

2022

**Canadian  
Newsroom  
Diversity Survey**

Final Report

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# Introduction

The Canadian Association of Journalists (CAJ) is pleased to announce the findings of its second national diversity survey. As part of this voluntary survey, we collected data from 242 newsrooms representing 5,012 journalists. The rate of participation in this year's survey is higher than last year's. This makes it the most filled-out diversity survey in Canadian media history.

The CAJ is hopeful that this survey will become a table stakes exercise for news organizations operating in Canada. To date, by and large, Canada has failed in consistently collecting and monitoring this data. It is integral that this data be made available to both the public and newsrooms alike. As an industry that demands transparency and reports on the diversity of organizations and bodies of government, it is time for data on diversity to be made public for Canadian media as well.

The CAJ is grateful for the cooperation and willingness of the 242 newsrooms who participated in this year's survey. The more newsrooms that participate, the clearer the picture can be on what diversity in Canadian newsrooms looks like.

The response to last year's survey started an important industry-wide conversation, one that the CAJ hopes to continue. Additionally, last year's survey was extensively covered in the media and provided the first reliable data on the race and gender of who works in Canadian newsrooms. As a result of last year's survey, Canadians were more aware of how certain demographics of newsrooms compare to the communities they serve. In particular, this comparison started conversations in newsrooms about how to better support Indigenous and visible minority journalists. Moreover, it started conversations in post-secondary institutions about how important diversity in media is and reminds people of the work that still remains.

While these results represent the most comprehensive data available of the race and gender of Canadian newsrooms, it still does not tell the full story. The key to seeing a more complete picture will be for all newsrooms and journalists to participate, every year.

[Interactive visualizations of the survey results are available on the CAJ website.](#)

# Methodology

The second Canadian Newsroom Diversity Survey launched in March 2022. The first diversity survey took place in 2021, after consultations with survey design experts, international partners, and Canadian organizations. The survey is intended to run annually, to capture year-over-year changes.

This year's survey was similar to last year's, with a few added questions. The additional questions were mainly related to data verification, such as getting newsrooms to list how many supervisors, interns, part-time and full-time employees their responses represented. In addition, questions asking that the top newsroom manager verify the accuracy of the data submitted were also included. Finally, new optional categories that newsrooms could input if they collected data in other categories were also added. The new categories included this year were LGBTQ+ identity, class, disability, languages spoken and religion. The data was collected between March and August 2022.

The survey was sent to the editor-in-chief, or equivalent, at Canadian radio, television, digital and print outlets. In total, 760 newsrooms were sent invitations to complete the survey. Of those, verified submissions from 242 newsrooms were received. Data verification was unable to be completed for one submission and, therefore, was not included in the final analysis. Twenty newsrooms declined the invitation to participate. Of the newsrooms contacted, 497 did not respond to repeated outreach.

The survey categories employed in the Canadian Newsroom Diversity Survey are similar to the Statistics Canada model but do differ in certain ways and were chosen because of similarities to how newsrooms already collect data when hiring. This was to ensure that as many newsrooms could participate as possible by asking for information they already collect or having it be easy to collect. The Statistics Canada model lays out the race categories as Aboriginal, South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean, Japanese and multiple visible minorities.

In certain cases, deviations were made from the Statistics Canada model, where it was felt that Statistics Canada was missing categories or used misleading and incorrect terms. For example, Statistics Canada did not previously provide “non-binary” as a gender option and in the 2021 census, they included a question on “sex-assigned at birth” and “current gender.” For the overall gender breakdown, Statistics Canada does include numbers for transgender and non-binary people. However, in the census profile, the gender categories are broken down by “men+” and “women+,” with the plus sign indicating that both categories also include some non-binary people. In the CAJ survey, the gender categories specifically listed men, women and non-binary people.

Other changes made to this year's survey included:

1. The Aboriginal Peoples Television network advised the CAJ that using the term Aboriginal, as Statistics Canada uses it, is outdated. The term was thus changed to Inuit, Metis, First Nations (status or non-status);
2. The Canadian Association of Black Journalists asked that "Haitian" be included in the "Black" category and not the "Latin" category. Additionally, they asked that "South and Central American" be changed to "Afro-Latino."

Based on these change requests, the CAJ used the following race categories:

- Inuit, Metis, 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, Somalia), Caribbean (Ex. Barbadian, Jamaican, Grenadian), North American (Canadian, American), Afro-Latino (Ex. Haitian, Brazilian, Panamanian)
- Latin: Caribbean (Ex. Cuban), Central American (Ex. Costa Rican, Honduran), South American (Ex. Colombian, Argentinian)
- Middle Eastern (Ex. Jordanian, Saudi Arabian, Iranian, Afghan)
- White (Ex. English, Scottish, French, Irish, German, Italian)
- Mixed Race (Ex. Mother of Black African descent and Father of First Nations descent)
- Unknown

The national and regional averages were calculated using the 2021 census profile, which is the most recent census data available. For newsrooms with six or more full-time staff, individual data on the race and gender of their employees was determined using municipal data from census subdivision regions.

Unfortunately, the census data does not match perfectly with the race categories used. For example, the census does not include the race category "white." The CAJ uses the category "white" to include everyone not part of the visible minority or Indigenous group. It is important to note that Statistics Canada's "not a visible minority" category includes people from the "Aboriginal identity" (Indigenous) group. Since the CAJ has a separate category for Indigenous reporters, the number in Statistics Canada's "Aboriginal identity" was subtracted from the total "not a visible minority" to give a total number of people who would be in the "white" category.

The CAJ had a data verification process for newsrooms that submitted data. New this year, questions were added to ask media outlets to provide totals for each category (e.g. full-time staff, part-time staff, supervisors). In addition, a question asked the top editor in each newsroom to sign off on the data submission. These questions allowed the CAJ to significantly reduce how many newsrooms needed to be contacted after they submitted the survey. In cases where numbers were submitted that did not add up or appeared questionable, newsrooms were contacted to confirm the accuracy of submission.

Percentages in this report have been rounded to the nearest tenth.

## Data Limits

The CAJ is grateful that this year's survey includes data from more newsrooms and more journalists. At the same time, however, we acknowledge there is still crucial data missing.

