2025

Canadian Newsroom Diversity Survey

Final Report

The Canadian Association of Journalists
L'Association Canadienne des Journalistes

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Introduction

The Canadian Association of Journalists (CAJ) is pleased to announce the findings of its fifth annual Canadian Newsroom Diversity Survey. This year's voluntary survey collected data about 5,662 journalists from 325 newsrooms. This is the highest number of newsrooms that have participated since the survey's inception.

The CAJ is hopeful that completing the annual survey will become a standard practice for newsrooms and their efforts to champion industry diversity across the country for years to come. The more data collected, the clearer the picture of the state of diversity in Canadian media becomes.

Prior to launching this national survey project in 2021, efforts to track the collection of this kind of data were sporadic and incomplete. As an industry that demands transparency and reports on the diversity of government bodies, public agencies, and private-sector organizations, data about diversity in Canadian media is critical to ensure fair and equitable employment opportunities for journalists.

These efforts are especially vital as diversity, equity, inclusion, and accessibility (DEIA) initiatives are under attack south of the border. Accurate and expansive data surrounding diversity and inclusion can show newsrooms how to better reflect the voices of the communities they serve.

The CAJ is grateful for the cooperation of all the 325 newsrooms that participated in this year's survey. While this level of participation is promising, the snapshot presented in this report remains incomplete. The CAJ has identified around 900 newsrooms[1] across the country, and according to the latest national census, conducted in 2021, there are estimated to be about 10,500 self-declared journalists in Canada. The CAJ will continue to take the necessary steps to ensure response rates continue to grow in future editions of the survey.

The CAJ is mindful that this snapshot of the newsrooms of the nation would not be possible without the participation of newsroom leaders who are dedicated to building organizations that are representative of the communities they serve. While the CAJ recognizes that change will not happen overnight, the Canadian Newsroom Diversity Survey is a critical data-driven exercise that informs the ongoing conversation around diversity, equity, inclusion, and accessibility in the Canadian media ecosystem.

[1] The Canadian Centre for Policy Alternatives published a study in March 2025 identifying 2,900 local news outlets in Canada. The CAJ Diversity Survey newsroom list is compiled manually and is always expanding. In future editions of the survey, this document can be used as a reference point. Please note, the CAJ Diversity Survey currently does not collect data on student newsrooms.

Methodology

The fifth edition (herein stated as the 2025 survey) of the Canadian Newsroom Diversity Survey was launched in May 2025. This survey is designed to run annually to ensure that year-over-year changes in the composition of Canadian newsrooms can be accurately captured. The first survey took place in 2021 after consulting with survey design experts, international partners and Canadian news organizations.

The 2025 survey contained mostly the same questions as the 2022, 2023 and 2024 editions of the survey. However, this year's survey had an additional question specifying the total number of newsrooms within outlets that indicated they had multiple newsrooms. The 2022 edition of the survey was modified from 2021's edition to include questions related to data verification and optional questions where newsrooms could input any data they collected regarding 2SLGBTQ+ identity, class, disability, languages spoken and religion. As funding and capacity permit, the survey may be expanded in the future to include other areas, beyond race and gender.

Ninety individual media outlets completed this year's survey, some of which — such as Black Press Media, Postmedia, CBC News, and Grant Haven Media - contain multiple newsrooms (such as individual publications and regional bureaus). Each media outlet made an individual diversity survey submission. For example, Black Press Media's nine regional bureaus each submitted their own survey and are considered individual media outlets for this survey's purposes.

Newsrooms were asked to submit data reflecting their staff as of Dec. 31, 2024, in order to give a snapshot of journalists in Canada going into 2025. Interns, who usually work on temporary contracts, are meant to be included in the data if they were employed by an outlet at any point in 2024. While the diversity survey's preamble has always indicated that staff data should be accurate as of Dec. 31 of the previous year, this is the first year of the survey where this date has been repeatedly communicated to participants.

The survey was sent to the editor-in-chief, or their equivalent, at Canadian radio, television, digital and print outlets. In total, approximately 900 newsrooms were sent invitations to complete the survey. Of those, verified submissions for 325 newsrooms were received, equating to a response rate of 36.1 per cent. The remaining newsrooms declined to participate, did not respond, or did not follow up on requests for corrections to their data.

The CAJ has made some deviations from the Statistics Canada model, where it felt that Statistics Canada was missing categories or using misleading and incorrect terms, based on consultation with its membership and other expert stakeholders. 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 not include numbers for transgender and non-binary people. However, in the census profile, the gender categories are named "men+" and "women+," with the plus sign indicating both categories also include some non-binary people, depending on their sex assigned at birth. With these new questions, Statistics Canada determined 0.3 per cent of the population identified as transgender or non-binary.[2] The CAJ survey breaks down the gender categories into men, women and non-binary people. Binary transgender people are accounted for in the "men" and "women" categories.

As was done in previous years, the categories used in the Canadian Newsroom Diversity Survey were modelled after the Statistics Canada format, but did differ slightly to make it similar to how newsrooms collect demographic data when hiring. This was done to ensure that as many newsrooms as possible were able to participate by asking for information that they already had or would be easy to collect. The Statistics Canada census 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.

The following race categories were used in the CAJ survey:

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

The census data does not perfectly match the race categories used by the CAJ. For example, Statistics Canada does not have "white" as a race category on the census. The CAJ calculated those to be included in the "white" race category as those who are not included in the Indigenous

[2] Some non-binary people identify as transgender, and some do not. Some transgender people identify as a man or as a woman, but some may also identify as non-binary. In May 2021, Statistics Canada presented their numbers as follows: "100,815 [Canadians over 15 years old] were transgender (59,460) or non-binary (41,355)." As it is impossible to know what the identity distribution is within those numbers, the combined population of transgender and non-binary people is used (100,815, or 0.3 per cent) for the census reference point.

or visible minority category. It is important to note that the Statistics Canada “not a visible minority” category is not used as “white” because this also includes Indigenous people.

The national and regional averages were calculated using the 2021 census profile, the most recent census data available. For newsrooms with six or more full-time staff, their specific race and gender makeup is made public.

The CAJ performs a rigorous data verification process on all data submitted. An example of this is the question which requests that the person filling out the survey verify totals for each category (e.g., full-time, part-time, interns and supervisors). In addition, there is also a question that requests that the top editor in each news outlet sign off on the data submission. In cases where data was received that did not correctly add up or appeared questionable, newsrooms were directly contacted to confirm the accuracy of the submission.

A note on totals: data involving gender (without a mention of race) was calculated using the data submitted for all 5,662 journalists, including those of unknown race. Any race data in the report excluded journalists whose race was marked as “unknown.” Data involving race was therefore calculated from 4,206 journalists. See “Data limits” for more information.

All percentages in this report have been rounded to the nearest tenth for simplicity.

Data limits

The CAJ appreciates the contributions made by all newsrooms that participated in this year’s voluntary survey.

The 2025 survey results were compiled from data provided to the CAJ by 90 media outlets, comprising 325 newsrooms. Certain media outlets contain multiple newsrooms, and data was submitted for the entire media outlet, not by individual newsrooms. This limited the analysis in certain ways: for example, calculations of the percentage of individual newsrooms employing visible minorities were not possible, only overall media outlets. It also reduced the number of small- and medium-sized newsrooms and newsrooms with small- and medium-sized geographic audiences, as they were included in larger media outlets.

However, while there were 144 fewer journalists represented overall compared to last year’s survey, the 2025 edition of the Canadian Newsroom Diversity Survey accounted for 23 more media outlets than the 2024 edition. This year’s survey also accounted for the highest number of journalists with known race data since the survey’s beginning. In previous years, the number of journalists, excluding those of unknown race, was under 4,000. In this year’s results, the number of journalists with their race included in the data is 4,206.

While the increase in participation of individual outlets and more data on journalists' race are positive developments and increase the survey's accuracy, this can also make year-over-year comparisons less accurate.

The news landscape in Canada continues to be in flux - as many longtime newsrooms shutter, small outlets are popping up across the country, and veteran newspapers are revived in digital formats.

The newsroom count compiled in 2025 is much higher than 2024's survey. This is due in part to more individual outlets participating, and to the fact that some news organizations changed how they submitted data. CBC News, for example, enumerated all of its 48 newsrooms instead of listing one newsroom for the entire outlet. Global News did not participate this year, accounting for a loss of 15 newsrooms and 628 journalists.

There was a marked increase in journalists with known race data in the 2025 report. This year's survey found that race data was marked as 'unknown' for 25.7 per cent of journalists, compared to 36.7 per cent in 2024. However, this shows that race data is still missing for a quarter of the journalists in the survey. This means that any race data in the report was based on the data received from 4,206 journalists.

Although the unknown race data limits the ability to portray a complete picture of the demographic composition of the industry, it should be noted that only 13 media outlets submitted unknown race data for this year's survey. The majority of the 'unknowns' come from larger outlets, with 94.6 per cent of the unknown data coming from CBC News, Radio-Canada Info and Postmedia. CBC News's unknown race data constitutes 26 per cent of the 2,162 reporters included in their data, Radio-Canada Info 23.2 per cent of their total journalists, and Postmedia 82.6 per cent of its journalists. If this data were available, it could dramatically shift the results.

It is worth noting that in the results shared in 2024's report, about half of CBC News and Radio-Canada Info's journalists' race was marked as "unknown," meaning these outlets have greatly increased the amount of race data provided.

CBC News and Radio-Canada Info do not have a non-binary gender category, but they have an "undeclared" gender category. They sorted journalists with an "undeclared gender" in the non-binary category. This is the second year CBC News and Radio-Canada Info have counted non-binary journalists in their survey submission.

There is also no distinct category for "part-time supervisors" in the survey — the categories are either "full-time supervisor," "all other full-time journalists," "part-time journalists," or

“interns.” Part-time supervisors and full-time supervisors were all counted in the “full-time supervisor” category this year to get a better picture of gender and diversity within leadership roles, but it may be worth adding a separate category for part-time supervisors in the future.

All of the results involving gender, excluding race, were calculated using the data submitted for 5,662 journalists. According to the 2021 Canadian census, 10,555 Canadians self-reported as journalists, which means this year's survey represents, at most, 53.6 per cent of those who self-identify as journalists.

Certain newsrooms flagged journalists who did not identify with a race listed in these categories. In those situations, the person filling out the survey would either list that journalist as “unknown race” or, if the individual was comfortable with it, select a racial category option listed in the survey that best approximated their identity. When journalists are listed in the “unknown race” category, they are not included as “visible minorities” or “Indigenous.” It is possible that certain outlets listed racialized journalists’ race as “unknown” due to a lack of an appropriate racial category, and therefore not included in the number of non-white journalists represented in survey data.

The 2021 Canadian census data is used as a reference point to determine if a particular demographic is over- or under-represented. As this data is now four years old, it is expected that certain percentages have likely shifted over that period. With the next census to take place in 2026, significant changes are expected to be reflected in the data at that time.

Of note is that the survey includes data from Spheres of Influence, whose journalists are all volunteers and mostly people of colour. MJ Independent and Nouvelles d’Ici both have volunteer editors and are also included in this survey.

There are four cases this year in which media outlets indicated that they conducted optional internal staff surveys. Those outlets are: Toronto Star, Black Press Media, CBC News, and Radio-Canada Info. Of the Toronto Star’s 177 journalists, 136 filled out the survey, for a 76.8 per cent completion rate. Out of Black Press Media’s 181 journalists, 31 did not provide their data, an 82.9 per cent completion rate. As Black Press Media submitted individual surveys on behalf of nine regional bureaus, which make up 79 newsrooms, they were unable to submit data for the “top three journalists” category. Data for the “top three journalists” comes from 81 outlets containing 246 newsrooms.

