Dear Editor,

Thank you for taking the time to complete the CAJ's Canadian Newsroom Diversity Survey. Each year we aim to increase engagement in the survey and we appreciate your support towards reaching the goal of full, industry-wide participation.

This survey is designed to be easy to fill out. It asks for information that most Canadian media organizations have already collected or that they typically collect during hiring. The information is also simple to collect if it's not already available. As an organization representing working journalists, the CAJ knows how busy media workers are. That's why we're giving newsroom leaders plenty of time to respond to this year's survey. The deadline to complete the 2026 survey is **Tuesday, March 17, 2026**.

The survey asks about the gender and racial diversity of journalists working in Canadian newsrooms, both throughout the organization and at the leadership level. The survey collects data for individuals in the following five categories: full-time supervisors, part-time supervisors, full-time journalists, part-time journalists, and interns. The survey will contain mostly the same questions and format as last year's survey. **Please submit data that represents your newsroom as of December 31, 2025.**

Accuracy is critical. The percentages at the newsroom level will be made public for all outlets that have six or more full-time employees. For outlets with fewer than six full-time employees, a breakdown at the newsroom level will not be disclosed, but data from these outlets will be included in the aggregate results. Short answer narrative questions will only be disclosed in aggregate, anonymized form for all outlets, regardless of employee number.

Here's an example of how the data was presented for the 2025 survey, which we intend to replicate for this year's results.

Partners & Supporters

The Canadian Race Relations Foundation has generously provided six years of funding to strengthen the administration of the survey.

Qlik has kindly provided data analysis and an interactive website for every year of the survey since launch. Check out the 2025 site here.

This survey was also made possible through the support of numerous generous partners including the News Leaders Association and the Fédération professionnelle des journalistes du Québec.

We appreciate the participation from all newsrooms in this important research project.

For more information:

If you have not received your link to complete the survey, please contact our program coordinator, Emelia Fournier, at survey@caj.ca.

If you have any general questions about the survey and its intentions, please don't hesitate to contact us at brent@caj.ca. If you have technical questions about how to fill out the survey, please review the frequently asked questions posted on our website or contact survey@caj.ca.

Best wishes,

Brent Jolly

Basic Information

* 1. Name of media outlet completing the survey

* 2. Are you filling out this survey for one newsroom or multiple newsrooms?

- ◯ One newsroom
- ◯ Multiple newsrooms

3. If you selected "multiple newsrooms," please indicate how many newsrooms are included in this data:

* 4. Please list the full name of each newsroom included in the data and provide a link to the website for each newsroom. Please note that results will be combined and displayed in the disaggregate breakout for all submissions with six or more full-time staff.

* 5. Total number of journalists.

* 6. Total number of full-time supervisors at the outlets included. Please make sure your answer to this question matches the total number listed in question 14.

* 7. Total number of part-time supervisors at the outlets included. Please make sure your answer to this question matches the total number listed in question 16.

* 8. Total number of full-time journalists (non-supervisors). Please make sure your answer to this question matches the total number listed in question 20.

* 9. Total number of part-time journalists. Please make sure your answer to this question matches the total number listed in question 22.

* 10. Total number of interns. Please make sure your answer to this question matches the total number listed in question 24.

* 11. Target audience of the outlets included (e.g., local residents of Waterloo, Ontario; British Columbians; all Canadians, etc).

Contact Information

* 12. Please provide the name, title, phone number, and email for the person completing the survey.

Name	
Title	
Email Address	
Phone Number	

* 13. Please provide the name, title, phone number, and email for the top editor at your news organization (e.g., editor-in-chief, executive editor, or equivalent)

Name	
Title	
Email Address	
Phone Number	

SUPERVISORS

Please enter the total number of persons in each job category, broken down by race and gender.