Race data was marked 'unknown' for approximately one-quarter of journalists. This means that this report was based on the race data of 3,406 journalists. Though the high amount of unknown race data for journalists negatively impacts the ability to see the whole picture regarding racial diversity in Canadian newsrooms in some regards, the majority of unknown race data comes from larger newsrooms. Only 10 newsrooms submitted "unknowns" and of the 1,127 "unknowns," about 92 per cent of them came from Postmedia and Radio-Canada.

Except for the race data, all of the national data used was based on the data of the 5,012 journalists for which data was submitted.

There are also some cases where data was received from newsrooms that conducted optional internal staff surveys, which in some cases does not capture data for all staff in a newsroom.

The CAJ is thankful to all the newsrooms that completed the survey, both this year and last, as this allows for year-over-year comparisons. The CAJ also thanks all the newsrooms who completed the survey for the first time this year, allowing for a clearer picture of what newsrooms look like across the country.

The CAJ would like to acknowledge that Global News and the Globe and Mail both made extensive efforts to convert the data they had into a format for the diversity survey. Unfortunately, neither had data in the exact format needed, making it difficult to compare their data directly to other newsrooms.

Global News distributes an optional diversity survey to its newsroom, however, not all of their staff filled out the survey. Of the ones who did, Global News reported that 44 per cent of their

staff are women, 3.5 per cent identify as a person with a disability, 4.2 per cent are 2SLGBTQ+ and 0.8 per cent have a gender identity different from the one they were assigned at birth. Additionally, about 14 per cent identify as a visible minority, 10 per cent are Asian, 1.7 per cent are Black and 2.4 per cent are Indigenous.

Since 2020, The Globe and Mail has conducted its own mandatory Employment Equity survey. In 2021 it found that 43 per cent of editorial staff self-identified as women. In relation to race data, two per cent of editorial staff self-identified as Indigenous and 14 per cent as visible minorities. In addition, five per cent identified as persons with disabilities. Additionally, in the summer of 2022, The Globe and Mail administered a voluntary diversity survey, to participate in the CAJ's Newsroom Diversity Survey. In total, 27 per cent of their staff members filled out this survey. Of the journalists who completed the survey, 69 per cent self-identified as women and 31 per cent as men. In relation to race data, The Globe and Mail reported that 24 per cent are Asian, one per cent are Black, three per cent are Middle Eastern, 65 per cent are white and seven per cent are Mixed Race.

Postmedia and Saltwire Network submitted chainwide data for this year's survey. Because of this, some of those journalists may be included in results sent in separately by the following Postmedia outlets: Fort Frances Times, Montreal Gazette and The Cornwall Standard-Freeholder. The same holds true for the following Saltwire outlets: Cape Breton Post, The Guardian and St. John's Telegram.

## National Results

Nationally, the race and gender of Canadian journalists broadly lines up with the results from the 2021 census. Women represent 50.6 per cent of newsroom staff while women make up 50.6 per cent of Canadians.

While the topline gender breakdown of newsrooms mostly lines up with the Canadian population, where 49.4 per cent of Canadians are men and 50.6 per cent are women. In newsrooms that submitted data to the CAJ's survey, women outnumber men by a small amount with 49 per cent being men and 50.6 per cent being women. According to the data received, non-binary people are also on par with the Canadian population. The 2021 census states that transgender and non-binary people make up 0.3 per cent of the Canadian population, similarly, 0.4 per cent of newsroom staff identifying as non-binary.

Though the data is very similar to the census, it is important to consider that women and non-binary people remain underrepresented in leadership roles in newsrooms and overrepresented in part-time roles. Women make up 59.4 per cent of part-time roles and 58 per cent of interns, while

they only make up 49.5 per cent of supervisors and 48.2 per cent of full-time employees. Only 0.2 per cent of supervisors identify as non-binary, compared to 2.5 per cent of interns.

Overall, women and non-binary journalists are more likely to be of diverse backgrounds. About 66.6 per cent of women are white, while 33.4 per cent are a visible minority or Indigenous (Figure 1). In comparison, white men made up 77.7 per cent and 22.3 per cent are a visible minority or Indigenous (Figure 2). Non-binary people are the most likely to be diverse, with only 43.8 per cent of them being white and 56.2 per cent being Indigenous or a visible minority.