CBC News and Radio-Canada Info retrieved their diversity data from their voluntary self-identification system. They indicated that the “majority of staff” completed this self-identification. CBC News and Radio-Canada Info’s employees had to re-register their demographic information for last year’s results. This year, more of their employees registered

their race in their demographic system. Changes in the makeup of their newsrooms may be due to employees registering their information in CBC News's human resources system for the first time in 2025, which acts as these media outlets' demographic database.

Qlik's interactive data site analyzes data from 5,662 journalists when analyzing gender, and from 4,206 journalists when analyzing race.

National results

Nationally, the gender breakdown of journalists in Canada is similar to the results of the 2021 census. In the census gender breakdown, women outnumber men by 1.2 per cent, whereas in participating newsrooms, women outnumber men by 1.1 per cent.

The data collected on non-binary people shows they are overrepresented in newsrooms. The 2021 census data shows 0.3 per cent of Canada's population is non-binary, whereas 0.9 per cent of journalists who participated in the survey are non-binary. That percentage has also tripled in the past two years. It is important to note that CBC News and Radio-Canada Info included non-binary journalists in their survey responses for the first time in their submission to the 2024 survey, and these outlets included all individuals of an undeclared gender in the non-binary category.

Younger generations have larger shares of non-binary people, according to Statistics Canada. As they begin to make up more of the workforce, the share of non-binary journalists is likely to grow as well.

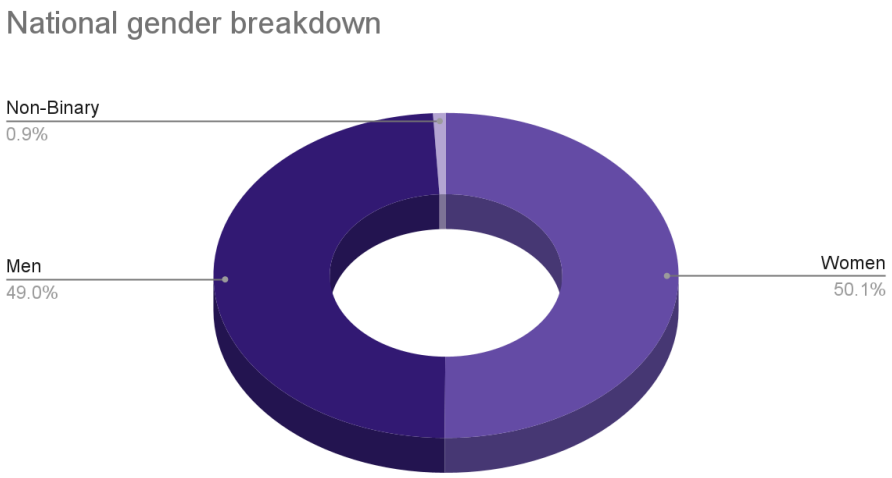

Figure 1: National gender breakdown

Data for this year's survey results demonstrated that women are overrepresented in 'part-time journalist' and 'intern' roles. Women make up 54.8 per cent of part-time journalists and 66.7 per

cent of interns. In full-time and supervisor roles, the gender breakdown is close to 50/50 between men and women.

However, most women in the survey are employed as full-time journalists or as supervisors. For example, 79.4 per cent of all women who are journalists are full-time journalists or supervisors. For men, 83.2 per cent of them are full-time journalists or supervisors.

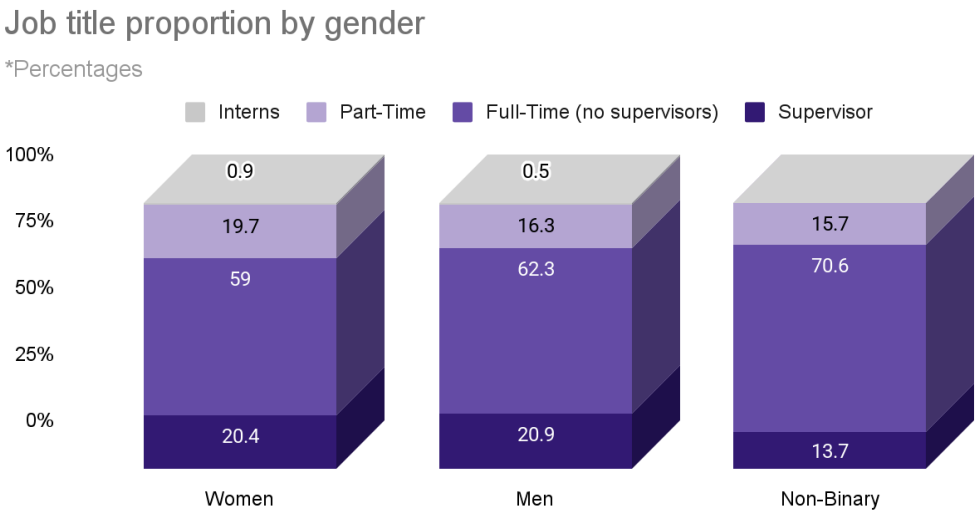

Figure 2: Job title proportion by gender

The majority of non-binary journalists are not white, whereas journalists who are men are more likely than those who are women to be white.

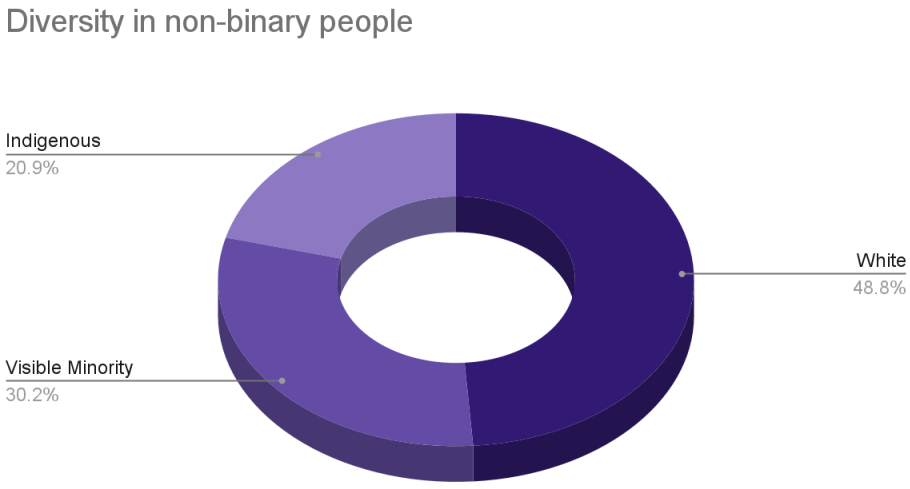

Figure 3: Diversity in non-binary people

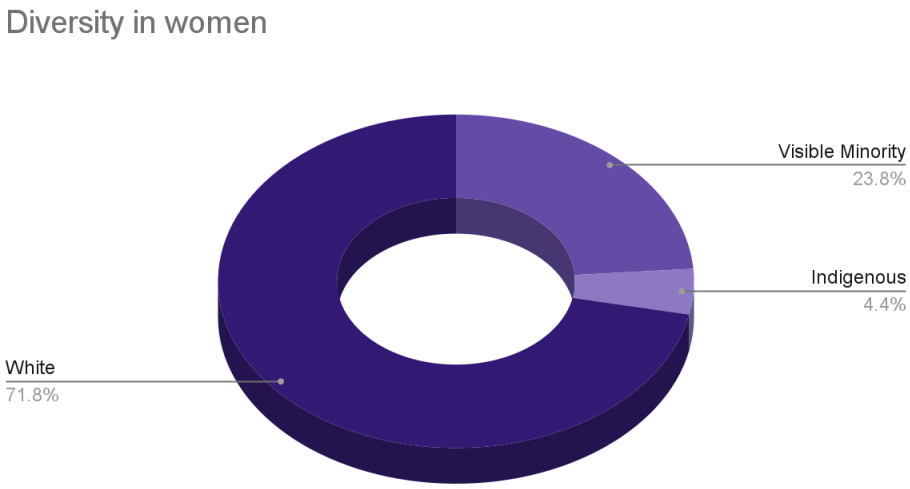

Figure 4: Diversity in women

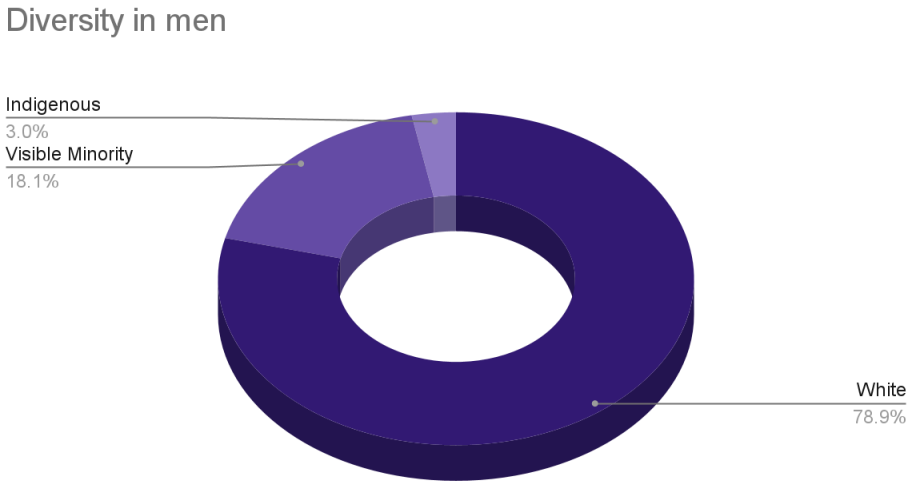

Figure 5: Diversity in men

When considering diversity within the industry as a whole, 74.9 per cent of journalists identify as white, while only 68.8 per cent of the Canadian population is white.

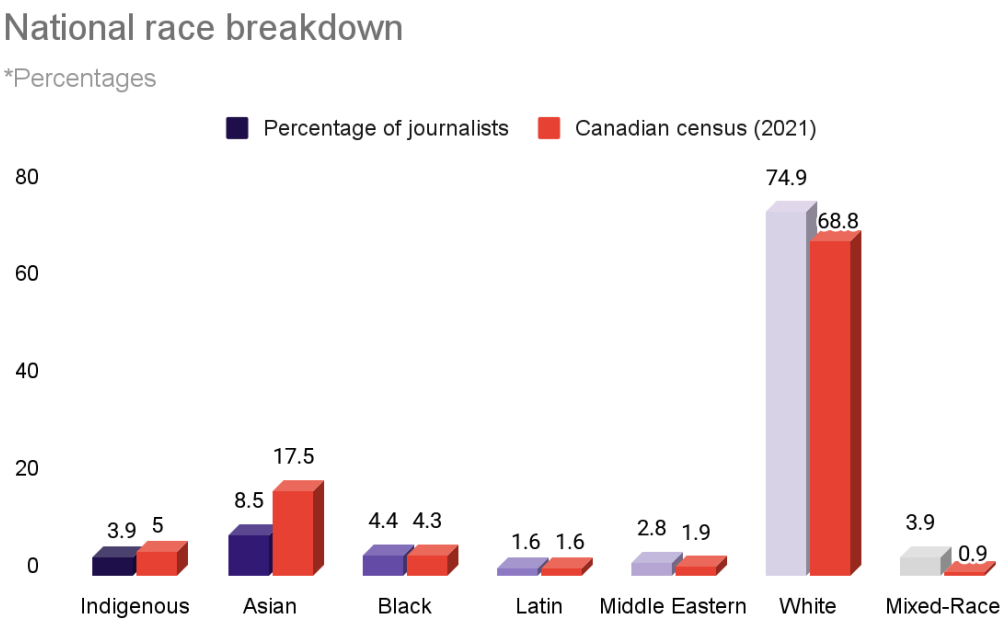

Figure 6: National race breakdown

Most Indigenous or visible minority journalists are employed by newsrooms with large staff that focus on a national audience. CBC News employed 58.5 per cent of all Indigenous journalists accounted for in 2025's survey; Radio-Canada Info, 7.9 per cent. Over half of non-Indigenous visible minority journalists (64.8 per cent) were employed by CBC News (48.8 per cent) and Radio-Canada Info (16 per cent*)*.

