

Canadian Newsroom Diversity Survey

Final report

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Introduction

The Canadian Newsroom Diversity Survey is Canada's first representative survey of diversity in media. The CAJ is extremely grateful to the 209 newsrooms that filled out this inaugural survey, providing data for 3,873 journalists and making it the most filled-out diversity survey in Canadian media history.

The truth is, Canada is late in collecting data on race and gender for our newsrooms—data which has been collected in the United States since 1978. And it's not for lack of trying. In 1994, the Canadian Daily Newspaper Association surveyed managing editors from 82 newsrooms. Half of them did not respond. In 2016, Canadaland sent a survey to 18 of the largest newspapers. Three replied.

The success of this first survey would not have been possible without the tireless efforts of countless CAJ board members and volunteers who met with newsroom managers to advocate for the importance of sharing this information. It wasn't an easy task, even in 2021, when many of these newsrooms regularly report on the diversity of political cabinets and businesses. It is well past time for these numbers to be made available for our own industry. The CAJ is grateful for the willingness of newsrooms who submitted their data early, paving the way for other outlets to sign on to the initiative.

The numbers contained in this final report do not tell a complete story, but they do provide a first glimpse at the makeup of Canadian newsrooms from coast to coast to coast. They represent the most comprehensive data available to date on the gender and racial breakdown of Canada's newsrooms, and mark the beginning of what will be an annual, industry-wide survey.

The CAJ is thankful to all participants for their commitment to building Canadian newsrooms that are representative of the publics they serve.

Interactive visualizations of survey results are available [here](#).

Methodology

The Canadian Newsroom Diversity Survey launched in November 2020, following three years of consultations with survey design experts, international partners, and Canadian organizations and individuals in Canada that have studied the diversity of our country's media ecosystem.

The data included here was collected between November 2020 and July 2021.

The survey was sent to the editor-in-chief, or their equivalent, at radio, television, digital, and print outlets across the country. In total, 636 outlets were sent invitations. We received 147 complete and verified submissions to the survey, representing data for 209 outlets.

15 newsrooms declined to participate. 29 were not included because the newsroom closed or may have been included elsewhere. Three survey submissions could not be verified by a newsroom manager and therefore were not included.

379 newsrooms did not respond.

A full copy of the survey text is publicly available [here](#).

The survey categories are adapted from a Statistics Canada model. This model is used by many newsrooms which collect data on the race and gender of their employees when hiring. The survey asks for information that most Canadian media organizations have already collected or that they typically collect during hiring. The survey was designed so that the information is easy to collect if it's not already available.

The survey diverges from the Statistics Canada model in instances where the categories are not only incorrect but could generate misleading results. For example, Statistics Canada's 2016 census doesn't offer "non-binary" as a potential gender category, instead only offering the options "man" and "woman". Here are two other examples of changes we made: 1) The Aboriginal Peoples Television Network advised that the use of the term Aboriginal as categorized by Statistics Canada is outdated and should be changed to Inuit, Metis, First Nations (status or non-status); 2) The Canadian Association of Black Journalists asked that "Haitian" be flagged as an example in the "Black" category not the "Latin" category and that "South and Central American" be changed to "Afro-Latino". The CAJ used the gender categories men, women and non-binary. 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, Somalian), Caribbean (Ex. Barbadian, Jamaican, Grenadian), North American (Ex. Canadian, American), Afro-Latino (Ex. Haitian, Brazilian, Panamanian)
- Latin: Caribbean (Ex. Cuban, Haitian), Central American (Ex. Mexican, Honduran), South American (Ex. Colombian, Argentinian)
- Middle Eastern (Ex. Jordanian, Saudi Arabian, Iranian, Afghani)
- White (Ex. English, Scottish, French, Irish, German, Italian)
- Mixed Race (Ex. Mother of Black African descent and Father of First Nations descent)
- Unknown

National and regional averages have been calculated using the [2016 census profile](#) which is the most recent census data available. For individual newsrooms of more than five full-time staff, diversity metrics are determined using municipal data from [census subdivision](#) regions.

Please note the census data does not map perfectly on to the race categories the CAJ used. For example, the census does not include the race category “White”. The CAJ uses the category “White” to capture all individuals marked in the census as not part of a Visible Minority group and not part of an Aboriginal identity group.