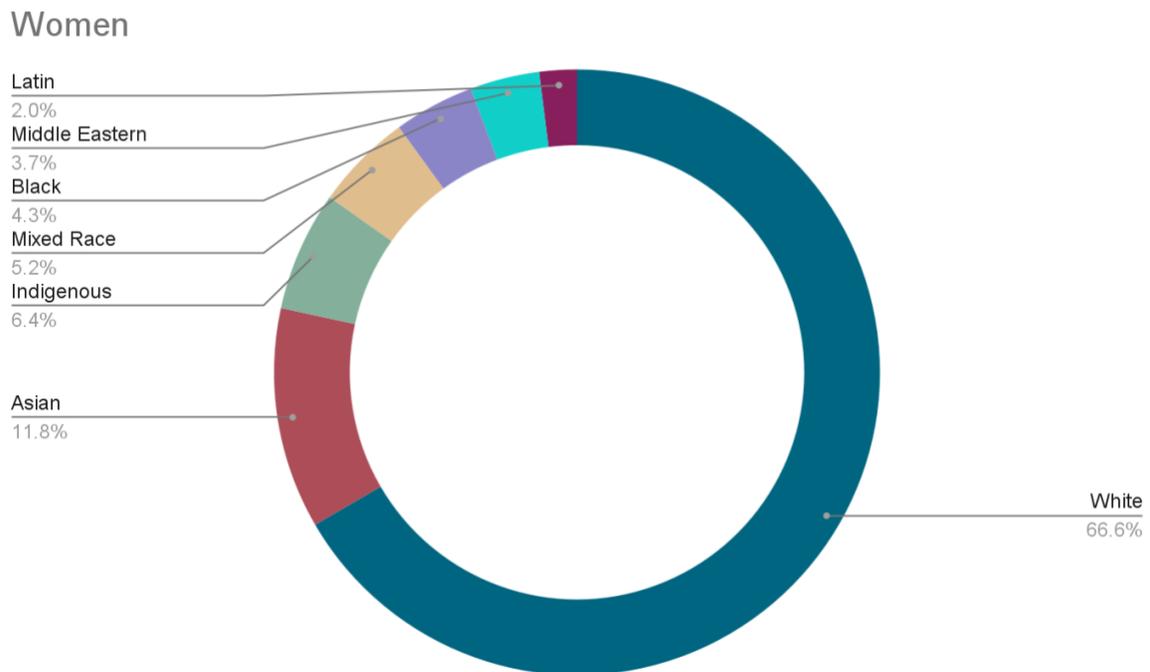


Figure 1: Diversity in women

## Men

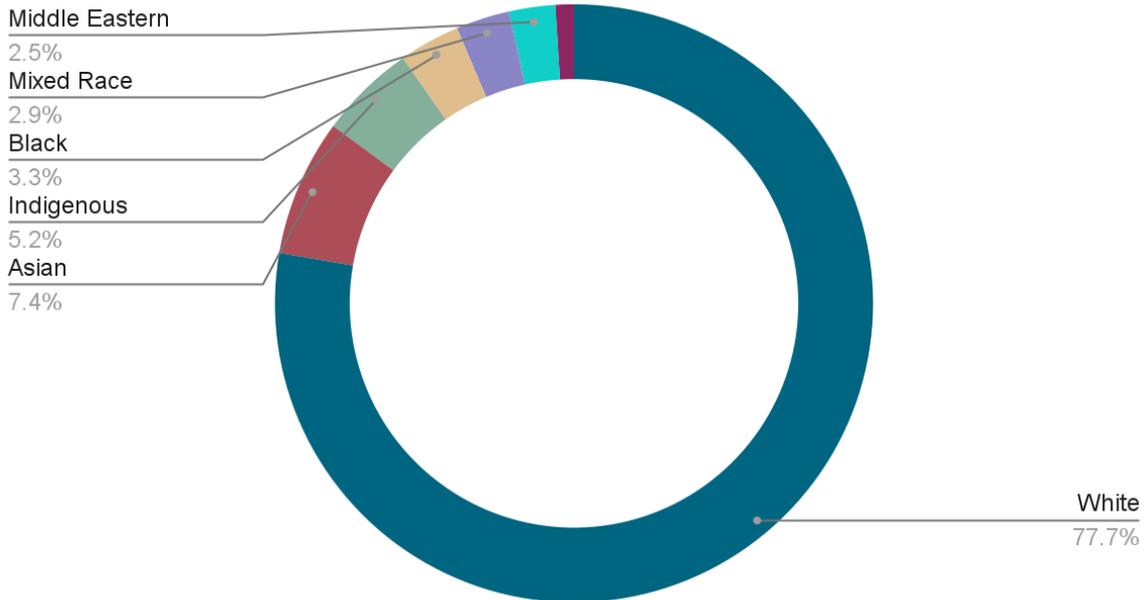


Figure 2: Diversity in men

Similar to gender, race also largely lines up with the Canadian census. Countrywide, 77.9 per cent of journalists identify as white, while 68.8 per cent of the overall Canadian population is white. Much of the racial diversity in the industry is concentrated in more junior and precarious roles, with a handful of newsrooms employing the vast majority of visible minority and Indigenous journalists.

The newsrooms that employ the largest number of Indigenous or visible minority journalists tend to be newsrooms with a large staff that focus on a national audience. For example, over half of Black, Middle Eastern and Latin journalists work at CBC or Radio-Canada, with 55 per cent of Middle Eastern journalists, 51 per cent of Latin journalists and 62 per cent of Black journalists. Of the Indigenous journalists represented in the survey, 63 per cent of them are employed at CBC or the Aboriginal Peoples Television Network.

There are an alarming number of newsrooms who employ no journalists who are a visible minority or Indigenous. For example, about 8 in 10 newsrooms employ no Middle Eastern, Latin or Mixed Race journalists. Similarly, about 8 in 10 newsrooms also do not have any Black or Indigenous journalists on staff. Asian journalists are more common in newsrooms, with about 60 per cent of newsrooms having Asian journalists on staff. About 15 per cent of Canadian newsrooms employ only white journalists. In comparison, two per cent of newsrooms surveyed employ no white journalists.

Asian journalists, while being the second most common race in the newsroom behind white journalists, are still underrepresented. Data from the survey shows that 7.1 per cent of journalists are Asian, compared to the 2021 census data which shows that 17.5 per cent of Canadians are Asian. Similarly, Indigenous and Black journalists are also underrepresented with the population at 4.8 per cent and Indigenous journalists at 4.6 per cent, and Black journalists at 3 per cent with the population at 4.3 per cent.

In some categories, journalists are overrepresented compared to the Canadian population. Further, 2.4 per cent of journalists are Middle Eastern compared with 1.9 per cent of the overall population. Interestingly, Mixed Race people make up 0.8 per cent of the population while they make up 3.2 per cent of newsroom staff. It is important to note that these numbers are driven by a handful of newsrooms, and the majority of Indigenous and visible minority journalists are in part-time or intern roles. Only 17.1 per cent of newsroom supervisors and 21.1 per cent of full-time journalists are a visible minority or Indigenous. Comparatively, almost half of interns are made up of Indigenous and visible minority journalists. Disconcertingly, 77 per cent of newsrooms have no Indigenous or visible minorities in the top three roles in the newsroom.

## Key Findings

- ❖ In total, the survey gathered data on 5,012 journalists working in 242 newsrooms.
- ❖ Fifty per cent of all newsroom staff identify as women, compared to 49 per cent who identify as men and 0.4 per cent identify as non-binary.
- ❖ Seventy-eight per cent of journalists identify as white, 4.6 per cent identify as Indigenous and 17.5 per cent identify as a visible minority.
- ❖ About 8 in 10 newsrooms reported having no Latin, Mixed Race or Middle Eastern journalists on staff.
- ❖ About 8 in 10 newsrooms reported having no Black or Indigenous journalists on staff.
- ❖ Eighty-three per cent of supervisors identify as white, compared to 2.7 per cent who identify as Black, 3.5 per cent identify as Indigenous and 5.5 per cent who identify as Asian.
- ❖ Seventy-seven per cent of newsrooms report having no visible minorities or Indigenous people in top 3 leadership roles in newsrooms.
- ❖ Black journalists are more likely to work in a part-time role, compared to a supervisor role with 2.7 per cent of supervisors identifying as Black and 4.3 per cent of part-time employees identifying as Black.
- ❖ Twelve per cent of interns identify as Indigenous, compared to 3.5 per cent of supervisors.
- ❖ Only 0.2 per cent of supervisors identify as non-binary, compared to 2.5 per cent of interns who identify as non-binary

## Full-time work

Visible minority journalists are less likely to be in supervisor or full-time roles than their white colleagues. As an example, 86 per cent of white journalists work in full-time roles, compared to 68 per cent of Latin journalists, 71 per cent of Middle Eastern journalists and 72 per cent of Indigenous journalists. About three-quarters of Mixed Race, Asian and Black journalists work full-time. Overall, only 24.8 per cent of all full-time journalists are Indigenous or a visible minority, while 75.2 per cent are white.

