_

## 10. SUBMIT APPLICATION

### VIA WEB

A fast, easy and secure way to join. Go to [www.nabj.org](http://www.nabj.org) and click on Join NABJ. Credit card payments only.

### VIA FAX

NABJ: 301.314.1714  
 Credit Card payments only

### VIA MAIL

National Association of Black Journalists  
 P. O. Box 418262  
 Boston, MA 02241-8262

### VIA CREDIT CARD/CHECK

Secured website for credit card payment and/or the convenience of personal check by mail.

*Please allow two weeks for processing.*

For NABJ Office Use	
Membership # _____	
Type _____	Category _____
Fee _____	Prior Exp. Date _____
DOE _____	Lockbox Dep _____
Code _____	
<i>(Please include the \$3.00 administrative fee in your total.)</i>	

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