Please note that Statistics Canada’s “not a visible minority” category includes individuals from the “Aboriginal identity” (Indigenous) group. Since the CAJ has a separate category for Indigenous reporters, we subtracted the number in Statistics Canada’s “Aboriginal identity” from the total in “Not a visible minority” to give us the totals for the CAJ’s “White” category.

The CAJ has worked to verify the data newsrooms submitted. Where outlets submitted numbers that did not add up or appeared questionable in any way we contacted newsroom managers to confirm the accuracy of their submissions. The CAJ trusts that data submitted to the survey is correct and complete.

Percentages in this report have been rounded to the nearest tenth, which means some totals may not equal 100 per cent.

Data limits

The goal of this first survey was to fill the data gap—to fill in the blanks when it comes to talking about who works in Canadian media. And while we are very pleased with the participation from newsrooms, we cannot fail to note that a significant amount of data is still missing from the picture.

Race data for nearly a quarter of the journalists included in this survey are marked as Unknown by their newsroom managers due almost entirely to results submitted by CBC and Postmedia. Those two newsrooms made up 98 per cent of the “unknowns” submitted. Only twelve other newsrooms submitted “unknowns,” and CBC and Postmedia were the only two newsrooms to not have race data for more than five employees. These newsrooms informed the CAJ that high tallies under the Unknown race category are due to individuals who chose not to self-identify on internal staff surveys.

In total, race data is unknown for 965 of the journalists included in this survey.

The CAJ acknowledges that these high levels of Unknown journalists negatively impacts the ability to capture a complete picture of the makeup of these newsrooms. In order to avoid skewing results, Unknown entries have been excluded from race-based analysis of the newsroom data at the aggregate level. To be clear, while most national analysis in this report is based on the 3,873 journalists, the race statistics are based on the 2,908 journalists that we have race data for.

In some cases, the data included in this survey are sourced from optional surveys conducted internally by newsrooms. As such, the data does not capture all staff working at a publication, but rather those who completed the internal survey.

The CAJ looks forward to working with newsrooms to encourage more complete results being submitted in future. More complete race data in future years could significantly change the survey findings.

In order to maximize participation, the survey asks for information that most newsrooms already collect, or that they typically collect, during hiring. For this reason, questions relating to LGBTQ+ identity, disability, language, faith, and income level have not been included. The CAJ acknowledges the importance of capturing diversity data outside of race and gender, and is exploring models to get around obstacles of collecting this data for future iterations of the survey.

This survey does not include data from all newsrooms in Canada. We are missing data for around 400 newsrooms, including some of the country's largest. The CAJ has received commitments from some of these newsrooms to fill out this survey next year and we look forward to increasing the number of outlets that submit the data next year.

The CAJ would like to acknowledge that the Toronto Star made extensive efforts to convert the diversity data they have into a format that would make it comparable to other newsrooms that filled out this survey. Unfortunately, this was not possible because the Toronto Star did not collect specific numbers for certain questions, like the number of Black or Middle Eastern staff, but instead collected ranges. Without specific numbers the CAJ was unable to include data from the Star in national averages. Not all staff at the Toronto Star filled out their survey; however, for the journalists who did, the Star shared that 68.5 per cent of full-time staff are white and none are Indigenous. The newsroom's staff is 47.6 per cent men and 47.6 per cent women, with 4.8 per cent either non-binary or unknown. The newsroom reported between 14 and 18 Asian staff and between one and four of each Black, Latin and Middle Eastern staff.¹

Postmedia sent results of their internal diversity survey, which provides data for journalists across all outlets owned by the company who elected to fill out their survey. Some of those journalists may also be included, but are not necessarily included, in survey data submitted separately by the following four Postmedia outlets: The Cornwall Standard Freeholder, The Edmonton Journal, The Edmonton Sun, and Fort McMurray Today.

The Waterloo Region Record advised the CAJ of errors in their survey data submission following publication of the results. Consequently, the newsroom has been removed from the searchable results. Please see Appendix for the corrected newsroom results.

¹ After publication the Toronto Star contacted the CAJ to say the information it submitted about the number of Asian staff it employed was incorrect. This report has been updated with accurate numbers.

National results

Almost half of all Canadian newsrooms exclusively employ white journalists. Where visible minority and Indigenous reporters are on staff, they tend to be concentrated in a handful of large newsrooms.