Please count each supervisor in only one of the two tables below (i.e., do not list the same person as both a full-time supervisor and a part-time supervisor). Please note sections asking for data on full-time journalists (non-supervisors), part-time journalists and interns follow. Within each table, please do not count any journalist more than once. If a journalist holds more than one position, place them in the category that constitutes their primary position.

You must fill out at least **one full row** for these questions. **You do not need to fill out all of the number boxes**, simply **fill out at least one full row** to move on to the next question (i.e. select a number from 0-199 for men, women, and non-binary in **one of the racial categories.** Please select “0” if there are no journalists of that race and/or gender).

If some of your answers are over 199, please email us after completing the survey.

* 14. FULL-TIME SUPERVISORS: All those who supervise employees full-time in the newsroom. Please include section editors, show producers, assignment editors, editorial page editors and other professional-level managers.

	Men	Women	Non-Binary
Inuit, Métis, First Nations (status or non-status)			
Asian: Asian Caribbean (Ex. Guyanese, Trinidadian), East Asian (Ex. Chinese, Japanese, Korean), South Asian (Ex. Indian, Pakistani, Sri Lankan), Southeast Asian (Ex. Malaysian, Filipino, Vietnamese)			
Black: African (Ex. Ghanaian, Kenyan, Somali), Caribbean (Ex. Barbadian, Jamaican, Grenadian), North American (Ex. Canadian, American), Afro-Latino (Ex. Haitian, Brazilian, Panamanian)			
Latin: Caribbean (Ex. Cuban, Haitian), Central American (Ex. Costa Rican, Honduran), South American (Ex. Colombian, Argentinian)			
Middle Eastern (Ex. Jordanian, Saudi Arabian, Iranian, Afghan, Moroccan, Algerian)			
White (Ex. English, Scottish, French, Irish, German, Italian)			
Mixed Race (Ex. Mother of Black African descent and father of First Nations descent)			
Unknown			

15. If one or more of your journalists counted in this question would like to indicate an ethnic/racial identity not listed in these categories, please list the number of individuals per ethnicity here (note: please include these individuals in the question above in the closest racial category or in the “unknown race” category):

SUPERVISORS

* 16. PART-TIME SUPERVISORS: All those who supervise employees part-time in the newsroom. Please include section editors, show producers, assignment editors, editorial page editors and other professional-level managers.

	Men	Women	Non-Binary
Inuit, Métis, First Nations (status or non-status)			
Asian: Asian Caribbean (Ex. Guyanese, Trinidadian), East Asian (Ex. Chinese, Japanese, Korean), South Asian (Ex. Indian, Pakistani, Sri Lankan), Southeast Asian (Ex. Malaysian, Filipino, Vietnamese)			
Black: African (Ex. Ghanaian, Kenyan, Somali), Caribbean (Ex. Barbadian, Jamaican, Grenadian), North American (Ex. Canadian, American), Afro-Latino (Ex. Haitian, Brazilian, Panamanian)			
Latin: Caribbean (Ex. Cuban, Haitian), Central American (Ex. Costa Rican, Honduran), South American (Ex. Colombian, Argentinian)			
Middle Eastern (Ex. Jordanian, Saudi Arabian, Iranian, Afghan, Moroccan, Algerian)			
White (Ex. English, Scottish, French, Irish, German, Italian)			
Mixed Race (Ex. Mother of Black African descent and father of First Nations descent)			
Unknown			

17. If one or more of your journalists counted in this question would like to indicate an ethnic/racial identity not listed in these categories, please list the number of individuals per ethnicity here (note: please include these individuals in the question above in the closest racial category or in the “unknown race” category):

SENIOR LEADERSHIP

* 18. Of the top three journalists in your newsroom included in the supervisory category above (e.g. editor-in-chief; executive producer; deputy editor), how many are visible minorities or Inuit, Métis, First Nations (status or non-status)?

If your newsroom does not have three people in management roles, for example if you are a one person newsroom, please submit data for however many managers you have.