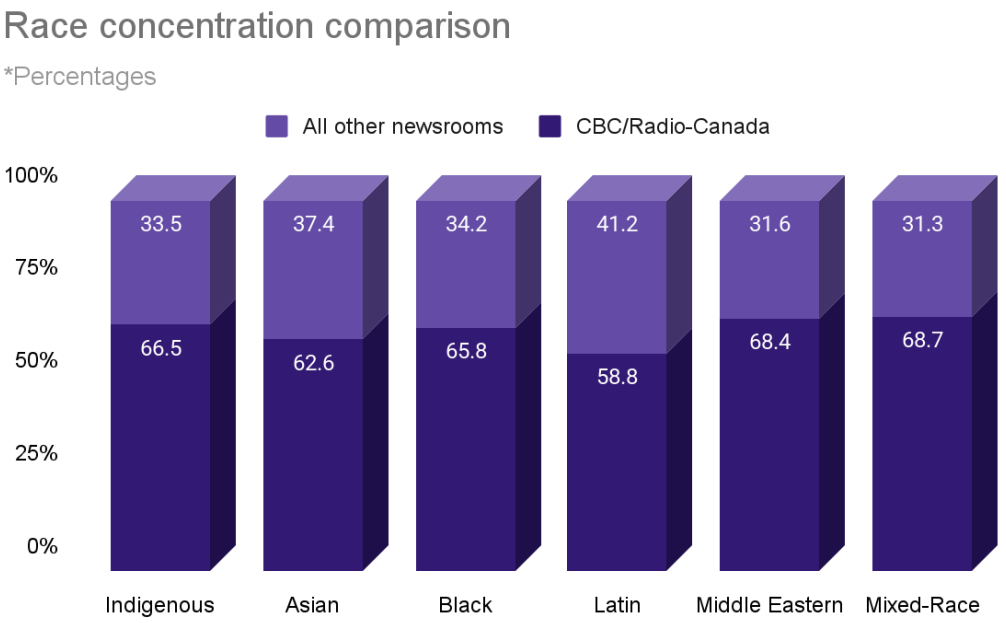

Figure 7: Race concentration comparison

Small and medium newsrooms generally have higher percentages of minority races than large newsrooms. A handful employ mostly, or exclusively, Indigenous and/or visible minority journalists, such as IndigiNews, Société de Communication Atikamekw Montagnais (SOCAM), The Resolve, Gonez Media Inc. and Global Reporting Centre.

Asian journalists, while being the second most common race in newsrooms behind white journalists, are the most underrepresented. Data from the survey shows that 8.5 per cent of journalists are Asian, while 17.5 per cent of the Canadian population is Asian.

Though not as starkly contrasted, Indigenous journalists are also somewhat underrepresented in newsrooms, constituting 3.9 per cent of journalists, while Indigenous people represent 5 per cent of the Canadian population. APTN News did not submit data for 2025's survey, but did so last year. APTN is a national Indigenous broadcaster that employs mostly Indigenous journalists. In results reported in 2024, 72.2 per cent of APTN News's journalists identified as Indigenous. Despite APTN News's exclusion from this year's survey, the overall number of Indigenous journalists in newsrooms increased slightly this year.

In the 2024 survey report, there was a drop in the number of Indigenous journalists included in CBC News's data. In that report, 4.4 per cent of CBC News's journalists identified as Indigenous. However, in the previous year's results, 10.2 per cent of CBC News's journalists were Indigenous according to survey data. This difference is likely due to employees not re-registering in CBC News's new self-identification system. In this year's results, Indigenous journalists make up six per cent of their staff. This increase may partially be due to this discrepancy being corrected.

SOCAM, a small Atikamekw and Innu outlet with all-Indigenous staff, also filled out the survey for the first time this year, increasing the number of Indigenous journalists in the survey.

Some racial categories are overrepresented compared to the Canadian population. For instance, 2.8 per cent of journalists are Middle Eastern compared to 1.9 per cent of the population, and this statistic has increased marginally since 2022. Mixed-race journalists make up 3.9 per cent of 2025's total, whereas 0.9 per cent of the Canadian population identifies as mixed-race. Despite most supervisors and full-time journalists being white, it is worth noting that most of the Indigenous journalists (76.2 per cent) and visible minority journalists (74.5 per cent) accounted for in this survey are full-time journalists or supervisors.

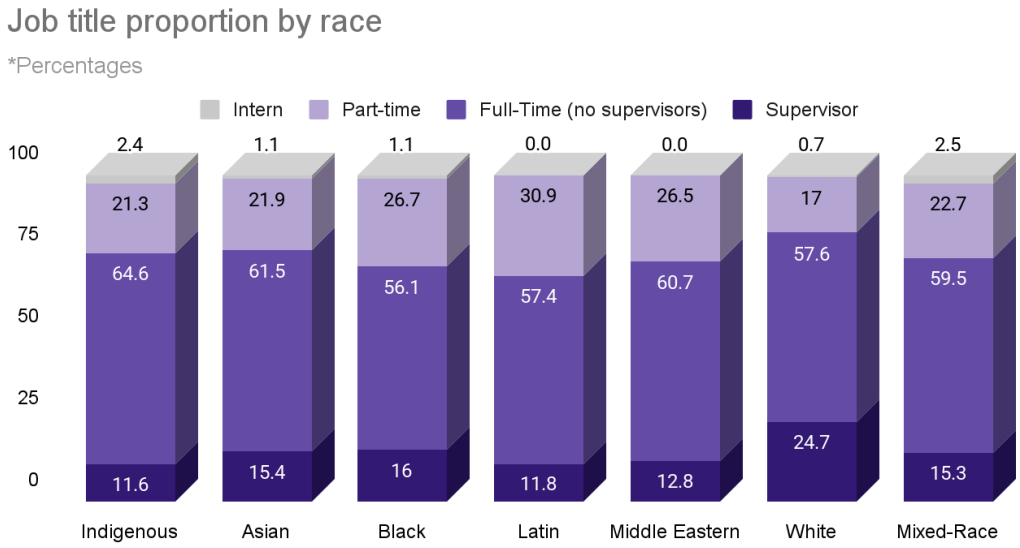

Figure 8: Job title proportion by race

Many media outlets still employ no Indigenous or visible minority journalists. For example, 70 per cent of the media outlets that participated in this year's survey employed no Indigenous journalists, around 76 per cent had no Latin journalists and/or Middle Eastern journalists, and 67.8 per cent of media outlets employed no Black journalists. In total, 19 media outlets employed no visible minority journalists or Indigenous journalists.

Key findings

- The survey gathered data on 5,662 journalists working in 325 newsrooms.
- White people are overrepresented in supervisor and leadership roles. However, for full-time journalists excluding supervisors, most racial percentages are close to their census data, except for white people and mixed-race people, who are overrepresented, and Asian full-time journalists, who are underrepresented.
- Just over 50 per cent of all journalists identify as women, compared to 49 per cent who identify as men and 0.9 per cent who identify as non-binary, marking an increase in women and non-binary journalists from last year and a decrease in the proportion of men.
- About 74.9 per cent of journalists identify as white, 3.9 per cent identify as Indigenous and 21.2 per cent identify as a visible minority.
- Among supervisors, 83.7 per cent identify as white, compared to two per cent identifying as Indigenous and 14.3 per cent identifying as a visible minority. These percentages remain almost unchanged since the 2024 survey.
- About 69.1 per cent of media outlets have no Indigenous or visible minority people in their top three leadership positions.[3]

[3] Excludes Black Press Media's nine bureaus.

- “Interns” and “Part-time journalists” are the only categories where white people are underrepresented compared to their census data.
- Asian journalists are the most underrepresented racial category overall. Asian people make up 17.5 per cent of the Canadian population, but only 8.5 per cent of journalists in Canada — a difference of nine per cent.
- White people make up 68.8 per cent of the population and 74.9 per cent of journalists in Canada, a difference of 6.1 per cent.
- Mixed-race journalists make up 0.9 per cent of the population and 3.9 per cent of journalists in Canada.
- All other racial categories’ percentage of total journalists in Canada are within 1.1 per cent of their 2021 census proportion.
- The percentages of Black, Latin, Middle Eastern and mixed-race journalists have all increased since the first CAJ Diversity Survey.
- The percentage of non-white journalists working at smaller media outlets decreased since last year’s survey, but increased in large newsrooms.
- While white people and men make up larger shares of the total supervisor and full-time journalist roles, when looking at the individual gender and race categories, most journalists, regardless of race or gender, are in full-time positions.

Full-time work

Data from the survey showed that visible minority and Indigenous journalists make up just over a quarter of full-time journalists (excluding supervisors). In this job category, most racial identities are fairly close to their census proportions, except for white people and mixed-race people, who are overrepresented, and Asian people, who are underrepresented.

Out of all non-supervisor full-time journalists across 325 newsrooms included in the data, 74 per cent are white, 8.9 per cent are Asian, 2.9 per cent are Middle Eastern, four per cent are mixed-race, and 1.6 per cent are Latin. Black and Indigenous full-time journalists (non-supervisors) each make up 4.3 per cent of the total of non-supervisor full-time journalists. All racial categories stayed within a percentage point of their results from last year, with the percentages of Asian and Middle Eastern journalists decreasing slightly, and all other racial categories increasing slightly. The increase in Latin and white full-time journalists since last year is 0.01 per cent, so their share remains unchanged.

White people are over-represented in the full-time (non-supervisor) category by 5.2 per cent — 68.8 per cent of Canadians are white, according to the 2021 census, and 74 per cent of full-time non-supervisor journalists are white. Asian people are the most under-represented compared to their census data — in 2021, they made up 17.5 per cent of the population, but they only make up 8.9 per cent of all full-time journalists. The percentage of Asian full-time journalists

decreased from last year, when they made up 9.7 per cent of this job category. Indigenous people are slightly underrepresented by 0.7 per cent compared to their census data, where they make up five per cent of the population. Black and Latin full-time journalists both match their census proportions, with 4.3 per cent of Canadians identifying as Black and 1.6 per cent as Latin. The percentage of Middle Eastern full-time journalists is one per cent higher than their percentage of the Canadian population (1.9 per cent). Mixed-race full-time journalists (4 per cent) make up more than four times their share of the 2021 Canadian census (0.9 per cent).

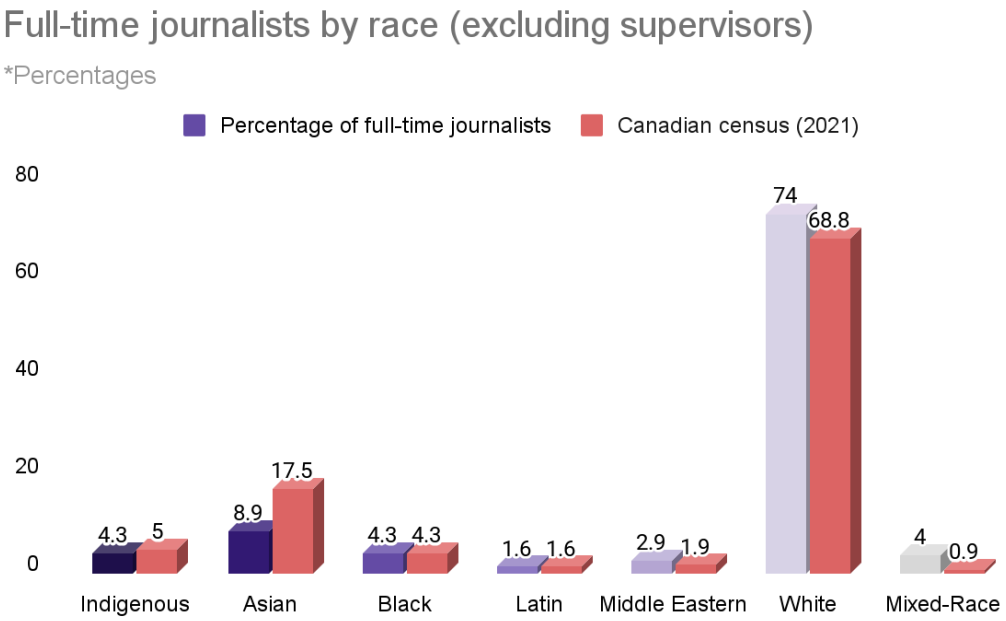

Figure 9: Full-time journalists (excluding supervisors) racial breakdown

Of the media outlets that participated in the survey, 82.2 per cent employ at least one white journalist in a full-time (non-supervisor) role. By comparison, 17.8 per cent of media outlets have Indigenous journalists, 39 per cent have Asian journalists, 23.3 per cent have Black journalists, and 17.8 per cent have Latin journalists in full-time (non-supervisor) roles. Middle Eastern and mixed-race journalists are both employed as full-time journalists in 18.9 per cent of news outlets that participated in this year's survey.