About nine in 10 newsrooms have no Latin, Middle Eastern or Mixed Race journalists on staff. About eight in 10 newsrooms have no Black or Indigenous journalists. Asian journalists are more prevalent in newsrooms, but still two-thirds of outlets have no Asian people on staff. By contrast, just three per cent of newsrooms have no white journalists on staff.

The vast majority of Indigenous and visible minority journalists work in a handful of newsrooms, and often ones with large numbers of staff and a focus on a national audience. For example, 40 per cent of Middle Eastern journalists, 47.3 per cent of Black journalists and 50 per cent of Latin journalists work at the CBC. Eighty-four per cent of newsrooms employ no Indigenous journalists. Of those that do, 74.8 per cent work at either the CBC or the Aboriginal Peoples Television Network.

The national average data shows a different picture, with Canadian journalists, generally speaking, being only slightly more likely to be white than the overall population. Nationally, 74.9 per cent of journalists that we collected race data for identify as white compared with 73.2 per cent among the overall Canadian population, according to the 2016 Canadian census.

However, the mode, or typical, Canadian newsroom is much whiter at 100 per cent. In other words, many of the national averages on diversity are being driven by a handful of large newsrooms that employ a large number of reporters and tend to be less white than the audiences they serve, whereas most Canadian newsrooms tend to be whiter.

A similar trend is noticeable in other race categories the CAJ collected data on.

For example, 10 per cent of journalists are Asian compared with 15 per cent of the Canadian population. 2.5 per cent are Black compared with 3.5 per cent population-wide.

In some categories, it would appear that journalists are overrepresented compared to the population as a whole. For example, 6.4 per cent of journalists are Indigenous, compared with 4.9 per cent of the Canadian population. 1.7 per cent are Middle Eastern compared with 1.5 per cent population-wide. 3.1 per cent are Mixed Race compared with 0.7 per cent population-wide. However, it is important to emphasize that these numbers are driven by just a few newsrooms. Ninety per cent of newsrooms surveyed have no Latin, Middle Eastern or Mixed Race journalists on staff.

The national average data shows that women outnumber men overall, with 52.7 per cent of all newsroom staff surveyed identifying as women compared to 46.7 per cent who identify as men and 0.7 per cent who identify as non-binary. The presence of more women in newsrooms is

largely driven by part-time and internship roles where women make up 61 per cent and 64.9 per cent of staff, respectively. Among full-time staff, women make up 50.7 per cent of journalists compared to 48.9 per cent men and 0.4 per cent non-binary. By comparison, women make up 50.4 per cent of the country's population, according to 2016 [census data](#). Statistics Canada did not collect data for individuals who identify as non-binary in its 2016 census.

However, according to [a special report](#) from Statistics Canada using data from 2018, 0.24 per cent of the population identifies as trans or non-binary.

Overall, women and non-binary journalists tend to be more diverse, with close to a third of all women journalists identifying as a visible minority or Indigenous and half of all non-binary journalists identifying as such. By comparison, just one fifth of all journalists who are men identify as a visible minority or Indigenous.

Key findings from the survey

- ❖ In total, the survey collected data on 3,873 journalists working in 209 newsrooms.
- ❖ 52.7 per cent of all newsroom staff identify as women compared to 46.7 per cent who identify as men and 0.7 per cent that identify as non-binary.
- ❖ Of the journalists where race data is known, 74.9 per cent identify as white compared to 18.6 per cent who identify as a visible minority, and 6.4 per cent who identify as Indigenous.
- ❖ About nine in 10 newsrooms have no Latin, Middle Eastern or Mixed Race journalists on staff.
- ❖ About eight in 10 newsrooms have no Black or Indigenous journalists on staff.
- ❖ 81.9 per cent of supervisors identify as white, compared to 1.4 per cent who identify as Black, 8.3 per cent who identify as Asian, and 4.2 per cent who identify as Indigenous.
- ❖ 79.6 per cent of outlets report having no visible minorities or Indigenous journalists in one of the top three leadership roles in their newsroom.
- ❖ Black and Middle Eastern journalists are twice as likely to work part-time jobs as full-time jobs.
- ❖ Twenty-seven per cent of all interns identify as Asian, compared to 9.1 per cent of full-time journalists.
- ❖ The racial identity of 25 per cent of journalists included in this survey is unknown by their newsroom managers.