	Men	Women	Non-Binary
Visible Minority or Inuit, Métis, First Nations (status or non-status)			
White (Ex. English, Scottish, French, Irish, German, Italian)			

19. If one or more of your top three journalists counted in this question do not identify as “white” or as a “visible minority,” please list the number of individuals per ethnicity here (note: In the question above, please include individuals who do not identify as a visible minority in the “white” category):

FULL-TIME JOURNALISTS (NON-SUPERVISORS)

You must fill out **at least one full row** for these questions. **You do not need to fill out all of the number boxes**, simply **fill out at least one full row** to move on to the next question (i.e. select a number from 0-199 for men, women, and non-binary in **one of the racial categories**. Please select “0” if there are no journalists of that race and/or gender).

If some of your answers are over 199, please email us after completing the survey.

* 20. FULL-TIME JOURNALISTS (NON-SUPERVISORS): Include in this section all full-time journalists in your newsroom except for those included in the "Supervisor" category above.

	Men	Women	Non-Binary
Inuit, Métis, First Nations (status or non-status)			
Asian: Asian Caribbean (Ex. Guyanese, Trinidadian), East Asian (Ex. Chinese, Japanese, Korean), South Asian (Ex. Indian, Pakistani, Sri Lankan), Southeast Asian (Ex. Malaysian, Filipino, Vietnamese)			
Black: African (Ex. Ghanaian, Kenyan, Somali), Caribbean (Ex. Barbadian, Jamaican, Grenadian), North American (Ex. Canadian, American), Afro-Latino (Ex. Haitian, Brazilian, Panamanian)			
Latin: Caribbean (Ex. Cuban, Haitian), Central American (Ex. Costa Rican, Honduran), South American (Ex. Colombian, Argentinian)			
Middle Eastern (Ex. Jordanian, Saudi Arabian, Iranian, Afghan, Moroccan, Algerian)			
White (Ex. English, Scottish, French, Irish, German, Italian)			
Mixed Race (Ex. Mother of Black African descent and father of First Nations descent)			
Unknown			

21. If one or more of your journalists counted in this question would like to indicate an ethnic/racial identity not listed in these categories, please list the number of individuals per ethnicity here (note: please include these individuals in the question above in the closest racial category or in the “unknown race” category):

PART-TIME JOURNALISTS

This section is designed to capture the contribution of journalists working in part-time paid roles for your newsroom. Different media organizations have varying titles for these workers, which include casual workers, contract workers, or part-time workers. Please don’t include any individuals listed in the "Supervisors" or "Full-Time Journalists" sections in this section as well.

You must fill out **at least one full row** for these questions. **You do not need to fill out all of the number boxes**, simply **fill out at least one full row** to move on to the next question (i.e. select a number from 0-199 for men, women, and non-binary in **one of the racial categories**. Please select “0” if there are no journalists of that race and/or gender).

If some of your answers are over 199, please email us after completing the survey.

* 22. PART-TIME JOURNALISTS: Please enter the total number of persons, broken down by race and gender. Within each table, please do not count any journalist more than once.

	Men	Women	Non-Binary
Inuit, Métis, First Nations (status or non-status)			
Asian: Asian Caribbean (Ex. Guyanese, Trinidadian), East Asian (Ex. Chinese, Japanese, Korean), South Asian (Ex. Indian, Pakistani, Sri Lankan), Southeast Asian (Ex. Malaysian, Filipino, Vietnamese)			
Black: African (Ex. Ghanaian, Kenyan, Somali), Caribbean (Ex. Barbadian, Jamaican, Grenadian), North American (Ex. Canadian, American), Afro-Latino (Ex. Haitian, Brazilian, Panamanian)			
Latin: Caribbean (Ex. Cuban, Haitian), Central American (Ex. Costa Rican, Honduran), South American (Ex. Colombian, Argentinian)			
Middle Eastern (Ex. Jordanian, Saudi Arabian, Iranian, Afghan, Moroccan, Algerian)			
White (Ex. English, Scottish, French, Irish, German, Italian)			
Mixed Race (Ex. Mother of Black African descent and father of First Nations descent)			
Unknown			