Men are more likely to be in a full-time role compared to journalists who are women. Men make up the majority of full-time journalists at 55.3 per cent; 44.4 per cent of full-time journalists are women and 0.4 per cent are non-binary. It is important to note that in this section, full-time journalists refers to the combined totals of the “full-time” and “supervisor” categories.

Within non-supervisor full-time journalists, the trend continues. White journalists hold the majority at 78.9 per cent, followed by Asian journalists at 7.6 per cent (Figure 3). Latin journalists hold the least number of full-time roles at 1.1 per cent, with Middle Eastern at 2.3 per cent, Black at 2.7 per cent, Mixed Race at 3.2 per cent and Indigenous journalists at 4.2 per cent.

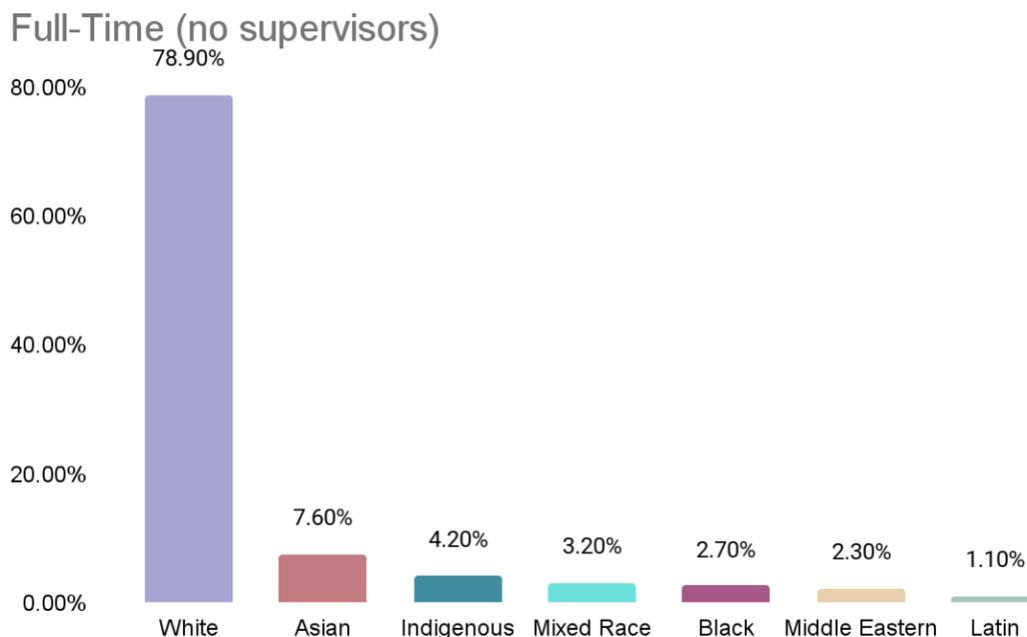


Figure 3: Diversity in full-time employees

## Diversity at the leadership level

Based on the survey data gathered, men outnumber women in top leadership roles with 54.3 per cent of top newsroom leaders identifying as men, 44.3 per cent identifying as women and 1.3 per

cent identifying as non-binary. Following that trend, 49.5 per cent of supervisors identify as women, 50.3 per cent identify as men and 0.2 per cent identify as non-binary (Figure 4).

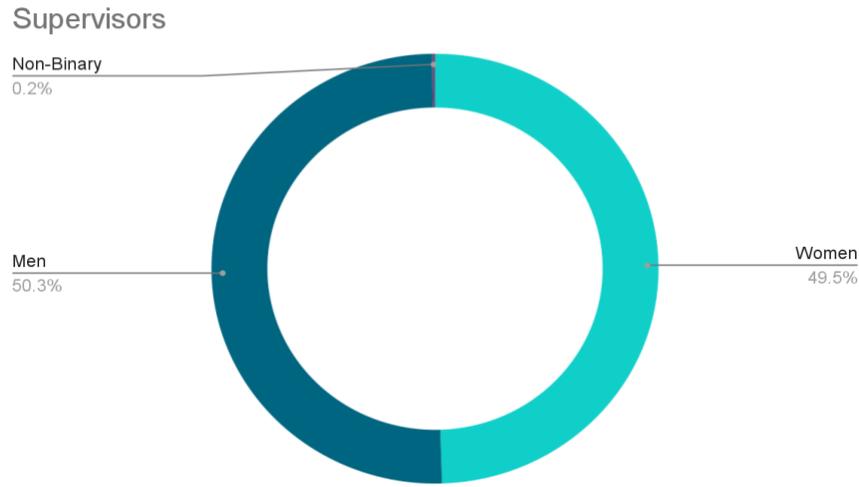


Figure 4: Gender breakdown in supervisors

About 84.3 per cent of the top three newsroom leaders are white, compared with 15.7 per cent who are Indigenous or a visible minority. Similarly, 82.9 per cent of newsroom supervisors are white, while 3.5 per cent are Indigenous, 2.7 per cent are Black, 5.5 per cent are Asian, 0.8 per cent are Latin, 1.7 per cent are Middle Eastern and 3 per cent are Mixed Race (Figure 5).