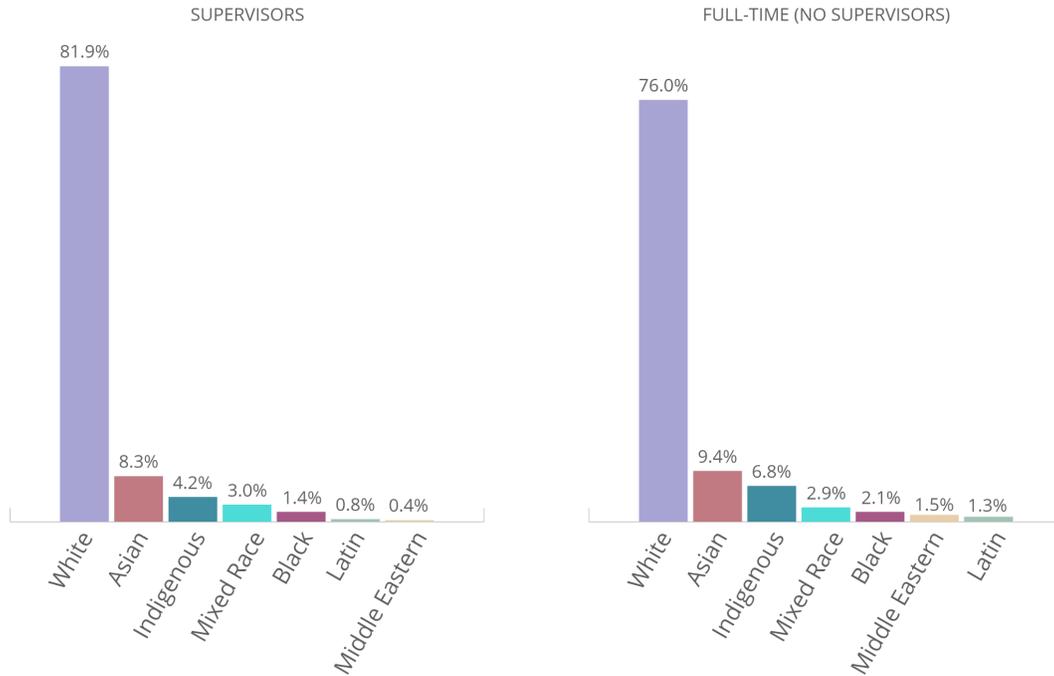
Full-time work

Visible minority journalists are less likely than their white colleagues to be working full-time jobs.

For example, 84.2 per cent of all white journalists work full time compared to 63.6 per cent of Black journalists and 60 per cent of Middle Eastern journalists. Around three quarters of all Asian, Latin, and Mixed Race journalists work full time. Around 8 in 10 Indigenous journalists surveyed work full time.

Please note references to full-time journalists refers to combined totals of the “full-time” and “supervisor” categories.