The gender breakdown of full-time journalists is fairly representative when compared to the Canadian census, where women make up 50.6 per cent of Canadians, men make up 49.4 per cent, and non-binary and transgender people make up 0.3 per cent of Canadians. In full-time roles, men make up 50.3 per cent, down from 51 per cent last year; women make up 48.7 per cent, a slight increase from last year; and non-binary journalists make up one per cent of full-time roles — about the same as last year's results.

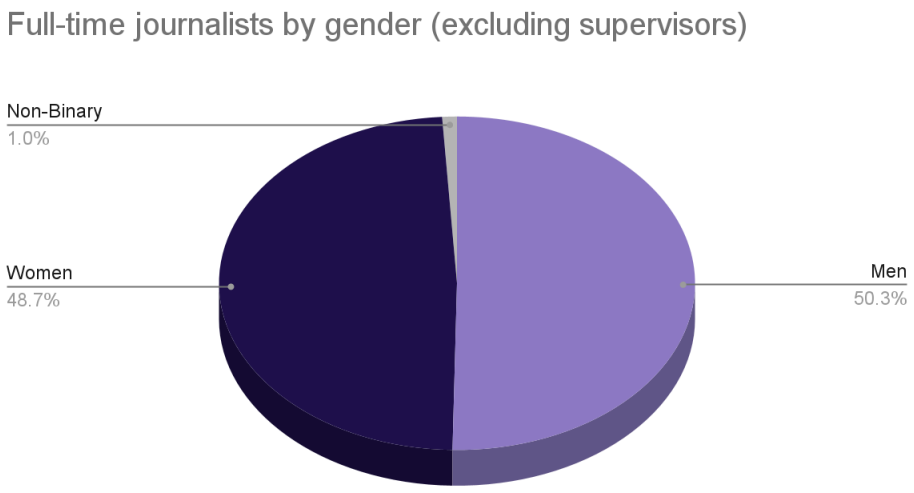

Figure 10: Full-time journalists (excluding supervisors) gender breakdown

Diversity at the leadership level

Overall, the top three journalists in Canadian newsrooms are most likely to be white and slightly more likely to be men. When referring to "top newsroom leaders" and "top three journalists" in this report, the three most senior executives in media outlets — which can contain multiple newsrooms — are being considered. Men currently make up 50.9 per cent of top leadership roles in news outlets, with women making up 46.5 per cent and non-binary journalists making up 2.5 per cent. However, across all supervisor roles, the split between men and women was almost even, with 0.6 per cent of supervisors identifying as non-binary. Black Press Media's bureaus did not provide data for their top newsroom leaders, as they submitted data for their multiple newsrooms by regional bureau.

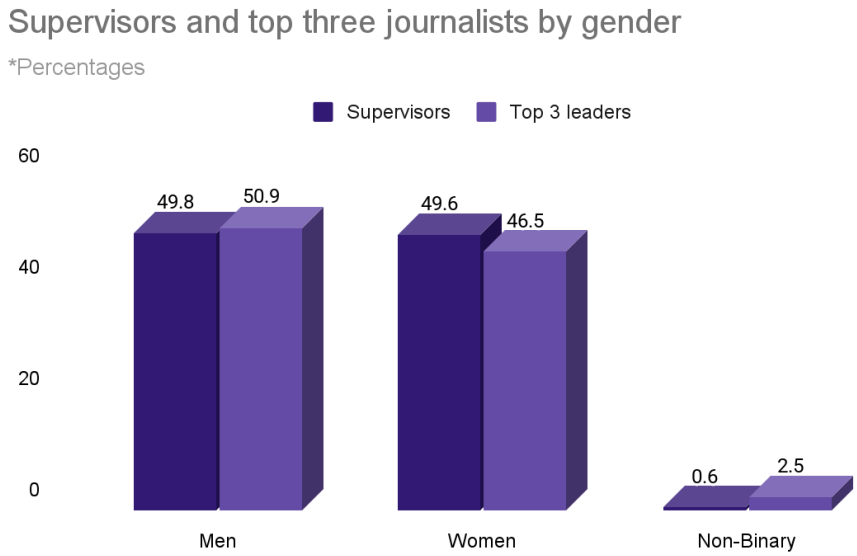

Figure 11: Supervisor gender breakdown compared to the top three leadership gender breakdown

Overall, racial diversity among top leadership and supervisory roles shows a marked overrepresentation of white people compared to Indigenous people and visible minorities. White people make up 83.7 per cent of supervisors, compared with 68.8 per cent of Canadians - a 14.9 per cent difference. Asian people are the most underrepresented in the supervisor category, with 5.9 per cent of supervisors identifying as Asian, compared with 17.4 per cent for all Canadians. The percentages of all racial categories in this year's results are all within one per cent of last year's data on supervisors.

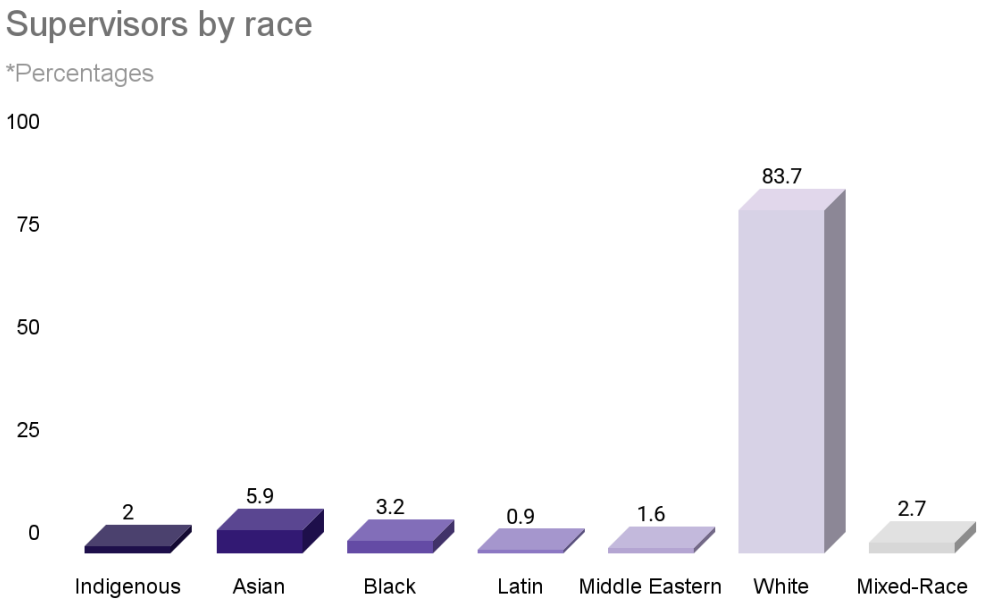

Figure 12: Racial breakdown in supervisor roles

In top leadership roles, women are slightly more likely to identify as a visible minority or Indigenous. Twenty women, or 27 per cent of women in top leadership roles included in the survey, identified as a visible minority or Indigenous. Fourteen out of 81 men (17.3 per cent) in top leadership roles identified as Indigenous or as a visible minority category. There were four non-binary people in top leadership roles, one of whom identified as Indigenous or as a visible minority.

Indigenous and visible minority journalists overall remain underrepresented in top leadership roles. Out of the 81 news outlets that provided data on their top three journalists, 56 of them (69.1 per cent) had no visible minority or Indigenous top leaders.[4]

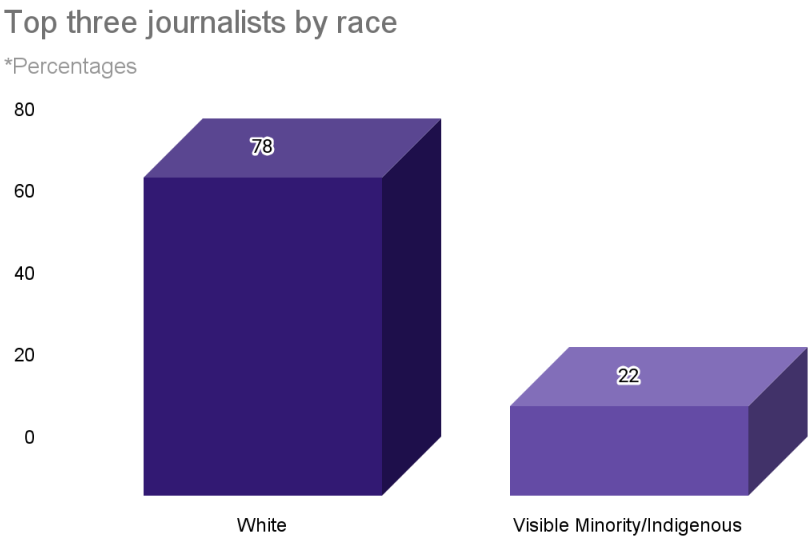

Figure 13: Racial breakdown in top leadership roles

Part-time journalists and interns

Part-time journalist and intern categories have a higher percentage of visible minority or Indigenous journalists than full-time journalists and supervisors. The results from this year show that part-time staff are almost twice as likely to be a visible minority or Indigenous than supervisors. About 32 per cent of all part-time journalists identify as a visible minority or are Indigenous, compared to 16.3 per cent of supervisors and 26 per cent of full-time journalists.

[4] Excludes Black Press Media's nine bureaus.

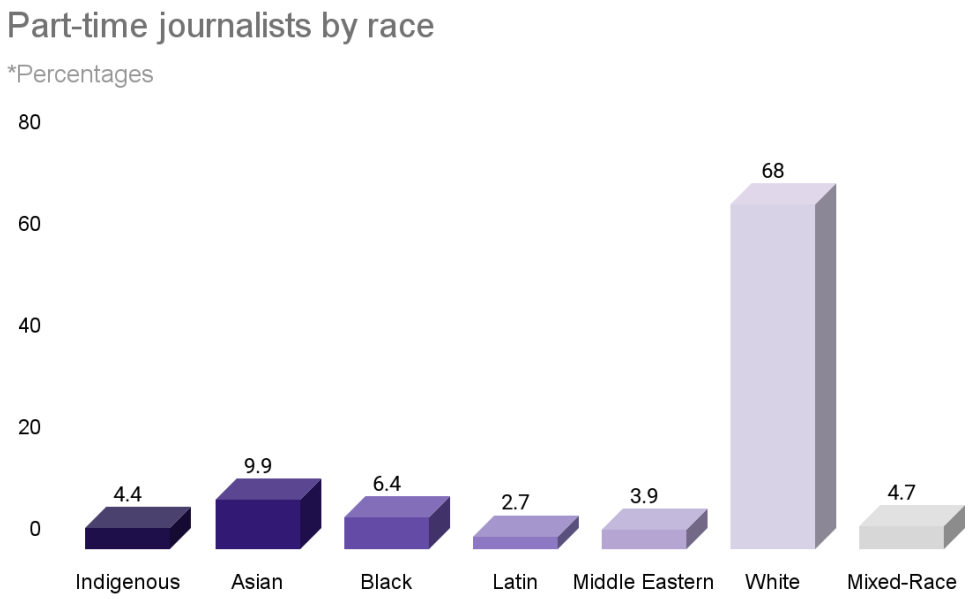

Figure 14: Racial breakdown in part-time journalists

Interns remain the most diverse group in newsrooms across the country, with the highest share of non-white journalists. In previous years, this was the only role in newsrooms where the majority of journalists identified as Indigenous or as a visible minority, but this year's results show that white journalists outnumber non-white journalists in the intern category. Indigenous, Black and mixed-race journalists are overrepresented in comparison to their census numbers, while white and Asian interns are underrepresented. There were no Latin or Middle Eastern interns in 2025's data. Last year, all racial categories except for white were overrepresented in comparison with their census data in the "intern" job role. This may partially be attributed to the reduced number of interns represented in this year's data in comparison to last year.