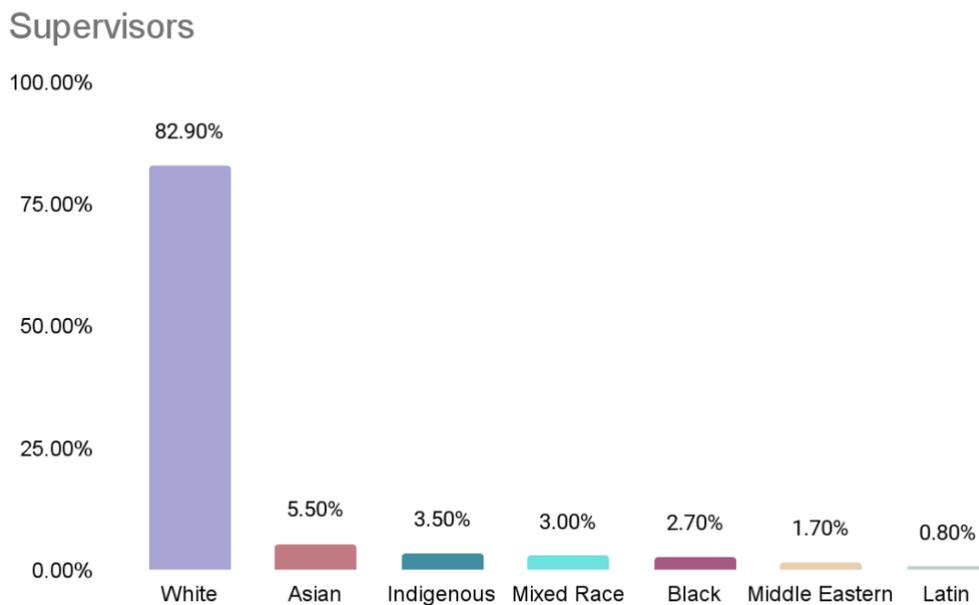


Figure 5: Diversity in supervisors

In top leadership roles, women are more likely to be a visible minority or Indigenous compared to their male counterparts. About 16.6 per cent of women in top leadership roles are Indigenous or a visible minority, while 9.3 per cent of men in top leadership roles are either Indigenous or a visible minority and 33.3 per cent of non-binary top three leaders are a visible minority or Indigenous. About 8 in 10 newsrooms have no visible minority or Indigenous people in any of their top three leadership roles.

## Part-time and interns

Overall, diversity among part-time employees and internship roles is higher than it is in full-time and supervisor roles. For example, 27.4 per cent of part-time staff identify as a visible minority or Indigenous, compared to 21.1 per cent of full-time staff (Figure 6). Similarly, 50.6 per cent of interns identify as white with 12.3 per cent Indigenous, 22.2 per cent Asian, 2.5 per cent Black, 5 per cent Latin, 4.9 per cent Middle Eastern and 2.5 per cent Mixed Race (Figure 7).

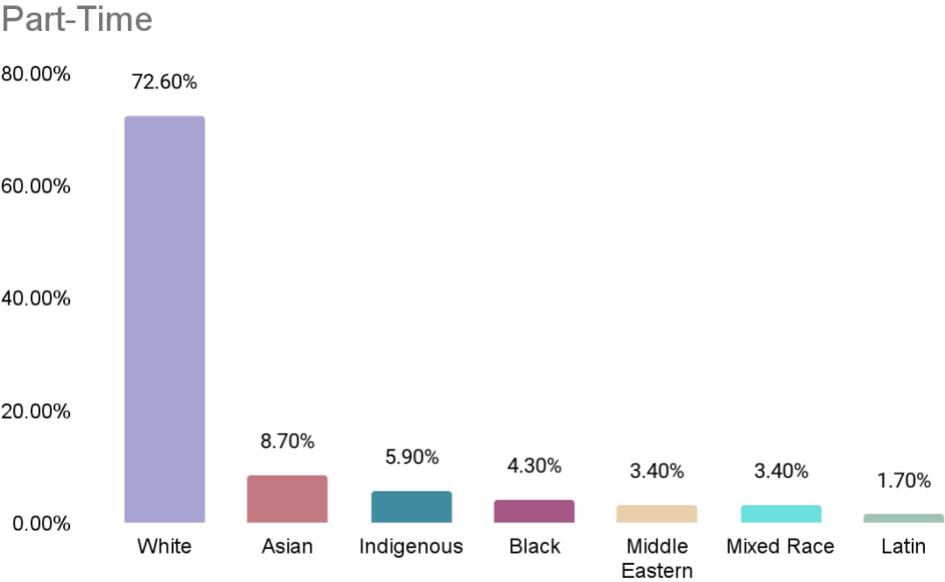


Figure 6: Diversity in part-time employees

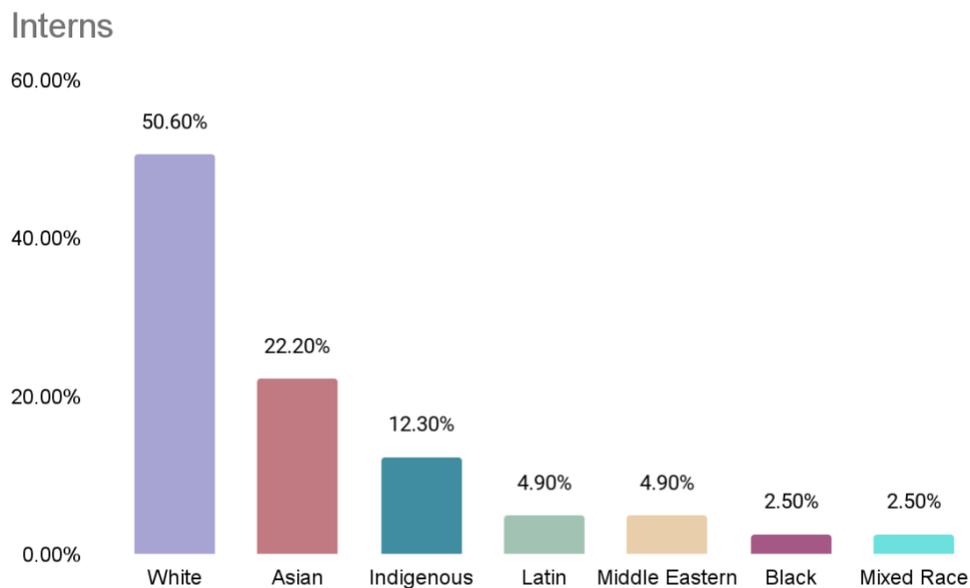


Figure 7: Diversity in interns

Overall, women and non-binary people also tend to be more likely to work in part-time or internship roles than in supervisor and full-time roles. Women make up the most staff in both categories, with 59.4 per cent of part-time staff being women and 58 per cent of interns being women. Comparatively, 49.5 per cent of supervisors are women and 48.2 per cent of full-time staff are women. The biggest difference in this section of the data is in non-binary employees, who make up 0.2 per cent of supervisors and 2.5 per cent of interns.