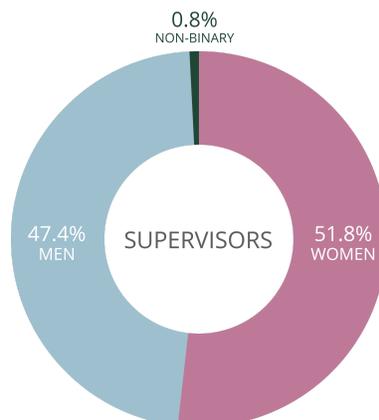
Chart 1



Diversity at the leadership level

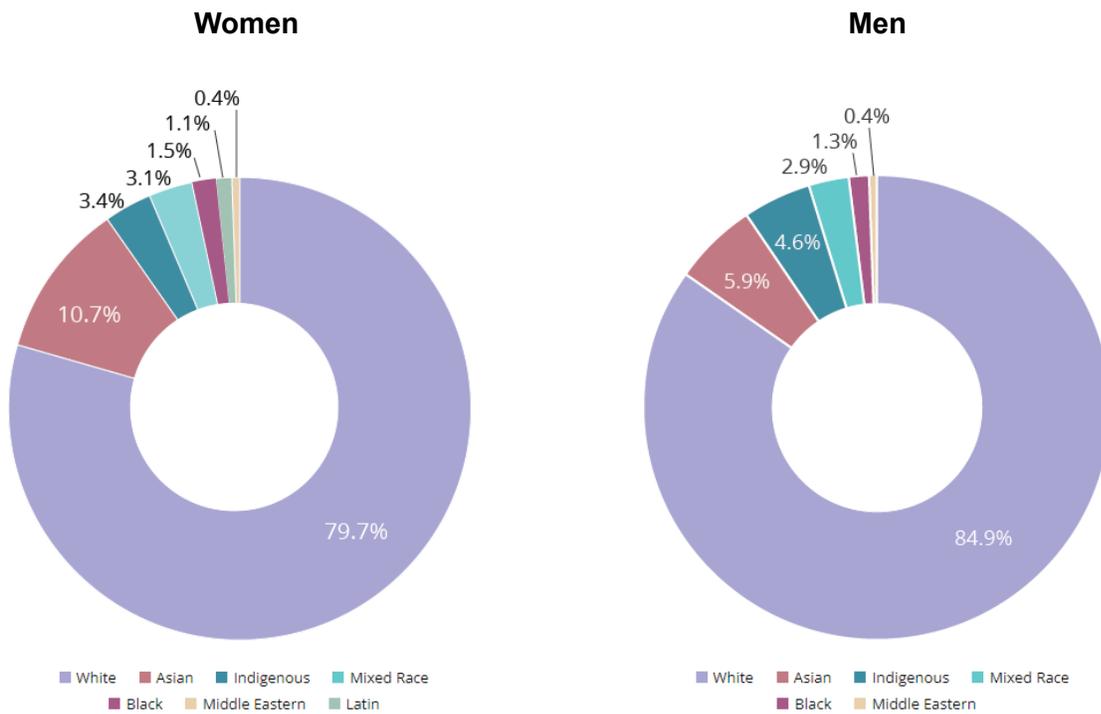
Women outnumber men at the leadership level where 51.8 per cent of supervisors identify as women, compared to 47.4 per cent who identify as men, and 0.8 per cent who identify as non-binary.

Chart 2



White journalists are significantly more likely to hold a supervisory role in the newsroom than their visible minority and Indigenous colleagues. For example, more than eight out of 10 supervisor roles are held by a white journalist, whereas just 1.4 per cent of all supervisors identify as Black and 1.2 per cent identify as either Middle Eastern or Latin. There is greater racial diversity among women supervisors than among men. For example, visible minority women journalists hold 20.2 per cent of supervisor roles compared to just 15.1 per cent held by their counterparts who are men.²

Chart 3



Visible minority and Indigenous women are more likely than their counterparts who are men to hold a top leadership role in the newsroom. Of the newsrooms that indicated they had a visible minority or Indigenous journalist in at least one of their top three newsroom roles, 57.9 per cent are held by women compared to 42.1 per cent held by men. There are no non-binary Indigenous or visible minority journalists in a top leadership role.

Around 8 in 10 outlets reported having no visible minority or Indigenous journalists in one of the top three leadership roles in their newsroom.

Part-time workers + interns

²Percentages in this report have been rounded to the nearest tenth, which means some totals may not equal 100 per cent.

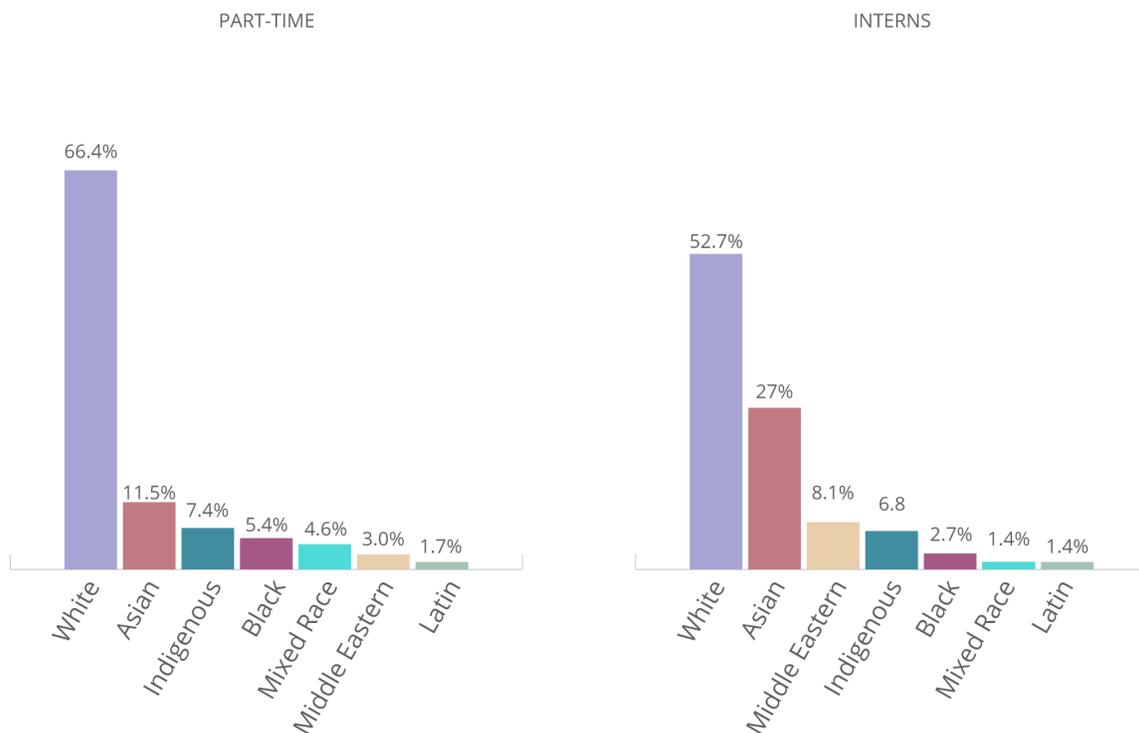
Overall, the representation of visible minority journalists increases among part-time and internship roles. For example, Black and Middle Eastern journalists are twice as likely to be working part-time jobs as full-time ones.