In the data collected for the 2025 report, newsrooms provided race and gender data for only 39 interns (36 with known race data) in total; last year, there were 56 interns. While there were 18 outlets that submitted data for interns in 2024's report and 20 in 2025's report, almost all outlets that submitted data for interns in both years reported in 2025 that they employed fewer interns than last year. Six outlets that employed interns last year did not submit race and gender data for interns for this year's survey. Three outlets that included interns in data published in the 2024 report did not participate in this year's survey.

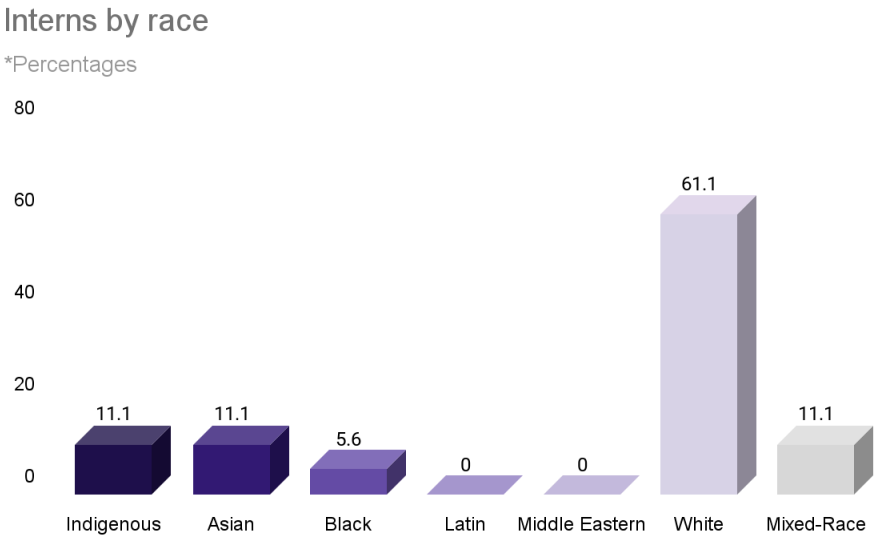

Figure 15: Racial breakdown in intern roles

Since last year's report, the share of women working in intern roles has increased, and their share of part-time journalists has decreased slightly. Last year's survey report indicated that women made up 58.7 per cent of interns and 55.2 per cent of part-time journalists. In the 2025 survey, they made up 66.7 per cent of interns and 54.8 per cent of part-time journalists. When looking at women in supervisor roles, there has been a 0.4 per cent decrease, and in full-time roles (excluding supervisors), a 0.6 per cent increase from the 2024 report.

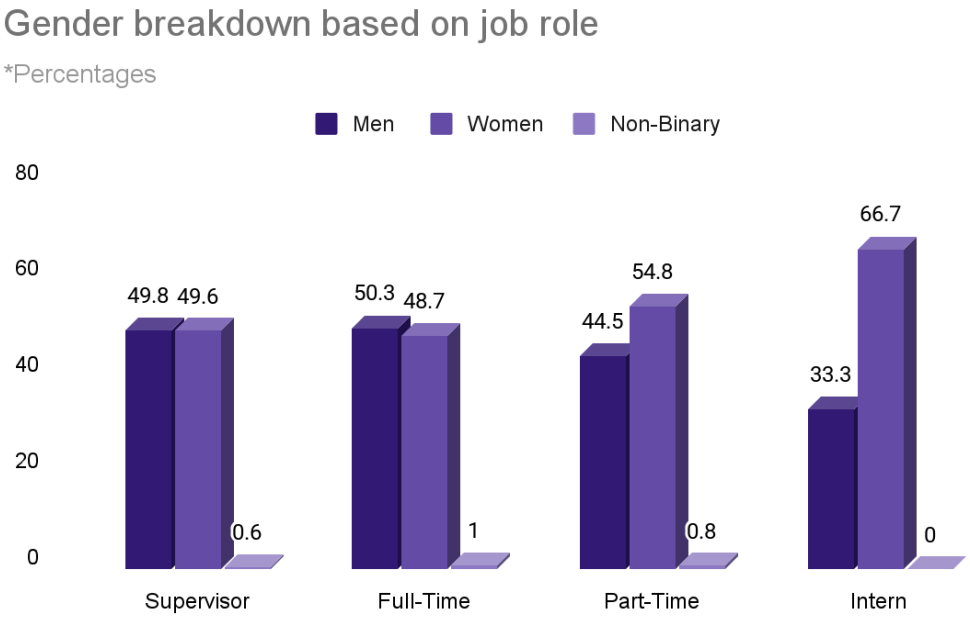

Figure 16: Gender breakdown based on job role

Geographic analysis

In this year's results, news outlets with small and medium geographic audiences had a greater proportion of non-white journalists than those serving larger audiences. Statistics Canada defines a large population centre as having a population of 100,000 or more, a medium population centre as having a population of 30,000 to 99,999 people and a small population centre as having 1,000 to 29,999 people. Newsrooms' 'audiences served' were associated with one of the three population centre types. Any newsroom that defined its audience as an entire province or nationally was put in the large population centre category.

In 2025's report, only five media outlets had a small geographic audience size, and 12 served a medium population centre out of a total of 90 media outlets. As such, these two categories have been amalgamated in this year's analysis. While more individual newsrooms submitted this year, many larger news outlets submitted data for all the newsrooms within that company.

Media outlets serving large populations had slightly higher representation in certain racial categories but a larger proportion of white journalists than outlets with smaller audiences, as shown in the graphical representation below. Outlets serving smaller audiences had a much larger proportion of Indigenous journalists, likely due to some of these outlets serving smaller Inuit and First Nations populations.

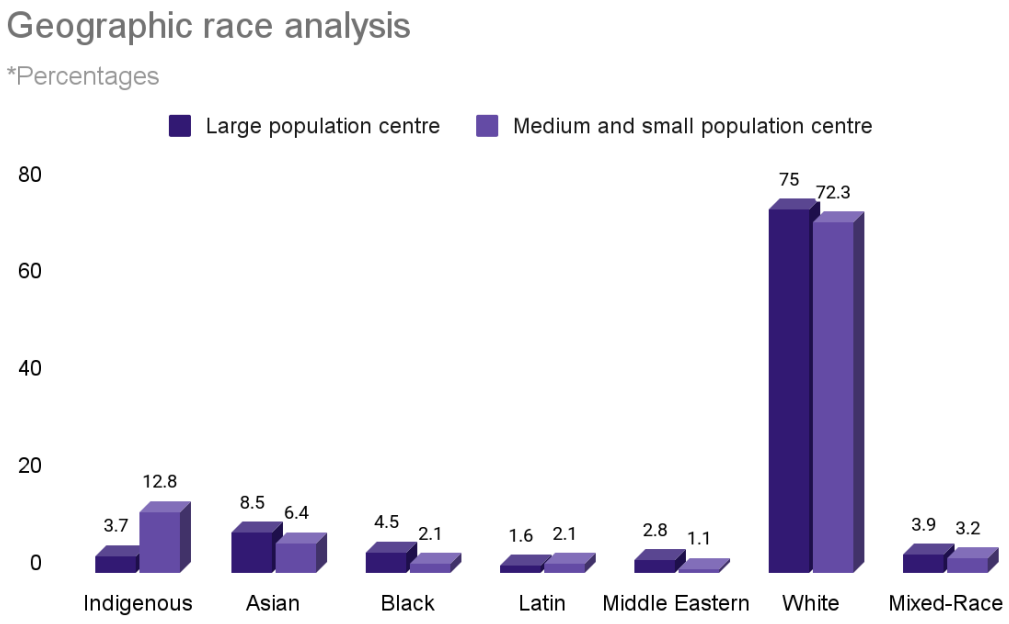

Figure 17: Geographic race analysis

On the other hand, the gender data showed that newsrooms serving smaller populations employed more women than men, as well as a higher proportion of non-binary journalists.

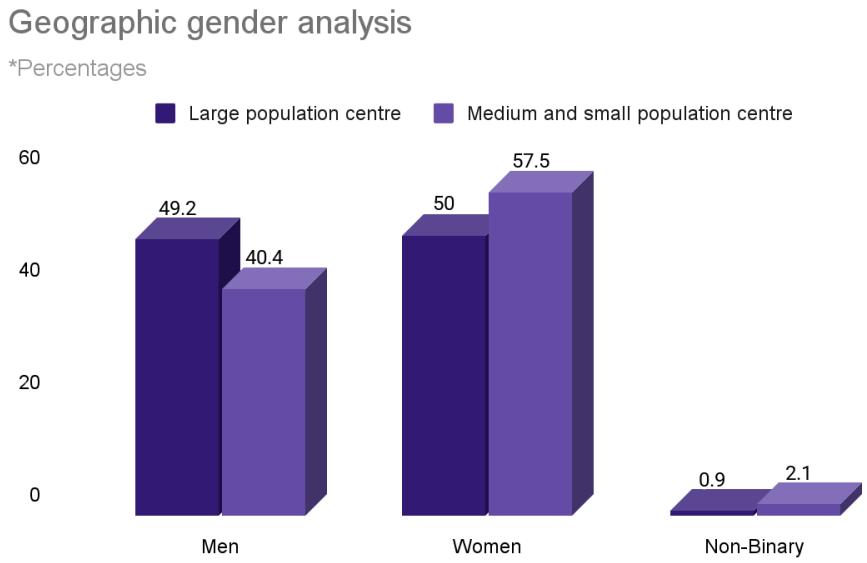

Figure 18: Geographic gender analysis

Newsroom size analysis

To compare how newsroom size affects diversity, newsrooms that participated in the survey were broken down into three categories:

- Large newsrooms that employ 50 or more journalists
- Medium-sized newsrooms that employ 10-49 journalists
- Small newsrooms that employ fewer than 10 journalists

Newsrooms that employ fewer than 10 journalists have a higher proportion of non-white journalists than medium and large-sized newsrooms. As shown in Figure 19 below, newsrooms employing more than 50 journalists have the largest population of white journalists. Medium newsrooms have a slightly lower percentage of white journalists, but have less representation in certain racial categories than larger newsrooms. Small newsrooms have the highest percentage of Indigenous journalists by a large margin, but lower percentages of Black and Middle Eastern journalists. Medium-sized outlets have the lowest share of Indigenous journalists, but the highest proportion of Asian journalists.

There has been an overall decline in the proportion of non-white journalists in smaller newsrooms, but an increase in large newsrooms. In 2024's report, 77.7 per cent of large newsrooms' staff were white. In 2025, that proportion is down to 75.6. There has been a marked increase in the percentage of white journalists in medium-sized newsrooms, from 63.8 per cent in 2024's report to 74.4 per cent in 2025's. This could be due in part to APTN News not participating in this year's survey, a medium-sized newsroom mostly made up of Indigenous

journalists. 2024's report stated that medium newsrooms' percentage of Indigenous journalists was 7.6 per cent. In 2025's, this percentage has decreased to 2.7 per cent.