## Year-over-year comparison

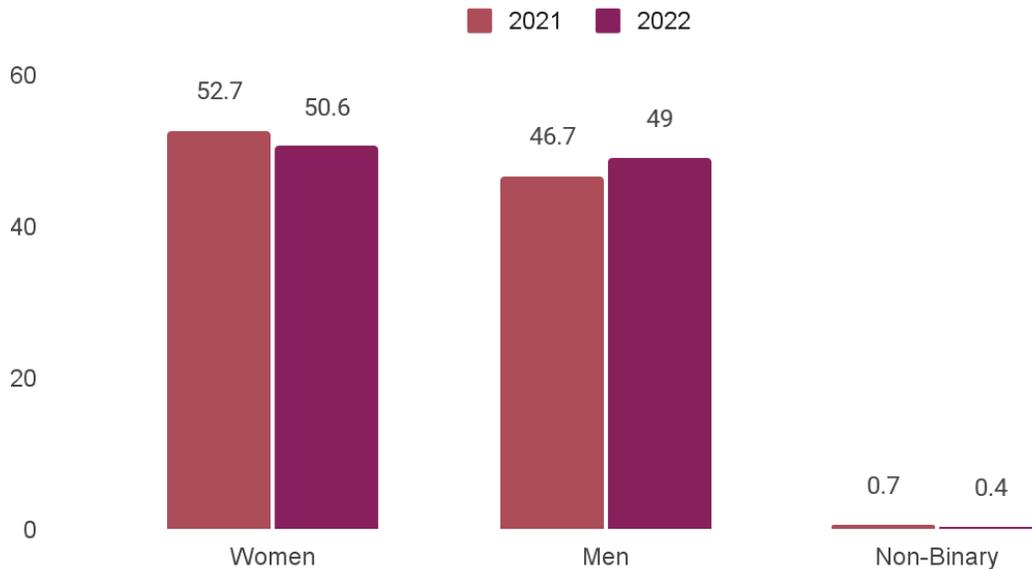
The second annual Canadian Newsroom Diversity Survey collected data on 242 newsrooms and 5,012 journalists. In comparison, last year's inaugural diversity survey gathered data for 209 newsrooms and 3,873 journalists. The survey had about a 32 per cent response rate this year and was sent out to 760 Canadian newsrooms. In 2021 the response rate was 30 per cent.

It is important to note that while the results from last year and this year provide an idea of what Canadian newsrooms look like, the picture will never be complete without all media outlets participating.

The split between men and women in the newsroom was almost even for both 2021 and 2022. However, 2022 presented a slightly lower percentage of women and non-binary people, with 50.6 per cent of newsroom staff identifying as women, 49 per cent being men and 0.4 per cent being non-binary (Figure 8). In comparison, last year showed 53 per cent of staff identifying as women, 47 per cent as men and 0.7 per cent as non-binary.

## Year-over-year

\*Percentages



*Figure 8: Year-over-year gender data*

Overall, the race data for 2021 and 2022 largely remained the same in some categories (Figure 9). White journalists made up the majority of both years with 75 per cent in 2021 and 77.9 per cent in 2022. Indigenous journalists made up 6 per cent in 2021 and 4.6 per cent in 2022, and Asian journalists stayed the second highest with 10 per cent in 2021 and 7.1 per cent in 2022. Black, Middle Eastern, and Mixed Race journalists all saw their percentages rise modestly in 2022.

In 2021, Black journalists accounted for 2.5 per cent and 3 per cent of newsroom staff in 2022. One point three per cent of journalists identified as Latin in 2021, lowering to 1.2 per cent in 2022. Middle Eastern journalists make up 3.1 per cent of newsroom staff in 2022, and in 2021 they only made up 2 per cent (Figure 9). Similarly, Mixed Race journalists also saw a rise from 3 per cent in 2021 to 3.2 per cent in 2022.

## Year-over-year

\*percentages

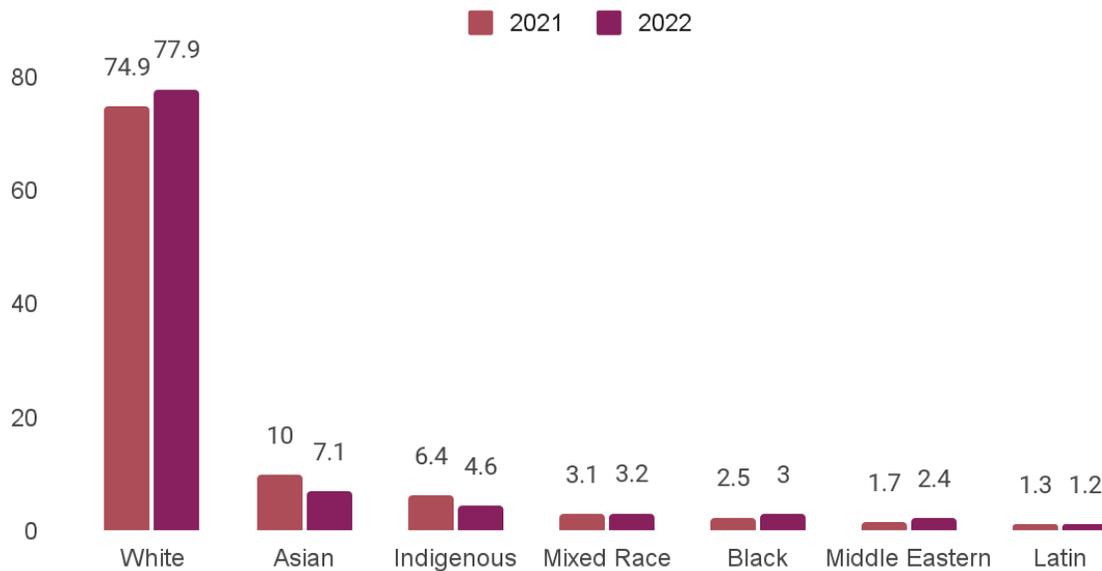


Figure 9: Year-over-year race data

Consistent participation in the Canadian Newsroom Diversity Survey is another important factor in painting an accurate picture of challenges and changes in the journalism industry. In 2022, data collected reflects some changes due in part to two factors:

1. Having newsrooms that fill out the survey each year will provide a better idea of what Canadian newsrooms look like, and
2. Make it easier to look at year-over-year data to see changes in Canadian media.