More than a quarter of all interns identify as Asian, compared to 9.1 per cent of full-time journalists.

Representation of women and non-binary journalists also increases among part-time and internship roles. For example, women make up 61 per cent of part-time employees and 64.9 per cent of interns. Non-binary journalists account for 0.9 per cent of part-time roles and 8.1 per cent of interns.

By comparison, among full-time positions, 50.7 per cent of those surveyed identify as women and 0.4 per cent identify as non-binary.

Chart 4



Qualitative results

Newsroom managers tend to overestimate the diversity of their newsroom. Seventy per cent of respondents indicated that their newsroom is somewhat or very representative of their audience. In fact, when compared against the census, less than a third of all participant newsrooms are as diverse, or more diverse than the public they serve. For this assessment, survey results were compared against the census data that most reflects the outlet’s audience. For example, survey results for Metroland Toronto were compared against census data for the City of Toronto showing that 93.3 per cent of all staff at that outlet identify as white, compared to

48.3 per cent of Torontonians identifying as such. Similarly, results for the Canadian Press newsroom were compared against national census results showing 87.3 per cent of staff identify as white compared to 73.2 per cent of Canadians nationally.

Participant newsrooms with six or more full-time staff can be searched and compared to their local audience [here](#).

We asked newsroom leaders what, if anything, they do to encourage individuals from under-represented groups to apply for available positions. Some respondents indicated that no additional steps are taken to encourage diverse candidates to apply. Of the newsrooms that indicated additional steps are being taken, there were a number of common responses. Please note that the below is a representative sample summarizing those responses with words changed to remove identifying characteristics.

- Targeted outreach to visible minority journalists; targeted outreach to J-schools.
- Reaching out specifically to associations such as the Canadian Association of Black Journalists and Canadian Journalists of Colour.
- Asking BIPOC contacts to share job postings with their networks.
- Posting salaries.
- Creating diverse hiring committee.
- Managers look at what is truly necessary for the job (BFORs, or bona fide occupational requirements) versus what skills and experience they prefer a candidate to have.
- Indicating that hiring managers are open to other relevant experience that might be commensurate with skills or experience described in the job posting.
- Drawing upon existing relationships within Indigenous communities as a primary source of recruitment.

Collecting race and gender data for reporters and managers does not tell the whole story about newsroom diversity. In addition to race and gender data, newsroom leaders told us they are collecting some of the following:

- Data on LGBTQ2+, disability, language, faith, and level of education.
- Diversity data for freelancers.
- Diversity and gender data for show guests.
- Tracking how documentaries reflect BIPOC, disability and non-binary issues.
- Byline diversity and the diversity of sources.

Conclusion

This report is intended to begin a conversation, not end one. In the coming years, the CAJ's diversity survey will be an annual feature of Canadian media. As we collect more data we will be able to answer questions like: Are Canadian newsrooms becoming more or less representative of the populations they serve? Are some newsrooms improving? Are others regressing?

More data will lead to better questions and better analysis. More data means more newsrooms participating. It means more journalists within those newsrooms feeling comfortable to answer questions instead of selecting Unknown.