23. If one or more of your journalists counted in this question would like to indicate an ethnic/racial identity not listed in these categories, please list the number of individuals per ethnicity here (note: please include these individuals in the question above in the closest racial category or in the “unknown race” category):

INTERNS

This section is designed to capture the contribution of interns working in your newsroom. Please include any intern that worked in your newsroom for any length of time, whether as a paid worker or as part of a school assignment, in 2025 (from Jan. 1, 2025 - Dec. 31, 2025).

* 24. INTERNS: Please enter the total number of persons, broken down by race and gender. Within each table, please do not count any journalist more than once.

	Men	Women	Non-Binary
Inuit, Métis, First Nations (status or non-status)			
Asian: Asian Caribbean (Ex. Guyanese, Trinidadian), East Asian (Ex. Chinese, Japanese, Korean), South Asian (Ex. Indian, Pakistani, Sri Lankan), Southeast Asian (Ex. Malaysian, Filipino, Vietnamese)			
Black: African (Ex. Ghanaian, Kenyan, Somali), Caribbean (Ex. Barbadian, Jamaican, Grenadian), North American (Ex. Canadian, American), Afro-Latino (Ex. Haitian, Brazilian, Panamanian)			
Latin: Caribbean (Ex. Cuban, Haitian), Central American (Ex. Costa Rican, Honduran), South American (Ex. Colombian, Argentinian)			
Middle Eastern (Ex. Jordanian, Saudi Arabian, Iranian, Afghan, Moroccan, Algerian)			
White (Ex. English, Scottish, French, Irish, German, Italian)			
Mixed Race (Ex. Mother of Black African descent and father of First Nations descent)			
Unknown			

25. If one or more of your journalists counted in this question would like to indicate an ethnic/racial identity not listed in these categories, please list the number of individuals per ethnicity here (note: please include these individuals in the question above in the closest racial category or in the “unknown race” category):

QUALITATIVE QUESTIONS

The following short answer questions are designed to collect additional qualitative information that may not be captured in the above quantitative section. Individual newsroom responses will not be publicly shared, but aggregate results summarizing the responses may be.

* 26. Please describe your typical job recruitment process. What, if anything, do you typically do to encourage individuals from under-represented groups to apply?

* 27. To what extent do you think your newsroom accurately reflects the gender and racial diversity of your audience?

- ◯ My newsroom is very representative of our audience.
- ◯ My newsroom is somewhat representative of our audience.
- ◯ My newsroom is somewhat unrepresentative of our audience.
- ◯ My newsroom is very unrepresentative of our audience.

28. Do you collect additional data on the race and gender makeup of your employees that wasn't requested in this survey? If yes, please share it in the format that you have it collected here:

29. Do you collect data on the race and gender of your freelance contributors? If yes, please share it in the format that you have it collected here:

* 30. Do you collect any of the following data on your employees?

	Yes	No	No, but I'd be willing to collect it for a future survey
Class	◯	◯	◯
Religion	◯	◯	◯
2SLGBTQ+ Identity	◯	◯	◯
Disability Status	◯	◯	◯
Languages Spoken	◯	◯	◯
Age	◯	◯	◯

31. If you collect any of the above data related to class, religion, 2SLGBTQ+ identity, disability status, languages spoken, or age, please share it in the format that you have it collected here:

* 32. Have you added or lost any jobs in your newsroom in 2025? If so, how many were added/lost?

33. What question, if any, would you like next year’s Canadian Newsroom Diversity Survey to include?

Confirmation

Data Confirmation

* 34. I understand that I will not be able to change my results after submitting and by checking the box below, I confirm that the above data is true and correct.

- ◯ Agree

* 35. I confirm that the top editor of my newsroom has signed off on the above data submission and that the above data is true and correct.

- ◯ Agree