There was a large increase in the number of small- and medium-sized newsrooms that participated in the Diversity Survey this year. In 2025, 49 outlets with small-sized newsrooms and 34 outlets with medium-sized newsrooms submitted their data, compared to only 34 small-sized newsrooms and 24 medium-sized newsrooms last year. One fewer large outlet participated in 2025 than in 2024. This year's survey represents a clearer portrait of what smaller newsrooms look like, accounting for an additional 251 journalists working in newsrooms of this size.

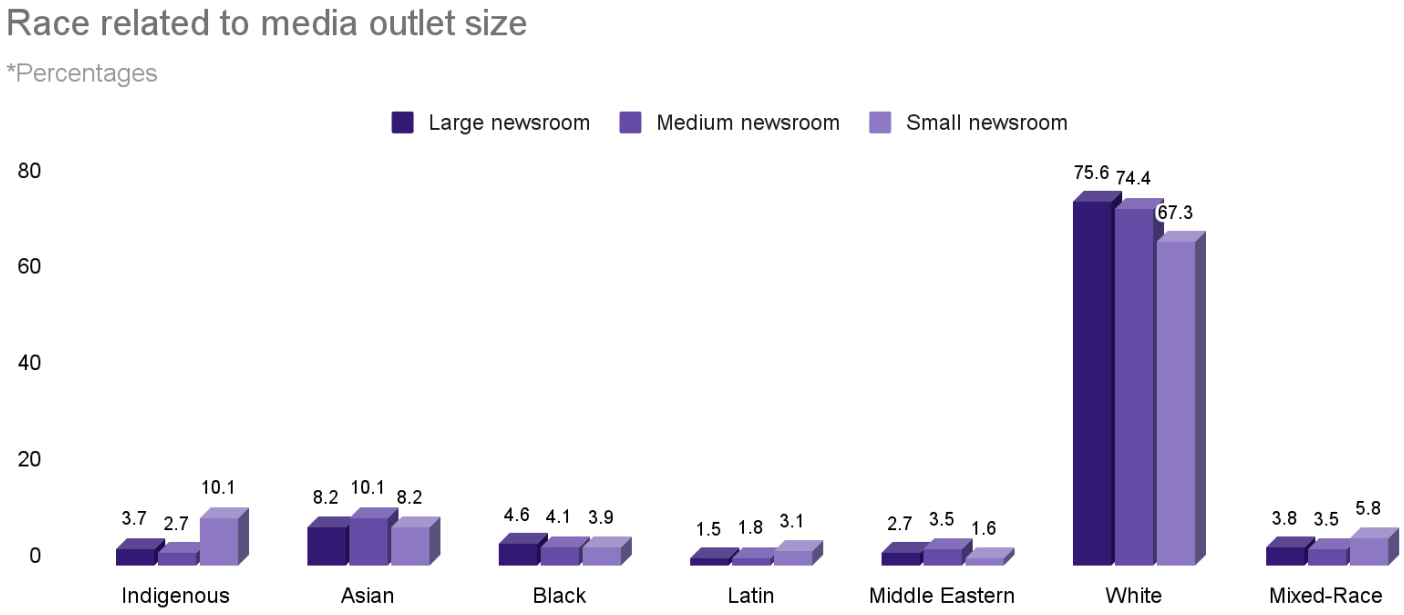

Figure 19: Race makeup by media outlet category

Small newsrooms showed the highest percentage of journalists who are women or non-binary this year. Large and medium newsrooms have an almost even split between men and women, whereas women greatly outnumber men in small newsrooms. Across the board, all newsroom sizes have a higher-than-census-average of non-binary journalists, with the greatest proportion working in small newsrooms.

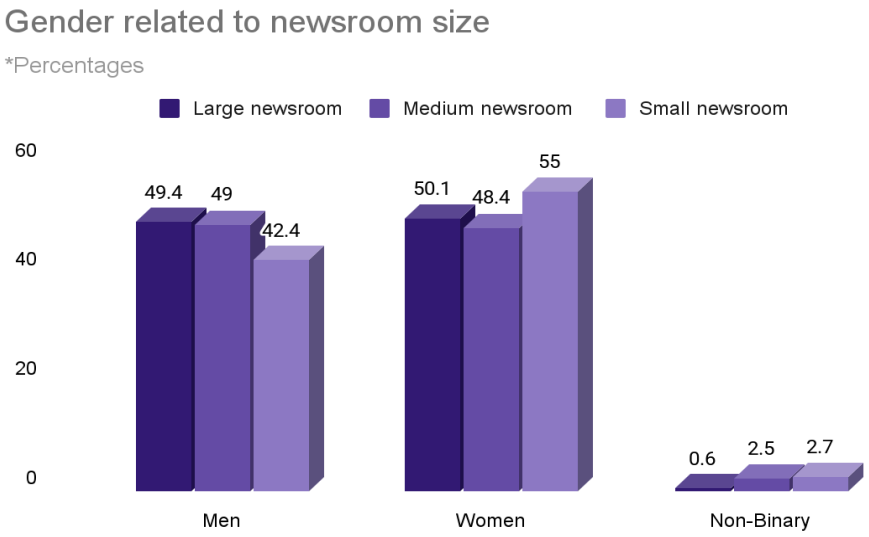

Figure 20: Gender related to newsroom size

Year-over-year comparisons

The year-over-year national gender and racial breakdown of journalists shows that newsrooms are trending towards gender equity and are slowly increasing representation of some categories of racialized journalists.

Please note that the data reflected in each report is meant to represent newsroom staff as of Dec. 31 of the previous year. For example, the 2021 diversity survey requested data representing participating newsrooms' staff as of Dec. 31, 2020. The 2025 report gathered data representing newsroom staff as of Dec. 31, 2024.

Since the first report, there has been a decline in the overall percentage of women working as journalists in Canadian newsrooms, despite a slight increase in 2025's report.

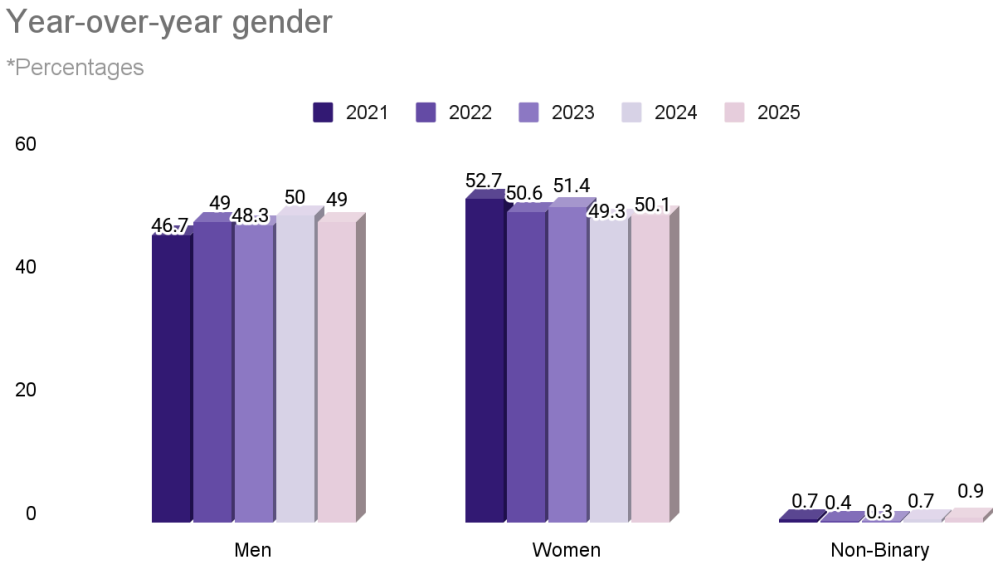

Figure 21: Year-over-year gender breakdown

There has been a decrease in the percentage of Indigenous and Asian journalists working in Canadian newsrooms since this survey was launched. The share of Indigenous journalists was at its highest point in 2021's report, decreased in 2022's, and rose slightly in 2023's, but dropped even further in 2024's, despite that year's inclusion of APTN News' data. However, in 2025's report, despite APTN News not being included in the data, the percentage of Indigenous journalists has risen slightly. This increase can be attributed to the inclusion of Indigenous outlets like IndigiNews, Windspeaker Media and SOCAM, as well as an increase of Indigenous journalists at large outlets like Radio-Canada Info and CBC News.

The percentage of Asian journalists was highest in 2021's report, declined in 2022's and 2023's, rose slightly in 2024's, but declined again in 2025's report. This may partially be due to Global News declining to participate this year, as their data submitted for the 2024 report included a substantial number of both Indigenous and Asian journalists.

While those declines are noted in this analysis, it is also worth recognizing that there has been increased representation for a number of race categories. The percentages of Black, Latin, Middle Eastern and mixed-race journalists have all increased since the first CAJ Diversity Survey. The percentage of white journalists has returned to its initial level after fluctuating in previous years.

Please note: decreases in racialized categories in last year's report are likely partially attributable to fewer journalists registering within CBC News and Radio-Canada Info's self-identification system.

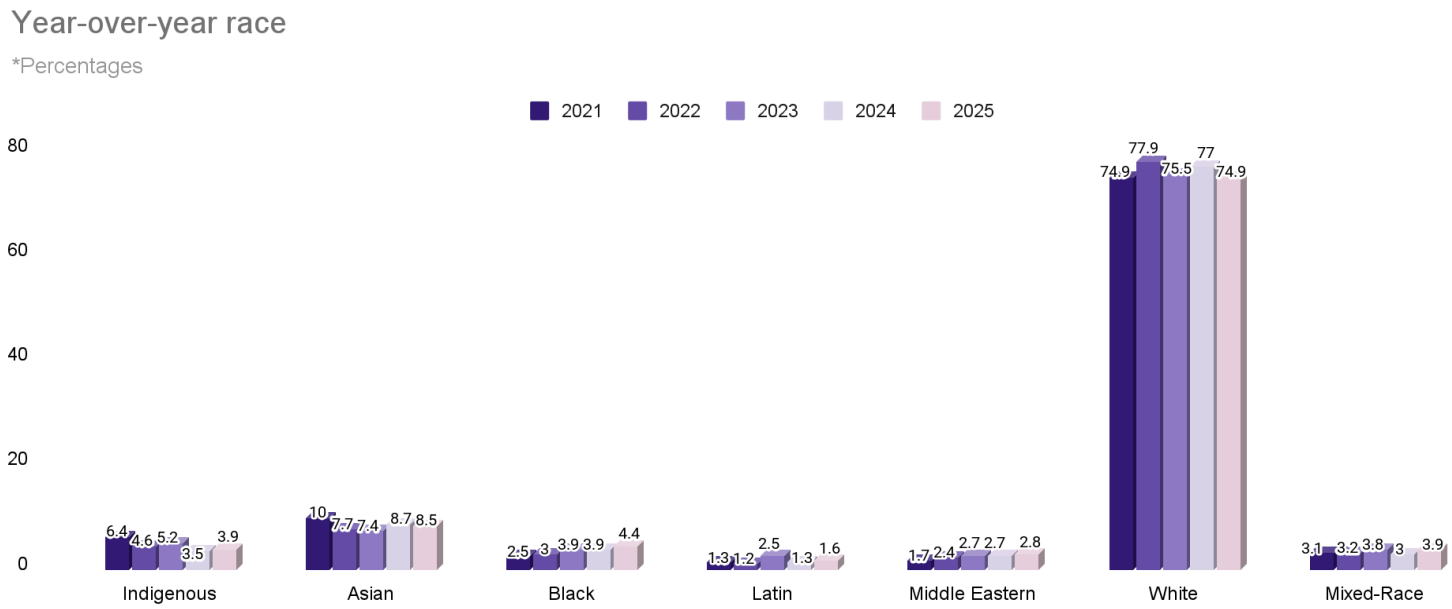

Figure 22: Year-over-year racial breakdown

Overall increases and decreases have been minimal in supervisor roles. Data shows that the percentage of women in supervisor supervisor roles decreased in the 2022 and 2023 reports, rose slightly in 2024's, and declined slightly in this year's results to 49.6 per cent— still 2.2 per cent shy of their initial peak, but within one per cent of their census proportion (50.6 per cent). This year, men made up 49.8 per cent of journalists in supervisory roles, up slightly from the first year of reporting (47.4 per cent) and approaching their percentage of the Canadian population (49.4 per cent).