The CAJ's goal is to increase both the number of newsrooms and the number of journalists who participate in next year's survey.

The data we've currently collected does make certain things clear. For one, the typical Canadian newsroom is not representative of the Canadian population. After all, the mode, or value that appears most frequently, for race is 100 per cent white. Visible minority journalists make up a smaller proportion of the industry as a whole than visible minority people do population-wide. Indigenous journalists are overrepresented compared to Indigenous people population-wide, but nearly all work in one of just two newsrooms. Similarly, visible minority journalists are concentrated in a handful of large newsrooms.

Generally speaking, white journalists make up a higher percentage of those with better jobs. White journalists hold 81.9 per cent of supervisor roles and 79.6 per cent of top three leadership positions. Those with more junior positions tend to be more diverse. For example, a quarter of all interns identify as Asian, compared to nine per cent of full-time journalists.

For those looking to make the media industry more diverse, there is some reason for optimism. For one, newsrooms with more diverse leadership tend to have more diverse workforces. The CAJ will continue to track this trend in the years to come to see if it persists. For another, many newsrooms who filled out the CAJ's survey said this was the first time they'd ever collected data on the diversity of their workforce and that they plan to do so for every year moving forward. Many other newsrooms promised to participate next year, once their first-ever diversity data collection efforts are complete.

Acknowledgements

This survey would not have been possible without the support of numerous individuals and organizations. Over 100 CAJ members have volunteered to help make this survey possible. That includes assistance with drafting questions, promoting it publicly and promoting it privately within their newsrooms. The CAJ is a member-driven volunteer-run organization. Without our volunteers this survey would not have been possible.

A few members deserve special recognition. Zane Schwartz, the chair of the CAJ's national board, has led the Canadian Newsroom Diversity Survey since its inception. Kathleen Speckert, the CAJ's operations manager, was indispensable on this project. CAJ interns Nadia Trudel and Matias Brunet-Kirk also played vital roles. Key national board members without whom this would not have been possible include: Karyn Pugliese, Brent Jolly, Fatima Syed and Nick Taylor-Vaisey.

The News Leaders Association, which has been conducting a diversity survey in the U.S. since 1978, provided detailed guidance on how to launch a survey and generously permitted the CAJ to emulate much of their methodology. Ryerson University Professor Emeritus John Miller, who conducted national diversity surveys in 1994 and 2004, offered critical insight on methodology.

Pennsylvania-based data analytics firm Qlik provided invaluable support in data analysis and visualization of results for a dedicated site which can be found [here](#). The Fédération professionnelle des journalistes du Québec, Unifor and the Communications Workers of America promoted the survey among their members. Diversity committees in many newsrooms also promoted the survey.

Appendix

The CAJ thanks the following 209 newsrooms for filling out the first annual Canadian Newsroom Diversity Survey:

100 Mile Free Press
AB Today
Abbotsford News
Ajax/Pickering News Advertiser
Alberni Valley News
Aldergrove Star
Alliston Herald
Anchor Weekly
Annapolis Valley Register
APTN National News
Arrow Lakes News
Ashcroft-Cache Creek Journal
Aurora Banner
Barrie Advance
BC Today
Bella Coola Coast Mountain News
blogTO
Boundary Creek Times Mountaineer
Bowen Island Undercurrent
Brampton Guardian
Brandon Sun
Brock Citizen
Burlington Post
Cabin Radio
Caledon Enterprise
Cambridge Times
Campbell River Mirror
Canada's National Observer

Canadaland
Canadian Press
Cape Breton Post
Capital Daily
Castanet
Castlegar News
CBC News
Charlottetown Guardian
Chatelaine
Chemainus Valley Courier
Chilliwack Progress
Clarington This Week
Cloverdale Reporter
Collingwood Connection
Comox Valley Record
Cornwall Standard Freeholder
Cowichan Valley Citizen
Cranbrook Daily Townsman
Eagle Valley News
East Central Alberta Review
East Gwillimbury Express
Edmonton Sun
Flamborough Review
Fort McMurray Today
Fort St. James Caledonia Courier
Four-Town Journal
Fraser Valley Current
Gay Globe Média
Georgina Advocate
Globe and Mail
Goldstream News Gazette
Grand Forks Gazette
Hamilton Community News
Hamilton Mountain News
Hamilton Spectator
Hill Times
Hope Standard
Houston Today
IndigiNews
Innisfil Journal
Interior News
iPolitics
Journal MRG
JSource