For example, some of the race data for 2022 appears different, partly because more newsrooms filled it out, but also because there were newsrooms that participated last year that did not fill out the survey this year. Out of the 209 newsrooms that filled out the 2021 diversity survey, 68 of them did not participate this year. Of the newsrooms that did not participate in 2022, but did in 2021, 57 per cent of them were exclusively white newsrooms.

## Qualitative Results

Most newsroom managers think that their newsrooms are at least somewhat representative of the community they serve. When asked about their view on the extent to which they believe their newsroom accurately reflects the diversity of their audience, about 70 per cent of newsroom leaders identified that they feel their newsroom is ‘somewhat’ or ‘very representative’ of their community. To assess the accuracy of these sentiments, submitted survey results were compared against the census data of the media outlet’s identified audience. For example, survey results for

TVO show that their newsroom staff is 59 per cent white and their audience is Ontario, which is 63.3 per cent white.

Newsrooms that participated and have more than six full-time staff can be searched and compared to their local audience [on the CAJ website](#).

Newsroom leaders were asked in the survey what they do, if anything, to encourage diverse candidates to apply for available positions. Some responded that they did not do anything in particular to encourage people from under-represented communities to apply. However, of the newsrooms that did indicate that they intentionally take steps to encourage diverse candidates, some common themes emerged. It is important to note that the information listed below is a sample summarizing the responses received and that they have been edited to remove identifying characteristics.

- Reach out to organizations for people of colour, such as the Canadian Association of Black Journalists and Canadian Journalists of Colour.
- Actively reach out to people from under-represented communities and encourage them to apply, as well as asking BIPOC contacts to share job postings with people they know.
- Mention in job postings about the desire to hire people in under-represented communities, as well as have an equal opportunity statement in job postings
- Openness by management to lived experience instead of other education and qualifications
- Post on groups through social media and job sites specifically geared toward people in under-represented communities
- Advertise with journalism schools
- Implement demographic recruitment surveys
- Create newsroom goals around making sure a certain amount of new hires be from equity seeking groups
- Maintain a diverse hiring committee

In addition to collecting data on the gender and race of their newsroom staff, newsroom leaders also stated that they were collecting some of the following:

- Data on 2SLGBTQ+
- Disability/chronic illness
- Spoken languages
- Education level
- Age
- Data for freelancers
- Religion

The survey this year included additional questions that asked newsroom leaders to identify if they collect data on religion, class, LGBTQ+ identity, disability and languages spoken. This was done in order to get a fuller picture of what Canadian newsrooms look like, but also what data newsroom leaders are collecting. Of the newsrooms who filled out the survey, none of them stated they collected data on the class of their staff and 2.6 per cent declared that they collected data on religion. More popular data collected in newsrooms were 2SLGBTQ+ identity with 7.8 per cent of newsrooms collecting this data and 10 per cent of newsrooms surveying their staff on disabilities. The most popular data collected were languages spoken, with 19 per cent of newsrooms collecting this data.

## Conclusion

This report is intended to continue last year's conversation about diversity in Canadian newsrooms. The aim for future iterations of this survey will be simple: are Canadian news organizations upholding their promises to ensure the composition of their staff reflects the communities they serve?

This is the first year the CAJ was able to compare data, and track change, year-over-year. When comparing last year's results to this year's results, some common themes have emerged.

First and foremost, most newsrooms continue to not be representative of the communities they serve. While there was an uptick in percentages for Black, Middle Eastern, Latin and Mixed Race journalists, most of them are employed by a handful of large newsrooms and are more likely to work in part-time roles. Second, it should be duly noted that not all media outlets who participated last year did so again this year, which limited our year-over-year analysis. Third, another important result noted was that the more senior the role, the more likely that role is to be filled by a man, and the more likely that person is to be white. Lastly, a constant from last year's survey is clear that one thing has not changed: people in internship and part-time roles tend to be more diverse in both race and gender.

Going forward, the hope of the CAJ is that participation in the survey becomes routine within management in Canadian media. The more normalized it becomes, the more journalists and newsrooms will feel comfortable participating, allowing more data to become available. And the more data available, the clearer the picture will become in terms of what Canadian newsrooms look like and how they are changing.

An optimistic outcome of the diversity survey has been the conversations spurred in relation to the survey and its results. Some newsrooms have stated that collecting this data will become routine for them and though others reported that they don't yet collect this data, they intend to

start so they can participate in future surveys. The CAJ will continue to track this trend and plans to see how newsrooms change in the coming years.

## Acknowledgments

The second annual survey would not have been made possible without the support and help from numerous people and organizations. Over 100 CAJ members have been integral in the success of this year's survey. That includes assistance with drafting new questions from last year to improve this year's survey as well as promoting the survey both publicly and within their newsrooms. Without the volunteers, this survey would not have been possible.

A few volunteers deserve particular recognition. CAJ national chair Zane Schwartz has led the diversity survey since its inception and continued to oversee it this year. Some key board members made this survey possible including: Brent Jolly, Fatima Syed, Karyn Pugliese, Laurie Few and Paula Tran. Hannah Bing, the CAJ's diversity survey officer, led the survey this year from the staff side. Monique Durette, the CAJ's operations manager, also played a vital role. CAJ interns Rianna Lim, Reanna Julien and Emily Singh also made important contributions to the project.



Some organizations who deserve special recognition are the [Canadian Race Relations Foundation](#) (CRRF), who has played an indispensable role in making sure this survey goes forward. The CRRF generously provided \$30,000 to the CAJ over three years to support the survey. This funding allowed the CAJ to hire its first diversity survey officer and support two diversity survey interns.