Similar to women in supervisory roles, the percentage of non-binary supervisors was highest in the first year of the report, declined in the next two years, then rose again in 2024 and 2025's results. This trend makes it appear as though newsroom supervisors are maintaining approximate gender equity.

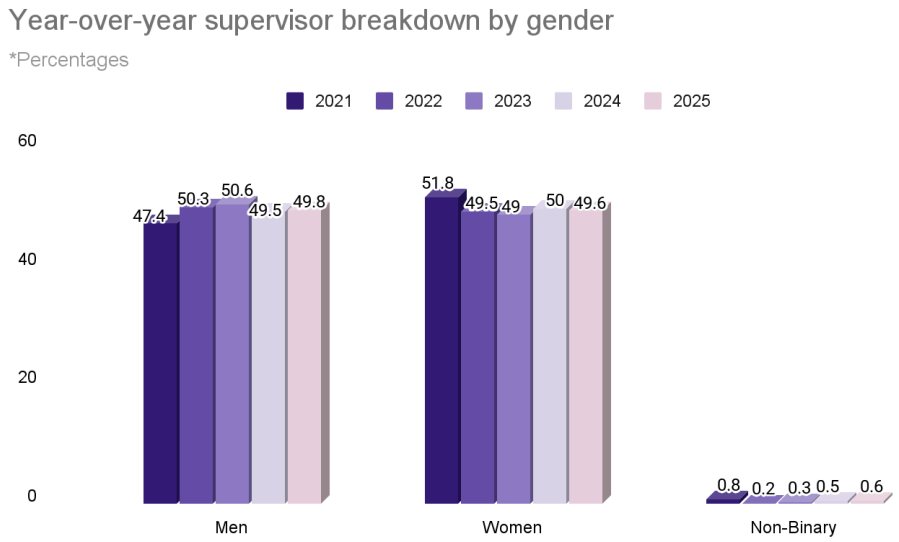

Figure 23: Year-over-year breakdown of supervisors related to gender

Data for newsroom supervisors showed that white journalists are overrepresented, with this year's results marking the highest percentage of white supervisors. Visible minority and Indigenous journalists continue to be underrepresented in supervisor roles. However, this year marks a slight increase in visible minority supervisors, marking the highest proportion of visible minority supervisors since the survey's start. The proportion of Indigenous supervisors decreased slightly this year, likely due in part to this year's exclusion of APTN News.

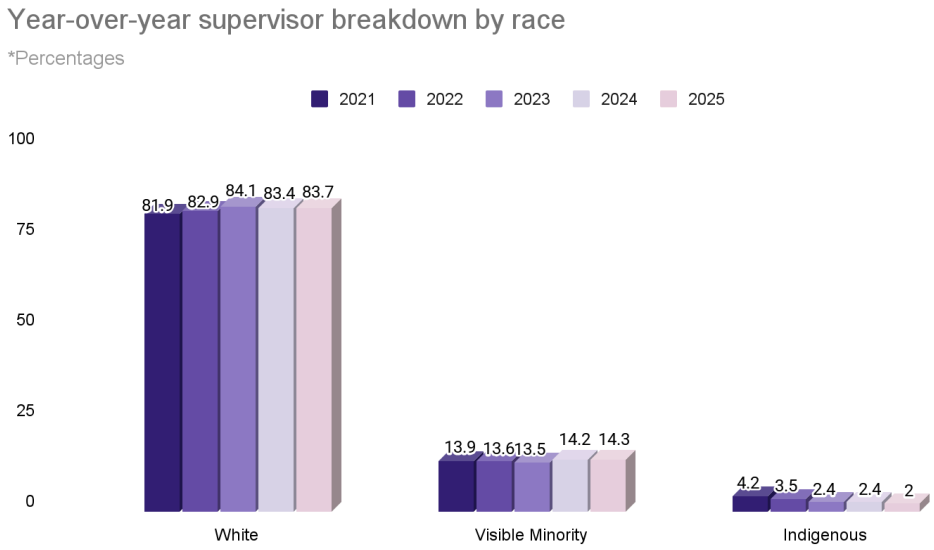

Figure 24: Year-over-year breakdown of supervisors related to race

Limitations of this analysis

This analysis must be prefaced by understanding the limitations of the data set. Hesitancy to participate in the Canadian Newsroom Diversity Survey and some outlets' inconsistent participation year-over-year impacts the accuracy of the survey's portrayal of diversity and inclusion programs in Canadian newsrooms.

Global News, a large outlet that submitted data for 628 journalists last year, declined to submit its data to the CAJ's newsroom survey in 2025. However, their reporters were not included in last year's data by individual job title, as they did not collect that data. This omission therefore affects only the national totals.

In 2025, 28 media outlets, making up 44 newsrooms, filled out the survey for the first time. It is worth noting that since last year, certain newsrooms have been acquired by larger organizations (e.g. Postmedia or Black Press Media) or have shut down altogether.

Qualitative results

In addition to quantitative analysis, the 2025 Canadian Newsroom Diversity Survey includes qualitative data gathering and analysis.

When asked about their view on the extent to which they believe their newsrooms accurately reflect the diversity of their audience, 84.4 per cent of newsroom leaders identified that they feel their newsroom is 'somewhat' or 'very' representative of their community.

The accuracy of these statements was compared to the census data of the media outlet's identified audience. Media outlets 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, if anything, they do to encourage diverse candidates to apply for jobs. Some responded that they did not do anything in particular to encourage diverse candidates to apply, or opted not to answer. Some indicated that they do not factor race or gender into their hiring practices. Some outlets indicated that they are not able to hire more journalists due to a lack of funds. However, some common themes emerged among the media outlets that said they intentionally took steps to encourage diverse candidates. These are listed below:

- Review hiring practices to ensure they are free from biases and systemic barriers;
- Maintain a DEIA policy and committee;
- Share open job positions with organizations that represent or work with BIPOC people;

- Connect with journalism schools and professors to help recruit new graduates and share job opportunities;
- Reach out to diverse candidates directly to encourage them to apply for open positions;
- Be open to considering lived experience and transferable skills alongside academic and professional qualifications in the hiring process;
- Encourage staff referrals;
- Be aware of the diversity of the communities they serve and strive to have newsrooms that are representative of their audience;
- Share job opportunities with organizations such as the Canadian Association of Black Journalists and the Indigenous Media Association of Canada;
- Track data on diverse hires and strive to increase those numbers;
- Recognize and consider applications submitted by BIPOC individuals as potentially adding additional perspectives, journalistic capabilities and impacts;
- Post on national job boards and those specific to diverse candidates;
- Maintain a diverse hiring committee;
- Encourage groups of underrepresented communities to apply and have an equity statement on job postings;
- Employ a blind and anonymous selection process;
- Be transparent about compensation and benefits;
- Have specific student placement programs for BIPOC students;
- Have fellowships specifically for BIPOC journalists;
- Pay all interns and students.

Responses have been edited to remove any identifying characteristics.

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

- 2SLGBTQ+ identity
- Acadian identity
- First language spoken
- Disability/chronic illness
- Spoken languages
- Religion
- Education level
- Immigration status
- Age
- Data about freelancers

Expanding on ‘other data’ collected by newsrooms

The CAJ’s 2025 Canadian Newsroom Diversity Survey also included questions that asked newsroom leaders to identify if they collect additional data for their staff. The purpose of asking these questions was to gain a better understanding of the makeup of Canadian newsrooms and to learn what data newsrooms are collecting. Only four media outlets collect data on the religion of their staff. Eighteen media outlets collect data on disabilities, 16 collect data on spoken languages, and 13 on 2SLGBTQ+ identity. Several outlets that did not collect this data indicated that they would be willing to do so for future surveys. This limited data collection may present a reporting limitation should the survey be expanded to include other diversity data points, until such time that more newsrooms collect this type of information about their employees.

Some newsrooms reported they experienced job cuts or shuttered altogether, while others created new positions. Some survey respondents indicated that it would be useful to add a question about added or lost jobs within newsrooms, which could help inform the year-over-year data analysis and response rate.

Some outlets would like future surveys to expand on job title categories, for example, parsing out part-time supervisors, regular contributors, copy editors, social media coordinators and temporary contract workers from the current categories (full-time supervisors, full-time journalists, part-time journalists, interns). Other suggestions for data to collect in future surveys include: education level, years of newsroom experience, urban or rural living situation, residency/citizenship status, age and political affiliation.

Multiple respondents left feedback that the current racial categories are limited. For example, a few francophone outlets flagged that no category included “North African.” Many francophone journalists are from Morocco, Tunisia and Algeria, and were not able to select a racial category that represents them. Some respondents stated their outlet employs journalists who did not identify with any of the race options listed in the survey. Certain journalists reported identifying with a non-white category, but did not identify as a visible minority. Some editors indicated that they would like to see more nuance in the “top 3 journalists” category, with the current options “visible minority” and “white” limiting respondents’ choices.

Conclusion

As the fifth annual survey by the CAJ collecting data on newsroom diversity, this report intends to continue measuring the state of diversity in Canadian newsrooms.

Based on the data and analysis of gender and race statistics presented, this year’s survey shows that outlets are, generally, somewhat representative of the communities they serve. Qlik’s data

analysis shows that, on average, white journalists are overrepresented by 9.3 per cent when compared with the census data of the populations their outlets serve.

The overall percentages of Black, Latin, Middle Eastern and mixed-race journalists have all increased since the beginning of the survey. While the percentage of Indigenous journalists has declined since the first survey, it has increased compared to last year. Asian journalists are the only non-white racial category that had a lower representation this year than last. The percentage of white journalists has dropped back down to 74.9 per cent, the same level as the first year of the diversity survey.

Overall, it appears that racial diversity has increased slightly since the beginning of the survey, with most categories hovering close to their census proportions. Women, Indigenous and visible minority journalists make up a greater share of interns and part-time journalists than full-time (non-supervisor) and supervisor roles. However, when looking at the job title breakdown by race and gender, most journalists overall are employed as full-time (non-supervisor) journalists.

This year's survey has the most comprehensive racial data on journalists across the country, with 4,206 journalists' racial identities included in the data. The 2025 CAJ Diversity Survey has also collected data from the highest number of newsrooms since its inception. The CAJ hopes this trend continues as the years go on, so an even more accurate dataset will emerge in the years to come. In reflecting upon the past five years of data collection and analysis, some important practical and methodological points are to be considered. As mentioned in the above "Expanding on other data" section, adding more racial categories could help the survey become more inclusive. Also, as previously stated, the next Canadian Census will be conducted in 2026, allowing for more updated data in future surveys.

Certain media outlets, like Postmedia, are home to multiple newsrooms and submit data for the entire media outlet. This limits the ability to compare by specific region and obtain an accurate picture of what the average newsroom looks like. Black Press Media and Metroland Media submitted their data by regional bureau, allowing a finer comparison between the journalists working in that area and the specific communities they serve. This approach could allow larger media outlets to provide more specific data in future surveys.

Feedback was also received on the survey's format. For smaller newsrooms with only a handful of journalists, it can be cumbersome to fill out number fields in multiple questions. For larger outlets that collect data on their employees by bureau, filling out multiple surveys on behalf of the same organization can be cumbersome. The CAJ has adapted its survey delivery for certain participants and may provide an alternative survey format for select respondents in the future.