Kamloops Matters
Kamloops This Week
Kelowna Capital News
Kelowna Daily Courier
Keremeos Review
Kidscreen
Kimberley Bulletin
King Connection
L'info de la Basse-Lièvre
L'info de la Lièvre
L'info de la vallée
L'info du Nord Mont-Tremblant
L'info du Nord Sainte-Agathe
L'info du Nord Vallée de la Rouge
L'info Petite Nation
Lake Country Calendar
Lake Cowichan Gazette
Lakes District News
Langley Advance Times
Le Placoteux
Le Soleil de Châteauguay
Maisonneuve
Maple Ridge-Pitt Meadows News
Markham Economist & Sun
Meaford Independent
Metroland Toronto
Midland Penetanguishene Mirror
Millbrook Times
Milton Canadian Champion
Mission City Record
Mississauga News
Morrisburg Leader
Muskoka 411
Nanaimo News Bulletin
Nelson Star
Newmarket Era
Niagara This Week - Fort Erie/Ridgeway The Post
Niagara This Week - Grimsby Lincoln News
Niagara This Week - Niagara Falls
Niagara This Week - Niagara on the Lake
Niagara This Week - Port Colborne/Wainfleet
Niagara This Week - St. Catharines/Thorold
Niagara This Week - Welland/Pelham
North Delta Reporter

North Island Gazette
North Thompson Star/Journal
Northern Sentinel
NOW Magazine
Oak Bay News
Oakville Beaver
ONFR+
Orillia Today
Oshawa This Week
Parksville Qualicum Beach News
Peace Arch News
Peninsula News Review
Penticton Western News
Policy Options
Ponoka News
Port Perry Star
Prince Albert Daily Herald
Prince Rupert Northern Review
Québec Science
Queen's Park Today
Quesnel Cariboo Observer
Red Deer Advocate
Revelstoke Times-Review
Richmond Hill News
Richmond News
Ricochet
Rocky Mountain Outlook
Rossland News
Salmon Arm Observer
Sentinel Courier
Similkameen Spotlight
Sooke News Mirror
SooToday
St. Albert Gazette
St. Catharines Standard
Stettler Independent
Stoney Creek News
Stuart Nechako Advertiser
Summerland Review
Sylvan Lake News
Télévision communautaire de la région des Appalaches
Terrace Standard
The Agassiz-Harrison Observer
The Chatham Voice

The Chronicle Herald
The Clearwater Times
The Coast Halifax
The Discourse
The Edmonton Journal
The Equity
The Free Press (Fernie)
The Gaspé Spec
The Global Reporting Centre
The Golden Star
The Guardian
The Independent (Newfoundland and Labrador)
The Independent & Free Press (Georgetown/Acton)
The Ladysmith Chronicle
The Local
The Logic
The Morning Star
The Narwhal
The Northern View
The Orangeville Banner
The Sachem (Haldimand County)
The Sachem & Glanbrook Gazette
The Sherbrooke Record
The Sprawl
The Stouffville Sun-Tribune
The Telegram
The Thornhill News
The Tyee
The Voice of Pelham
Tofino - Ucluelet Westerly News
Toronto Guardian
Toronto Star³
Trail Daily Times
Truro Daily News
TVO
Uxbridge Cosmos
Uxbridge Times-Journal
Vancouver Island Free Daily
Vanderhoof Omineca Express
Vaughan Citizen
Victoria News
Wakaw Recorder
Wasaga Sun-Stayner Sun

³ Please see the Data Limits section on page 5.

Waterloo Region Record*⁴
West Kootenay Advertiser
Whitby This Week
Williams Lake Tribune
Winnipeg Free Press
Yorkton This Week
Yukon News

⁴The WRR previously reported one each Indigenous and Asian supervisors, one of whom was listed as a top-three newsroom supervisor. In fact, all supervisors and all of the top-three newsroom leaders identify as white. The outlet also reported having one Middle Eastern journalist working full-time. In fact, of the full-time journalists, 88.9 per cent identify as white, 5.5 percent identify as Indigenous and 5.5 per cent identify as Asian. Of the journalists working part-time, 50 percent identify as white, and 50 per cent identify as Middle Eastern. Please note that percentages are rounded to the nearest tenth and therefore may not add up to 100 per cent.