Additionally, Qlik is a Pennsylvania-based data and analytics firm which has generously provided support in data analysis and visualizations of the results, with [a dedicated site](#). Qlik also provided invaluable support for all the data analysis and graphs in this report.

The News Leaders Association, which has been conducting a similar diversity survey in the U.S. since 1978, provided guidance for the first survey on how to launch a survey and also graciously allowed the CAJ to use pieces of their methodology. John Miller professor Emeritus from Toronto Metropolitan University, who conducted national diversity surveys in 1994 and 2004, also offered crucial insights on methodology. The Federation professionnelle des journalistes du Québec, Unifor and the Communications Workers of America were also key partners.

# Appendix

100 Mile Free Press  
Alaska Highway News  
Alliston Herald  
Almaguin News  
Ancaster News  
Annapolis Valley Register  
APTN  
Arnprior Chronicle  
Atikokan Progress  
Aurora Banner  
Barrie Advance  
Barriere Star Journal  
BlogTO  
Bracebridge Examiner  
Bradford Topic  
Brampton Guardian  
Burlington Post  
Burnaby Beacon  
Burns Lake Lakes District News  
Cabin Radio  
Caledon Enterprise  
Caledonia Courier  
Calgary Citizen  
Cambridge Times  
Canada's National Observer  
Canadaland  
Cape Breton Post  
Capital Daily  
Castanet Media  
CBC News  
CBC News Current Affairs  
CBC News Local Services  
Chatelaine  
Chilliwack Progress  
Claresholm Local Press  
Clearwater Times  
Colchester Wire  
Collingwood Connection  
Cumberland Wire  
Dawson Creek Mirror  
DBC Communications  
Dundas Star News  
East Central Spanish Language  
Newspaper  
East Gwillimbury Express  
En Beauce  
Erin Advocate  
Etobicoke Guardian  
Flamborough Review  
Fort Frances Times  
Fraser Valley Current  
Georgina Advocate  
Glanbrook Gazette  
Global B.C.  
Global Calgary  
Global Durham  
Global Edmonton  
Global Halifax  
Global Kingston  
Global Lethbridge  
Global Montreal  
Global New Brunswick  
Global Okanagan  
Global Peterborough  
Global Regina  
Global Reporting Centre  
Global Saskatoon  
Global Toronto  
Global Winnipeg  
Goldstream News Gazette  
Gravenhurst Banner  
Guelph Mercury Tribune  
Haliburton County Echo  
Hamilton Community News  
Huntsville Forester  
Ici Musique Charlottetown  
Ici Musique Halifax, 91.5 FM  
Ici Musique Matane, 107.5 FM

Ici Musique Rouyn, 90.7 FM  
Ici Radio-Canada Première Nord de l'Ontario, Sudbury  
Ici Radio-Canada Première – Île-du-Prince-Édouard, Charlottetown  
Ici Radio-Canada Première, Windsor  
Independent and Free Press  
Innisfil Journal  
Inside Halton  
Inside Logistics  
Investigative Journalism Foundation  
J-Source  
Journal des voisins  
Journal Le Voyageur  
Journal Pioneer  
Kemptville Advance  
King Connection  
L'Acadie Nouvelle  
L'Aurore boréale  
L'Oeil Régional  
La Coopérative de Solidarite  
La Tribune  
La Voix de l'Est  
Lakes District News  
Le Courrier de Saint-Hyacinthe  
Le Franco  
Le Quotidien  
Le Reflet Témiscamien  
Le Moniteur Acadien  
Les 2 Rives  
Les Affaires  
Maisonneuve  
Markham Economist and Sun  
Midland Mirror  
Milton Champion  
Mississauga News  
Monquartier  
Montreal Gazette  
Mountain News  
Muskokaregion.com

Nanaimo News Bulletin  
Narcity Canada  
Narcity Global  
Narcity USA  
Nelson Star  
New West Anchor  
Newmarket Era  
Niagara This Week  
North Delta Reporter  
North York Mirror  
NOW Magazine  
Oak Bay News  
Oakville Beaver  
Orangeville Banner  
Orillia Today  
Parry Sound North Star  
Peninsula News Review  
Perth Courier  
Peterborough Examiner  
Policy Options  
Politics Today  
Postmedia Network  
Rabble.ca  
Radio-Canada: Edmonton  
Radio-Canada: Moncton  
Radio-Canada: Montreal  
Radio-Canada: Ottawa  
Radio-Canada: Quebec-City  
Radio-Canada: Regina  
Radio-Canada: Rimouski  
Radio Canada: Sept-Iles 98.1 FM  
Radio-Canada: Sherbrooke  
Radio-Canada: Toronto  
Radio-Canada: Trois-Rivières  
Radio-Canada: Vancouver  
Radio-Canada: Winnipeg  
Revelstoke Review  
Richmond Hill Liberal  
Richmond News  
Ricochet Media (English)

Rocky Mountain Outlook  
Saanich News  
Sault This Week  
Scarborough Mirror  
South Shore Breaker  
Southwest Wire  
Spheres of Influence  
St. John's Telegram  
Stoney Creek News  
Stouffville Sun-Tribune  
Sun Peaks Independent News  
Swan Valley Star and Times  
The Ashcroft-Cache Creek Journal  
The Brandon Sun  
The Casket  
The Central Wire  
The Chronicle Herald  
The Coast  
The Cornwall Standard-Freeholder  
The Discourse  
The Equity  
The Gaspé Spec  
The Glengarry News  
The Guardian  
The Hamilton Spectator  
The Hill Times  
The IFP  
The Local  
The Logic  
The Muskokan  
The Narwhal

The News  
The Niagara Falls Review  
The Record  
The Resolve  
The Roblin Review  
The Sachem  
The Sherbrooke Record  
The Sprawl  
The St. Catherine's Standard  
The Tyee  
The Uxbridge Cosmos  
The Welland Tribune  
The Wren  
Thornhill Liberal  
Toronto Star  
Tri-County Vanguard  
Truro News  
TVO  
Two Row Times  
Valley Journal Advertiser  
Valley Wire  
Vanderhoof Omineca Press  
Vaughan Citizen  
Victoria News  
Wasaga/Stayner Sun  
Waterloo Chronicle  
Waterloo Region Record  
Wellington Advertiser  
West Coast Wire  
Winnipeg Free Press  
Yorkton This Week