The survey currently does not collect data on freelancers. Regular contributors and contract workers, when data is available, are included in the broad "part-time journalists" category. As the makeup of newsrooms shifts, more journalists are moving to freelance and casual work. Many media outlets, especially independent media outlets, indicated that they have regular contributors who are contracted as freelancers. It would be difficult to avoid double-counting freelancers who contribute to multiple outlets with the current survey format — perhaps a second survey, specific to freelance journalists and completed by the journalists themselves, would eventually be necessary.

Upon reflection on five years of research, the CAJ's objective for future iterations of the Canadian Newsroom Diversity Survey is twofold. First, the CAJ plans to increase Diversity Survey participation by building relationships with newsrooms across the country. The CAJ will continue to work with industry partners to ensure the maximum number of media outlets participate in this annual exercise. The CAJ will also strive to increase outreach to small, independent outlets and francophone outlets. As more consistent data is gathered, a clearer picture will emerge of representation in Canadian newsrooms and how it changes year-over-year.

Second, the Canadian Newsroom Diversity Survey will continue to be used as a launch point for conversations and additional training around the importance of having diverse voices in the newsroom. In that spirit, all stakeholders must continue to devise pathways that focus on equity and empowerment.

Acknowledgements

The fifth annual survey would not have been possible without the support and help of numerous people and organizations. Many CAJ members have been integral in the success of this year's survey, including assistance with producing the survey and promoting the survey both publicly and within newsrooms. Volunteers, CAJ staff and numerous other organizations were also essential to the survey's continuation.

A few volunteers deserve particular recognition. CAJ national chair, diversity subcommittee chair and national director for the Vancouver region, Zane Schwartz, has led the diversity survey since its inception. Additionally, other key directors made the survey possible, including Brent Jolly, Fatima Syed, Karyn Pugliese, Laurie Few, Paula Tran, Jason Markusoff and Julie Sobowale. Emelia Fournier, the CAJ's program coordinator, led the survey from the staff side, with Monique Durette, the CAJ's operations manager, also playing a vital role.

Institutional Support

An organization that deserves special recognition is the Canadian Race Relations Foundation (CRRF). The CRRF is a federal Crown corporation mandated to raise public awareness of the causes and manifestations of racism in Canada. The organization has played an indispensable role in ensuring this survey is possible each year. Since the inception of the survey, the CRRF has generously provided $10,000 per year to the CAJ to support the costs involved in the work. This funding provides the means for the CAJ to hire the necessary staff to complete the work required. The CRRF supports, enables and convenes community groups and organizations through its grants, services and network of public, research and community partners. Supporting the CAJ diversity survey helps serve the CRRF's broader mission, as the CAJ Newsroom Diversity Survey generates data to capture the impacts of diversity efforts in newsrooms across the country.

Qlik, a Pennsylvania-based data and analytics firm, generously provides support in data analysis and visualizations of the results with a dedicated site each year. Qlik also provides invaluable support for much of the data analysis in this report.

The News Leaders Association, which has been conducting a similar diversity survey in the U.S. since 1978, provided initial guidance on how to launch the first survey and also graciously allowed the CAJ to originally use pieces of their methodology.

John Miller, Professor Emeritus from Toronto Metropolitan University, who conducted national diversity surveys in 1994 and 2004, offered crucial insights on the initial methodology.

And finally, the Federation professionnelle des journalistes du Québec (FPJQ), Unifor and the Communications Workers of America (Canada) were also key partners in getting the initial survey off the ground.

Appendix

100 Mile Free Press
Abbotsford News
Acadie Nouvelle
Agassiz-Harrison Observer
Airdrie Echo
Alberni Valley News
Aldergrove Star
Arrow Lakes News
Ashcroft-Cache Creek Journal
Barriere Star Journal
Black Press Media
blogTO
BramptonGuardian.com
Brant Farms
Burnaby Beacon
Burns Lake Lakes District News
Cabin Radio
CaledonEnterprise.com
Calgary Citizen
Calgary Herald
Campbell River Mirror
Canada's National Observer
Canadian Paramedicine
Cape Breton Post
Capital Daily
Castlegar News
CBC News: Brampton
CBC News: Brandon
CBC News: Calgary
CBC News: Charlottetown
CBC News: Cornerbrook
CBC News: Cranbrook
CBC News: Edmonton
CBC News: Fort McMurray
CBC News: Fort Smith
CBC News: Fredericton
CBC News: Gander
CBC News: Grande Prairie
CBC News: Halifax
CBC News: Hamilton
CBC News: Happy Valley/Goose Bay
CBC News: Inuvik
CBC News: Iqaluit
CBC News: Kamloops
CBC News: Kelowna
CBC News: Kingston
CBC News: Kitchener-Waterloo
CBC News: Kuujjuaq
CBC News: Lethbridge
CBC News: London
CBC News: Moncton
CBC News: Montreal
CBC News: Nanaimo
CBC News: Ottawa/Gatineau
CBC News: Prince George
CBC News: Prince Rupert
CBC News: Quebec
CBC News: Rankin Inlet
CBC News: Regina
CBC News: Saint John
CBC News: Saskatoon
CBC News: Sherbrooke
CBC News: St-John’s
CBC News: Sudbury
CBC News: Sydney
CBC News: Thompson
CBC News: Thunder Bay
CBC News: Toronto
CBC News: Vancouver
CBC News: Victoria
CBC News: Whitehorse
CBC News: Windsor
CBC News: Winnipeg
CBC News: Yellowknife
CFWE Edmonton
Chatelaine

Chatham-Kent This Week
Chemainus Valley Courier
Chilliwack Progress
CJWE Calgary
Clearwater Times
Cloverdale Reporter
Coast Mountain News
CollingwoodToday
Comox Valley Record
Cornwall Standard-Freeholder
Courrier Laval
Cowichan Valley Citizen
Cranbrook Townsman
Creston Valley Advance
Curiocity
Daily Herald Tribune
Daily Hive
Discourse Community Publishing
DurhamRegion.com
Eagle Valley News
Edmonton Journal
Exeter Lakeshore Times-Advance
Fernie Free Press
Fort McMurray Today
Fort St. James Caledonia Courier
Francopresse
Fraser Valley Current
Free Press Community Review
Future of Good
Gameday London
Georgia Straight
Global Reporting Centre
Goderich Sun
Goldstream Gazette
Gonez Media Inc.
Grand Forks Gazette
GuelphToday
Haida Gwaii Observer
Hay River
Hope Standard
Houston Today
IndigiNews
InsideHalton.com
InsideOttawaValley
Investigative Journalism Foundation
J-Source
Journal des voisins
Journal Haute-Côte-Nord
Journal Le Manic
Journal le Phare
Kelowna Capital News
Kenora Miner News
Keremeos Review
Kimberley Bulletin
Kitimat Northern Sentinel
Kivalliq News
Klein Group Ltd.
L'Eau vive
La Presse
Lacombe Express
Ladysmith Chronicle
Lake Country Calendar
Lake Cowichan Gazette
Lakeside Leader
Langley Advance-Times
Le Courrier de la Nouvelle-Écosse
Le Droit
Le Métropolitain
Leduc Representative
London Free Press
malvados y asociados
Maple Creek News
Maple Ridge-Pitt Meadows News
Médias ténois
Medicine Hat News
Megaphone Magazine
Merritt Herald
Metroland Media
Mission City Record
Mississauga.com

Mitchell Advocate
MJ Independent
MobileSyrup
Monquartier
Montreal Gazette
MuskokaRegion.com
Nanaimo Bulletin
Napanee Beaver
National Post
Nelson Star
New Hamburg Independent
Niagara Falls Review
Niagara Farms
Niagara This Week
Norfolk Farms
North Bay Nugget
North Delta Reporter
North Island Gazette
NorthBayNipissing.com
Northern News This Week
Nouvelles d'Ici
Now Toronto
Nunavut News
NWT News/North
Oak Bay News
Ontario Farmer
Ottawa Citizen
Ottawa Sun
Overstory Media Inc.
Parksville Qualicum Beach News
ParrySound.com
Peace Arch News
Pembroke Observer & News
Peninsula News Review
Penticton Western News
Pivot Québec
Policy Options
Ponoka News
Portage Graphic Leader
Postmedia Network Inc.
Prairie Post
Prince Rupert Northern View
Princeton Similkameen Spotlight
Québec Science
Quesnel Cariboo Observer
Radio-Canada Info : Abitibi-Témiscamingue
Radio-Canada Info : Alberta
Radio-Canada Info : Bas-Saint-Laurent
Radio-Canada Info : Colombie-Britannique
Radio-Canada Info : Côte-Nord
Radio-Canada Info : Estrie
Radio-Canada Info : Gaspésie-Les îles-de-la-Madeleine
Radio-Canada Info : Grand Nord (Nunavut, Territoires-du-Nord-Ouest, Yukon)
Radio-Canada Info : Île-du-Prince-Édouard
Radio-Canada Info : Manitoba
Radio-Canada Info : Mauricie-Centre-du-Québec
Radio-Canada Info : Montréal
Radio-Canada Info : National
Radio-Canada Info : Nord de l’Ontario
Radio-Canada Info : Nouveau-Brunswick
Radio-Canada Info : Nouvelle-Écosse
Radio-Canada Info : Ottawa-Gatineau
Radio-Canada Info : Québec
Radio-Canada Info : Saguenay
Radio-Canada Info : Saskatchewan
Radio-Canada Info : Terre-Neuve-et-Labrador
Radio-Canada Info : Toronto
Radio-Canada Info : Windsor
Red Deer Advocate
Regina Leader-Post
Revelstoke Mountaineer
Revelstoke Review
Ricochet Media
Rimbey Review
Rocky Mountain Outlook
Rossland News

Saanich News
Salmon Arm Observer
Saskatoon StarPhoenix
Shaunavon Standard
Simcoe Advocate
Simcoe Reformer
Simcoe.com
Smithers Interior News
SOCAM
Sooke News Mirror
Southwest Booster
Spheres of Influence
St. Catharines Standard
St. Marys Independent
Stettler Independent
Stratford Times
Summerland Review
Sun Peaks Independent News
Surrey Now-Leader
Sylvan Lake News
Taproot Edmonton
Terrace Standard
The Beacon Herald
The Brandon Gonez Show
The Breach
The Cambridge Times
The Canadian Press/La Presse Canadienne
The Chatham Daily News
The Chilliwack Progress
The Chronicle Herald
The Coast
The Community Edition
The Daily Press
The Discourse
The Expositor
The Frontenac News
The Grove Examiner
The Guardian (Charlottetown)
The Hamilton Spectator
The High River Times
The Intelligencer
The Kincardine News
The Kingston Whig-Standard
The Ladysmith Chemainus Chronicle
The Local
The Logic
The Narwhal News Society
The Observer
The Oyen Echo
The Post
The Province
The Record
The Recorder & Times
The Resolve
The Roblin Review
The Sault Star
The Sherwood Park News
The Shoreline Beacon
The Sprawl
The Standard
The Standard News Corporation
The Stettler Independent
The Sudbury Star
The Sun Times
The Telegram
The Trentonian
The Tyee
The Valley Voice
The Vulcan Advocate
The Wakaw Recorder
The Walrus
The Wetaskiwin Times
The Whitecourt Star
The Woodstock Sentinel-Review
The Wren
TheIFP.ca
Tillsonburg Post
Tofino-Ucluelet Westerly News
Toronto Star
Toronto Sun

Toronto.com
Trail Times
TVO
Vancouver Sun
Vancouver Tech Journal
Vanderhoof Omineca Express
Vernon Morning Star
Victoria News
Waterloo Chronicle
Waterloo Region Record
Welland Tribune
West K News
Wetaskiwin Pipestone Flyer
Wetaskiwin Times
Williams Lake Tribune
Wilmot Tavistock Gazette
Windsor Star
Windspeaker Media
Winnipeg Free Press
Winnipeg Sun
Woodstock Ingersoll Echo
Yellowknifer
YorkRegion.com
Your Southwest Media Group
Your West Central Voice
Yukon News